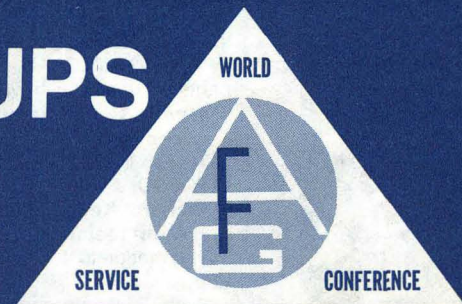


# SUMMARY

## AL-ANON FAMILY GROUPS

### WORLD SERVICE

### CONFERENCE



WHITE PLAINS, NEW YORK,

APRIL 18-23, 1983

#### OUR CONFERENCE THEME:

##### Servants—Trusted and Trusting

"The theme of the conference, if used in a broad sense, should bring personal awareness to all conference members; being trusted, trusting and worthy of trust are all vital to our fellowship. It offers a great opportunity for conference members to share, to look inward at themselves, as well as outward at the membership. Al-Anon is a fellowship of equals. We are equally important no matter what may be our service position. Our entire program rests squarely in the principle of mutual trust. We rely confidently on Tradition Two—good conscience and our trusted servants.

"The responsibility of the conference is to act on behalf of Al-Anon as a whole. In the spirit of true brotherhood, love, and trust of one another, and with the guidance of our higher power as each of us understands him, I am sure we will walk together, and strive to make it an interesting, productive, enlightening, happy week."



Ruth F., Chairman

##### The Opening Dinner:

Trustee Bo H. was the featured speaker at the WSO Dinner. Describing himself as a worrier and a controller, he spoke about learning to take responsibility for himself, and illustrated how trusting, being trusted, and being trustworthy had all contributed to his recovery.

Bo observed that there seems to be a preponderance of "experienced worriers" in Al-Anon—those of us who have allowed our lives to become dominated by fear, fear that the alcoholic would suddenly and dramatically die, as if we did not trust them to survive without our watchful supervision. Bo admitted that he still slips into controlling behavior from time to time, but his Al-Anon meetings help him overcome these unhealthy tendencies. In Al-Anon he has learned that he cannot change people, that it is not his function to protect them or to sabotage his own life by steeping himself in worry. By letting go of control and anxiety about his loved ones, he has actually become closer to them, and has learned to accept their love more comfortably. In so doing, he has stopped blaming others and begun taking responsibility for his own life.

Trust in others helped Bo to form special relationships in Al-Anon, and this he feels is a major component of his spiritual development. The Conference theme, "trusted and trusting servants" has relevance for him, as an individual member and as a trustee. In addition to being trusted and trusting, it is essential for those in service to remain *trustworthy*, so that the program will continue to help others achieve spiritual growth.

In Al-Anon, trust flows directly from our Twelve Traditions, which ensure that the program stays true to its original purposes and commitment. Bo expressed gratitude that Al-Anon was there for him, and that it would be there for others—with the Traditions and Concepts intact. Let us not, he concluded, dilute our spiritual foundation. The Traditions, like the Steps, do not become outdated; they are inviolable.



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## OPENING SESSION:

The first session of the 23rd WSC opened with the **Admissions Committee's** recommendation by Loubelle McQ.-AK, that the following participants be seated with voice and no vote:

**Alberte C. (Secretary, PFA, WSO; AI-Anon member)**

**Teresa M. (Supervisor of Spanish Services, WSO; AI-Anon member)**

**Richard Keilly (Controller, WSO; non AI-Anon member)**

The motion to accept the recommendation carried.

Ruth, F., Conference Chairman invoked a moment of silence in memory of Bruce K., Nevada, whose sudden death in September was deeply felt. She asked for guidance from her higher power and led the Conference in the Serenity Prayer.

Hank G., Chairman of the Board, welcomed Conference members and suggested that if new Delegates were feeling overwhelmed, it might help if they thought of the Conference as a group conscience business meeting on a grand scale. He shared that his goal was to be a trusted servant in every sense, and to always be available to discuss anything that Delegates might feel is germane to the welfare of our fellowship. He expressed his confidence that each Conference member would leave the 1983 WSC with a sense of rededication and a greater awareness of AI-Anon's worldwide needs. Hank read the Twelve Traditions; at other sessions the readings were done by: Dorothy McL., AL; Monique B., Alberta; Helen W., BC Yukon; Jean Louise B., CO; Esther K., MN (N); Roanoke McD., MS; Doreen D., NC; Lorraine F., ND; Denise L., Quebec (E); Gaile J., VT.

Reading Concepts were: Alma C., WV; Alice H., WS; Thelma K., AZ; Gloria H., Atl Prov; Carol H., GA; Patricia R., MA; Helen E., MT; Jane D., NJ; Doris W., OK; B.J. M., OR; Howell R., VA; Ann O'B., WA.

Lois W.'s gracious presence reinforced the importance of our commitment to the past, a past that is kept alive by acknowledging the special demands made by the present and by looking forward to the future.

Observing how profoundly Lois's absence had been felt last year, Ruth introduced and helped accompany our lively and indomitable co-founder to the podium. Lois inspired the Conference with her animation and her serenity. "AI-Anon," she said, "is a program of love, and love is the primary motive in all our activities." She reminded the Delegates that they are a vital link in the chain that preserves the contact between the WSO and the individual members. The decisions that emerge from the Conference, she added, would be guided by a power greater than all of us. "I love you all, and I do have faith in our trusted servants."

## VOTING:

Myrna H. reviewed the voting procedures described in the Conference brochure: Standing Committees, the Board, the Policy Committee, and voting Conference members present their specific recommendations (i.e., those requiring a vote) to the Conference. A motion is made by a voting participant to accept the recommendation as read; it is seconded, and a discussion follows. If necessary, the motion may be amended and reworded, or tabled for future consideration. Otherwise, the Recorder rereads the motion and a

vote is taken, with the understanding that all Conference motions are subject to approval by the Board of Trustees.

The size of the majority required to carry various motions was also noted:  $\frac{3}{4}$  for Charter change,  $\frac{2}{3}$  for bylaw amendments, and a simple majority for all other matters. At this point, Myrna mentioned that she had been unable to locate actual documentation regarding the majority size necessary to change Concepts or their accompanying text.

Previously, Concept changes had all carried with "substantial unanimity." At the latest Board of Trustees' meeting several days earlier, however, it was suggested that a definite figure be specified. Myrna explained that this would entail two considerations: first the vote necessary to change the wording of the Concept text, and second to change the Concept itself.

A motion from the floor recommended that a  $\frac{2}{3}$  majority be required for any changes made to the descriptive wording supporting a Concept—for the 1983 WSC only. During the discussion that ensued, Myrna reiterated the Board's position that the importance of this issue was such that it demanded a great deal of attention, and that it would be addressed in detail throughout the year. Lois W. concurred, saying that since there was currently not enough information about the procedure and its implications, it should be thrashed out at greater length. "It would not," she concluded, "be an informed vote." The motion was defeated.



## STANDING COMMITTEES:

Helen G., Conference Secretary, reviewed the selection process for Standing Committee positions, explaining that each appointment was based on, Delegates' stated preference and balanced Regional distribution.

	Panel 22 1982-1984		Panel 23 1983-1985	
ADMISSIONS	Pat B. Robert V. Jean H.	KY RI TX(W)	Esther K. Ann O'B.	MN(N) WA
AGENDA	Gert W. Margaret G.	KS PA	Denise L. Gaile J.	QUE.(E) VT
ALATEEN	Judy S. Angela W. Monique V.	DE MD & DC QUE(W)	Jean Louise B. Doris W. Howell R.	CO OK VA
COOPERATING WITH THE PROFESSIONAL COMMUNITY (CPC)	Valda R. Dennis K. Bette S.	FL OH ONT(S)	Thelma K. Patricia R. Doreen D.	AZ MA NC
HANDBOOK	Bernie E. Darlene S. William S.	CA(S) MN(S) NY(N)	Monique B. Gloria H. Carol H.	ALBERTA ATL. PROV. GA
INSTITUTIONS	John B. Marion O. Shirley W.	IL(N) MAN MI	Dorothy McL. Helen W. Alma C.	AL BC/Yukon WV
LITERATURE	Jean McL. Anne L.	CA(N) TN	Helen E. Lorraine F. Alice H.	MT ND WI
PUBLIC INFORMATION	Serafina S. Jean Z. Suzie S.	HI IN TX(E)	Roanoke McD. Jane D. B.J. M.	MS NJ OR





## SHARING SESSION:

### Servants—Trusted and Trusting

Moderator, Ruth F., Conference Chairman

Ruth F., Conference Chairman, spoke on "The Freedom to Serve" in her opening sharing. She has "all the freedom in the world," as her husband reminded her, and for this she is grateful.

She recalled her early days in the program. With two small children and a full-time job, she was still aware of one overriding truth: "Without Al-Anon and AA, there would be no husband nor home. . . . There was always time for Al-Anon." Ruth also noted that because those early meetings were so small, all group members held some sort of position, rotating responsibilities as much as possible.

As Ruth's children grew older, she had more freedom to strengthen her service commitment, to put her gratitude in action. She described the conflict aroused in her by this decision to become more deeply involved: "At first it was frightening—was I capable?" Bolstered by the support of her fellow members, however, she overcame her fear. "I found within myself a self-reliance and a personal independence. It was wonderful, knowing I had group conscience backing, yet was free to express my own thoughts and feelings at the right time."

As a Delegate, Ruth learned that "Al-Anon is a fellowship of equals," that the strength of the program is founded upon the cooperative effort of individuals working together. The WSC is a linkage, she continued, where trust and freedom come together, preserving and guaranteeing our future unity. Delegates' mutual trust and their freedom of expression combine to form the group conscience, which is made solid by the Traditions and Concepts.

"It is each person's responsibility," Ruth said, "to freely express their thoughts." Failure to do so represents a service failure, and a failure to the Area. Everyone's contribution adds a new dimension to the discussion, enriches the exchange of ideas, and deepens the significance of the sharing. "Our freedom to serve is truly the freedom by which we live."

Ruth concluded her talk on "The Freedom to Serve," and urged all Conference members to enrich the strength of the group unity by expressing their thoughts. "To preserve and guarantee future unity, each of us should feel the trust of one another, a freedom of expression, a freedom to vote as a person . . . Come forth. Let us know how you feel about YOUR Freedom to Serve."

- "Service was thrust upon me. Every time I'd ask for information about a job, I found I'd been elected to the position. Now, service is the best part of my program."
- "Al-Anon gave me freedom from negative attitudes; service helped me grow spiritually; and carrying the Al-Anon message aids my mental recovery."
- "Service means being aware of the commitment it entails—trusted servants should determine just how free to serve they really are."
- "I had to be pushed into service, and am grateful for the freedom it has given me to really grow."
- "Service taught me I had freedom of choice, that I had skills, that I was qualified—I knew I was qualified because I love my program."
- "I am free to serve for two reasons: one, my husband has encouraged me; and two, I am free from guilt."
- Service nurtures me with love. "My freedom to serve carries with it the realization that others have the freedom NOT to serve. It is not my responsibility to push them into service."
- "Service helped me find freedom by exercising my right of participation and experiencing cooperative efforts."
- As a new member, I attended a group anniversary. Afterwards, I went around the room with a green plastic bag collecting everyone's used paper plates. It was a privilege; I was giving back what I'd gotten."
- "At first, service was a function of my ego, so when I came up against group conscience I found I did not have the freedom to understand my limits. Now I know when I am free to say yes and when I must say no."
- "I was pretty sick when I came into the program, but no one ever told me I was too sick to serve. Even when I was wrong, it fueled my growth. And I know I am still free to make mistakes."
- "Al-Anon gave me freedom from fear, and like a pebble in a pond, its ripples carried me through the levels of service, overcoming past fears and earning my freedom."
- "I first had to learn that I had the RIGHT to be; then I could appreciate my FREEDOM to be. My group gave me that awareness, and service for me is giving them something back."
- "Service taught me that I had the freedom to fail; this realization unstuck my personal recovery."



# Administration THE WORLD SERVICE OFFICE (WSO)

## THE GEN'L SEC'Y

Dear Conference Members,

The year 1982 tested the WSO's ability to meet new and existing service challenges in the face of a somber financial forecast. With our members' support the test was passed with flying colors. Last year a record was set for contributions. Such affirmation inspires us to move forward with renewed confidence.

This year's Annual Report details how innovative service aids were developed, including: the newcomer's packet, our first venture into soft-covered books, and new audio material.

Great strides were also made to enhance national and international unity. Regional Service Seminars fostered our goal of sparking interest in local and Area service, while the voice of service and unity was echoed beyond our borders at the first full (trial) Al-Anon International General Services Meeting.

New dimensions in public recognition have emerged, too, bearing the fruits of reaching out even further to the professional community, media and general public, both in the United States and in Canada.

Our Long-Range Study Panel encouraged us to look beyond, asking how best we can reaffirm our goals in an ever-changing society. To stand firm on our foundation is the resounding answer. Our three legacies: recovery, unity and service bestow a heritage that prevents dilution yet keeps our circle of love wide enough to embrace every individual who is, or has been, affected by an alcoholic. As we entered the world of word processors and computers within the office, preserving the "personal touch" in service presented an ongoing challenge.

Next year promises new challenges. Plans will accelerate for the 1985 International Convention where Al-Anon moves toward independence from AA's event, freeing both fellowships to work cooperatively, side by side. We also welcome the long-awaited ALATEEN—a day at a time book. But most of all, as we reach out to the potential newcomer, we advance with hope, realizing we've only just begun.

Yours in fellowship,  
Myrna S. H.  
General Secretary



## WSO ANNUAL REPORT:

Myrna S. H.

The World Service Office (WSO) prepares, at the end of each year, a full report of its activities for consideration by members of the World Service Conference, who represent the Al-Anon fellowship. Subsequently, these reports are summarized and are made available to all registered English-speaking groups throughout the world.

The Board of Trustees are the members of Al-Anon Family Group Headquarters, Inc., responsible for: carrying out the mandates of the World Service Conference and business policies of the WSO; estimating revenue; administration of service to the membership; the publication and distribution of Conference-Approved Literature; approving the quarterly and annual work progress reports submitted by the General Secretary and each WSO Committee. These reports are also made available to the Executive Committee, which is empowered to act on behalf of the Board in the intervals between Board meetings. The Executive Committee meets monthly to make business and administrative decisions.

### PERSONNEL ADMINISTRATION:

**General Secretary**—The General Secretary, Executive Director of Al-Anon Family Group Headquarters, Inc., is responsible to the Board of Trustees and the Executive Committee for implementing administrative policies of the corporation, managing and operating the WSO, and for the supervision of all staff members. As Secretary of the Board, the General Secretary is a Trustee and an ex-officio member of all committees at the WSO.

**Administrative Staff**—Besides the General Secretary and the Deputy General Secretary, the Administrative Staff consists of the Controller, the FORUM Editor, the Office Manager, the Archivist and the Secretary/Coordinators of each Standing Committee. Weekly staff meetings are held to: discuss unusual situations presented through the mail or by telephone; review material suitable for publication in our newsletters; coordinate mailings and work activities; and review matters of general importance to our operation. The Secretaries make every effort to attend Committee meetings other than their own for a more comprehensive overview of all services. All staff contributed material for *AREA HIGHLIGHTS*, *INSIDE AL-ANON* and *The FORUM*.

In addition to committee assignments, correspondence of a general nature is apportioned to Staff Secretaries as follows:

U.S. (NE)—Patricia H.	U.S. (SE)—Helen G.
U.S. (NW)—Ann S.	U.S. (SW)—Margaret O'B.
Canada—Susan H.	Other countries—Mary Ann K.

Procedures have been refined for Staff speaking commitments at Area Assemblies and at Al-Anon or AA Conferences and Conventions effective 1983 to help those issuing invitations understand that that requests must be submitted to the General Secretary. Expenses are reimbursable by the hosts of the Convention/Convention or Assembly. Because of increasing office responsibilities, each Staff member is limited to four such speaking engagements per year.

**Support Staff**—Reported in conjunction with Joan Hochbaum, Office Supervisor

New employees were hired to fill vacancies left by outgoing support staff members. Promotions and reassignments that occurred from improved efficiency and morale and several positions were upgraded in level.

**Secretarial/Clerical Team**—Reported in conjunction with Joan Hochbaum, Office Supervisor

The new position of Team Supervisor was assigned to Gale Mazzone. A review of the Team's overall effectiveness was made and remedial action was taken to correct the problems identified. The Team was relocated nearer to the Service assigned to each Team member. The Team's competence and efficiency eliminated the need to hire additional staff when vacancies and extra workloads occurred.

### STAFF CONCERNS: Reported in conjunction with Joan Hochbaum

**Benefits**—As in the past, our Benefits program has been studied to determine if we are providing our employees with benefits that meet with today's standards. We changed health insurance carriers, improving our medical and dental plan, and reducing the cost of family coverage. Our bank provided information on Individual Retirement Accounts, and arranged for direct depositing of weekly pay check for employees.

**Personnel Manual**—The updated Personnel Manual incorporated new policies such as disability, and was amended to allow an employee to return to his/her present position (or comparable position) following an extended disability, inclusive of maternity leave.

**Substitute Assistance**—Twenty members from the New York metropolitan area provide substitute per diem assistance, thus eliminating the need for temporary help from outside agencies.

**Seminars and Educational Programs**—Two qualified staff members held a demonstration session in Cardiopulmonary Resuscitation (CPR) for other staff members.

Several Secretarial/Clerical Team members received a basic training course for the word processing equipment installed at the beginning of the year, and Inez G., Secretary to the General Secretary, has become our in-house training instructor. Various other Staff members attended seminars on hiring and firing practices, magazine editing and basic supervision of staff.

### OFFICE PROCEDURES: Reported in conjunction with Joan Hochbaum

**Computer Service Bureau**—A more efficient and accurate system for updating Group Records has been implemented by our new computer service.

**Offset Production**—approximately 1,747,300 copies were run off in-house on the offset machine during 1982.

**Mailings**—Innovations were made to help staff track the stages of their mailings. Meetings were held with a postal representative on more efficient ways to expedite mail delivery.

**Telephone System**—Exorbitant rates prompted our decision to purchase our own telecommunication system. After much research, one was chosen which should pay for itself in the next two years.

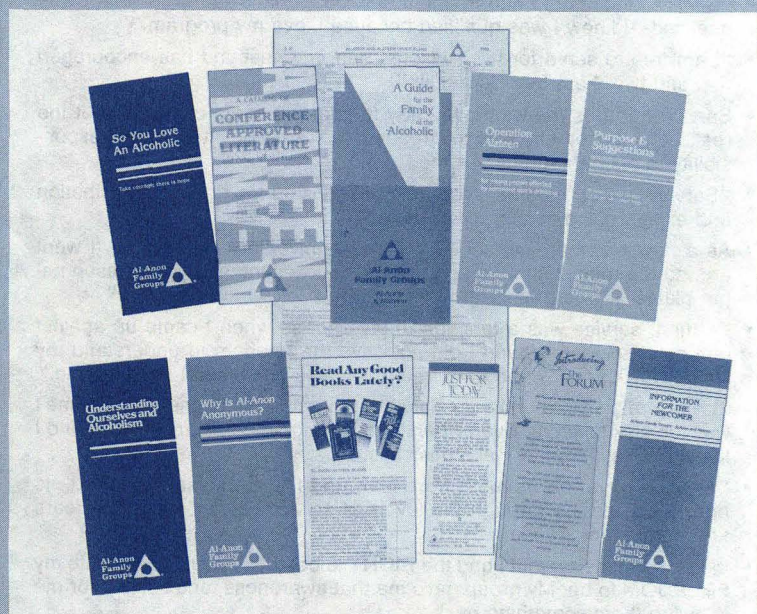
**FORUM Circulation**—The Circulation Assistant and Office Supervisor met on a regular basis with the computer services bureau and mailing house agency to improve systems. Our renewal sequence was changed to alleviate the problem of renewal letters crossing in the mail with re-orders.

### PUBLICATIONS:

**Free-lance Writers**—A contract was signed with a member to compile material written by Alateen members for the forthcoming *ALATEEN*—a day at a time book (to be distributed at the 1983 WSC).

A contract was also signed with a free-lance writer for the rewriting of our book, *AL-ANON FACES ALCOHOLISM*.

A Newcomer's Packet containing material aimed at new members, was developed in the latter part of the year, and approximately 27,000 packets were sold by year's end. During the Fourth Quarter, *AL-ANON'S FAVORITE FORUM EDITORIALS* was published in two soft-covered volumes and re-titled *FORUM FAVORITES*. Approximately 3,800 were sold. We also released the Three Little Books, developed by the *FORUM* Committee, with over 4,500 sold.





**GROUP RECORDS AND DIRECTORY:** Reported in conjunction with Joan Hochbaum, Office Supervisor, and Sally D., Group Records Supervisor

	Al-Anon Alateen		Lone Members	GSOs, Information Services, etc.	Institutions Groups
Total Registrations Worldwide					
12/31/82	17,082	2,616	186	227	467
United States	10,782	1,756	62	130	354
Canada	1,678	312	24	16	29
International (outside the U.S. & Canada)	4,551	548	100	81	48
Group Count					
12/31/81	16,199	2,419	165	182	424
Registered Literature Distribution Centers				160	

### Group Records Update

- WSO's in-house computer goes on-line in June of this year. Myrna requested that all group-related correspondence with WSO include Group Identification number and Area Code. These numbers, she explained, are used to access and retrieve information stored in the computer files.
- As a result of computerization, detailed group information will be more readily available. Group Records asked that changes continue to be submitted to WSO on Group Information forms (or facsimiles) to ensure that files are kept up-to-date and accurate.

**World Directory**—The three sections of the World Directory for U.S. and Canada were distributed to Conference members at the 1982 WSC. In May Directories were mailed to all registered groups in the U.S. and Canada.

### Directories Update

Myrna reported that many Trustees had been disappointed to discover that the confidential list of their home addresses and phone numbers (intended for Delegate use only) had been made too public in some Areas. The ensuing discussion focused on the need for striking a balance between confidentiality and communication within the fellowship—particularly in light of the Conference theme. Delegates' names and addresses, it was pointed out, are published in the World Directory, and as trusted servants, they have chosen to take this risk. The following motion was subsequently made from the floor:

#### RECOMMENDATION

That the world Directories include a listing of the Board of Trustees with the address of their choice. The conference approved.

## QUESTIONS:

If a group chooses not to register, can they still call themselves an Al-Anon group as Tradition Three states, providing they have no other affiliation?

Yes.

Can Al-Anon members be registered in several groups, and can they take responsibilities in more than one?

Although Al-Anon members may attend many groups, it is suggested that they consider one group their "home group" where they can vote and hold office.

**GROUP SERVICES:** Reported in conjunction with Joan Hochbaum, Office Supervisor and Sally D., Group Records Supervisor

Mailings	Total
Subscriptions—The FORUM	582,600
Group-Wide Mailings	
INSIDE AL-ANON with enclosures	81,929
Tri-annual Appeal Letter	44,072
1982 Conference Summary	14,433
Advance Notice of 1983 price increase	15,130
1983 Directory Questionnaires (U.S. & Canada)	14,541
Limited Mailings	Total
ALATEEN TALK	18,634
AL-ANON IN INSTITUTIONS	50,296
LONERS' LETTERBOX	2,311
DENTRO DE AL-ANON and AL-ANON/ALATEEN	
EN ACCION with enclosures to all Spanish-speaking groups.	16,067
AREA HIGHLIGHTS with enclosures.	3,180
AL-ANON SPEAKS OUT to all professionals on our mailing list.	5,037
Spanish translation of AL-ANON SPEAKS OUT to all Spanish-speaking professionals on our mailing list.	2,575
Unsolicited Mailing to Fortune 500 Companies and ALMACA not on our professional mailing list.	1,551
Advance Notice Mailings	1,430
Contribution acknowledgments	6,632
Personnel mailings announcing open positions at the WSO.	8,165
International Directory Questionnaire	2,690
World Directory—1982	
US East	5,569
US West	6,218
Canada	1,513
International	1,642
Delegate Control Registers	328
Regional Service Seminar—Canada East	1,198
Regional Service Seminar—US Southeast	2,475

## QUESTIONS:

Can a group register with WSO and request **NOT TO BE** listed in any DIRECTORY?

All registered groups are listed in the World Directories.

Can the Al-Anon World Directories be used as mailing lists for flyers that have a weekend for Al-Anon and AA participants?

The World Directory is, in effect, a mailing list which may be used by Al-Anon members only to contact one another. If the flyers are to announce an Al-Anon event, then a Directory may be used for this purpose, provided that an individual's address does not have the name "Al-Anon" or "Alateen" included.

After a new group repeatedly requests information on how to register from Group Records at WSO and does not get a response for several months, who else can a group turn to for help?

It is unusual for our Group Records Department not to respond; however, if this continually happens, please notify the General Secretary at the WSO.

When a new group registers with the WSO, are members encouraged to register with their Area World Service Committee?

Yes. When the registration form is sent, a letter accompanies it suggesting local registration. The Area is also informed of new groups through the computer printout sent to Delegates.

How are group records updated?

Records are updated monthly. If changes have not appeared after two listings, there is a good chance the information was never received. Please write again so we can research the problem and see that all changes are entered.

In states with two Areas, can the Delegates get group lists only for their specific Area?

This should be possible after the installation of our new computer system.



## INFORMATION SERVICES:

Margaret O'B.

Much activity during the first quarter occurred with responses to the new Information Service/Literature Distribution Center back-to-back registration form.

Several unregistered Al-Anon Information Services have been in existence: in one instance, an Information Service was formed in the same city as a long-established Information Service. A request to register a service in a neighboring town was refused in deference to the one already in existence.

Registering more than one Information Service in a community was discussed at the March Policy Committee meeting and it recommended the matter be referred to the Sharing Area Highlights session at the WSC. Consulting with Staff at AA GSO, we learned that their guidelines do not restrict Information Service registration.

As a result, the Policy Committee decided that all Information Services would be registered upon request as they are responsible to the groups they serve. All agreed the WSO should not be placed in a position of having to choose which to register. The guidelines were changed accordingly—they also describe the roles of the Alternate District Representative and Liaison Member.

Through the combined efforts of Group Records, Mary Ann K., Pat H. and Margaret O'B., a mini-directory was developed, "Getting in Touch with Al-Anon," listing service offices worldwide. It is distributed at exhibits and to professionals wishing to refer clients to Al-Anon or Alateen.

Twenty-one Information Services were registered this year, including the first Spanish-speaking Al-Anon Information Service in California.

**Correspondence**—A letter was received from a group in favor of supporting two existing Information Services in an Area (only one was registered at WSO), while another letter was received from the registered Information Service stating why the functioning non-registered one should not be registered. Other questions were: if a dual member, who is not a GR or an Alternate GR, can be an ISR; if an Al-Anon group can belong to the AA Information Service; if a past Alateen member can be candidate for the Information Service Board; if a group that is not registered can have representation at an Intergroup; what is the role of a Liaison member from the Information Service to the Area World Service Committee; can we have ideas on answering services; is an event a meeting or a fund-raiser; why do Information Services receive appeal letters from WSO; why do groups buy literature from Information Services and Literature Depots rather than from the WSO?

A request was filled for two years back issues of *The FORUM*, *INSIDE AL-ANON*, *ALATEEN TALK* and *AL-ANON IN INSTITUTIONS* from an Information Service that is starting a library.

## PROFESSIONAL SERVICES:

**Legal Counsel**—Camera-ready pages were supplied by our copyright attorney for two new permission forms to be used when granting translating and printing rights of CAL to Al-Anon General Services overseas. The names AL-ANON, ALATEEN and the triangle design have been registered as trademarks in the U.S. and application for these Trademarks in Canada had also been pursued.

An attorney specializing in union and labor law was consulted about the Screen Actors Guild's demand that one of our early TV Spots be withdrawn from the air. Although we were within legal bounds to continue using the spot, the probability of creating public controversy prompted its withdrawal. This same attorney provided assistance in developing a Summary Plan Description of our newly instituted Pension Plan, which was distributed to each employee in accordance with federal law.

**Auditing**—Staff members from the firm of Owen J. Flanagan Company conducted semi-annual audits at the beginning of 1982 and at mid-year. Mr. Flanagan met on each occasion with Myrna and Richard to discuss our financial position as had been detailed in the prepared Auditor's report.

**Consulting Services**—A Computer consultant was being engaged to analyze our office system to determine in-house computer requirements, particularly for the Group Records, Accounting and *THE FORUM* Circulation Departments. Before the year's end, a decision was reached to purchase Basic Four computer equipment, subject to on-site inspection of the computer in operation and certain software conditions. As a result, a representative has met with Group Records and *FORUM* Subscription personnel; subsequent to approval of the preliminary system design, a full software package will be developed. Only then will final hardware purchase approval be authorized. Installation is planned for the second quarter of 1983.

## SPLINTER GROUPS:

Pat H.

Pat H., the CPC Secretary, was assigned to handle correspondence sent to the WSO pertaining to the many Twelve-Step programs that have proliferated throughout the years. One letter, for example, requested help in forming a network of self-help groups nationwide for parents dealing with teen alcoholics.

A form letter was developed and sent to all splinter groups on file asking for updated organizational information. An ongoing file is maintained to refer inquirers to the appropriate group.

## PUBLIC RELATIONS:

Mr. Flanagan, our auditor, arranged for Myrna to meet with the Senior Vice President of the New York Chamber of Commerce, to discuss ways Al-Anon could be used as a community resource. As a result, Pat H. and Carole K. spoke before the Occupational Clinical Professional Group about Al-Anon's usefulness in *Employee Assistance Programs*. This was used as a model to test the feasibility of recommending it as a project throughout the United States.

In an answer to a letter from the American Heart Association, which is working with accredited universities in establishing master's degree programs in voluntary agency management, Myrna offered to meet with a representative to discuss using the Al-Anon program as an educational resource for potential managers. We also offered to arrange for a speaker to be present at a class session.

While attending the National Council's Annual Forum in Washington D.C., the coordinator of Hazelden's Family Programs arranged to meet with Myrna and Pat to discuss various ways that Hazelden could work in cooperation with Al-Anon. As a result of this meeting, Myrna and Pat visited Hazelden in September and a good cooperative relationship has been established.

Through the efforts of Pat H., an open house was held in July for students (mainly professionals), attending the Rutgers Summer School of Alcoholism Studies. A tour was given, the slide presentation was shown, and kit of material was distributed.

## VISITORS:

Members, their spouses and friends, toured the World Service Office from the following places: Arizona, California, Connecticut, Delaware, Florida, Illinois, Kentucky, Maine, Mexico, Michigan, Minnesota, Nebraska, New Jersey, Nevada, New York, North Carolina, Ohio, Oklahoma, Pennsylvania, South Dakota, Tennessee, Texas, Virginia, Washington, Wisconsin, Ontario, Belgium, England, Finland, France, Germany and Switzerland.

## QUESTIONS:

**Can more consistent language be used in describing who serves as an ISR and the functions of ISRs? Words such as "can," "may," and "often," seem to cause confusion. Perhaps "suggested" (p. 17 Groups At Work) would be better throughout.**

This will be considered when the guidelines are reprinted.

**How does an Information Service handle "after office hours" help calls? Answering service is not going well. Any suggestions?**

Initiate "call-forwarding" to volunteers' homes.

**Should we have guidelines for telephone answering services?**

We haven't been made aware of a pressing need for them.

**Are Districts, or others who place orders over \$375.00 directly to WSO eligible for the extra 20% discount offered to Literature Distribution Centers? This 20% discount is not listed on the order blank, but it does appear in the Guidelines for Literature Distribution Centers.**

Only Registered Al-Anon Literature Distribution Centers are eligible for the "extra" 20% discount because they regularly perform additional literature and other services to their Area.

**Please comment on an Al-Anon District Intergroup that was formed with AA. Its purpose seems to be a telephone answering service. All Al-Anon calls are referred to an Al-Anon person. This same Intergroup is considering a literature depot for AA, Al-Anon and Alateen. Is there any policy on these matters?**

Yes. The WSO does not register joint groups, nor joint Al-Anon/AA Intergroups. (See Guidelines—Cooperation between Al-Anon and AA.)



## GENERAL CORRESPONDENCE:

Some of the more unusual letters answered by staff secretaries covered "oldtimers" attending Beginners' meetings; producing literature on topics other than Al-Anon's program; groups sponsoring a convention; "basement sales"; use of speakers at meetings; selling raffle tickets; defining other recovery terms; fund-raising; obtaining literature mailing permits; the wisdom of keeping Al-Anon money in a combined bank account; outside facilities having an answering service for Al-Anon; members' signing outside petitions; a request for "chips" for Al-Anon members' anniversaries; an inquiry into why the WSO has gone into debt; objections to the 1983 WSC being held outside New York City; a group applying for and receiving a tax-exempt number which was mailed to the WSO's address; having a "gratitude" collection for the WSO; reproducing WSO's tapes, "Lois W. and the Pioneers," for friends; a professional holding an office at an Al-Anon group; establishing groups for introduction into the primary schools; producing bumper stickers containing the words, "Al-Anon" or "Alateen"; concern about discontinuing references to AA in our literature; donating the confidential World Directory to a Public Library; overuse of the phrase, "we will refund your miseries;" and taking a group conscience vote at a meeting on how members should resolve a personal problem.

A procedure was developed to end the practice of mailing copies of letters from individual writers to third parties. Instead, Delegates will be telephoned when appropriate to discuss Area concerns. When phoning is not possible, a summary of the original letter will be provided along with a copy of our reply.

## VOLUNTEERS:

Approximately 1,420 in-office volunteer hours were contributed to general administration. Approximately, 1,080 of these hours were devoted to administration, and approximately 340 hours were given to support service.

## INVITATIONS FOR STAFF, TRUSTEES, AND COMMITTEE CHAIRMEN TO SPEAK AT CONFERENCES/CONVENTIONS: Reported By Inez G.

*The First Quarter*—Stephanie O'K. participated in the Southeast Texas AA Service Assembly; Linda McF., Literature Staff Secretary, attended the Third Annual All Texas Al-Anon Convention; Carole K., Alateen Staff Secretary, participated in the Seventh Annual South Carolina Al-Anon Convention.

*The Second Quarter*—Audrey S., Regional Trustee U.S. (NW), participated in the Montana Roundup and Linda McF., in the 9th Louisiana Al-Anon Conference.

*The Third Quarter*—Carole K. participated in the Georgia State AA Convention; Audrey S., in the 1982 Illinois State Convention; Myrna S. H., General Secretary, participated in the 1st Minnesota Al-Anon Convention in Blomington, Minnesota and Susan H., P.I. Staff Secretary, in the State AA Convention in Massachusetts.

*The Fourth Quarter*—Audrey S. participated in the AA East Central Regional Convention, Margaret O'B. in the Annual Connecticut Family Workshop in Bristol, Connecticut. Linda McF. participated in the 21st Annual Hawaii AA Conference and Helen G., Conference Staff Secretary, participated in the Indiana Area Assembly.



## QUESTIONS:

**If an Al-Anon member takes a drink on and off, but on a more or less regular basis, are the members of her group or her sponsor supposed to advise her to take a Fourth Step inventory and maybe go to AA?**

In Al-Anon, we take our own inventories; it is not the function of a group to make choices for its members. Individuals are free to do as they choose.

**At many meetings the long-timer has only five years. We need those old-timers with ten years or more. Some feel they become overwhelmed with the influx of newcomers. Any suggestions?**

Need is one of Al-Anon's biggest attractors—it propels people toward help. Unless long-timers feel mutual need, they may not feel they need to attend. Groups which offer long-timers loving support, friendship and service opportunities seem to have little or no trouble maintaining a mixture of years in the program.

## QUESTIONS:

**How can groups, Information Services and the Area Convention be discouraged from keeping large bank accounts—without violating our Tradition of autonomy?**

You can suggest that only moneys needed be kept in reserve. Sometimes Information Services have a reserve fund as a hedge against spiraling costs involved in maintaining an office.

**Is it feasible for WSO to include a statement in mailings requesting that each Al-Anon/Alateen group notify WSO of group changes?**

We write to groups once annually to update our records for the next Directories. We urge the Delegates to encourage groups to provide us with interim changes.

**We would like to know who is responsible for hiring the WSO personnel and if their adaptability to our program has been taken into consideration?**

Each staff member is hired on the basis of experience, capability of meeting job requirements and reference approval. If a staff member has difficulty adapting to office procedure, they are usually dismissed before a probationary period has elapsed.

**When a Delegate's fare comes to more "dollarwise" than the equalized expense fund of \$475.00, does WSO refund to the Area the difference between \$475.00 and the cost of the air fare?**

All expenses are equalized so that the Areas, regardless of their cost, pays the same amount to participate at the Conference.

**Why has the WSO felt the need to hire a professional on staff. Isn't this watering down our program?**

All individuals hired for positions at the WSO must bring with them skills which are necessary to get the job done. Some must have capabilities which require expertise in areas such as administration, writing and accounting. People with this type of background are often considered professionals within their fields.

**Since the WSO is considered a clearing house, why are they answering letters from individuals in various Areas rather than referring the letters on to the Delegates so that problems or questions involving Area matters could be dealt with and solved through the proper channels?**

The WSO responds to every letter it receives. Our correspondence always suggest that we do not arbitrate nor solve local problems and refers members to those in local services who may be able to help them.

**If groups are doing their own thing and not following Steps and Principles, can others be informed and discouraged from further attendance?**

The WSO does not do this. It has come to our attention that this is sometimes a practice at the local or Area level. Our recommendation would be to try to help the group to better practice Al-Anon principles.

**Does WSO respond to non-registered groups in regards to group problems, etc. Does WSO accept contributions from non-registered groups? Does WSO have any written literature on "Why Register?"**

The WSO responds to all members' letters. If a group contributes, we check to see if they are registered. If they are not, we write to them and explain that we can't accept the contribution. Usually they register. The guidelines for starting a new group explains the advantages of registering with the WSO.

**Can an Al-Anon group decide who can attend an Al-Anon meeting? Can I as an Al-Anon member go into a meeting at any Area I happen to be in and not be refused admittance?**

According to Tradition Three, the only requirement for membership is a problem of alcoholism in a relative or friend. Even special interest groups are registered with the understanding that they keep their doors open to all who qualify for membership.



## SPECIALIZED SERVICES REPORT:

Sandra F., Deputy General Secretary

**Audio-Visuals**—A procedure developed for the creation of audio-visual material was approved by the Board.

The first cassette of our literature, "Alcoholism: The Family Disease," was completed and played in part at the 1982 WSC. Edited down from the original 90 minutes, it is an hour-long reading by five professional actors. The project's various stages underwent extensive review by the Executive and Policy Committee, as well as by individual staff members. The use of Braille was considered for the cassette labels. Order blanks went with the June-July groupwide mailing, and the first 1,000 sets sold were accompanied by a questionnaire asking members for feedback on the cassette's use, with suggestions requested for future literature adaptations.

Based on discussion at the WSC Alateen Standing Committee, the 1982 WSC approved a recommendation to produce audio cassettes for Alateen.

The audio cassettes "Lois and the Pioneers," were completed and offered for sale in a packaged set of two. The package combined with the book, LOIS REMEMBERS, was offered at a special discount.

**Guidelines**—A new two-color masthead style and format was developed in Spanish and English to be run in-house. The following guidelines were updated and are available in the new format; Beginners' Meetings, Al-Anon Information Service, Group Representative, How to Start a Group, Literature Distribution Centers, Meeting on Wheels and Cooperation between Al-Anon and AA. The guidelines for Suggested Programs for Alateen Meetings (G-14A) and for Alateen Speakers (G-15) were discontinued after having been incorporated into other appropriate Al-Anon Guidelines.

**Skits**—A list of skits was compiled by Pat H. and sent out in response to many requests.

**Material for the Visually & Hearing Impaired**—Beach Cities Braille Guild in Huntington Beach, California, was given permission to produce the Alateen book in Braille and was sent a copy of the latest edition. This material will be added to our literature listing for the visually impaired.

Permission was given (subject to review) to the Illinois School of the Deaf to rewrite some Alateen material for those with reading difficulties.

A member in Arkansas was given permission to read out literature onto a cassette tape for sightless members on the condition the material is not offered for sale or for wide-spread distribution, and that the copyright legend be incorporated into the recording.

**Free-lance Writers**—The Board approved a procedure, "Freelance Writing Development of Alateen Conference-approved Literature" for use when working with freelance writers. A resource file of free-lance editors, technical writers and re-writers is being compiled.

**Order Blanks**—An outline procedure "Developing Order Blanks Announcing New Material for Groupwide Mailings," allows each service area to bring order blanks to completion to relieve Literature Services of the responsibility. Consideration is now being given to combining announcements and order forms when several new items are introduced at the same time.

**Other Materials**—The following specialized items were sold: (597) Beginners' Tapes; (608) Alcoholism, The Family Disease Tapes; (168) New TV Spots (Picnic, Worker); (194) Radio Spots; (26) TV Spots; (2) WSO Christy Film Strip; (54) Structure Slides; (38) Structure Film Strips; (571) Lois and the Pioneers.

## MAILINGS:

Teresa M., Spanish Services Supervisor

### To All Spanish-speaking Groups

- The January-February, March-April, May-June, August-September, October-November *DENTRO DE AL-ANON* AND *AL-ANON Y ALATEEN EN ACCION*
- Annual questionnaire for the preparation of the 1982 World Directory
- Guidelines for Al-Anon Meetings; March-April issue of *AL-ANON EN LAS INSTITUTIONS*
- Subscription Order Form for *DENTRO DE AL-ANON*, *AL-ANON Y ALATEEN EN ACCION*, and *AL-ANON SPEAKS OUT*
- Price list with the new 1983 prices, catalog of publications
- Appeal letter
- TV Spots announcements and a flyer announcing the four books translated into Spanish.

### To Spanish-speaking professionals

Reprint of Chapter VI of *LIVING WITH AN ALCOHOLIC* and *AL-ANON SPEAKS OUT*.

### To all Spanish-speaking GSO's

Chapter VI of *LIVING WITH AN ALCOHOLIC*

### NEW MATERIAL:

- Two TV Spots (Picnic and Worker)
- Adult Children of Alcoholics
- Just for Today bookmark
- If Your Parents Drink Too Much
- This is Al-Anon
- What do you do About The Alcoholic's Drinking?
- Al-Anon Basic Program Wallet Card
- Al-Anon/Alateen Institutions Group Meetings
- Al-Anon/Alateen Literature Catalog
- Living With Sobriety
- Let it Begin With Me
- Al-Anon IS For Men
- Why is Al-Anon Anonymous?
- Al-Anon Speaks Out
- Guidelines for Al-Anon General Service Structure

### TRANSLATIONS IN PROGRESS:

- My Wife Drinks Too Much
- What's Next, Asks the Husband?
- How can I Help my Children?
- Alateen, Sponsor to Sponsor
- Anonymity Card
- You can Render a Great Service
- Alateen Basic Program Wallet Card
- A Teacher Finds Guidance in Al-Anon
- Sponsorship, What It's All About

### MAJOR REVISIONS:

- Blueprint for Progress
- Al-Anon/Alateen Groups at Work
- Operation Alateen
- Alateen Do's and Don'ts
- Homeward Bound
- Policy Digest
- Twelve Concepts of Service
- World Service Handbook
- Alcoholism, the Family Disease
- Just for Today Alateen and Working As . . . For . . . Or With Professionals.

## SPANISH SERVICES REPORT:

Sandra F.

**Production of new Spanish Translations**—The Executive Committee gave approval to have eleven completed Spanish translations produced either in conjunction with the English originals or together with pamphlets of a similar style. Previously, each new Spanish translation in print required a separate project approval.

**Spanish Price List**—The new listing also has English subtitles. With the increased savings due to combined printing of Spanish and English material, the prices now conform with the English originals.

The first Spanish-speaking Intergroup formed in California.





## REVIEW OF PORTUGUESE LITERATURE:

- ONE DAY AT A TIME
- Alcoholism, The Family Disease,
- Working As . . . For . . . Or With Professionals

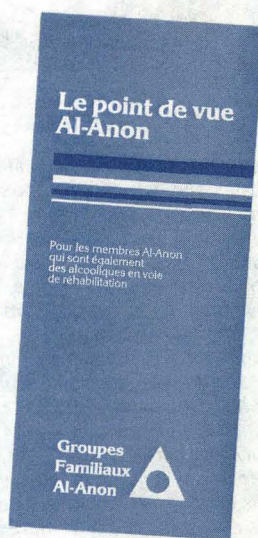
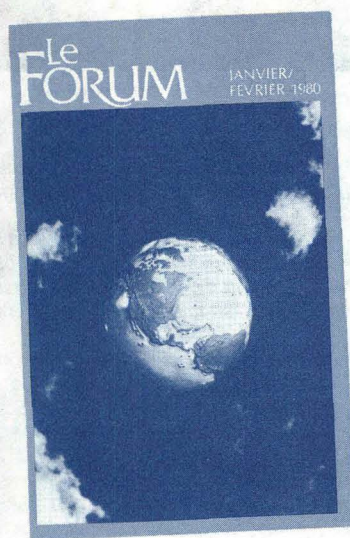
## Spanish Services Session:

### Teresa M., Supervisor

During 1982, new Spanish-speaking groups registered with WSO numbered as follows: 848 Al-Anon, 98 Alateen, and 8 Institutions—for a worldwide total exceeding 3,000.

According to Supervisor Teresa M. however, the bad news is that most of the Spanish-speaking countries are unable to make literature orders. Although WSO has a large stock of CAL in Spanish, she explained, the current rate of exchange for American dollars has made literature prices prohibitively expensive. She issued an emotional appeal to the Delegates, asking them to urge groups in their Areas to exhibit the complete line of Spanish literature along with the English displays.

"The tools are ready," she said, "but we don't know how to open the door." She concluded by requesting that the Al-Anon message be carried to the Hispanic community at every level, in P.I., CPC, and Institutions work as well.



## FRENCH SERVICES REPORT:

### Sandra F.

The Budget Committee met with Alberte and Cay during the WSC to sign the annual agreement between the WSO and Publications Francaises, Inc. (PFA) to discuss their current conditions. Funds were allocated for PFA's move to larger quarters in June and for renovations. At the year's end, translations and production were completed up to the June-July 1982 issue of *Au Cœur d'Al-Anon (INSIDE AL-ANON)* and the September 1979 issue of *LE FORUM*. A report to the Budget and Executive Committees on PFA's progress pointed up the need to re-evaluate distribution of the French *FORUM*. Although a production catch-up was planned for 1983, *LE FORUM* was only completed through September 1979.

While in Montreal to view the 1985 International Convention site, Sandy stopped in at PFA's roomier new quarters (with 8 rooms, basement storage, and rear parking). A trip was then arranged for Alberte and her new assistant, Rita, to visit the WSO. At the WSO, Alberte and Rita sat in on several committee meetings and met with Staff. Plans were formalized for the production of *LE FORUM* in a six-issue booklet format (starting with July-December 1980) including all translations—except for outdated material. A letter notifying French-speaking groups of this innovation was developed.

The role of PFA in relationship to the WSO was also re-clarified. PFA is to operate independently within budgetary limitations, subject to their own Board of Trustees' review. The WSO, which subsidizes their operation, can offer suggestions on operations and, in accordance with our contract, can establish terms and conditions on all Al-Anon literary work.

## P.F.A. Report:

### Cay C.

1982 was a turning point for Publications Francaises, Inc., said Chairman Alberte C: they relocated to larger quarters, added a new staff member, and held the first meeting of the 5-member Executive Committee (meeting on a monthly basis). As of 1983, the Board of Trustees increased from 3 to 5 members, with Harriet L., co-founder of the French-speaking groups in Quebec, nominated as Honorary Board Member.

To counteract the continuing cycle of yearly budget deficits, PFA has increased literature prices to more realistic levels. In another effort to economize, *LE FORUM* will be published as a 40-page bi-monthly double issue in black and white. Subscriptions are available on a January-December basis only, with mid-year subscriptions supplemented by the year's back-issues. It is anticipated that this procedure will help reduce the 3-year gap between the French and English *FORUMs*, and alleviate some of the enormous stress that has been placed on the small staff.

Two pamphlets have been translated and reviewed, and will soon be available: *Alcoholism, The Family Disease* and *The Al-Anon Focus*. Other projects in progress include various literature translations, and a spoken cassette of "Alcoholism: The Family Disease."

The discussion turned again to financial matters: income decreased by \$2,962 for a deficit of \$22,116. It was explained that production costs, which rose by 36.3%, are especially high because the low volume of PFA's printing runs drives up the price. Furthermore, translations and reviews not only add extra costs, but slow down the production process considerably.

PFA echoed Spanish Services' concern for equal service, and sought input from the Delegates. Some ideas shared from the floor included: issuing an appeal to the membership for volunteer translators and reviewers; and experimenting with more rudimentary modes of production (e.g., mimeo). Prioritization was also discussed, with several Delegates expressing the hope that PFA's and Spanish Services' literature needs would be reassessed, particularly relative to other costly projects that may have less impact on the fellowship.

## P.F.A. Session:

### PUBLICATIONS FRANCAISES, PFA, Inc.:

#### Alberte C.

PFA is a service branch of the WSO that operates in Canada to offer the best possible service to all the French-speaking groups. In spite of the economic situation, the volume of sales has remained the same as last year. On the other hand, the cost of production has followed the curb of inflation.

During the year, we received an average of 80 letters a week. We sent groups and individuals 585 letters, plus 2,725 letters for group registrations and appeal letters. The number of parcels has somewhat decreased this year to 2,222 as compared to 2,393 in 1981. Yet the amount of each order has increased and the two literature distribution centers operating in Quebec order in greater quantities.

The *FORUM* and *INSIDE AL-ANON* (Au cœur d'Al-Anon) mailings reach a total of 10,991 and free literature shipments, 119.

On June 1, due to the landlord's hesitation to renovate and expand the office space as promised, we moved to a larger office located on the same street, a few minutes away from the subway. In the meanwhile, Rita, D., a new employee, joined our staff and has taken charge of the accounting service and personnel. She also helps our General Secretary with office management.

An employees' pension plan had been established as of July 1982.

New publications during the year: (P-14) Suggestions for a New Alateen Group; (P-29) Guide for Sponsors of Alateen Groups; (A-4) Statement on the Responsibility of Alateen Sponsors; (P-39) Al-Anon and Employee Programs. *LIVING WITH AN ALCOHOLIC* (B-5) has been completely revised, and so have the following publications: (G-9) Guidelines for Institutions Service; (G-4) Guidelines for Al-Anon Information Service; (P-41) Facts about Alateen; (P-17) Twelve Steps and Traditions.

Last October, Sandy visited our office and seemed satisfied with the work that had been accomplished. Discussions centered on general office management; one of her suggestions led to the establishment of an Executive Committee, whose task it is to look after the office management between the meetings of the Board of Trustees.

In mid-December, Alberte and Rita visited the World Service Office to clarify a few administration matters. The Budget Committee provided new guidelines concerning the publication of *The FORUM*; they will be applied during the next year.





## INSIDE AL-ANON REPORT:

Alan S., Chairman  
Sandra F., Editor

**COMMITTEE:** Following the 1982 WSC, the *INSIDE AL-ANON* Committee was recognized as an Editorial Advisory Committee rather than an ad hoc committee. It met bi-monthly to consider graphic and format changes, to review the previous issue and plan the following:

**READERS' SURVEY:** The second survey, sent in March '82 to 10% of all English-speaking groups, repeating questions of the 1980 survey, showed that group awareness of the newsletter and its use had increased. Respondents rated feature articles in order of preference: "Personnel Story," "Announcements of new Literature," "Send us your Comments," "We Get Letters," "Group Spotlight" and "Service Highlights." Based on survey results, the Committee recommended revising the contents of "Service Highlights" to stimulate interest. A decision was reached to change the format of page two to allow for more flexibility, to combine and reduce the size of order blanks and to try to incorporate enclosure material into the issue.

**CORRESPONDENCE:** During the first two quarters, over 325 letters were received in response to *INSIDE AL-ANON* articles. Many responses dealt with the saying of the Lord's Prayer, dual members, Alateens at Al-Anon meetings, use of AA Big Book, and the need for CAL on selecting a sponsor. Articles and cartoons are continually reproduced in local and Area newsletters. Copies of the newsletter are also used at the WSO in responding to letters on appropriate subjects.

**EDITORIAL:** Lois W's. series of previously published writings on early groups will be featured throughout 1982 and 1983.

"Personnel Stories" on Staff have been completed and the feature has been retitled, "Service Profile." First in this series was a story about Jan M., a Panel 20 Delegate, Oregon. *INSIDE AL-ANON* Committee Chairman, Alan S. was next, followed by the Delegate from Brazil, Alda C.

The page two style change in the December/January issue allows for open-ended representation from the areas of service, rather than five blocked out sections. Simulated holes were also drawn in the left-hand margin to suggest retaining issues in a three-hole binder.

The October/November issue featured a new column, "The Board Room: Meeting Minutes." This article, like ones about Policy Committee meetings, is aimed at informing our fellowship about group conscience at work in various policy and business matters through WSO's Board of Trustees.

**SUBSCRIPTIONS:** In response to reader requests, the Executive Committee approved an annual mailing of the subscription order blank; the first one went with the June/July issue.

Subscriptions at the years end totaled 2,885—up 2,144 copies from last year.

## INSIDE AL-ANON Update

After each Delegate had received a sheet of cartoons from *INSIDE AL-ANON* back issues (available for reprint from WSO), Editor Sandy F. summarized its history. First called *The EXCHANGE*, it began on a trial basis in January 1979. Its aim was to provide the membership with a lively service-oriented approach to Al-Anon issues. Now, 26 issues old, *IA* is a permanent program tool, with a standing committee and growing leadership.

Sandy explained that *INSIDE AL-ANON* seeks to deepen communication between the WSO and Al-Anon groups, and to stimulate member interest in service. By providing readers with a review of current WSO events and policy considerations, *IA* keeps them informed and thus ensures that decision-making is a joint venture, reflective of the rich variety of Al-Anon members' opinions. Sandy offered several suggestions for enhancing familiarity with *IA* and its use:

- Keep it in view during group meetings
- Have GRs pass along information from/about it
- Encourage program chairmen to use *IA* for meeting topics
- Make issues available to newcomers
- Write!

Sandy also reported on the following:

- "Pass It On," a new column to run readers' stories about how they have passed on to others one aspect of service
- Requests received for "Strengthening the GR" numbered 267
- Reader questionnaire response sparked several adjustments in editorial approach

## RECOMMENDATION

The consensus of the Conference was to continue sending all groups a full Conference Summary Report as well as an *INSIDE AL-ANON* issue devoted to reporting Conference Highlights (See "Conference Committee").



*\*Annual Reports were studied by Conference members in advance of the Conference. They were given an opportunity to raise questions and make comments before the Reports were subjected to a vote. All Annual Reports were approved as submitted.*

## QUESTIONS:

**Why does it take so long to get *INSIDE AL-ANON* with information about the Conference if this is to help the Delegates with their reports?**

Although this was one suggestion at the 1982 WSC, helping Delegates with their reports was not the purpose of *INSIDE AL-ANON*. It is a method of reporting directly to the groups and goes out well in advance of the full Conference Summary.



## SHIRLEY N., WYOMING

*Shirley came to Al-Anon with little trust and not much faith. She was given hope. Later, she was trusted enough to be named State Treasurer; this gave her confidence.*

*Unfortunately, Shirley's enthusiasm for service began to dwindle when she was elected GR: group members' lack of interest dispirited her, and although she continued to attend meetings, she "... wanted no part in serving again." She envied others in the program their happiness and wanted it for herself. Instead, she became miserable.*

*During the 1975 International in Denver, however, a wonderful thing happened. Shirley was attending a meeting on Let Go and Let God, and she made a decision: "I totally turned my life and will over to God. It was a turning point in my life. By trusting in Him for guidance, I became free to be me and share myself with others."*

*This faith and trust enabled Shirley to renew her commitment to service. She was elected DR, and soon afterward, Delegate. At her first WSC, Shirley became aware of "... how inadequate I was, how little I knew about what I was doing." By studying the service manuals, she was able to understand Al-Anon structure, and could pass this awareness along to the DRs in her Area. As they have learned together, their unity has become stronger than ever before. "I've learned," Shirley said, "that trusting and being trusted as servants in Al-Anon really is trust in action."*

## JERRIE K., UTAH

*A servant is a person employed to assist in domestic matters—sometimes living in employer's house. "This is what I was before Al-Anon, an underpaid servant in my home ... You taught me I was an equal." Through the program, Jerrie has learned to serve in a constructive way—serving, not leading—and using our guidelines in a kind, loving, and positive way.*

*Jerrie was trusted by her Area, her District, and her fellow members. She feels that this trust was earned through her willingness to participate in service with enthusiasm at every level (from setting up tables to co-chairing conferences) and to "walk the walk" by doing.*

*As a Delegate, Jerrie has kept principles above personalities, careful to remember that she is "just another Al-Anon," and not "Mrs. Al-Anon." "I've had to share when I'm hurting and ask for help. Thank God for the trust of my fellow members, because my three years as Delegate have not been under ideal circumstances. Their trust has helped me to keep hanging in there."*

*An open mind helped Jerrie learn to trust her Higher Power, and this trust allowed her to trust herself. Now Jerrie does the "footwork," looking at problems and solutions, and then turning them over to God, "trusting myself to do the best I can." Trusting others, came next. It involved communication, encouragement, and not taking over their responsibilities.*

*"As a Delegate, there are many ways I've tried to be a 'Servant, Trusted and Trusting.' I've been enthusiastic about service because it has been such a vital part of my recovery."*



## WAUNETA H., SOUTH DAKOTA

Our program rests on mutual trust, and has become known throughout the world as a haven of hope and trust. Wauneta's own experience with trust in action, she said, was during a visit to the World Service Office, where she attended two business meetings.

Wauneta was impressed by the deep concern with which business matters were carried out at WSO, and was particularly struck by the atmosphere of love and unity that prevailed. She was reminded of the Concepts—"The Right of Decision"—and said, "... we have not only given them the right to act and lead effectively, but we have also given them a symbol of our implicit confidence."

Time and use have proved that Al-Anon will stand on its principles, anywhere, under any conditions. More dependable than personalities, our principles enable us to overcome any problem or crisis.

Our suffering, said Wauneta, brought us to Al-Anon, and taught us to trust. In the program, we learn that service strengthens our recovery: as we reach out and help others who suffer as we did, we get better and the program gets stronger.

Wauneta welcomed the new Delegates, grateful for their abilities and dedication. Al-Anon will survive, she said, as able and vigorous people keep coming into service. Our final dependence on the Higher Power, as expressed through our trusted servants, ensures our survival. "As we serve, they serve, we all trust."

## WINNIE B., SOUTH CAROLINA

Winnie described the chain of trust that unites the fellowship—through their trusted servants—to the Higher Power. As a Delegate, Winnie was chosen to represent the Al-Anons and Alateens in South Carolina at the WSC. She in turn placed her trust in her Higher Power, trusting that she would thus be guided and directed in carrying out the responsibilities entrusted to her—not just for her "little corner of the world," but for the concerns of Al-Anon worldwide.

Winnie recalled being asked to serve as her group's secretary/treasurer, then GR, DR, Area P.I. Coordinator, and Delegate. She felt that it was because of her willingness to listen with an open mind, to carry out her duties, and to encourage trust that she was chosen to serve.

Trust, she said, is freely given to all of us: it is up to us to use that trust responsibly. Winnie was trusted by her Area to voice and vote what she felt was in the best interest of the fellowship as a whole. Because they so freely gave her their trust, she has made every effort to honor their "very precious gift."

"Our Second Tradition tells us that our leaders are trusted servants," Winnie said. "But are we not, each and every Al-Anon and Alateen, a servant—trusted and trusting?"

## JOAN McG., NEW YORK SOUTH

Joan's experience as a Delegate has been a positive one—"sometimes exasperating, sometimes exhilarating, but always good."

Al-Anon has encouraged her pursuit of truth, whether or not her position has reflected the majority's position. Her exercise of free expression and her right to be wrong, have been respected; for this she is grateful.

Still, Joan said, she had been feeling discouraged, and was not looking forward to attending this year's WSC. As she drove through a snowstorm, she recalled, thinking about the WSC and her responsibilities, the car skidded across the highway, bouncing off the guardrails, and demolishing a side; but it had kept on going forward. Joan realized that she, too, was meant to continue going forward.

Like the other Conference members, Joan was there for a reason—they may not always know why, but with trust in their Higher Power, they know the outcome will be right.

The Conference theme for Joan meant mutual respect, mutual trust, and allowing God to work out the results. She was aware of the responsibility involved in representing her Area—they entrusted her with the delegated authority to stay informed, to vote, to participate, and to report back. Similarly, she has trusted them to stay informed, to participate, and to communicate with her.

"Be yourself," Joan quoted, "but be your best self. Dare to be different and to follow your star... When you are faced with a decision, make it as wisely as possible—then forget it. The moment of absolute certainty never arrives."

## BETTY V.H., SASKATCHEWAN

Betty learned gradually what it was to be a trusted servant. At first, when she felt it was simply "her turn", she offered to be a GR. However, she soon realized that her group had entrusted her to speak for them, had paid for her to attend the assembly, and had allowed her to make decisions for them. This developed Betty's confidence and self-worth—both of which had been absent from her life.

As a DR, Betty felt that in order to carry out her responsibilities, she would have to learn about service. She studied the manuals, learning principles and becoming more comfortable with the tools of the program. "I was not afraid anymore," she said, "for I could trust myself. It was easier for me to make decisions and to follow through. I was still learning from wrong decisions, however the hurt did not last long."

Betty knew she could be herself in service, that she was no one special. Being a Delegate was a pleasure for her: she was given the support of her Area and the support of her husband—whose recent loss she deeply felt. She knew that the love and acceptance from the fellowship, and her trust in the Higher Power, would help her to handle her new challenges and to set an example for the next Delegate.

The Conference, Betty said, is trust in action: just as the Area places implicit trust in their Delegate, so the Delegates "... in turn put our trust in the Board, who carry out the decisions" of the Conference.

## CONNIE D., ONTARIO NORTH

The Concepts tell us that trust must be our watchword; for Connie, trust has ensured her stay in Al-Anon, guiding her through many difficult situations.

Initially, Connie stayed in the program because of her exaggerated sense of responsibility: she had been elected group treasurer, so she HAD to come. By parroting phrases and program slogans, however, Connie slowly developed a sense of belonging, and experienced (she now realizes) spiritual growth.

Additional service responsibilities fueled Connie's growth and contributed to her self-worth. "Service is a test—sometimes a painful test, but I can see and feel my reactions in service, and I know God is showing me new personal insights and a deeper dimension to my growth, trusting that I'll learn."

During her term as Delegate, Connie suffered the loss of both her parents. Although she knows that pain leads to growth, she admitted that the pain of these two tragedies is still overwhelming. "Just when I think I understand, God trusts me with more insights, and I have more growing to do. I trust God will help me to do what is my responsibility, even in time of sorrow."

Because the program is in God's hands, Connie has placed her trust in group conscience and the wisdom of Al-Anon members who have come before her. Like Connie, they are human—not perfect—human. She expressed her gratitude for the fellowship's human qualities and for their trust in her.

## KATHY S., IDAHO

Exactly ten years ago—to the day—Kathy attended her first Al-Anon meeting. She had given up trusting anyone, including herself. All she wanted from the small group of smiling ladies gathered around the table was an answer—How do you sober someone up and keep them sober?

After only a few meetings, Kathy became "addicted to the fellowship." Listening to others sharing helped her take down the brick wall (one brick at a time) that she had built around herself. "I still have some bricks to go," Kathy said, "but I feel a great love and kinship for the people who have shared so much, and I feel their trust in return."

Kathy entered Al-Anon around the time that Idaho was entering the WSC. She was thus given an opportunity to experience and contribute to the growth of the program in her Area just as she herself was growing in the program. The collective efforts of dedicated people, she said, have made their groups, districts, and Area very healthy.

Kathy, who once had asked "... who this person Cal was..." had volunteered to house the Literature Distribution Center in her home. When asked to stand for Delegate, she accepted, feeling that she was ready, after 5½ years of "living with CAL" to move on. At first, she admitted, it was difficult to turn the Literature Center over to others, but today she feels good about the change.

As a post-script, Kathy noted that on January 1, Boise opened up an Al-Anon Info Center, with 45 volunteers and a service board of eight. "All this came from servants, trusted and trusting."



## ANNUAL REPORT:

**Ginny R., Chairman**  
**Carole K., Secretary**

**COMMITTEE:** Because of Committee resignations, a special Alateen service meeting was held to which all Alateen groups in New York, New Jersey and Connecticut were invited. Its purpose was to encourage Alateens and Sponsors to become involved in service at the WSO and Assembly level; 210 invitations were issued.

Four groups responded, but two did not attend because they lacked an adult to accompany them. The two attending groups were enthusiastic and surprised at the size of the WSO. The final count was 11 teenagers, three Sponsors. A volunteer from the CPC and P.I. Committees attended and the Institutions Staff Secretary spoke on Institutions.

Three Alateen members were asked to join the Committee: Carol, Debbie and Betsy.

Material reviewed by the Alateen Committee for revision: What is an Institutions Group Meeting, Working As For Or With Professionals, What is Expected of an Alateen Sponsor, and Guidelines for Alateen Conferences. A new guideline, Leading an Alateen Meeting, was developed for inclusion in Organizing an Alateen Group.

The Alateen Committee submitted a list of suggested Guidelines and literature deemed appropriate for a proposed combined service kit.

A suggestion made by the Alateen Committee in London, England to change a portion of the pamphlet, Alateen Sponsor to Sponsor, was denied because it removes the focus from the Sponsor, placing it instead on the Alateen member.

The Alateen Coordinator for California (S) who attended an In-Town meeting shared the concerns and needs of Alateen Coordinators.

**A DAY AT A TIME BOOK:** Work on the book was the major project for 1982. The free-lance writer hired to compile and edit all the material sent by Alateen members to the WSO is a former Alateen member now active in Al-Anon who worked closely with the Alateen Staff. All pages were reviewed by the full Alateen and Literature Committees, and with cooperation from the Delegate and In-Town Committee members, the completed manuscript was given to the Policy Committee in December for final review. By year's end, 226 pages were approved and submitted for typesetting. In December, the Alateen Committee decided on the type size, the book cover and proposed the name, ALATEEN—a day at a time. Completion date is targeted for April 1983.

**ALATEEN TALK:** The feature story for the February issue was "What's 'Drunk' Mama?," explaining how the booklet was originally developed five years ago. The April issue carried responses from Alateens to the question, "To change or not to change" (the cover of ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS). The consensus was to leave the cover as is. The June issue featured Alateen's 25th birthday; in August, the new Alateen Sponsor to Sponsor pamphlet was announced, also containing worldwide sharings with messages from an Alateen in South Africa and a workshop from London, England. The October issue described the Regional Service Seminars, in hope of encouraging more Alateen members and sponsors to attend. The International General Services Meeting was featured in December.

**PUBLIC INFORMATION:** Alateen Staff members were interviewed by an Associate of Baruch College, studying the effects of alcoholism on the adult children of alcoholics; and the Alateen Secretary was interviewed by a representative of Boys Town, Nebraska.

**COORDINATORS' NEWSLETTER:** The August Alateen Coordinators' newsletter consisted of Coordinators sharings from England, Nova Scotia, New Foundland, California and Maine. The Alateen Coordinators' Guidelines were sent asking for suggestions to update the Guidelines.

### LITERATURE:

**Alateen Sponsor to Sponsor**—This was distributed at the 1982 WSC.

**Guidelines for Alateen Participation at Al-Anon and AA Functions**—The new sponsors' pamphlet should give the guidance needed. If not, future guidelines will be considered.

**Al-Anon and Alateen Groups at Work**—Although the manual discourages parents from sponsoring groups, our correspondence indicates this practice continues. The Committee added a sentence on parents to reflect this.

### CONVENTIONS COVERED:

Eastern Alateen Roundup (EAR)  
New England Alateen Conference (NEAC)  
Ohio, Michigan and Indiana Alateen Conference (OMIAC)  
Alateen Day in Michigan



## ALATEEN SESSION:

As the Session opened, each Conference member was presented with a personal copy of Alateen's book, ALATEEN—a day at a time (ADAT), bound in red with a golden sunburst embossed on the front cover. Carole K., Staff Secretary, expressing joy and gratitude, reviewed ADAT's evolution from its beginning at the 1977 WSC. She described the stream of Alateen letters and personal sharings—edited and compiled by a former Alateen (now Al-Anon) member. The final manuscript was reviewed, approved and printed (thanks to the concerted efforts of the Policy, Literature and Alateen Committees), so that ADAT would be available in time for the 1983 WSC.

Ginny R., Chairman, introduced the Committee's presentation on Alateen sponsorship, emphasizing that their aim was to foster unity between Alateen and Al-Anon. "Rather than put guilt trips on Al-Anon about Alateen sponsorship," she said, "we want to reinforce the Sponsors we already have so their example might inspire more Al-Anon members into Alateen service."

The In-Town Committee members described three typical situations involving sponsorship, following each with positive, practical suggestions for resolving them.

The first situation dealt with a Sponsor whose Al-Anon group had encouraged her in her decision to become an Alateen Sponsor. With the support of her Al-Anon group, she accepted the challenge. However, when a problem did arise in the Alateen group, the enthusiasm, support and encouragement she had received from the Al-Anon group while making the decision to be the Alateen Sponsor was gone.

It was suggested that an "Alateen Contact" might eliminate this problem. (Although the GR could serve in this capacity, it would be more feasible for another Al-Anon member to do so.) Some duties of the contact would be:

- inform all new members about Alateen
  - provide and display Alateen literature
  - act as phone contact
  - welcome teenagers to the Al-Anon meeting
  - stimulate interest among Al-Anon members about Alateen activities
- It was also suggested that Al-Anon members show their support by attending Alateen anniversaries, open meetings, workshops and other activities.

The next situation concerned dividing the responsibility for providing Alateens with transportation, so that a single Sponsor is not overburdened by the commitment. It was suggested that a list be compiled, indicating those Al-Anon members willing to give Alateen members a ride to District and Assembly meetings, P.I. commitments, Alateen conventions and other Al-Anon/Alateen activities.

The final example involved a 15-year old Alateen member who felt she needed more than one meeting a week. Because her Alateen group was the only one in the Area, her Sponsor encouraged her to attend the local Al-Anon meeting. At her first Al-Anon meeting, several of the members wondered why she was there, but said nothing. When she went back the next week, her attendance was questioned. Although she explained that she needed more than one meeting a week, the response was negative.



Two suggestions were offered:


- Welcome Alateen members attending Al-Anon meetings in addition to their Alateen meeting.
- Occasionally have combined Al-Anon and Alateen meetings with each group taking turns chairing the meeting. Remember to share openly, listen attentively and relax.

Alateen members on the Committee presented a message directed to Alateen. Each of the Alateen members shared ways in which Alateen can help in keeping the lines of communication open:

- Welcome and accept the Al-Anon contact
- Display Al-Anon as well as Alateen literature
- Have a list of local Al-Anon and Alateen meetings available
- Compile an anonymous list of Alateen contacts for the Al-Anon liaison (The Al-Anon liaison contacts the Alateen member who in turn contacts the prospective Alateen member)
- Share conference experiences with Al-Anon group
- Encourage Alateen participation at all levels of service; allow time for GR reports at the meeting.

The Alateen members stressed that it does not matter who initiated the separation between Al-Anon and Alateen; it is up to all of us to end it. A letter from Alateen in Australia was read, "Can You Spare 2½ Minutes for Alateen?" It confirmed the Alateen Committee's message.

#### DISCUSSION:

- I never had anything to do with Alateen until I got involved in one of their conferences. The sharing sessions were great. In fact, I was amazed at how deep the sharing was. Now Alateen is very special to me.
- An Alateen Sponsor in my area was getting calls from Alateen mothers who were upset about the teenagers' behavior after the meeting. First of all, the Sponsor cannot and should not be responsible for behavior outside of the meeting. Second, Alateen doesn't make them perfect.
- Teenage alcoholics have been mistakenly sent to Alateen meetings by the courts. But as long as they are affected by someone else's drinking and are not disruptive at the meetings, they may attend. A great percentage of them are children of alcoholics. They need to go to AA, however, for their drinking problem.
- Sponsors workshops are an excellent source of information and support.
- Al-Anon members who are also members of AA may sponsor an Alateen group as long as they are active in Al-Anon and keep the focus on the Al-Anon program. 

## ALATEEN REPORT-BACK:

**PRETEEN LITERATURE:** In accordance with present policy, the Committee recommends that no preteen literature be written by the Alateen Staff.

**SPONSORS' EXPENSE:** In response to Delegates' questions, it was stated that Alateen Sponsors can be reimbursed for expenses they incur as part of their service work. Al-Anon may help with these expenses although Alateens are encouraged to do so for themselves.

**SUPPORT OF ALATEEN BY AL-ANON:** The general consensus of the Committee was that yes, Al-Anon may help Alateen. The following suggestions were shared:

- Literature and supplies only
- Just until they are established—then back off
- Allow them to earn the money Al-Anon gives
- Encourage them to "do" for themselves
- Alateen should write in and share their feelings about self-support

**ALATEEN GROUP REGISTRATION:** The procedure for Alateen group registration was reviewed:

- If letter is from an Al-Anon member, a proposed group packet is sent.
- If from a professional, a thank you note is sent; nearest Al-Anon group is notified and asked to contact professional; if no one in group will sponsor, teenagers are invited to Al-Anon group. Alateen Coordinator receives a copy of all correspondence.
- All groups are requested to register locally as well as with WSO.

**PROBLEM SPONSOR:** Suggestions for dealing with a Sponsor who is not well-liked:

- Take group inventory
- Remember that Sponsors GUIDE; they do not DOMINATE
- Let those directly concerned discuss it with Sponsor
- Use Alateen Coordinator
- Hold Sponsor/GR Meeting 

## QUESTIONS:

**A group has some extra money and would like to give it to an Alateen group. Where may they send the money? Could they donate literature to an Alateen group?**

Ask the Alateen group or ask at the District level to see if there are any Alateen groups that need help with buying literature, etc. You could also give the money to the Alateen Coordinator to use it in her work.

Alateen is encouraged to be self-supporting. See the Policy Digest under finances for more suggestions. As stated in the Al-Anon and Alateen Groups at Work, page 39, "Support for the group—literature, refreshments, rent—may present some difficulties at first, but any help provided by adults in the fellowship should be discontinued as soon as the Alateens can make themselves self-sustaining. It gives them a heartening sense of independence to assume this financial responsibility."

**How do we bond between Al-Anon and Alateen? (They are part of us, not separate.)**

By: Holding joint meetings where Al-Anon and Alateen members share equally.


Welcoming Alateen members to your regular Al-Anon meeting.

Welcoming them in the service structure, realizing the Alateen GR has the same vote at the District and Assembly levels as the Al-Anon GR. Including them in Public Information and Institutions projects.

Encouraging Al-Anon members to sponsor Alateen groups.

Holding workshops on Sponsorship and communication.

Including Alateen in all Al-Anon functions.

The 1983 World Service Conference presentation covers this concern further; a copy is available upon request from the WSO. 

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### CAROL L., NEW HAMPSHIRE

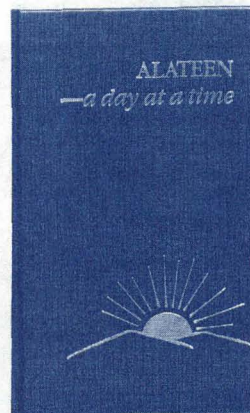
Nearly ten years ago, Carol recalled, she became her group's secretary, treasurer, and coffee-maker. Someone had told her that getting involved would help her—she did and it did.

Carol's introduction to Area-level service exposed her to a fascinating world of new activities. "I could not believe there were so many things going on in our state . . . in the world!"

Carol's enthusiastic plunge into service caught up with her. She "began to feel the weight of all those HATS on my head." She learned, however, that she was not obliged to pick up all the slack, that if someone else did not, her Higher Power would take over. It was an important lesson.

Service entailed much growth for Carol. In addition to the growth involved in becoming a trusted servant, Carol learned to trust others. She expressed her gratitude for Al-Anon and the fellowship for having made all of this possible.

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## QUESTIONS:

**An Alateen Sponsor asks if there will be any new Alateen personal stories put together in book form. They have used the stories from the back of the ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS book many times for meetings and would like to have some new ones.**

Our near future plans are to produce a comic book based on a personal story. It is also hoped that Alateen members will share their personal stories for Al-Anon's forthcoming spiritual book.

One of the best ways for the Alateens to get a book featuring Alateen stories is for them to write their stories and send them in to us.

**Is it possible for preteen groups registered as Alateen to have an asterisk after the group in the Directory to show that it is a preteen meeting?**

They can do this in their local Directory, however, all groups will be registered at the WSO as Alateen.

**Can Al-Anons forbid Alateens from attending Al-Anon meetings? Also, can the Al-Anons exclude Alateens from their birthday celebrations?**

No, as Tradition Three says: "The relatives of alcoholics, when gathered together for mutual aid, may call themselves an Al-Anon Family Group, provided that, as a group, they have no other affiliation. The only requirement for membership is that there be a problem of alcoholism in a relative or friend."

**How can we attract and keep capable Alateen Sponsors?**

By inviting them to Alateen meetings, asking them to attend workshops on Sponsorship and by asking Al-Anon members to drive the Alateen members to conferences and different service functions. Also by having the present Alateen Sponsor speak and share her Alateen experiences at an Al-Anon meeting.

You can keep capable Alateen Sponsors by giving them continuous support after they accept the responsibility of sponsoring an Alateen group.

**What are the objections of candlelight meetings and stroking at Alateen meetings and how can this affect Alateen as a whole?**

Stroking is a physical therapy and not within our nonprofessional, self-help sharing concept.

Candlelight meetings: Experience has shown this type of meeting has helped some Alateen members to open up and share, however, many local fire laws prevent the use of candles. We leave the decision up to the Alateen Sponsor.

**How can we meet the needs of our younger family members who are affected by alcoholism but are too young to join Alateen? Should we:**

- Have conditional acceptance of a younger member by individual groups, as dictated by group conscience?**
- Have recognition of Alateen groups by World Service?**
- Have seminars for younger children, possibly by Alateens, to explain some principles of the program?**
- Produce and distribute more literature aimed at younger children (What's 'Drunk' Mama?) for use in schools, hospitals, doctors' offices, etc.?**

Alateen is a self-help program and encourages youngsters old enough to interpret the program for themselves to take part. The Alateen membership writes its own literature. It is for this reason that there is very little literature for preteens. Many Sponsors do share their interpretation of the program for the preteen level and this material falls into the category of teaching instead of personal sharing. The Alateen Membership Statement leaves the decision on age up to the autonomy of each group.

**Is it all right for an individual concerned with Alateens being unable to safely make toll calls to Information Services from their homes to publish his or her telephone number with recorder in his or her local area?**

Individuals are discouraged from using their own numbers. It would be better if the District formed an Information Service locally or check into using toll free numbers.

## ANNUAL REPORT:

**Stephanie O'K., Chairman**  
**Margaret O.B., Archivist**

**COMMITTEE:** Ted K. resigned in mid-March and was replaced by Stephanie O'K. As of April 1, we met monthly, and discussed topics such as: the need for guidelines; taping of "Lois W. and the Pioneers"; initiation of a tape library; budget; long-range goals and the WSC presentation.

**1982 WORLD SERVICE CONFERENCE:** The Archivist shared the eagerness for unity expressed in the first five letters sent out from the Clearing House. A book of old photographs of Lois, family and friends was available for all to view during the Conference.

The 1982 WSC approved production of a 60-minute tape of early AFG members, and of future historic tapes for purchase.


**REQUESTS FOR RESEARCH:** Historical data was provided on: The first WSC Summary; first World Directory; first printing of Alcoholism, The Family Disease; the first piece of non-English literature; a 1970 International Convention transcript; first correspondence from Pensacola, Florida; 1973 P.I. letters to attorneys; names of Conference members having voice and vote from 1961-1981; past prices of CAL; early Alateen history in California; when Areas joined the WSC and when Areas divided; when Lois W. resigned as Policy Committee Chairman; meaning of "Al-Anon"; the first 87 groups outside the U.S. contacted by Lois and Anne; articles about Alateen appearing in 1957 issues of AA *GRAPEVINE* and first printing of It's a Teenaged Affair.

**ACCESSIONS:** Noteworthy accessions included: written histories of Al-Anon in Des Moines, Iowa; Pittsville, Wisconsin and St. Paul, Minnesota; personal histories of longtime members from Connecticut, Kentucky, South Dakota and Western Canada; cassettes of Lois W. at Atlanta Roundup and New York (S) Convention in Tarrytown, both July 1982; cassettes of representatives from U.K. & Eire to WSC; photographs of 1981 and 1982 World Service Conferences; first newsletter from the Norwegian GSO; original letter from Lois W. dated December 3, 1959; interpretations of the first five Traditions; various CAL first editions; original manuscript of Blueprint for Progress; a program workbook and early correspondence (1951) from an Al-Anon group in Nova Scotia, Canada; a 1960 AA International Souvenir book autographed by Lois, and Bill, and many other members; five ONE DAY AT A TIME books: two in English autographed by Lois, a Finnish edition autographed by Marjatta P., one in French autographed by Harriet L. of Quebec and one in German autographed by Lisa from Al-Anon Familiengruppe Deutschland; back issues of *ALATEEN TALK*; 1955 AA International Talks; early *FORUMS* from Clearing House days and two large photos of Lois and Bill at annual picnic (1950's); a citation to Lois W. from the Governor of New York State dated October 5, 1982.

## AL-ANON'S YESTERDAYS

## Archives



**PROCEDURES:** Much activity in the third quarter centered on the coordinating and production of the Lois W. and the Pioneers cassettes, and the relocation of the Archives within the office. Visits continued with Nell Wing, AA's Archivist. A book of remembrances was inaugurated, giving dates of deceased Conference members and their terms of service. Past Conference tapes were reviewed to ascertain compatibility with WSO's equipment. In the last quarter, ten known Area Archivists or Historians were contacted for help on developing WSO Archive guidelines. 

## ARCHIVES SESSION:

Chairman Stephanie O'K. shared with Conference members her gratitude for chairing a committee that counted Lois W., Al-Anon's co-founder, among its members. Lois stood up for a moment to say she hoped the Delegates were having as good a time as she, and that she looked forward to their visit to her home, Stepping Stones, at the end of the week.

Penny B. described the historic meeting that took place on October 2, 1982, when Stepping Stones was established as the Stepping Stones Foundation. Participants included AA members sober since 1950 (or earlier), and Al-Anon Long Timers. Among them they represented over 3,000 years of sobriety, and their brief talks were recorded on tape.

Mary S. was also present at the reunion, and told the Conference that Archives ensures the preservation of such important events, recording our growth, keeping our heritage alive, and reinforcing our common bond. She discussed the relationship between Archives and the Twelfth Tradition, emphasizing that anonymity links members as equals, regardless of their positions inside or outside of the fellowship.

Stephanie reaffirmed the need for preserving the Traditions. The WSC, she said, is the "Guardian of the Traditions," and Archives are a special part of that guardianship. They remind us of why we are here, and make the past more accessible to us. Although some areas are getting more involved, she said, Archives must be given a higher priority. Otherwise we risk losing forever our forebears' personal histories, a most valuable and irreplaceable resource.

Archivist Margaret O'B. also spoke about preserving Al-Anon history. To encourage the preservation of personal and group histories, she said, the Committee created a rough format for conducting interviews with long time members. Copies were distributed to Delegates. Margaret requested that Delegates send in cassettes of interviews and Area events like Lois's reunion. They will be used for a proposed tape library at the WSO, and will be strictly for archival purposes.

In researching the Conference theme, Margaret discovered the following excerpt in the 1973 WSC Summary Report:

In our fellowship we often hear the phrase 'trusted servants.' It is the key word of our Second Tradition. It is analyzed in our CONCEPTS OF SERVICE. We hear it from our Delegates at the World Service Conference.

Who are these Trusted Servants?


It's the one who gets to meetings early to start the coffee; the one who's always ready to help somebody in trouble. It's the Chairman, the Secretary, the Treasurer of the group, the member who willingly goes out to speak at meetings, the GR, the DR, the Delegate. It's everybody who serves.

It is also the people who serve at your World Service Office in New York, who keep records of the more than 7,500 groups around the world, who manage the business affairs—now very big business affairs—of the fellowship. It's the staff, the volunteer members of committees, and the other army of volunteers who give their time, talent, and work so that Al-Anon can continue and grow.

And these are 'servants,' you may ask. They are. Not one among them is more important to Al-Anon than the newest member of a group. There are no bosses. Nobody makes decisions for the fellowship; everything is decided after careful thought and discussion by committees. And if it's crucial, every member of the Conference has a part in making final decisions.

Margaret then asked the Delegates whose Areas have started a local Archives to send in their input to help the Archives Committee in developing formal guidelines.

## DISCUSSION

- We gathered up everything we could find for local archives—the problem we're having is: where do we stop?
- In the past three or four years, interest in archives has really grown. In September, we taped an oldtimers' meeting. Alateens are now working on a history.
- Our first Delegate writes a memory lane column for past Delegates' recollections.
- Our past Delegate is the archivist.
- We've been asking for District records for our Archives.
- For the last 5 years we've been taping our Assemblies.
- We're lucky: Our Archivist is a professional. Although our Area hasn't been in existence long, we've got some real old-timers. One group just celebrated its 35th anniversary. 



## PAULINE C., NEW MEXICO

Pauline came to Al-Anon "the full-blown wife of an alcoholic; mentally, physically, and emotionally bankrupt." She cried out for answers, and "they said: 'Paulie, just trust us. The answers will come when you are willing to listen to them.'"

She heard laughter—when she had not laughed for so long; she sensed love—when she had felt so unlovable; and she was given understanding—when she had been unable to understand herself.

She recalled her early years in the program, guided by "those tough old gals out in West Texas," fighters, who had instilled in her gratitude and respect for Al-Anon's principles and heritage.

As Pauline's self-worth and recovery developed, she received the gift of freedom: "Free to be me, to accept what is uniquely me and to accept what is uniquely you, and free to share with you those gifts that I was given so many years ago."

## LORETTA S., NEBRASKA

Before Al-Anon, Loretta said, the Conference theme "Servants—Trusted and Trusting" would have sent a chill down her spine. She knew she was no servant, and her self-worth was so low, she felt she had no abilities and that she could not be trusted to do anything on her own.

Al-Anon showed her she could do things by herself, that she was somebody, and that she could trust herself. Her sponsor, a GR, tirelessly encouraged her to get involved, and after Loretta was elected chairman, her sponsor invited her to accompany her to state assemblies. Loretta admitted she was not particularly enthusiastic at first, but in time she began to enjoy the assemblies—and soon was elected GR, and then DR.

As her involvement in service grew, Loretta found that fear was destroying her newly developed trust in herself. She turned the problem over to her Higher Power, and was able to cope with the fear, learning that her mistakes were OK, that they helped her grow.

During Loretta's first two years as Delegate, she had to decide whether Al-Anon or her grown-up family came first. By letting go and letting God, she was able to choose with a sense of security. "God, being the ultimate authority, placed me where he wanted me—at the Conference." Loretta found that God is a trusted servant, and her trust was well-placed in Him.

"Being involved in service is just a small payment," Loretta said, "on the serenity I have received from the program."

## ERNA W., MAINE

Before Al-Anon, Erna had no trust because she thought she could control. When she went to her first meeting, the only thing she had trust in was that things could get no worse. She was wrong: they could, and they did.

A new friend (later her sponsor) urged Erna to attend more meetings, and eventually Erna became involved in service. "How wonderful," she recalled, "to be asked to chair a meeting, to be the secretary—trusted to pick up the mail and entrusted with the weekly collection."

Gradually, Erna began to trust herself. Before, she used to say "they" and "them." Because she learned to trust, "they" are now "we"; "them" have become "us."

"Trust," Erna said, "is way down deep at the core of my being. This core of trust has to do with my Higher Power, my conscious contact, and OUR group conscience—not just MY self-defined conscience of right and wrong."

Through service, Erna has learned to share, to surrender her will, to practice humility. As a trusted servant, she in turn gives trust to each Al-Anon member. She trusts the newest member with her own anonymity; she trusts the treasurer with her contributions; the GRs to elect the next Delegate; and the Delegates and Board of Trustees to uphold the Traditions. Erna trusts everyone in the fellowship, she said, because they first trusted her.





## ANNUAL REPORT:

Ruth F., Chairman  
Stephanie O'K., Ass't Chairman  
Helen G., Secretary

**CHAIRMAN'S MESSAGE:** The spiritual aspect of service is underlined in the 1983 World Service theme: "Servants—Trusted and Trusting."

In workshops, discussions and throughout the proceedings, Conference members will be asking themselves and each other what is meant by "trusted servants." Like every member in service, from the group level on, we need to see ourselves as servant, worthy of that trust. Where does trust begin? With trusting myself. Where does it lead? To trusting others and God. How is trust earned? By giving each servant the needed authority and responsibility to do the job.

Exploration of this topic will strengthen the fellowship. It will reinforce the rights of participation and decision guaranteed in the Concepts. By trusting each other and trusting in God, each trusted servant throughout our service structure will be aided in fulfilling delegated responsibility in confidence and freedom.

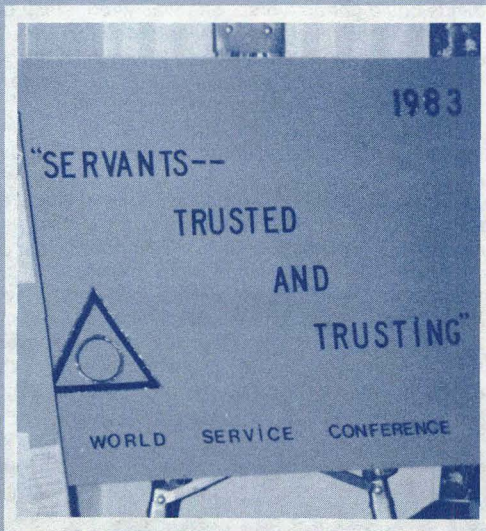
**CONFERENCE PREPARATION:** The full Conference Committee met five times this year; the Interim Committee three.

From January–April 1982, the Committee focused on coordinating Conference details. WSO Conference members and non-voting participants attended a pre-Conference briefing to review the agenda. The Conference was held at Stouffers Inn in White Plains, NY, from April 19–24.

In May, the committee critiqued the 1982 WSC, reviewing Conference members' suggestions for the 1983 WSC, and agreeing that the Interim Committee had alleviated the need for a monthly Full Conference Committee.

The Trustees approved the theme "Servants—Trusted and Trusting" for the 1983 WSC to be held April 18–23, at the Tarrytown-Hilton in Tarrytown, New York.

**CONFERENCE SUMMARY:** Over 2,300 complimentary 1982 Summaries were mailed to Delegates for distribution in their Areas. Personal copies were provided to each Delegate, past and present Conference members, and the U.K. and Erie Representative. The 1983 Conference will reconsider whether summaries will continue to be sent to registered groups.



## SUB-COMMITTEES:

**ADMISSIONS**—Sylvia R., Board of Trustees' liaison member. Following Bruce K.'s sudden death in September, Loubelle McQ. was selected by mail poll as Chairman of the Admissions Committee. Two new "master" maps for Canada and the U.S. will indicate boundary lines for states/provinces that have divided.

The committee sent a letter of welcome to the 65 incoming Delegates to the 1983 WSC.

### Report-back

In response to a written concern, Sandy reported that increased assignments necessitated having a writer other than the Literature Secretary in attendance to prepare a manuscript for the Conference Summary. In addition, a few sessions were observed by an artist who sketched drawings for future articles about the conference. Both were AI-Anon members. Following this report, several conference members shared that they would have preferred notification of these decisions prior to the conference.

**AGENDA**—Hildegard V.D., Board of Trustees' liaison member. Conference members receive Conference Committee Minutes and Quarterly Reports.

### Report-back

The Committee extended gratitude to Linda McF. and her staff for the excellent job done on the 1982 WSC Summary Report. Conference members were reminded to submit their ideas for the 1984 WSO before the week's end, taking care to keep the theme in tune with the Concepts. A theme suggested at last year's Conference was also shared: "Our Triangle: The Perfect Balance."

In response to an idea that emerged from the Green Light Session, the Committee discussed the possibility of changing the Delegates' WSC visit from the first day of the Conference to a later day (preferably on the afternoon of the day with a free evening). Because of cost and scheduling difficulties, it was decided that the suggestion was not feasible.

### Conference Themes for 1984:

Gratitude in Action Love-Recovery-Unity-Service Participation: Response to our spiritual needs; Principle of Participation; Service Responsibility is Balanced by Service Authority; Harmonious Service is Competent Leadership; The Spirit of Democracy is our Fellowship; Principles Traditional in our Service work; Responsibility and authority Our Concepts; The World Around.

The Committee expressed a preference for "Gratitude in Action." They thanked the Conference Committee for including the Bylaws in the mail, and for sending copies of Conference Committee minutes and quarterly reports.

**HANDBOOK**—Irma C., RT USSW, Chairman. Recommendations sent to WSO were received by the In-town committee for presentation to the 1983 WSC Standing Committee. "Suggested Procedures for Redistricting" was developed and will be detailed in *AREA HIGHLIGHTS*: "your Area World Service Committee" was written for the March issue.

### Report-back

The Handbook was amended as follows:

#### "General Information For Assemblies"

7. If an officer resigns or for any reason is unable to serve, a DR may be appointed by the Chairman to replace the officer until another can be elected to complete the term. He may be elected for a three-year term of his own provided he has been re-elected GR and DR. In case the Delegate resigns, the Alternate finishes the Delegate's term and then may be elected for a three-year term as Delegate.

### HOSPITALITY—Lois B., Chairman

Hospitality Room volunteers received a copy of AI-Anon's TWELVE STEPS & TWELVE TRADITIONS and a letter expressing our thanks.

**AREA HIGHLIGHTS:** Articles by Staff Secretaries were edited for publication. Over 1,000 copies are mailed quarterly along with inserts.

**MAILINGS TO CONFERENCE MEMBERS:** In the first quarter, material was sent for the 1982 WSC; 45 mailings were sent for the 1983 WSC.



**ELECTION ASSEMBLIES:** Panel 20 Areas (1980-82) elected new Panel 23 Delegates in the Fall. A letter acknowledging dedicated service was sent to outgoing Panel 20 Delegates.

**EQUALIZED EXPENSE FUND:** In September, Conference Members were informed that the Area Equalized Expense contribution is \$475.

**LONG RANGE PLANNING:** Goals submitted to the Long Range Study Panel and other ideas will be discussed in Committee.

**"STEPPING STONES":** Conference members and their escorts will visit "Stepping Stones" at the close of the 1983 WSC.

**OFFICE PROCEDURES:** Members' requests for guidance and information are answered daily, records are updated, forms revised, Area Newsletters read, and appropriate data is noted and shared with Staff.

**REGIONAL TRUSTEE PROCEDURES:** Areas within the U.S. (NE) (SE) Regions were asked to submit resumes of Regional Trustee and Alternate nominees by January 1, 1983. The Regional Trustee Plan, other pertinent material and a cover letter were mailed to the Areas proposing candidates for election at the 1983 WSC. A registered letter was sent to Areas that had not responded, requesting confirmation that a candidate would not be presented.


The following are Areas in the U.S. (NE) and U.S. (SE) Regions submitted the following candidates:

U.S. (NE)	RT	Alternate RT
Connecticut	Connie MacD.	_____
Massachusetts	Norma McG.	Carolyn D.
New York (S)	Carolyn McC.	_____
Pennsylvania	Suzann F.	Mary R.
Rhode Island	Lavinia B.	_____
U.S. (SE)	RT	Alternate RT
Alabama	Frances D.	_____
Florida	Joan S.	Jeanne W.
Georgia	Margaret S.	_____
Kentucky	Marjorie W.	_____
Puerto Rico	Blanca R.	Isabel R.
Missouri	Eleida S.	_____

Each voting Conference member receives a set of resumes. The voting members for USNE Region are the 15 Area Delegates within the Region, four other Delegates and four Trustees (the Board Chairman and three chosen by lot at the January Board meeting). The voting members of the USSE Region are the 14 Area Delegates within the Region, four other Delegates and four Trustees (again, the Board Chairman and three chosen by lot).

The following Alternates, and Area Delegates outside the Regions were drawn at the 1982 WSC:

Voting for U.S. (NE)	Voting for U.S. (SE)
Illinois (S)	Ohio
* Puerto Rico	Nfld/Lab
Saskatchewan	Michigan
Ontario (S)	Idaho
Wyoming—1st Alternate	Ontario (N)—1st Alternate
Idaho—2nd Alternate	Texas (E)—2nd Alternate

\* Because the Puerto Rico Delegate resigned, Wyoming (1st Alternate) will vote. 

## Conference Committee Update

Helen G.

Site selection, said Conference Secretary Helen G., begins at least one year in advance of the Conference. Early in 1982, she contacted several New York City hotels as well as Stouffers in White Plains NY—the site of the 1982 WSC. Soon after the 1982 WSC ended, the services of the New York Convention Bureau were enlisted, leads were followed, and likely sites inspected.

Although Manhattan was the first choice, it was not possible to secure any metropolitan hotel with adequate meeting space and reasonable rates. The selection of the Tarrytown Hilton was based on low rates, comfortable seating in (complimentary) meeting rooms, and the availability of break-out rooms.

Future site selection will be enhanced by the Conference Secretary's enrollment in a one-day seminar designed to facilitate contacts with hotel sales representatives. Manhattan will continue to be first choice, pending cost and space considerations. 

## AMENDMENTS TO THE CHARTER:

**Hank G., Chairman of the Board of Trustees**

**1. The Conference Summary**—In 1982, the WSC approved that an abbreviated Conference summary in *INSIDE AL-ANON* would be sent to all English, French, and Spanish speaking groups on a one-year trial basis—in addition to the full Conference Summary Report. The shortened version, Hank told Delegates, had been designed for several reasons: to inform the groups; to heighten their interest; and to provide Spanish and French groups with equal coverage.

It was anticipated that the fellowship would compare the two forms of Conference reporting, and then let the WSO know their preference. The response, reported Hank, was not exactly overwhelming. A total of 25 letters trickled into WSO: 9 indicated that the shortened *INSIDE AL-ANON* summary had stimulated their interest in the Conference; 7 preferred the shorter version as an alternative to the full Report; and 9 were opposed to the mini-summary.


Conference members were invited to voice their opinions about the reports—whether to continue sending both, to send only the mini-summary, or to discontinue the mini-summary. Their consensus was to send all groups both the 8-page issue of *INSIDE AL-ANON* with the shortened report as well as the full Conference Summary Report.

**2. Relocation of the World Service Conference**—It was brought to the attention of the Board of Trustees that a vote taken at the 1982 WSC was invalid because it did not pass by a vote of  $\frac{3}{4}$  of the Conference members, as is required for a change in the Conference Charter. The amendment was brought before the 1983 WSC and carried:

**To approve the Board of Trustees' amendment to the Conference Charter to eliminate the word 'city' from page 36, article 9, line 1 of the Charter appearing in the 1981-1982 World Service Handbook.** 

## AMENDMENT TO THE BYLAWS:

Al-Anons By laws specify the month of the annual Board of Trustees meeting. The Conference unanimously passed a motion to approve the Board's recommendation to amend them as follows:

**To approve amendment to the Corporate By laws of Al-Anon Family Group Headquarters, Inc., so that Article IX, item 1, shall now read: "The annual meeting of the Board of Trustees shall be held on the final day of the World Service Conference in April of each year at such place as is designated by the Board of Trustees, except when special circumstances warrant a change of date of the Conference."** 

## QUESTIONS:

Al-Anon suggests that we share our program at the level of service. Starting with Panel 10, five Delegates from our Area have—in addition to their report—shared their WSC experiences by including Conference tapes in our Areas lending library. The Conference Committee has evidently established an administrative policy against this practice. Why now? Should this not be the group conscience?

The WSC is a closed meeting. We have always protected the confidentiality of those who share on tape, limiting the distribution to Conference members only.

**How do groups get members to sponsor and be sponsored?**

The group can decide to hold a meeting on Sponsorship and its mutual benefits and concerns. Often, with this kind of sharing, problems are relieved.

**How can we improve the interest of GR reports given?**

The group elects a GR to be the link between World Service and the group. Reports are part of this service. Acceptance of reports and support of the GR creates unity and interest.

**Is there any other way for a Delegate to share a Conference report other than inviting oneself to be invited to the Districts?**

It helps to make an announcement at the Assembly or in the Area Newsletter; or you you can write and request the Districts to set up a date for a District Meeting. In some Areas, several Districts get together and arrange to have the Delegate present his/her report.



## ANNUAL REPORT:

Virginia M., Chairman  
Frank R., Chairman  
Patricia H., Secretary

**COMMITTEE:** Chairman Frank R. resigned in June, and was replaced by Virginia M., RT US-SE. The Committee met nine times, and in addition to completing prior projects: clarified its definition of CPC; approved the concept of a film for use with professionals; worked on Guidelines and revising existing materials; created a *P.I.-CPC BULLETIN* for sharing ideas; and contributed articles to the various WSO publications.

### COOPERATING WITH OUTSIDE AGENCIES:

**Governor's Conference**—The CPC and Alateen Staff Secretaries were panelists at the Conference on Children of Alcoholics, sponsored by the Governor of NY, and attended by professionals nationwide. Booth and literature were also sent.

**New York Council on Alcoholism**—The Staff Secretary was invited to two town-hall style meetings on "Alcoholism in Government." The Institutions and the P.I. Staff Secretaries went in her place, providing input on Al-Anon and Alateen as community resources.

**Alcoholism in the Black Community-Seminar**—A Committee member attending this seminar made contacts and gained useful ideas on working with the black community.

**National Council on Alcoholism**—"Alcoholism: The Double-Edged Sword," written by the Secretary for presentation at the NCA Forum was published by NCA's *LABOR-MANAGEMENT JOURNAL* in the March/April issue.

**Association of Labor/Management Administrators and Consultants on Alcoholism**—The Staff Secretary and Archivist attended the ALMACA Convention. Swift and Company's Al-Anon piece for use in their Employee Assistance Program and ALMACA's article on Al-Anon were both included in the CPC mailing.

**National Conference on Alcoholism and the Family**—The CPC and Institutions Secretaries attended this Conference.

**National Council on Alcoholism**—The CPC and P.I. Secretaries attended a seminar, "Is the Co-Alcoholic Addicted to His/Her Mate?"

**National Association of Social Workers**—The CPC Secretary gave a workshop at this meeting, attended by mental health specialists from large companies. The Alateen Secretary accompanied the CPC Secretary in preparation for a similar workshop at a university in Utah.

**Hazelden**—The Staff Secretary and General Secretary visited Hazelden's family program, modeled on Al-Anon philosophy with Al-Anon literature given to participants. Although there are no Al-Anon meetings there, follow-up evaluation is measured by participants' future attendance at Al-Anon meetings.

**Lutheran Center for Substance Abuse**—The Staff Secretary toured this facility and was briefed on the family program, which included many Al-Anon meetings and Al-Anon volunteers working in many capacities.

### MAILINGS:

**AL-ANON SPEAKS OUT**—and our new pamphlet *Getting In Touch*, listing Information Services nationwide, were mailed to over 7,000 professionals on our mailing list.

**Form Letters**—Among form letters created were: one on Al-Anon/Alateen participation in international exhibits; two aimed at professional groups (i.e., schools, libraries, institutions) to facilitate complimentary literature requests; and one to accompany P.I. packs sent in response to professional inquiries.

**Seasonal Mailing**—Two articles that discuss incorporating Al-Anon in companies' Employee Assistance Programs were sent out; also included in the mailing was an order blank for a complimentary Newcomer's Packet and/or the revised Labor Management Packet.

### GENERAL OFFICE WORK:

**Correspondence**—A form letter was created to explore the possibility of Al-Anon participation in international exhibits and to inform these organizations about Al-Anon/Alateen; two form letters were developed for professional groups, institutions, schools and libraries requesting large quantities of complimentary literature. In response to professional inquiry letters, a form letter and P.I. pack were sent. Many letters required individual responses. Mailing cards were made for all professionals.

### CPC WITH THE FELLOWSHIP:

**FORUM Feedback**—Several responses to the January *FORUM* article asking members to share their CPC ideas and experiences were included in the formation of guidelines.

**CPC Guidelines**—An outline for CPC Guidelines, presented to the Committee in September, will be ready by the 1983 World Service Conference.

**Order Blank**—The CPC Committee recommended a change in the order blank format using both sides. Despite its benefits, the suggestion is not currently feasible.

**Letter to Judicial Agencies**—The CPC Committee felt that the concept of the Alateen Committee's suggested letter (stating that Alateen is not for teenage alcoholics) could be incorporated into its Guidelines.

**Portable Exhibit Booth**—The Executive Committee approved the purchase of this cost-effective booth for use in early 1983.

### REVISED LITERATURE:

**You Can Render**—New cover artwork was chosen and revisions made.

**Working As, For or With Professionals**—The suggested name change and regrouping of questions are being developed by the Committee.

**Labor Management Packet**—Re-designed to fit in a holder, the packet now includes "The Double Edged Sword". Quotes from industry and workers are being consolidated on one sheet.

**AL-ANON FACES ALCOHOLISM**—This book is being revised by the Literature and CPC Staff Secretaries, and edited by a free-lance writer. It will include new articles by professionals reflecting current thinking on Al-Anon and on alcoholism as a family disease. The CPC and Literature Committees will review the new edition.

**Al-Anon Family Treatment Tool in Alcoholism**—Professional quotes were updated to reflect current thinking in the field of family treatment.

**Al-Anon Fact File**—This piece is being revised by the P.I. and CPC Staff Secretaries.

**Pebble in the Pond**—The CPC and P.I. Committees are working on revisions.

### LONG-RANGE PLANNING:

The Committee submitted its suggestions to the Long Range Study Panel for discussion with the Staff Secretary.

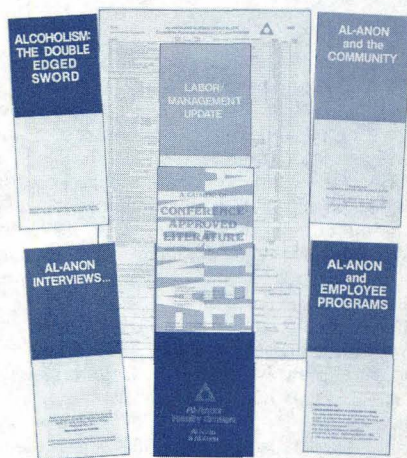
### ADDITIONAL ASSIGNMENTS:

**Survey**—A statement of rationale, an explanation of distribution and collection of questionnaires, along with a copy of AA's survey will be sent to all Conference members after the January 1983 Board meeting. This is to give members data for an informed vote at the 1983 WSC.



## NATIONAL EXHIBITS:

National Association of Private Psychiatric Hospitals, Scottsdale, Arizona. Mary Fran W.  
American Association of School Administrators, New Orleans, Louisiana. Marjorie O.  
National Council of Community Mental Health Centers, New York City. Joan McG.  
American Personnel & Guidance Association, Detroit, Michigan. Dolores Z.  
National Association of Secondary School Principals, San Francisco, California. Jean McL.  
Association for Supervision & Curriculum Development, Anaheim, California. Bernadette E.  
American Orthopsychiatric Association, San Francisco, California. Jean M.  
National Council on Alcoholism, Washington, D.C. Angela W.  
National Catholic Education Association, Chicago, Illinois. Renis W.  
National Conference on Alcoholism and the Family, Valley Forge, Pennsylvania. Margaret G.  
North Conway Institute, Adelynrood, Byfield, Massachusetts. Marilyn M.  
National Association of Social Workers, Los Angeles, California. Jean K.  
American Federation of Teachers, Los Angeles, California.  
National Education Association, Los Angeles, California.  
Alcohol & Drug Problems Association (ADPA), Washington D.C.  
Northeast Conference on Addiction, Wakefield, Massachusetts.  
Children of Alcoholics Conference, New York City, New York.  
ALMACA, Philadelphia, Pennsylvania.  
AMERSA (Association for Medical Evaluation and Research in Substance Abuse), Berkeley, California.  
Gerontological Society of America, Boston, Massachusetts.



## CPC SESSION:

Chairman Virginia M and Staff Secretary Pat H summarized the year's major activities:

- completion of CPC GUIDELINES, copies were distributed and feedback requested from the fellowship.
- *PI-CPC BULLETIN* (See P.I.-Report-Back).
- Two major mailings:
  - seasonal mailing to 6,500 professionals—5% response;
  - Fortune 500 outreach mailing—3% response with respondents added to CPC mailing list.
- Labor/Management pack revision contents now include "Alcoholism: The Double-Edged Sword" and are presented in an attractive blue pocket.
- Purchase of portable exhibit booth.

Pat discussed how Al-Anon participation in national exhibits serves to enhance professional awareness about our program. Approximately 20 national events pre-selected quarterly are covered each year. Procedures for accepting exhibit commitments (WSO's and Delegates'), along with Guidelines for use of the portable booth were distributed to conference members.

Until recently, exhibiting involved an assortment of expenses, from the rental and maintenance fees charged by an outside agency, to the exorbitant assembly/dismantling costs. The portable booth reduced most of these expenses: light-weight and collapsible, it no longer requires outside labor for assembly and dismantling; we control its maintenance; it is shipped via Federal Express, promptly and inexpensively. Total cost, including headers and display table, was \$1,350.



## CPC REPORT-BACK:

Doreen D., NC

**Film**—The concept of a film was approved by the 1982 WSC, but not budgeted for 1983. The Committee continued discussion regarding its content and techniques, agreeing that it will clearly state what Al-Anon is and is not.

**Deadlines**—The Chairman stated that failure to respond to Committee issues requiring input will be interpreted as assent.

**AL-ANON FACES ALCOHOLISM**—CPC is reviewing the revisions made to the first half of the book. Manuscripts will be returned by June 1.

**AL-ANON SPEAKS OUT**—The Committee is considering various themes for the 1983-84 issue.

## CPC Update

The Conference approved the recommendation to grant the CPC Committee permanent standing committee status (with the text of Concept 11, section 9 changed accordingly).

A copy of the proposed text was submitted to all Delegates.

Discussion from the floor prior to the vote indicated that some Delegates felt that the amendment should follow (rather than supersede) CPC's establishment as a permanent standing committee. It was, however, clarified that the Board of Trustees has the authority to establish a standing committee. See Motions.



## GROUPWIDE SURVEY:

Virginia M.  
Pat H.

When the idea of developing and distributing a survey was introduced at the 1981 WSC, further information was requested. In 1982, the Conference again asked that additional data be provided. The CPC Committee was asked by the Board of Trustees to review the project and submit a rationale, explaining the objective of the survey which is to obtain a more comprehensive picture of the fellowship. Some of the reasons for the survey as expressed were efficiency of services at the WSO and increasing the possibility of reaching the still suffering family members.

The membership profile that will emerge from the questionnaires will help identify the most effective public information strategies as well as enhance our credibility with the professional community. In order to give professionals the information we want them to have, and in order for us to reach the people with whom they come in contact it is to Al-Anon's advantage to conduct a survey.

Based on AA's survey of 1980, Al-Anon's survey will be anonymous: questions will seek demographic information and various details regarding the circumstances of each respondent's membership.

In the discussion that preceded the vote, Conference members expressed the following positions:

### CON:

- Such a survey might be divisive, promotional, and lead to disunity.
- Is the 3% sample size sufficient?
- Let's spend the money on a film instead.
- We already have credibility—why waste time and money?
- How important is credibility with professionals?
- Let's emphasize our similarities, not our differences.

### PRO:

- Our Area was scared at first. Now we see that the survey will help us carry the message
- If we know WHO we are, our work within the fellowship can be more effective—literature, for example—and our P.I. work can also be more accurately focused.
- The more credibility we have with professionals, the more people we will be able to reach.

The Conference approved the recommendation to conduct a group-wide anonymous survey.





### TREASURER'S REPORT:

Henrietta S., Treasurer

A year of economic uncertainty with rising costs, falling interest rates and expanded services resulted in an excess of expenses over income in the financial operation of the Al-Anon World Service Office. Despite efforts to institute more cost saving procedures and an increase in contributions, gross income was insufficient to cover our commitments.

#### INCOME & EXPENSES:

In the statements prepared by Owen J. Flanagan, our Certified Public Accountant, income and expenses for the year ended December 31, 1982, are compared with those of the prior year in Exhibit A. Total income for 1982 declined \$123,500, or 4.7% which, when combined with increased operating expenses of \$450,500, or 21.4%, resulted in an excess of expense over income of \$143,300 for the year. That deficit reflected a negative change of \$582,100 from the excess of income over expense of \$438,800 in the prior year.

Sales and costs of books and other literature are compared for the two years on Schedule 1. Total sales in 1982 declined \$180,000, or 7%, from the prior year, the principle reason being that in 1981, the book, AL-ANON'S TWELVE STEPS & TWELVE TRADITIONS was published with initial sales of \$383,500. During 1982, sales declined to \$159,000. Sales of other books were also generally lower, except ODAT which increased by \$39,100 or 5 1/2%. Sales of other literature also showed a small increase of 2% over 1981; the 1981 increase over 1980 was 9%.

Contributions increased by \$73,400 or 18%, compared with percentage increases of 9% and 8 1/2%, respectively, in the two preceding years. Although the percentage of groups in the US and Canada which contributed fell to its lowest point in five years (60.6%), the average contribution from those groups which helped support WSO services increased to a record \$48.75. We are grateful for their understanding of how inflation has affected our operation. Our efforts continue to be directed towards stimulating an awareness among the non-contributing groups of their responsibility to support the WSO.

The FORUM subscription income, which represents the portion earned through fulfillment, increased \$21,300 or 10 1/2% over the prior year. New and renewal subscriptions received during the year, the cash for which is set aside in a deferred account until the subscriptions are fulfilled, increased by approximately 28%, due in part to renewals received in advance of the November 1982 price increase. The cost of FORUM services increased to \$377,200 from \$304,100 in 1981. The net result was a loss from magazine operations of \$155,400 in 1982 as compared with a loss of \$103,500 in the prior year.

Interest income was lower by \$12,400 reflecting a reduction in the amount invested which was used to finance the deficit, as well as lower interest rates.

The 1982 increase of \$450,500 in total operating expenses, or 21.4%, compares with an increase of \$343,000, or 19.5%, in the prior year. Salaries, which are largest component of operating expenses, increased \$130,600, or 14%, over 1981. At December 31, 1982 there were 64 staff positions at the office, two more than the number employed at the end of 1981. Employee benefit costs increased a total of \$51,100, of which \$37,200 was directly attributable to substantially higher rates on medical insurance; the rest of the increase was due to payroll tax and pension costs on the higher payroll.

Packing and shipping costs increased \$4,900, or 3%, but on a lower sales volume of at least 7%. That result indicates a continuing increase in delivery and postage rates in excess of general inflation. This trend can only have a strong and adverse effect on our future expense structure because our operations are so dependent on a wide distribution of printed matter.

The costs of French literature service increased \$10,800 during 1982. The other basic expenses of operating the office - rent, postage, supplies, telephone, services, etc., increased \$75,000, or 15%. Of that amount, \$40,600 was for additional postage, a 30% increase over 1981, which, in turn, had been 40% higher than 1980. Occupancy costs increased \$23,000, or 13%, due principally to tax and electricity escalations; stationery costs were higher by \$6,700.

The increase of \$178,100 over 1981 in the "all other" category was substantial, but it also included \$103,300 of expenses for which there were no comparable activities in the prior year. Those comprised new TV and radio spots - \$42,500, new Structure and Archives films - \$23,000 and the cost of the 1982 biennial General Service Marketing - \$37,800. The remaining portion of the increase, approximately \$75,000, was due primarily to higher printing costs - \$45,000; travel and meetings, including the World Service Conference - \$19,400 and, finally, Public Information activities, including Canadian - \$12,900.

#### THE RESERVE FUND

In April 1970 the Board of Trustees established a Reserve Fund in an initial amount of \$80,000, the purpose of which was to set aside sufficient funds to ensure the continuation of the organization's essential services in the event of a severe recession. The initial objective for the fund was an amount equal to one year's operating expenses.

In July 1976, the Board decided that, under the then present conditions, a Reserve Fund balance of \$500,000 was sufficient. The fund balance was maintained at that amount up through December 31, 1978. In January 1978, the Board re-defined the objective for the fund to an amount equal to 75% of the prior year's operating expenses, which at that time would have amounted to \$814,000.

In the intervening years, the Board authorized a number of transfers of varying amounts from the General Fund to the Reserve Fund, the most recent of these being a transfer of \$200,000 in October 1981, which brought the principal balance to \$1,050,000. Also in October 1981, the Board re-defined the objective for the fund to the original one - an amount equal to one year's operating expenses. At the 1982 level, the goal would be \$2,628,400.

Investments of the Reserve Fund have consistently been carried at cost, rather than market value. The reason for that policy is that such investments are held for long-term investment objectives and the carrying values need not be adjusted annually for short-term market fluctuations. Accordingly, no provision has been made in the accounts for the \$64,700 decline in value of certain of the US Government bonds held at December 31, 1982, but it is noted on the Balance Sheet.



#### QUESTIONS:

Could we have envelopes such as AA has for their Birthday Plan? This may encourage more participation in raising contributions from a personal level. Could we have a small display holder, self-standing and slightly larger than the newcomer's packet to place in business?

We can bring these suggestions to the Budget Committee.

\*The annual financial statement is available to any group on request.



# BUDGET:

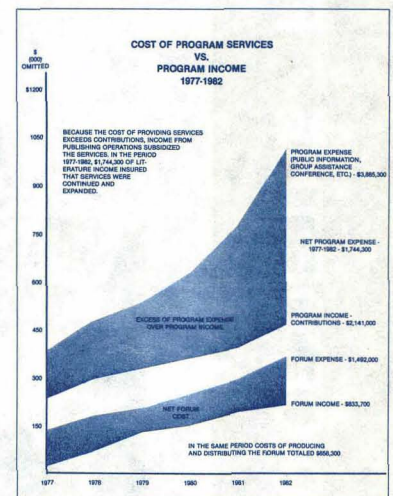
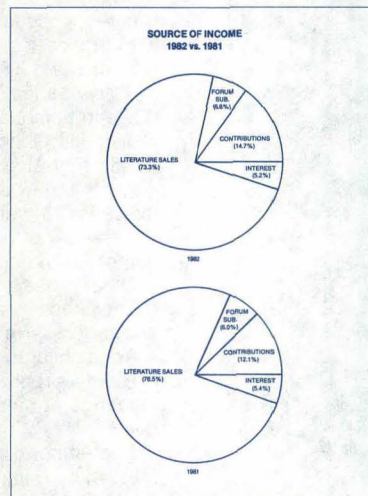
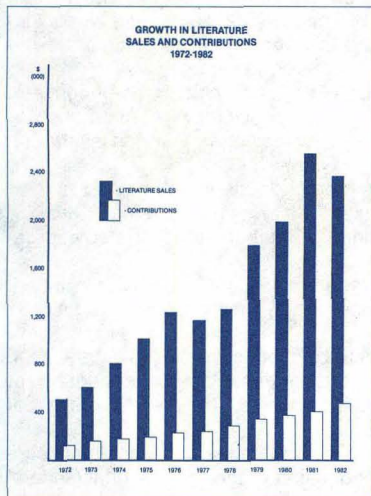
## Richard Keilly, Controller

Richard Keilly presented the budget to Conference members, clarifying certain points, and responding to questions and comments from the floor.

- Major increases in operating expenses were attributed to labor costs, including: overtime costs, two new staff positions, increased payroll taxes, higher medical benefits, and greater office activity. Rent will be higher, due in part to escalation clauses in lease.
- Non-operating expenses included charges associated with the purchase of our new computer: consulting fees, software design, electrical requirements, and the actual computer hardware.
- It was stressed that our not-for-profit status as an educational organization

has resulted in an increasing dependence on the publishing effort to carry the rest of services. However, the membership has a responsibility to contribute in the light of the Seventh Tradition.

- Additional income money is anticipated from ODAT and ADAT sales, and the FORUM subscription rate rise
- The new phone system is expected to save \$19,000 annually.
- In addition to cost savings, computerization will provide WSO an enormously expanded capability to generate information (i.e., reports, sales data, individual group contributions). Groups were asked to submit their particular informational needs



## AL-ANON FAMILY GROUP HEADQUARTERS INC. 1983 Budget

	Schedule 1	
	1982 Actual	1983 Budget
<b>Literature Sales</b>		
Living with an Alcoholic	\$ 78,103	\$ 93,000
Al-Anon Faces Alcoholism	59,837	62,000
Dilemma of the Alcoholic Marriage	66,676	68,000
One Day At A Time	748,733	810,000
FORUM Favorites	36,312	37,000
Alateen - Hope for Children	51,897	55,000
Alateen - A Day At A Time	—	65,000
Lois Remembers	20,699	20,000
12 Steps & 12 Traditions	158,934	170,000
Other Literature	1,146,468	1,450,000
<b>Income from publications</b>	<b>2,367,659</b>	<b>2,830,000</b>
<b>Cost of Literature Distributed</b>		
Living With An Alcoholic	17,168	22,200
Al-Anon Faces Alcoholism	17,679	20,000
Dilemma of an Alcoholic Marriage	15,364	16,600
One Day At A Time	257,664	278,000
FORUM Favorites	8,643	7,400
Alateen - Hope For Children	13,354	13,800
Alateen - A Day At A Time	—	18,600
Lois Remembers	5,097	5,000
12 Steps & 12 Traditions	33,791	38,700
Other Literature	389,697	395,000
<b>Cost of Literature</b>	<b>758,457</b>	<b>815,300</b>
<b>Gross Profit from Literature Sales</b>	<b>1,609,202</b>	<b>2,014,700</b>
Films, Radio & TV Spots	10,481	7,000
FORUM Subscriptions & Back Issues	221,839	251,000
Interest earned	167,215	125,000
Contributions	476,390	520,000
<b>Total Income</b>	<b>2,485,127</b>	<b>2,917,700</b>
<b>Less Expense (Schedule 2)</b>	<b>2,628,422</b>	<b>2,813,100</b>
<b>Excess of Income (Expense)</b>	<b>\$(143,295)</b>	<b>\$ 104,600</b>

	Schedule 2	
	1982 Actual	1983 Budget
<b>Operating Expense</b>		
Salaries (Inc. Temp. Help)	\$1,055,019	\$1,160,000
Employee Benefits	201,609	221,000
<b>Total Labor Cost</b>	<b>1,256,718</b>	<b>1,381,000</b>
Building Occupancy	190,882	205,000
Packing and Shipping	164,273	180,000
Postage	169,859	178,000
Telephone	35,051	19,000
Stationery & Office Supplies	84,487	90,000
Office Services and Expenses	64,348	42,000
Repairs and Maintenance	19,029	22,000
Travel and Meetings	66,335	70,000
Professional Fees	14,164	17,000
Printing: FORUM	107,869	120,000
Directories	21,885	24,000
Conference Summary	13,169	14,600
Inside Al-Anon	27,317	28,000
Other	23,975	19,500
Public Information Exhibits	26,900	27,000
Direct Conference Cost	68,383	72,000
French Literature Service	53,879	53,000
P.I. Survey	—	15,000
Structure Film	20,959	—
Archives Film	2,000	—
Canadian Public Information	17,462	27,000
TV Spots	42,470	—
Regional Service Seminars	11,854	15,000
Miscellaneous	17,889	20,000
<b>Total Operating Expense</b>	<b>2,521,157</b>	<b>2,639,100</b>
<b>Non-Operating Expense</b>		
General Services Meeting	37,839	—
E.D.P. Installation	6,400	145,000
Furniture & Equipment	63,026	29,000
<b>Total Non-Operating Expense</b>	<b>107,265</b>	<b>174,000</b>
<b>Total Expense (Schedule 1)</b>	<b>\$2,628,422</b>	<b>\$2,813,100</b>







## ANNUAL REPORT:

Jane O., Chairman  
Hildegard M.V., Editor

**THE FORUM COMMITTEE:** The Committee regretfully accepted Frank R.'s resignation. To keep ever more responsive to the needs of the membership, guest members were again invited to sit in at the Committee's monthly meetings. They included members from Norway and Switzerland.

After the 1982 WSC, the Board appointed a Chairman of The FORUM Committee on an experimental basis for one year.

**EDITORIAL:** Several innovations were made to present the ever-increasing sharing of members in the most helpful way.

Concept Corner, "Applying the Concepts," on the WSO page carried forward the ideas presented in the 1981 editorials on the Concepts.

In response to the widespread use of The FORUM for meeting ideas, Alateen Topics for meetings was initiated in February '82 in addition to the regular Round Table Topics of suggestions for meetings.

A new series, "Al-Anon is for . . ." deals with specific areas of concern. While in emphasizing unity, it shows that the principles of Al-Anon apply to all alcoholic situations. This feature has so far included, "Al-Anon is for Adult Children of Alcoholics" (May) and ". . . Widows" (June).

Another new editorial device to give greater depth of treatment to specific topics is, "It works . . . when we work it," "It works . . . During A Slip . . . when we work it" (July) and "Living Alone" (October) demonstrated application of Al-Anon principles in those situations.

Other areas that were given particular emphasis during the year included: The Steps — a monthly editorial conveyed in simple terms the continuity and progressive nature of the Steps.

Adult children of alcoholics and parents of alcoholics shared a great deal. Readers replied to the issues of Confrontation/Intervention, attendance at meetings of members who were also members of AA, prejudice, spiritual need.

September's issue, with contributions from members in 19 different countries, had an international flavor in recognition of the International General Services Meeting (Trial).

A brief letter in the October issue requesting literature on the "sensitive subject" of incest and alcoholism brought an overwhelming response of poignant and courageous letters that will be featured in the May '83 issue.

**CIRCULATION AND PROMOTION:** Circulation figures dipped or were on a plateau until the last three months of the year. Instead of a 19% increase as shown in 1981, there was an increase this year of 2% realized in the last 3 months due, in part, to the promotion offer made in connection with the November 1st price increase. Further study seems indicated to analyze both promotional and renewal efforts.

The price increase promotion campaign was announced in the August FORUM with the article, "What Price Serenity?" The theme, "We're Holding a Place For You" was inaugurated in the September issue with a special invitation to take advantage of the old price before November 1st and carried forward in the October issue. The November issue highlighted the opportunity, before the holidays, to give a gift subscription for one year at the former rate.

### SPECIAL PROJECTS:

**Concepts** — The FORUM Committee submitted a project approval to the Executive Committee, on the recommendation of the Literature Committee to reprint the 1980 Concept Editorials into a plan to produce a new piece on the Concepts.

**Three Little Books** — a two-year calendar, telephone book and thought book were developed on the suggestion of members (including a Delegate member) and made available as FORUM promotion and Al-Anon program tools in mid-November. By the end of the year 4,500 of the 10,000 sets ordered had been sold.

**Adult Children Reprint** — this was initiated in December from the May feature and other previously published FORUM articles and letters showing how adult children of alcoholics are guided by the Twelve Steps.

**LONG-RANGE GOALS:** Preliminary discussion of FORUM long-range goals was begun in December. Topics for continuing consideration included whether The FORUM should eventually be a separate operation with its own Board in the tradition of AA's GRAPEVINE; expansion of the magazine and additional content if expanded; clarification of editorial and subscription fulfillment relationship.



**STATISTICS:** A total of 45,619 subscribers at year's end — a 2% increase over last year.

A 10.6% increase in income generated by The *FORUM*. 449 copies of The *FORUM* sent to member contributors. 536,252 copies of The *FORUM* mailed in 1982.

#### FORUM Update

1982 was a year of changes and overcoming difficulties for The *FORUM*. For the first time in six years the production schedule slipped. New office procedural systems and changing personnel — nine people in three *FORUM* staff positions in one year — interrupted the orderly working procedure. But the March issue and every issue since has been in the mail on time.

This year there was also a structural change in the *FORUM* Committee. At the Board meeting of March '82 a *FORUM* Committee Chairman was appointed on a one-year trial basis. This change is now being evaluated by the *FORUM* Chairman who heads an ad hoc committee that will report at the July Board meeting on the advisability of having a volunteer *FORUM* Chairman.

This was also the first full year since the separation of the editorial and subscription services. All circulation and full financial authority for it has been placed under the administration's supervision. As Richard explained and the chart shows, there has been a considerable acceleration of the excess of costs over income in these past 12 months. In their long range-planning, the *FORUM* Committee is asking to have their responsibility and authority, if any, in this area defined. ▲

“

#### MARJORIE O., LOUISIANA

To some, said Marjorie, “leaders” who are “trusted servants” might seem to be an impossible contradiction. In Al-Anon, however, our servants are those dedicated members who have made a commitment to the fellowship, who are well informed, and who are willing to accept responsibility.

In Marjorie's experience, problems in the program can generally be traced back to a lack of trust, particularly in those who have never volunteered for service. She pointed out that although Al-Anon teaches us that we do not have to accept unacceptable behavior, we must not be too critical of newly-elected trusted servants. Encouragement, patience, and tolerance are a reflection of our trust.

Since coming into Al-Anon, Marjorie's ideas of serving have changed. She used to be a people-pleaser, always doing a little more than necessary to win the approval of others. She did not trust herself—or others—enough to believe they could accept her just as she was. Now she has the self-confidence to believe that doing her best, without overdoing, is enough to earn the trust of another.

Marjorie has also learned to trust others to do their job—that “different” does not mean “wrong.” Letting go of being right has given her a great deal of serenity, knowing “. . . that my Higher Power is working in me as it has never done before, and has made my life happier.”

#### PEGGY B., NEW FOUNDLAND-LABRADOR

“Before Al-Anon,” Peggy shared, “‘trust’ had become almost a foreign word to me.” She had lost trust in the alcoholic, in her Higher Power, and in herself.

Then came Al-Anon. Peggy felt encircled by the love she received from the fellowship, and this helped her regain faith and trust. She found a new life: a life of faith in God, a life of love for others, and of trust in the fellowship. Trusting others gave Peggy hope that life was worth living; others' trust of her gave her a sense of belonging.

In service, trust took on a new meaning: Peggy learned to have trust in herself and in her ability to carry out the responsibilities entrusted to her. There were growing pains, of course, but Al-Anon's principles helped her cope with them. “I was able to give by sharing,” said Peggy, “and to take by learning.”

The sharing of experience, hope, and strength among Al-Anon members ensures that it will remain a fellowship based on faith, love, and trust. “As one trusted servant,” Peggy concluded, “I am but a small link in the chain, but I can be an important link in helping to make the chain stronger.”

## THE FORUM SESSION:

Editor Hildegard MV. recalled how far The *FORUM* has come in the past 36 years. First begun as a “friendly monthly letter from member to member,” it underwent several format changes and was introduced at the World Service Conference five years ago in magazine form. “This meeting on paper continues as an ever deepening and more valuable sharing.”

As the spiritual voice of the fellowship, The *FORUM* reflects the ideas and feelings of members whose candid and constructive letters deal with subjects once considered too personal to discuss openly: intimacy in marriage, suicide, relatives in prison, infidelity, verbal and physical abuse. The current May issue carries the most revealing letters to date, a remarkable response from members grateful for the opportunity to speak out on the hurt of incest and their spiritual healing. Healing comes through the Steps; the slogans, which are shorthand for the Steps; the Traditions, which keep the groups united; and the Concepts of Service, reaffirming the basic principles of Al-Anon. These are regularly highlighted in The *FORUM* in editorials, letters and features.

It has been said that there is a changing face of Al-Anon: adult children of alcoholics, husbands and fathers, widows, parents of alcoholics. “Yet what is reinforced in the many letters to The *FORUM* is that our pain is the same and our recovery is the same; that we can all relate to each other when we focus on ourselves and not on the alcoholic; that the fundamental spiritual message of Al-Anon is the same path of recovery for all.”

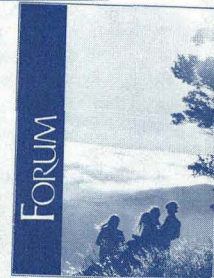
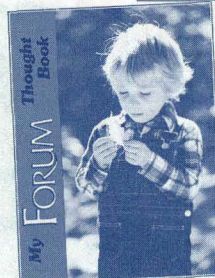
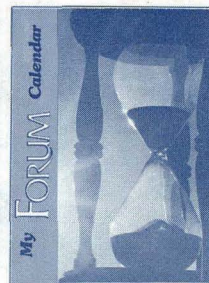
One of the ways The *FORUM* tries to help meet specific needs is to reprint articles of particular interest. The latest reprint deals with how adult children of alcoholics are guided by the Twelve Steps. When a need has been demonstrated, with some 5,000 or more orders for the reprint, the material is turned over to the Literature Committee for its consideration as Conference Approved Literature.

For the past year, Jane O. has been The *FORUM* Chairman on a one-year trial basis. “Little did we realize,” said Jane, “that the operation of The *FORUM* would grow to such an extent that it is now costing in excess of \$375,000 annually, close to 15% of our budget. Revenues for 1982 (from *FORUM* subscriptions, Three Little Books and *FORUM* binders), however, fell short of that figure by more than \$100,000.

#### Discussion

Discussion from the floor concerned the sale of the Three Little Books (calendar, telephone and thought). A number of Delegates said the set was doing well in their Areas; others were less than enthusiastic and felt they could be interpreted as “gimmicks or trinkets.” Hildegard thanked the Delegates for their guidance and, in response to the concerns expressed, said that no further sets of Three Little Books would be produced. “As members of The *FORUM* Committee,” she said, “we wish to be guided only by the ideas and suggestions of the members and have our actions shaped by your input. We hope to hear from you on how The *FORUM* can be of ever more help to the fellowship.”

Conference members were also asked to suggest topics for future *FORUM* reprints. ▲





## ANNUAL REPORT:

George T., Chairman  
Ann S., Secretary

**COMMITTEE:** George T., panel 19 Delegate, Delaware, was appointed Chairman. Nine meetings were held. Ann and George met several times between meetings and worked on Guidelines for Al-Anon Service in Correctional Facilities and other items. Potential in-town members were invited to attend meetings as observers. Edwina F., Carol C., Elizabeth R. and Helen B. joined the Committee. Ramona C. resigned due to work commitments.

Institutions and CPC Committees met jointly to discuss professional encroachment at meetings and the possibility of developing a film presentation. It was suggested the film include meeting formats used at institutions groups, with the content encompassing the basic Al-Anon program.

The Institutions Committee felt that the P.I./CPC Committees' proposed survey would be useful if appropriate questions were incorporated to gain beneficial information.

The committee plans to utilize the 20 + 5 Institutions Questions and Answers, developed for the 1980 WSC as a service tool.

**DELEGATE MEMBERS:** Delegate members were asked to review Homeward Bound and proposed Guidelines for Al-Anon Service in Correctional Facilities and submit suggestions for Long and Short Range Planning.

**AL-ANON IN INSTITUTIONS:** Three issues were completed; the March-April issue was translated into Spanish for a groupwide mailing. A form accompanied the English version, informing members that the next two issues were available upon request. Numerous forms returned enabled us to correct many of the groups' permanent mailing addresses.

A subscription order form accompanied the October issue. The institutions groups will continue receiving a complimentary copy.

**LONG-RANGE STUDY PLANS:** Long and short range plans will be an on-going agenda item.

**CONFERENCE:** The Committee considered presenting a skit at the 1983 WSC. Delegate members have been asked for ideas. Suggestions included: explaining the difference between institutions and other group meetings; explaining limited access group meetings in a facility; mention of Alateen Institutions groups; fear of going into facilities; and feelings of inadequacy when meeting professionals.

#### OFFICE PROCEDURES:

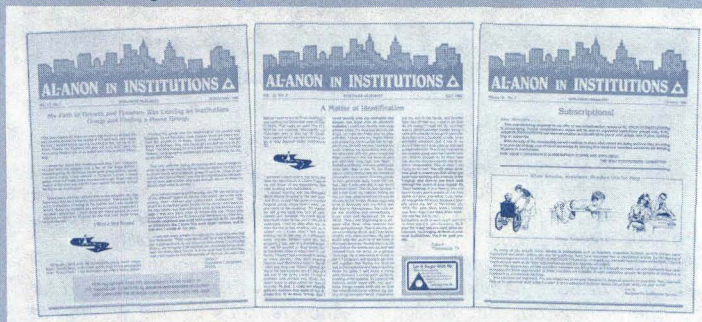
**Institutions Coordinators** — An Institutions Kit, a letter of welcome and other material were provided for newly elected Coordinators. All received a revised copy of Guidelines for Area Institutions Coordinators. After his appointment, the Chairman wrote to introduce himself and asked Coordinators to: encourage members to read the newsletter, *AL-ANON IN INSTITUTIONS*; describe the personal gratification in becoming involved in Institutions Service; inform members the newsletter is available by subscription; report on the newsletter's benefits the general

membership when discussed at District meetings, World Service Committee meetings and Assemblies. Institutions Coordinators were contacted for suggestions to aid the CPC Committee in developing guidelines.

**Revisions and up-dates** — Revisions were made on: Suggested Institutions Workshop, Area Institutions Coordinators Guidelines, Highlights of *AL-ANON IN INSTITUTIONS* — 25 Year History; Institutions Literature Discount Package in Spanish and English; Al-Anon/Alateen Institutions Group Meetings and Institutions Meeting Formats. These pieces were printed in the size 3 1/2" x 8 1/2". One side carries "Al-Anon/Alateen Institutions Group Meetings" and the other side, "Meeting Formats for an Institutions Group." Input was also provided for other literature.

**Correspondence** — Outstanding among the usual correspondence was: definition of an "experienced member" at an Institutions group, appearing in leaflet, Information for a Newcomer; professionals interested in forming groups; requests for *FORUM* reprints, "Doing Time"; how members separate professionalism from membership; requests for French translation of *AL-ANON IN INSTITUTIONS*; requests for information and clarification of institutions groups members in India and Saudi Arabia; a report of a Canadian Delegate who was present during an uprising in a prison, (AA and Al-Anon members were not taken hostage nor harmed); an Alateen Institutions group starting in an orphanage; several Hispanic countries requested information for an institution group in government facilities. Phone discussions covered: AA members dominating an Al-Anon institutions group; how to reactivate a group meeting in a court and a psychiatric hospital.

**Cooperation With Other Committees** — The CPC, P.I. and Alateen Committees were invited to participate in a joint project to develop a single sheet leaflet, focusing on Responsibilities of Service.



**FIELD TRIPS:** The Institutions Secretary attended: Fourteenth Annual All Day Alcoholism Institute at Fordham University Graduate School of Social Service, presented by the National Association of Social Workers, N.Y.C. Chapter; The National Conference on Alcoholism and the Family, Valley Forge, Pennsylvania; visited the Nuway Institutions Al-Anon group at St. Agnes Hospital in Baltimore, Maryland; visited Changing Point, and met with Executive Staff at a residential treatment facility in Ellicott City, Maryland; attended the 1982 Maryland/DC 6th Annual Family Conference at Washington College, Chestertown, Maryland. By invitation the Institutions Secretary was a participant-observer at the following family programs: Clearbrook Lodge; Family/Focus Recovery Program, Shickshinny, Pennsylvania; and the Lutheran Center for Substance Abuse Family Recovery Program, Parkridge, Illinois. Three days were spent in Glenview, Illinois, one of three locations used by the Center. Each program included time for Al-Anon sharing by local members, as well as other self-help groups, community discussions, films, and lectures.

Time was spent at the Lutheran Center for Substance Abuse, meeting staff, learning about their responsibilities and sharing with them how the Institutions Service functions at the WSO.

The Staff Secretary discussed how to better utilize Al-Anon volunteers. Staff, many of whom are members, felt that talking with a member from the WSO will be beneficial in utilizing Al-Anon volunteers in the future.

Ann also attended the NYCA program on Public Policy with guest speaker Carol Bellamy, NY City Council President, the Task Force on Alcoholism and the Jewish Community at the Jewish Federation of Philanthropies Task Force on Alcoholism and Substance Abuse of the Commission of Synagogue Relations.

**NEW GROUP REGISTRATION:** New groups are proposed, followed up, and registered. A follow-up letter was developed, to be sent if the coded registration form had not been returned after three months.

New Institutions groups have been started in: Alabama, Arkansas, Arizona, Colorado, Florida, Georgia, Illinois, Kansas, Michigan, Montana, New York, North Carolina, Ohio, Oregon, Pennsylvania, Texas, Tennessee, Virginia, Washington, Wisconsin and West Virginia.

Spanish — Argentina and Mexico.

Alateen — Nova Scotia and Ontario.





## INSTITUTIONS SESSION:

George T. remarked that while all Al-Anon members willingly express their gratitude for Al-Anon's help, they find it difficult to commit themselves to sponsoring a new Institutions group. He hoped a positive, enthusiastic approach with a bit of ingenuity on the part of the committee might inspire members to carry the message to those in institutions. He introduced Ann, who recounted a brief history of the Institutions service, beginning with Lois W. and Irma F.'s efforts 27 years ago to research the feasibility of contacting AA groups in prisons. By the next year, 40 letters had been received from inmates worldwide, requesting that Al-Anon information be sent to their families.

Now, a quarter of a century later, the Committee proudly announces the addition of Guidelines for Al-Anon Service in Correctional Facilities to its existing set of Institutions Guidelines. Ann also mentioned the overlapping responsibilities of the Institutions, P.I., and CPC Committees, noting that they are part of a whole, all concerned with providing information about the Al-Anon program.

"An informed group," Ann said, "is a successful group, and an informed fellowship is a successful fellowship." She urged members to stay informed, and utilize appropriate program resources for locating the answers to their questions. She suggested that they consult Guidelines, service manuals, Institution kits, the newsletter, and the Area Coordinator. "If all else fails," she added, "write to the WSO."

George T., Committee Chairman, then described an imaginary group meeting in which the Institutions Coordinator is a guest speaker. The Coordinator's request for volunteer sponsors for an institutions group is met with one excuse after another. She has two options, George said: to complain about the lack of support, or to approach the situation positively by looking for a solution to the problem. Obviously, the second option is the more constructive.

The Committee presented the Conference with a systematic problem-solving procedure based on identifying local needs and designing appropriate action plans for meeting those needs. A worksheet was distributed among Conference members and reviewed to clarify and simplify the procedure which could be implemented by the individual Areas..

1. NEED or PROBLEM Identify a need or problem in your area that concerns Institutions Service.
2. GOALS What results would you like to see in regard to the problem?
3. OBJECTIVE A more specific statement of the goal.
4. ACTION PLAN List the various steps required to achieve the stated goal.
5. WHO CARRIES OUT THE PLAN? Use the same list as above, substituting "who" for "what."
6. FINANCES How will expenses (if there are any) be covered?
7. EVALUATION How will you know when the need is met or the problem is solved? (Has the goal been achieved?)



### MARION E., ILLINOIS SOUTH

*Service for Marion has been both a privilege and a humbling experience. Most important, it has kept Marion's eyes on her own growth in the program. "If I'm not growing," she said, "I can't share with others."*

*The Al-Anon program freed Marion from the bondage of her own bad attitudes, enabling her to accept herself and appreciate life. "As I slowly gave up all the facades I had built around myself, my world opened up to unbelievable horizons." She stopped people-pleasing and began to feel entitled to her own ideas, without fear of rejection. "I was freed," she said, "and was able to free others of my domination."*

*In October, after 30 years of marriage (and eight children), Marion was able to release her husband to his own destiny. The love and moral support she received from Al-Anon friends kept her from slipping into self-pity; trust in her Higher Power helped her accept change as a necessary part of growth.*

*Because of Al-Anon, Marion has retained a sense of inner peace throughout the turmoil in her personal life. She has been given, she said, so much more than she can ever return: "For every minute of service I give, it seems I get back an hour of serenity."*

## INSTITUTIONS REPORT-BACK:

### Shirley W., MI

- The 33% response from Institutions Coordinators to a questionnaire on their relationship to groups and use of institutions tools was reviewed.
- The new Al-Anon Service in Correctional Facilities Guidelines inadvertently omitted the word "provincial" under "Who can Start a group"; the correction will be made.
- The Committee unanimously felt that groups should be encouraged to subscribe to the newsletter, *AL-ANON IN INSTITUTIONS* to help develop members' interest in institutions work and to keep the fellowship informed about this service.
- In response to questions from the membership, the Committee affirmed the need for an Institutions Coordinator in every Area. When professionals ask for information about starting groups in various types of facilities, the Delegate should be contacted when there is no Coordinator.
- A follow-up system for newcomers to an Institutions group included:
  1. One or two calls after release
  2. Newcomer can elect to sign up for a contact call
  3. A patient can voluntarily choose to request that their families be informed about Al-Anon. (Institutions Coordinators or other liaison can be given this information.)
- On the issue of anonymity and court records, the Committee felt that one option is for the courts to provide an envelope for the signatures required for compliance with the court's mandate to attend Al-Anon meetings. It will, however, remain a member's personal choice. Al-Anon does not provide this service.
- Long-range plans include enhancing both the professional community's and the membership's awareness of institutions group meetings and their availability, their importance for families, and their value as a convenient referral source for professionals. Also suggested was noting which meetings can accommodate the handicapped.

### RECOMMENDATIONS

**The Committee recommended that a one-year pilot project explore the feasibility of changing the committee's name. There had been some concern about a stigma being associated with the word "Institutions."**

**The Conference approved the recommendation.**



### BEA A., MISSOURI

*Bea grew up in an alcoholic home, and from an early age she had many problems trusting and feeling trusted. Because of this, she sought to do everything for herself and to keep control over as much as possible—trusting no one. By the time she was thirty years old, she said, she was bowed down with the burdens of the world, unaware that her unhealthy attitude was her own worst enemy.*

*"I finally found Al-Anon after marrying a sober member of AA," Bea said. As group members mirrored back to her their love and acceptance, Bea found that she was developing faith and trust in herself. She gradually learned to trust others and to begin hoping that her life could be better.*

*Bea was especially grateful for the Third Concept, and for what it taught her about mutual trust—essential, she said, for all meaningful relationships. "When mutual trust is applied at all the levels, we are assured of a continuous balance between authority and delegated responsibility." Bea has found that mutual trust in her personal life ensures serenity and peace of mind, one day at a time.*





## 1985 INTERNATIONAL CONVENTION:

### Committee Report:

**Carole K., Staff Coordinator**

Prior to their attendance at the Regional Service Seminar in Ottawa, Myrna and Carole spent four days in Montreal to familiarize themselves with the city and visit hotels near the Queen Elizabeth, Al-Anon's host hotel. A representative from the convention bureau served as an escort. The Queen Elizabeth has 800 sleeping rooms blocked for Al-Anon's registrants; two nearby hotels will provide additional accommodations. Room rates appear to be competitive and it is possible to keep the Al-Anon membership within a two block radius.

As a result of a request to the Delegates for feedback on whether Al-Anon could successfully plan a big nighttime meeting, we found that most respondents favored daytime big meetings, and attending AA big meetings at night with their spouses. Several groups in one Area signed petitions asking that we not separate from AA.

Negotiations with AA continued and at the request of the Executive Committee, a letter was sent to AA's Convention Staff Coordinator asking that contracts for specific hotels be assigned to Al-Anon. AA gave clearance to negotiate with La Place Bonaventure, the only nearby facility with sufficient seating for Al-Anon's big meetings.

Carole K., Mary Ann K., Assistant Staff Coordinator, and Sandra F., Deputy General Secretary, visited Montreal in October and attended the AA Bilingual Conference held at the Queen Elizabeth. It was agreed that additional meeting space will be necessary. Thus, two other hotels, the Bonaventure and The Chateau Champlain, have been turned over by AA GSO for Al-Anon's use. Negotiations with La Place Bonaventure, an exhibit hall with the largest seating capacity, will begin in 1983. Consideration had been given to AA's suggestions that Al-Anon, as in the past, reconsider its plans and participate at the Convention as guests. It was decided, however, to proceed with plans to hold a separate Convention at the same time as AA, in accordance with the 1982 WSC.

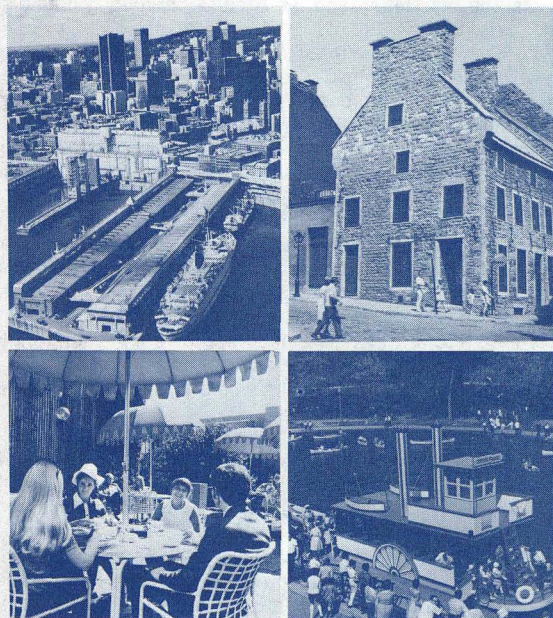
### Committee Session:

As the 1985 International Convention draws closer and plans have been set in motion, the Committee is in a better position to answer specific questions from the membership.

The Convention will take place in Montreal during the July 4th long weekend. Al-Anon's host hotels (with 2,000 rooms blocked out) are the Queen Elizabeth, the Chateau Champlain, and the Hotel Bonaventure, all of which are interconnected by underground malls. Although free transportation may not be available, it was pointed out that Montreal's Metro subway system delivers rapid and inexpensive point-to-point transportation throughout the city.

The program is scheduled to include workshops, films, at least two Al-Anon big meetings, and evening meetings for those who do not choose to attend the nighttime AA meetings. Simultaneous translations (French and Spanish) are under consideration, contingent upon cost.

A general review of the responses to the questionnaire for those who attended the 1980 International Convention in New Orleans concluded the session.



## INTERNATIONAL COORDINATION:

**Cay C., Chairman**  
**Mary Ann K., Secretary**

**INTERNATIONAL GENERAL SERVICES MEETING (TRIAL) Sept. 20-23, 82:** The International GSM was held at the Halloran House. Delegates from 21 countries shared at two workshops and four general sessions. A visit to the WSO was followed by a luncheon where words of inspiration from Lois and Henrietta were heard by Delegates and Staff. Immediately following, the Staff gave brief talks on their work. The closing luncheon was held in the WSO Conference Room just before the bus ride to Lois's.

Each Delegate received: a brochure containing general information about the International GSM, Annual and Quarterly Reports of the International Coordination Committee; histories of each service structure; a listing of GSOs and Delegates; and other publications from the WSO.

GSM members voted to hold the next International GSM in New York late September or early October of 1984. Advance material will remind Delegates that the official transcript is the only taping permitted. A letter was drafted and translated for each attendee to sign asking Flemish-Belgium to resolve their differences.

A request was submitted and approved by the Board of Trustees to adopt an equalized expense formula with the WSO underwriting 75% of the cost of sending Delegates to the 1984 meeting and each service structure absorbing the remaining 25%.


Six different sites were studied for the 1984 International GSM; further research will continue.

**WORLD DIRECTORY:** The new format of the revised World Directory to Al-Anon/Alateen includes the following features: smaller size, for easier use and lower mail costs; listings of GSOs and Information Services only (groups noted for areas with no GSO's); and names of International GSM Delegates, providing travelers with English-speaking contacts.



**TRANSLATION SERVICES:** *Chinese*—Our first Chinese translation is being reviewed by members in Taiwan and North Carolina. *Russian*—Reviewers are working in California and Canada on *Al-Anon, Is It For You?*, and the Twelve Steps. *Indonesian*—A member in California sent *A Guide For The Family of the Alcoholic* in Indonesian, which can also be used in Malaysia. *Hungarian*—Freedom from Despair has been translated and is being reviewed.

## LITERATURE DISTRIBUTION CENTERS:

New procedures have been set up so that each GSO will be the principal Distribution Center for the country. All other groups or Information Services wishing to obtain the discount that goes with the title, "Distribution Center," will have to register with WSO, through the GSO. Decisions about the need for new centers would be made locally with the help of each GSO. 

## AL-ANON INTERNATIONALLY:

**Argentina**—Due to Argentina's rate of inflation, The Trustees of the GSO were forced to cancel plans to send a Delegate to the International GSM. Difficulties with government restrictions prevent the GSO from acting as a channel for contributions to the WSO, and the November appeal had to be conducted differently. A plan was proposed to make the appeal through the national magazine (as in the U.K. and Eire); the groups would then send money directly to the WSO. Reprint permission forms were sent for *Lois's Story*, *Living With An Alcoholic*, *TWELVE STEPS & TWELVE TRADITIONS*, *Just For Today* and the *Serenity Prayer*.

**Australia**—The GSO has expanded its office and purchased new equipment to meet the needs of the growing number of Al-Anon groups. Al-Anon's Australian Conference is scheduled for Spring, and the Conference Committee is adopting our procedure for Standing Committees. Group registration continues through the GSOs, who send updated lists to us. The growth of Alateen in Australia is reflected in their request for another 100 copies of *ALATEEN TALK*. Reprint permission was sent for: *Understanding Ourselves and Alcoholism*, and *Information for the Newcomer*. P.I. projects were sent for our review.

As a service to the people, a government agency does free translations. The GSO has sent translations of *So You Love An Alcoholic*, and *Freedom for Despair* in Turkish, Greek, Arabic, Serbian and Latvian, and Croatia for review.

**Belgium (Flemish)**—Due to differences, two rivaling legal non-profit organizations were established. The WSO Trustees agreed not to seat a Delegate from one organization and suspended reprint permission until the country unites. The April 10, 1982 deadline for reuniting was not met. Correspondence from the two non-profit organizations indicated each faction had tried to reach the groups with a referendum. Both structures had sent WSO Summaries of their conferences and a list of all groups.

The letter, written at the International GSM reaffirming WSO's position to deny reprint, was mailed to the two factions and to all registered groups. Word was received from the original GSO that their Executive Committee plans to reprint without permission. Our reply urged them not to break our international agreement and violate the spirit of the Traditions.

**Belgium (French)**—For the first time since 1978 the GSO has asked for permission to reprint. Permission was sent for *Living with Sobriety*.

**Botswana**—Contact has been established with a lone member, and information on starting an Al-Anon group was sent.

**Brazil**—The ODAT has been translated into Portuguese, reviewed and reprint permission granted. The Fourth National Al-Anon Convention elected Brazil's second Delegate to the International GSM. A Committee is revising Brazil's existing By-laws, patterning them after ours. The GSO has supplied the WSO with ample stock of literature in Portuguese to fill large orders from other countries where currency exchange problem with Brazil exists. Fifty-two pieces are now published by the Brazilian GSO.

**Chile**—An AA member, also a professional, wrote in hope of starting an An-Anon group. Information and local referral sources were sent. The seven groups in Chile were notified of this person's interest.

**Colombia**—The GSO sent copies of six printed Al-Anon publications. The General Secretary, Jahel, could not attend the International GSM because of language difficulties, but attended the luncheon held at the WSO and joined other Delegates at Lois's. She met with other Spanish-speaking Delegates and members of our Spanish Services who answered her many questions. Reprint permission was requested for *So You Love An Alcoholic?*, *Three Views of Al-Anon*, *To The Mother And Father Of The Alcoholic*, *Alcoholism*, *The Family Disease*, *Lois's Story*, and *A Guide For The Family*.

**Costa Rica**—An AA member visited the WSO and reported on the dissatisfaction with El Salvador's acting as the Literature Distribution Center for Central America. A meeting was held with Costa Rican and Salvadoran Delegates during the GSM. Due to the small number of groups in El Salvador and Costa Rica, both GSOs cannot reprint and sell literature without competing. It was decided that Costa Rica reprint literature not already printed in El Salvador (see El Salvador for details). Reprint permission was given to Costa Rica for: *Understanding Ourselves & Alcoholism*, *So You Love An Alcoholic*, and *Information For A Newcomer*.

We received a copy of their By-laws.

**Denmark**—Service workers in Denmark asked to be considered a GSO, and they were sent suggestions on how to serve nationally. Karen, our correspondent sent copies of their first two printed pieces: *A Merry-Go-Round Named Denial* and *The Guide For The Family*.

**El Salvador**—Payment for literature ordered from the WSO is becoming more difficult. To ensure having literature, they are beginning to reprint more material. Reprint permission was sent for: *Al-Anon, Is It For You?*, *Alateen, Is It For You?* and *Detachment*. To finance reprinting, the GSO proposed selling bonds to members. A precedent for this type of financing was set by Argentina.

During the GSM, Myrna, Henrietta, Sandy, Cay and Mary Ann met privately with Angela, General Secretary from El Salvador and Mary and Gabriella from Costa Rica, who complained about the quality of literature purchased from El Salvador. Angela proposed that El Salvador stop printing new material, but continue selling to Costa Rica, Honduras and Guatemala the 21 pieces they now print. Costa Rica will reprint new items for distribution in El Salvador, Guatemala and Honduras, making more material available.

**France**—Members of the GSO questioned the value of having a national office. Guidelines were sent with a letter explaining that a sense of unity within the fellowship is the responsibility and goal of each GSO.

Elizabeth, a member of the GSO's Board of Trustees, discussed mailings during her visit to the WSO. *INSIDE AL-ANON* will be sent in bulk; all subscriptions to *The FORUM* should be handled directly by PFA in Montreal.

The GSO informed us that some Loners have had unwelcome personal visits from other members as a result of being listed in the World Directory. They asked that the GSO service Lone Members living in France directly.

**Germany**—Reprint permission was sent for *Living For Sobriety*, *How Can I Help My Children?*, *Information For The Newcomer* and *A Guide For Sponsors of Alateen Groups*.

**Greece**—A member from North Carolina told us that Al-Anon is struggling to survive in Greece. She gave us a new contact in hope that more can be done to make Al-Anon known. Later in the year, contact had been made with a Greek-speaking group. Their letter told of an article on alcoholism in a magazine which spurred 50 phone calls, many from outside of Athens.

**Guatemala**—The Guide to General Service Structures was sent along with a letter requesting correct information.

**Honduras**—A letter was received from the Minister of Education requesting information on Al-Anon for use at their Alcohol Prevention Day, which will take place in 13 Honduran cities. Letters were sent to the groups and Information Services informing them of their government's interest, along with the suggestion that members contact city officials. A generous supply of literature was sent to the Minister. A letter of encouragement was sent to the member who wishes to start an English-speaking group after her move from Mississippi.

**Hungary**—Literature was sent to a doctor working on a research paper about suicide and alcoholism.

**Iceland**—Reprinting of Conference-Approved Literature continues with requests to reprint: *How Can I Help My Children?* and *DILEMMA OF THE ALCOHOLIC MARRIAGE*.

**India**—Due to continuing difficulties in ordering literature and getting money out of India, a plan was developed using an Indian Bank and the Citibank to set up an account with the WSO allowing more freedom and speed in ordering.

Reginald, a member in Poona, is working to have the piece, *Information for The Newcomer*, translated and mimeographed into seven Indian dialects—Hindu, Marathi, Konkani, Kannada, Tamil, Malayalam and Telugu.

**Israel**—Al-Anon literature was requested and interest was generated as a result of an article about Al-Anon in *FAMILY CIRCLE Magazine*.

**Italy**—Leonella, the Delegate to the International GSM, has been our correspondent for several years and works with a team of translators. In spite of service conflicts, Leonella came to the GSM as a result of an Assembly election. She brought a plan for the groups to structure, which the International Coordination Committee reviewed. A letter was sent encouraging members to pattern their service organization after this plan.



A long-range plan for the growth of the Italian structure was sent along with the translations of their Service Manuals. Reprint permission was sent for: ONE DAY AT A TIME IN AL-ANON.

**Japan**—The GSO published their first issue of a monthly magazine, filled with original stories. A Traditions workshop and CPC activities were priorities with Japanese service-minded members. Four Al-Anon members spoke at the First National Citizens Seminar on Alcoholism in Japan. This seminar generated a new kind of strength for Al-Anon.

The International Coordination Committee asked Cecilia, Delegate to the International GSM, to be one of the speakers at the Spiritual Meeting.

Reprint permission has been sent for Al-Anon and Alateen Groups at Work.

**Mexico**—The GSO members inquired about Regional Trustees elections since their National Assembly (equivalent to the WSC) was setting up a Regional Trustee plan.

A group in Mexico questioned its financial obligation to the WSO. It was suggested they support their GSO first and pass on to us, through the GSO, what their hearts dictate and means allows.

Reprint permission was sent for: Twelve Concepts of Service, Facts About Alateen, Detachment, Alateen, Is It For You?, Al-Anon, Is It For You?

**Netherlands**—The financial agreement that Dutch Al-Anon had with Flemish-Belgium was that 25% of all literature bought by Dutch members from the Flemish-Belgium GSO was reimbursable to the GSO in Netherlands.

The struggle in Flemish-Belgium, over which non-profit organization is the authentic GSO, affects the supply of literature for the Dutch. Members from both organizations attended Dutch meetings and the conflict has made the Dutch aware of the Concepts.

Word had reached the Netherlands that the original Flemish-Belgium GSO is printing literature without WSO's reprint authorization. The Dutch do not want to buy literature which is published illegally, and our correspondent, Anton, is thus developing a literature translating team for printing Al-Anon literature in the Netherlands. Reprint permission was sent for: So You Love An Alcoholic, This is Al-Anon.

**New Zealand**—An article from their newsletter was reprinted in the September *FORUM*, encouraging members to stay with very small groups.

**Nicaragua**—One group sent news about its growth and need for literature. A letter was sent along with a supply.

**Nigeria**—Several individual requests have come in from students.

**Norway**—The WSO granted a loan to the GSO for publishing ONE DAY AT A TIME. Despite poor type setting, proofreading oversights and several missing pages, 25 members at the Second Annual Business Meeting voted to accept the book. Corrections will be made in the next printing.

The GSO sent a report of the meeting where committees were formed for Literature, Finance and P.I. Reprint permission was sent for Why CAL?

Ase, the General Secretary, and Delegate to the GSM, spent time at the WSO to discuss many matters. They continue to send payments on the loan made for the ONE DAY AT A TIME and suggested that when determining the cost of the book, a percentage be added for currency fluctuations.

**Peru**—Their first Intergroup Office formed in March. An inquiry and request for literature from a missionary knowledgeable about Al-Anon was responded to with a supply of complimentary material and the address of the Information Center in Lima.

**Philippines**—"Al-Anon in Manila has a chance of beginning," writes a member from Quezon city. A small group is meeting once a week with three long-time members who founded Al-Anon in other countries.

**Poland**—Correspondence was received from a group in Warszawa. Several members signed the letter, but we had no record of their existence.

Our contact in Poland asked for literature and explained the problems of getting money out of the country. We have sent Polish literature available at the WSO.

**Singapore**—Contact has been established with two groups. Since Singapore is considered "the crossroad of the world," both groups are intent on keeping close ties with Al-Anon worldwide. The small group which began this year sent a generous contribution.

**South Africa**—A 27-minute film entitled, "Alcoholism And The Family," made by members in South Africa, was shown in the Hospitality Room at the International GSM. The use of volunteers kept production costs down to \$4,800. Kinsa, Delegate to the International GSM, was credited for its production, good quality and low budget.

Our correspondent, Reina, has resigned. For the first time, this GSO is in a position to hire a paid employee.

**Spain**—A request for additional copies and subscriptions to *ALATEEN TALK* was made by the GSO. Our correspondent reports that the Spanish GSO is receiving contributions from 98% of the groups.

**Sweden**—Contact was made with an English-speaking member and encouragement was given to start an Information Service. Word was received that they are not ready.

**Switzerland**—The translating team was excited about the news from the GSM of the possibility of sharing their stories in our literature. They are researching back issues of their national magazine, M & F, to find appropriate material.

**U.K. & Eire**—Plans were confirmed and arrangements made for Cyril, the U.K. & Eire Representative, to attend the WSC.

Judy, Delegate to the GSM, spoke at the Spiritual Meeting. The U.K. & Eire invited the WSO to send an observer to their 1982 Conference in September.

The P.I. Committee asked for the filmstrip, "Getting Involved" to show to their Conference and they are interested in adapting our P.I. posters. An Alateen Committee is to be proposed at the Conference by Bonnie C., formerly a WSO Trustee.

**Uruguay**—Reprint permission, given for the first time, was sent for ONE DAY AT A TIME IN AL-ANON, LIVING WITH AN ALCOHOLIC and THE DILEMMA OF THE ALCOHOLIC MARRIAGE.

**Venezuela**—Aura, a member from Maracaibo, visited the WSO and, with the help of Teresa M., reported on the establishment of a GSO. Twenty-four groups have given support to this project.

**West Africa**—A teacher, also an AA member, mentioned Al-Anon in one of his classes; as a result, four student inquiries were received.

**West Indies**—The Al-Anon groups in Trinidad and Tobago sent a generous contribution gathered while participating at the 26th National Convention of AA.

A group from Haiti requested to be registered. This is another country to add to our growing list.

Al-Anon now exists in 81 countries.



## Int'l Coordination Session:

Chairman Cay C. narrated the Committee's slide presentation of the three-day 1982 General Services Meeting, the international service event that brings together English-speaking Delegates from all over the world. Cay quoted Lois W.'s remarks to the GSM Delegates: "I see Al-Anon well on its way to joining people from all over the world in fellowship. In the beginning, this was our ultimate goal. . . . But there are so many, many more people that still need to be helped."

GSM Delegates shared their stories of service—stories that charted the pioneering efforts of dedicated members worldwide, so that today, Al-Anon is represented in 21 countries. At several points during the GSM, Delegates had asked how members from outside the U.S. and Canada could contribute to the collective authorship of CAL. Simple, Literature Secretary Linda McF. had told them: Just send stories, comments, and sharings to the WSO. This material would then be drawn upon for CAL, and enrich it with a universal flavor.

Mary Ann K, Staff Secretary, referred WSC Delegates to the color-coded map in their brochures, indicating the great advances Al-Anon has made in carrying the message. She added, however, that vast areas remain untouched—chiefly underdeveloped, economically depressed nations, where the World Health Organization has reported a marked increase in alcohol consumption.

As Mary Ann read correspondence from outside the U.S. and Canada, it became clear that the Al-Anon seed is being planted by one knowledgeable, motivated person at a time: a parish priest in the mountains of Peru; an AA member in Taipei; three international Al-Anon members meeting in the Philippines; an Englishwoman in India; and others, too, who are helping nurture the Al-Anon seedling once it has taken root.

Another obstacle, however, looms. After a group has gotten started, Mary Ann said, there is the problem of CAL in the group's own language. Translation, she explained, is a time-consuming, labor-intensive process: once a piece has been translated, it must be reviewed by two members who ensure that accuracy is preserved and program principles are honored.

A plea was therefore issued for volunteer translators and reviewers to help accelerate the production and defray the cost of CAL in foreign languages. It was noted that a Chinese reviewer recommended by the Delegate from N.C., had saved the WSO seven hundred dollars. Gratitude was also extended to all groups for their continued support of poor countries unable to finance twelve-step projects.





# Life's Changes:

## THE MANY FACES OF AL-ANON

### Marion O. Adult Child of . . .

According to Marion, her tendency to procrastinate (evident, she said, in her belated efforts to prepare this talk) can be traced back to her mother's alcoholism. She recalled the joyful anticipation that would precede a party, outing, or other family event—always, it seemed, ending in disappointment, “. . . because Momma would get drunk and not be able to go.” After years of dashed hopes, Marion became fearful of the future; growing up with alcoholism had taught her that it was safer not to look forward to anything.

She was her mother's only child, and although her father (the first of her mother's six husbands) had other children, they were more like aunts than sisters. After her parents' divorce, Marion remained with her mother, where she was wanted, loved, and cherished. She was also spoiled: “I manipulated, cajoled, and entreated my relatives to give me what I wanted. My behavior was terrible.” Knowing that her mother drank, her relatives showered sympathy on Marion, and she gradually developed a “Poor Me Condition.”

Marion was forced, she said, to mature rapidly. She was left on her own a great deal, and had grown used to seeing her mother incapacitated. At nine years of age, she was able to travel alone, order meals in a restaurant, and shop for herself. She learned to measure time in terms of sobriety; she remembered being asked how her mother was, and replying, “Just fine, thank you—been sober four days now.”

Authority was constantly shifting in Marion's world—first living with her mother, then an aunt, grandparents, father, and back to mother again. “No place was mine, no place was constant.” As an adult, Marion has declined many opportunities to relocate; she and her husband have been living in the same house for 33 years.

Marion also brought a lot of unresolved guilt into her marriage. She had felt responsible for her mother's drinking and feared that her husband would become like her mother. When he did drink, she felt responsible: “‘No wonder Bert drinks—with the bitchy wife that I am . . . who wouldn't drink?’ I had guilt over the number of kids we had. I had guilt about our having no daughters; I had guilt about not being a good housekeeper or cook; I had guilt about being too fat . . .” Marion's first Al-Anon meeting, however, cleansed her of that guilt: “I accepted alcoholism as an illness.”

Marion shared that writing this talk had brought back painful memories that she had been suppressing. The experience triggered more growth toward adulthood, she said. “As I touched some of the negativeness of my life, I began to realize that there was a lot of positive, too.” Her attitude about money, for example—“Some of our best times together were when Momma was broke.” Her ability to accept all kinds of people—“We lived in neighborhoods that allowed me to meet deviates from all manners of Normal People and I knew that each had good and bad qualities.” Living with alcoholism also taught Marion that she need not be affected by the behavior of others, that it is not her fault, and that she is her own person.

“I am very grateful,” she said, “for the things that I have inherited from my mother: her love of children—I have that for my children; her humor—I have a sense of humor very much like Momma's; and the Al-Anon program she gave me a reason for joining.”

### Shirley W., Mother and Former Spouse of . . .

Shirley shared that she is still hurting from the break-up of her 18-year marriage three years ago. Despite the fact that she had many years in the program behind her, she “. . . fell apart” when the marriage ended. Shirley realized that she had been paying lip service to Al-Anon, and that if she really wanted to get better, she would have to take the program into her heart. She saw that pain would bring growth, that the divorce had given her the opportunity to look more closely at herself.

Shirley worked through much of her hurt, anger, the desire for revenge, and began to see some underlying truths. She saw that God had not given her what she wanted, but what she needed, and that this crisis would not destroy her, but was a tool for her emotional development. Shirley learned to see past the illusions of her marriage—“We were the ‘perfect couple’; I thought we were so close . . .” and to continue with the normal routines of her life.

Shirley realized she had lost herself in her husband, had delegated all her responsibilities to him, and allowed her definition of herself to be based almost exclusively on him. She saw that her freedom depended on her ability to forgive herself and to accept what had happened.

As the mother of a 22-year-old active alcoholic, Shirley has been given another opportunity for putting her program in action. Communication between herself and her son, she said, has not been a problem, and she has made it clear that he has to pay the consequences of his actions. Although she is careful not to enable him, she has insisted that certain rules be obeyed in her home. She feels that Al-Anon has given her the strength to follow through on her word.

### Margaret G., Widow of . . .

Margaret used to think that her husband had to join AA before she would be allowed to belong to Al-Anon, so when he did start going to AA, she started going to Al-Anon. “Now I was on cloud nine,” she recalled. “Now at last we would have a normal, happy home.”

When he came home drunk several months later, Margaret was devastated, but somehow knew that Al-Anon was her only hope for survival. She remained a silent figure at meetings, huddled in the back of the room, “. . . afraid you would find out my husband was drinking again and you would tell me not to come back.”

Margaret's fear of expulsion prompted her to learn more about the program: she listened more carefully to members' sharings, read the literature, and began to realize that her own recovery was the program's focus. Through the strength and hope of the group, she was also able to find her Higher Power. She learned, too, how to separate the man she loved from the disease she hated, and that life could be happy whether or not her husband was drinking.

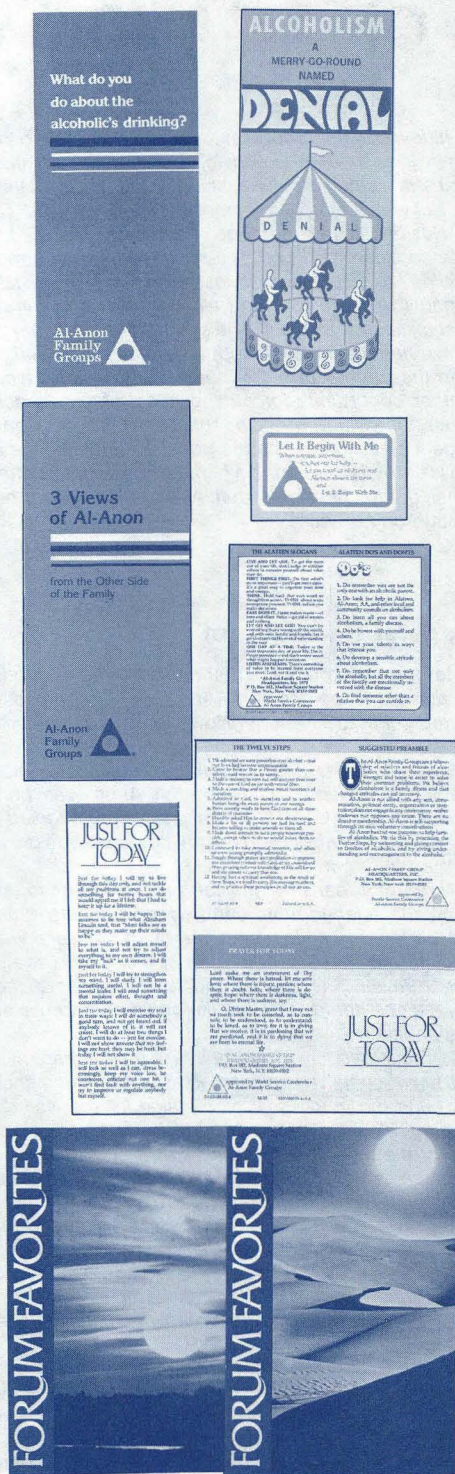
Communication was a problem in the marriage: “. . . alcoholism stood as a wall between us. There seemed to be too much anger and resentment on my side, and too much guilt on his side for the wall to ever come down.” One evening, Margaret remembered, she felt the need to communicate, to put in writing the love she felt for her husband, and how special he was to her. Although he never referred to the letter, she found it among his things after his death: very worn and crumpled from repeated folding and unfolding.

After five years in the program, her husband was diagnosed as having incurable brain cancer. Margaret's initial reaction was fear, anger, resentment. She went back to the First Step, and later took the Third Step with real conviction. When Dick died, as foretold, three weeks later, Margaret had made amends and was present to hear her husband's last words: “I love you.”

Al-Anon helped her deal with the grief, and as she continued to stay close to her program, she found that the emptiness—so overwhelming at first—had slowly begun to shrink down to a manageable size. Although she had not planned to continue in service, she saw that her Higher Power had other plans for her: she was elected Alternate Delegate at the Area Assembly shortly after Dick's death. Service has kept her gaze outward when she was tempted to hide away from life. It is also her way to put her gratitude in action.







## ANNUAL REPORT:

Rita McC., Chairman  
Linda McF., Literature Secretary

COMMITTEE: New members: William M. and Rosemary E.

### MEETING TOPICS:

**The "Suggested Welcome" for groups**—In response to a Conference decision, the following changes were made: the words "Like AA" were dropped from the paragraph explaining anonymity, and the word "suggested" was removed from "Twelve suggested Steps" in response to AA input.

**CAL on cassette tapes**—Recommendations were given for developing procedures when producing CAL tapes.

**Sponsorship**—Illustrations and additions to P.31, Sponsorship: What It's All About, were considered.

**Providing material for an Al-Anon focus at meetings**—Work progressed on a new item, Al-Anon Spoken Here.

**Alateen ADAT**—The proposed Alateen-a-day at a time book was assigned to a free-lance writer and the material was reviewed by Literature Committee members for production in early 1983.

**An illustrated version of the Twelve Traditions**—Material and illustrations had been submitted by the Literature committee of the U.K. & Eire GSO. It was decided to follow the suggestion of the volunteer artist to hire a cartoonist to supply more explicit drawings along the lines chosen by the Committee.

**Detachment**—Despite the merits of this topic, a separate pamphlet was not supported.

**The Spiritual nature of the Program**—The Conference requested the Committee to ask members how they were made aware of a Higher Power for a new piece offering a broad spectrum of expression.

**Broadening CAL's input**—Other countries attending the trial GSM had requested partnership in writing material for CAL. Efforts for "partnership" will continue.

**Personal relationships**—The Conference recommended collecting material from members who have used the program to overcome difficulties in relationships where there was violence, or sexual abuses.

**Adult children of alcoholics in Al-Anon**—Every effort will be made to provide material which attracts adult children while not implying uniqueness or separateness. Other goals: to include adult children's experiences in existing literature; to expand Adult Children of Alcoholics; to add a chapter in the revised edition of AL-ANON FACES ALCOHOLISM; and to delete words which might appear moralizing or authoritarian.

**Concepts**—The Literature Secretary was appointed chairman of a committee to further research a proposed pamphlet with a simplified approach to the Concepts. The Executive Committee felt that *FORUM* articles would not be appropriate for this pamphlet.

**AL-ANON FACES ALCOHOLISM Update**—The CPC and Literature Secretaries, working with a free-lance writer, are adding new stories to this updated edition.

**AI-ANON'S FAVORITE FORUM EDITORIALS Update**—Two volumes in soft cover were retitled *FORUM FAVORITES*. A third volume will be produced from material suggested by the *FORUM* Committee.

**Identification**—Suggestions were offered for Al-Anon, Is It For You? and a new pamphlet with the working title, Al-Anon is for Everyone . . . It was hoped that a new pamphlet would have graphics and text emphasizing the relevance of Al-Anon for all members.

**New Material for Parents**—A completed manuscript, approved by the Literature Committee and distributed to Policy Committee members, contains stories by parents of problem drinkers of all ages.

**Long-range plans**—Several opinions were expressed on the *advisability* of Long-range plans for the Literature Committee, which responds to the needs of the fellowship as expressed through the Conference.

### LITERATURE COORDINATORS:

A Literature Display Pack was sent to all new Coordinators. Later in the year they were asked for ideas on revitalizing CAL and expanding the scope of CAL use. It was hoped that they would share local needs with Area Delegates for the 1983 WSC.



**Revisions**—All updating and minor revisions were approved and completed as usual.

**Major:** the four service manuals; The Al-Anon Focus (subtitled, 'for Al-Anon members who are also recovering alcoholics') will be the new title for P-45 Double Winners; P-33 Why is Al-Anon Anonymous; P-37 Al-Anon Family Treatment Tool; P-16 To the Mother and Father.

**Book reprints**—B-3 ALATEEN—HOPE FOR THE CHILDREN 6th printing; B-4 DILEMMA OF THE ALCOHOLIC MARRIAGE 18th printing; B-5 LIVING WITH AN ALCOHOLIC 11th printing; B-1 AL-ANON FACES ALCOHOLISM 9th printing.

**New Designs**—M-8 Let it Begin With Me; M-10 Just For Today leaflet; M-12 Al-Anon's Just for Today bookmark; \*M-10sp leaflet in Spanish; B-9 FORUM FAVORITES; \*P-19 What Do You Do; M-9 Alateen Do's and Don'ts; P-3 Alcoholism: A Merry-Go-Round Named Denial; M-7 Al-Anon's Program Card; P-15 3 Views of Al-Anon.

\*Production cost savings in these items total \$8,000 per year.

**New Material**—M-12 Al-Anon's Just For Today Bookmark in Spanish; B-10 ALATEEN—a day at a time was written, approved and under production through the typesetting phase. M-29 and M-30 Steps and Traditions on banner cloths; P-51 Sponsor to Sponsor; S-22 Institutions handout; \*S-15sp Catalog of CAL; \*P-48sp Understanding Ourselves & Alcoholism; \*P-35sp Why CAL; \*P-17sp TWELVE STEPS & TRADITIONS; \*S-4 sp Information for the Newcomer; \*P-22sp If Your Parents Drink Too Much, cartoon book; \*P-44sp What's "Drunk" Mama?; \*P-49sp Living With Sobriety; \*P-33sp Why is Al-Anon Anonymous; \*P-1sp Al-Anon IS for Men; \*B-6sp ONE DAY AT A TIME IN AL-ANON.

Supportive material was developed for K-10 The Newcomer's Kit.

Advance Notice/order blanks were designed for Archives' cassette tapes, the Newcomer's Kit, a special sale of LOIS REMEMBERS and the two volume FORUM FAVORITES.

Appropriate action was taken to order, with bid selections, printings, paper, designs and typesetting.

**Copyright Release Requests**—Editor of company newsletter, Fort Madison, Iowa, to quote Just For Today; Naval Representative, New Jersey, to reprint 'various parts' of Al-Anon literature for use in base paper and for general handouts; Director of Communications Department at Johnson Institute, Minnesota, to reprint excerpts from the 'Al-Anon Preamble to the Twelve Steps' for use in resource guide (national edition); Lead Counselor from Sunrise Ranch, Montana, to copy page 11 from What's "Drunk" Mama? for materials used at ranch; Permissions Editor from College division of Publishing Company, Massachusetts, wished to reprint excerpts from LWAA in a college text; the Tri-County A.I.S., North East Maryland to reprint from ODAT for their newsletter; a writer from CA, to quote material in a publication called "The Family Disease"; an author producing an employee assistance article in a union publication; an editor of a local non-profit community newsletter; a Texas member seeking to use CAL excerpts in a local newsletter promoting parental drug awareness; the Chairman of the Maryland/DC Conference to reproduce the cover of the ONE DAY AT A TIME book for the program; a member from Iowa to use a quote from LOIS REMEMBERS; the Director of an adolescent task force in Wisconsin hoping to compile a Directory listing various resources for youths and their families.

**OTHER ASSIGNMENTS:** The 1982 Conference Summary was written, designed, produced, and distributed.

Correspondence and coordination of inventory items were handled for Al-Anon Literature Distribution Centers. Guideline revisions were submitted.



## LITERATURE SESSION:

Chairman Rita McC. prefaced the discussion of the committee's theme, "Where are we going with Literature?" by outlining where literature comes from. "The fellowship," she said, "really writes the literature. We get more than 200 letters each year from members, suggesting ideas and subjects for new CAL."

The Literature Committee tries to preserve the goals established by Lois, Al-Anon's first pamphlet writer, in all its decisions. Each proposal is evaluated in terms of two major criteria: Is there a need? and Is it within the framework of our Traditions?

It is then the task of the WSC to determine whether or not the proposal will be developed into a piece of literature. If the Conference approves the concept recommended by the Literature Committee, then the file of correspondence from the fellowship is pulled out, letters are re-studied, excerpted, and compiled to form the basis of the new piece.

To help Delegates understand how the Literature Committee decides "where to go," a hypothetical Committee meeting was conducted, with Conference members acting as Committee members. They were invited to respond to an Ask-It-Basket question:

Has the Literature Committee considered distributing brief hand-outs that deal with specific questions, like money problems, sex, abuse, etc.?"

The discussion that ensued developed into an examination of a more fundamental question:

Should CAL focus on specific or general issues?

Although it was suggested that single issues often appeal to the newcomer's need to identify, it was also agreed that our literature is most effective when we keep it simple. Most Delegates expressed the feeling that Al-Anon's ultimate aim is to unify its members, and that the focus is always on ourselves and our own recovery, regardless of what specific problems brought us into the program.

### DISCUSSION

- Let's think more about *simplifying* literature.
- Beware of single issue pieces: they run the risk of advice-giving and overspecialization.
- The point is not: "What is my situation?" The point is: "How do I deal with my feelings?" In Al-Anon we learn to get past the specifics and on to changing our attitudes and understanding how our feelings affect us. That's recovery!
- Less is best!
- Our specific needs are met within the *group*, one-on-one. As for the question, "Does Al-Anon apply to my unique, special situation?", the group's answer is, "YES! It does apply; here it is, in our program. Keep coming."
- In the effort to attract "the different faces of Al-Anon," we may inadvertently leave out some obscure marginal group, and end up alienating *them*. It can become endless—there will always be another special cause we've overlooked.
- Keep it simple! There's too much paper already. I have trouble just reading the order blank.
- Al-Anon's focus is on love and spirituality, not on the problem.
- Literature should record shared experiences.
- Let's avoid the "laundry lists."
- How about one consolidated pamphlet covering a variety of single issues, and still stressing that the many faces are united?
- Let's expand existing literature to address new needs; add personal stories.
- Confused newcomers may want an easy-to-digest message, reassuring them that they *do* belong, that we *can* help them. Our responsibility is to encourage them to keep coming.
- Don't forget about FORUM reprints (like Adult Children of Alcoholics.)
- I'd like a pamphlet on Acceptance.
- Alateen needs a Blueprint for Progress!





## LITERATURE REPORT-BACK:

Connie DuB., Ont (N)

### OLD BUSINESS

12 & 12 Banners	1,100 Tradition Banners and 1,200 Steps Banners were distributed in 1982.
The Al-Anon Focus	Favorable response to title change from Double Winners.
Violence and other Problems sharing	50 to FORUM 18 to Literature Services
Spiritual sharing	24 to Literature Services Target date for spirituality book/pamphlet is 1985 International Convention
FORUM Favorites	Distribution in 4 months has already reached totals for one year
Concepts pamphlet	Work continues on material
AL-ANON FACES ALCOHOLISM	Linda and an Al-Anon member who is also a professional writer are editing, revising and updating.
Long-Range Study	Committee continues to respond to WSC direction.
Adult Children of Alcoholics, Al-Anon Spoken Here, To the Mother and Father	The Literature Committee will review new manuscripts for these pieces. The use of professional writers will continue to conform with the existing descriptions in the Concepts Manual and Policy Digest.

### NEW BUSINESS

Proposed pamphlets on: Al-Anon is for Widows Al-Anon is for the Aged Al-Anon Is for Everyone Who—	No specialized pamphlets will be produced this year.  The Committee felt that existing Al-Anon literature already makes it clear that "if you have been deeply affected by someone else's drinking", you belong. It was recommended that additional out-reach efforts to those with different experiences could be referred to P.I. for its consideration.
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### RECOMMENDATIONS TO THE CONFERENCE

The Conference voted to change to title of **LIVING WITH AN ALCOHOLIC** back to its original title, **THE AL-ANON FAMILY GROUPS**.



## QUESTIONS:

We encourage the sale of manuals and handbooks at our Assembly meetings and sell them by the set. Are all the manuals being revised? Are they ready? We have ordered no new books in the past year for this reason. Please give us a date.

Our Service Manuals are produced after every Conference. Without the potential for growth and revision they would become like a set of rules rather than a reflection of an informed group conscience.

There are different definitions of Al-Anon Membership in different books. Shouldn't it be the same in all of our literature?

We all use many different words to describe the same ideas; so does CAL.

Does the resource file of Al-Anon free-lance writers, technical writers etc. include any resources from OUTSIDE the Mass., Conn., N.J., Rhode Island & NY Area? If not, why not?

Yes. The list is just being compiled and all members can submit a resume and samples of their work.

In the Newcomers Package there appears to be too much literature. Perhaps the Literature Committee should be more selective.

The Literature Committee does not select the material included. Many groups have found the collection very helpful.

Is there any literature for people who have never known their spouse when he/she was drinking?

Living With Sobriety carries stories of value for those who are still affected by the "ism" if not by the alcohol.

Since most of the young people joining AA today seem to have a dual problem (drugs and alcohol), could we have some literature for parents on this?

Traditionally, Al-Anon's primary focus is on the effects of the disease of alcoholism.

Can we look for some new literature on Living With Sobriety in the near future? What about more for men? and adult children? How about printing the 12 Promises of AA for Al-Anon? Something for the divorced?

All suggestions for new literature will be forwarded to the Literature Committee for review. In the meantime it might be helpful to remind all that we do have 10 books and over 50 pamphlets which already describe the help of the program for everyone who has been affected by another's alcoholism. These many thousands of words speak of the value of our three legacies: Taking the Twelve Steps, using the Traditions, and understanding the Twelve Concepts of Service. These ideas for spiritual recovery have worked no matter what our relationship to the alcoholic because they support how we are alike, rather than how we are different.

Is there any work in progress on a book or pamphlet on Concepts similar to the Twelve & Twelve? Can we add to the present service manuals or have a new pamphlet with clear and concise explanations of service work. the "how's, what's, where's and when's?" A clear and simple description of the total look, from coffee maker to Delegate?

A pamphlet is being written on the value of understanding and maintaining the Concepts of Service. These ideas will be offered to the Literature Committee as part of its consideration as it hopes to provide a piece with a clear and concise message.

What about studying the Big Book or reading from the AA 12 and 12 at Al-Anon meetings?

Al-Anon literature is written by and for Al-Anon members. AA literature is written by and for alcoholics. (Please see the new Policy Digest, Publications—Conference-Approved Literature VII "Outside" publications.)

Revisions in the literature: Could we stop referring to the problem drinker as "him" or the Al-Anon members as "her"; remove spouse except where it specifically applies? There are more men, parents, children of alcoholics coming into Al-Anon; literature must reflect this change. Could the welcome be modified to include the non-affiliation with treatment centers?

Since 1976, the Literature Committee has worked toward revising literature to remove this idea of sexism as it has been made aware of the changing faces of the membership. The Committee works to live up to its charge of the Concepts to continue to provide new and revised literature while maintaining the value of the Al-Anon program. The suggestion for the welcome will be brought to the Committee.

Realizing we use CAL at our meetings—what is the proper procedure or answer to give a group who "occasionally" use non-CAL tapes at meetings? These tapes are mostly of Al-Anon speakers who have spoken at state conventions, etc. Does group conscience prevail or do we stand firm on CAL?

Other Areas tell us they occasionally use taped message by members. Using a taped Al-Anon speaker is like having a speaker's meeting. Many groups alternate between sharing experiences and having round-table discussions.

Al-Anons are telling their AA mates' matters discussed in Al-Anon meetings . . . could we have new literature addressing gossip?

The pamphlet #P-33 "Why is Al-Anon Anonymous?" has been recently revised with stories and material covering gossip and its effects on harmony.

When the Delegate is an invited guest at a Group and notices other than CAL literature displayed with CAL, should mention be made? If so, how can this be tactfully handled?

A loving approach can help inform the group conscience about the benefits of using CAL at meetings. It might also help to give the group several copies of Why CAL? and the Digest of Al-Anon/Alateen Policies.

Can AA Groups use Al-Anon table Anonymity Card?

AA Groups can use anything they choose.



**How can the topic—sexual abuse (child or adult)—be incorporated in our CAL literature? Can we develop guidelines for conducting a meeting in the area of sexual relationships?**

Shared experiences on the effects of alcoholism on the family often cover a member's use of the Al-Anon program in dealing with these issues. A planned piece on this topic will focus on the Al-Anon tools and use of the Steps to recover from these effects however, the WSO doesn't develop guidelines for meeting topics.

**Should Al-Anon literature be included in a booklet along with AA literature and other self-help material?**

The WSO grants permission to reprint only *brief* excerpts of CAL. Other than limiting the use of our material, we have no control over other publishers.

**Why do we still say our program is based on the Twelve Steps of AA.**

The 1982 WSC voted to maintain the statement that our Twelve Steps were adapted from Alcoholics Anonymous because that is our heritage.

**How do you solve the problem of books not being returned to the Al-Anon group library?**

Most groups with a lending library also choose a "librarian" (perhaps the secretary) to keep track of the borrower's name and phone number.

**How important is the literature display at Al-Anon/Alateen meetings?**

Most groups tell us that they are *very* helpful in letting members see the wide variety of helpful material available.

**What can an Area Literature Committee do with old, outdated literature—handbooks, for example?**

Most revised material doesn't change the basic ideas of the program and is still useful after many years. Major revisions in manuals often make material so dated that it may be best to replace them. If a group has more than 25 outdated manuals, it can tear off the covers and mail them (with return address) to the WSO for complimentary replacements. We hope to have solved this problem by developing prepunched manuals and a binder which can be easily updated with replacement pages to be supplied by the WSO.

**Can a group change the Steps? They would like to change the word "Him" to "God."**

The Conference Charter notes that "... no changes are to be made in the Traditions, Steps ... without a vote of  $\frac{3}{4}$  of the registered groups." This assures all that *the heart* of our program can remain constant under many diverse situations and needs.

**When names are picked for our pamphlets, shouldn't we emphasize our sameness rather than differences? (i.e., men, adult children)**

Conference-Approved Literature *does* have titles which name different experiences of members, but the texts of these pieces also emphasizes how we all are alike rather than how we are different. All of us benefit from the *same* program of recovery.

**Could we have the Concepts in banner form?**

The idea can be brought to the attention of the Literature Committee.

**Would you please request a pamphlet specifically on the "Dry Drunk Syndrome."**

At the 1981 WSC, the Literature Committee reported that they felt an entire Al-Anon pamphlet shouldn't focus on an alcoholic's behavior. The Al-Anon booklet, "Living With Sobriety," however does share many members' experiences after a loved one became sober.

Please ask any and all eagle-eyed members to send their corrections and comments to the WSO Literature Secretary. We try for improvement with every printing and with nine books and 60 or more leaflets and pamphlets printed yearly, we can use the help.

**Is the WSO planning any literature for parents of teens? How do you "Let Go" when you are legally responsible for the child's behavior? How do parents "Detach" under these circumstances?**

The revised edition of "To the Mother and Father" will carry sharings from many parents of younger alcoholics who have learned to detach from the emotional effects of this illness while not abandoning their responsibilities as parents.

## ANNUAL REPORT:

Bo H., Chairman  
Ann S., Al-Anon Coordinator  
Carole K., Alateen Coordinator

**COMMITTEE:** The Committee met five times. The P.I. and CPC Secretaries were asked for input on how to inform professionals and the public that this service exists. Other issues discussed were: the development of guidelines; whether our first letter to Lone Members and Sponsors needs to clarify the purpose of the Lone Member Service to clarify misunderstandings when corresponding; how to encourage Sponsors to share on their meetings; how to accomplish better coordination of efforts worldwide; how the GSOs may service Lone Members; whether GSOs should receive material that is now sent to new Lone Members for re-distribution; how P.I. and CPC can help the Lone Members Service via radio and TV; inclusion of Lone Member Service in the proposed Service Kit; possibility of group members contacting Lone Members and taking them to meetings.

Articles about the Lone Member Service were prepared for all WSO publications periodically.

**CORRESPONDENCE:** Members continuously responded to articles in newsletters about the Lone Member Service and volunteered to serve as Sponsors. Several letters required special attention to explain the service and provide definitions of a Lone Member, a Homebound Member, and a Lone Member Sponsor.

**CONTENT, PRODUCTION AND DISTRIBUTION:** Material for Loners' Letter Box was received from Loners' and Loner Sponsors and staff.

**LONERS' LETTER BOX:** Six issues were coordinated, edited and mailed this year.

**LONERS' UPDATE** Bo asked conference members to respond to a questionnaire aimed at gaining information on improving services and informing the fellowship of those services for Lone Members.



ARE NOT "ALONE"  
LONE MEMBERS



## ANNUAL REPORT:

Hank G., Chairman  
Myrna S. H., Secretary

Panel Members met monthly and discussed such matters as why members leave; dual addictions and their effect on the future of Al-Anon; non-Al-Anon members as Trustees; the future use of microfilm; adult children Al-Anon groups and whether or not they would break away.

The Committee submitted 1982/1983 Planning Project to the Board, it aimed at defining the WSO's intention to involve the broadest possible spectrum of membership in our planning efforts.

At the Committee's request, the Board changed, the Long-range Planning Committee's name to Long-range Study Panel.

Hank outlined the "1982-1983 Planning Committee Program." He also conducted an open discussion at the 1982 Conference on Long-Range Planning after reading Bill's essay on vision in the Concepts. A paper, titled "Twelve Reasons why a Non-profit Organization should use Planning," by James J. Dunlop of Arthur D. Little, Inc., was also presented and subsequently mailed to Conference Members.

In July, a special planning meeting was held for committee chairmen and Staff to meet with James Dunlop at the WSO. To accomplish set goals, Jim stated that the basic need for long-range planning is to establish a team effort, with all departments participating. He pointed out the value of surveys to determine needs before formulating goals.

A decision was reached to invite up to two rotating members, (Trustees or WSO Committee members) to each future meeting to broaden the base of the Panel and to familiarize others with how the Study Panel functions.

It was decided that the Panel might meet with several adult children members to determine their specific problems and needs, and to find ways to build a friendly relationship. The panel also wished to determine the viability of adult children groups within the framework of the Al-Anon program and how we can properly serve them. Several members of the panel attended adult children groups to observe how they function.

As one of the shorter term goals an ad hoc committee was formed through Board action to consider relocating the WSO at the expiration of its lease.

Proposed long-range goals were submitted by the following committees: Conference, International Coordination, P.I., RSS, CPC, Institutions, Alateen and Archives. As each committee's goals are discussed, the Staff Secretary and Chairman (if available) will be invited to the meeting. ▲

## LONG-RANGE UPDATE:

Hank G.

Promising that the Committee would produce specifically defined goals, along with the strategies for achieving them, Chairman Hank G. outlined two issues for consideration. The first, very briefly noted, concerned the feasibility of separating The FORUM from the WSO structure, similar to the relationship that exists between The GRAPEVINE and AA's GSO.

The second topic, discussed at greater length, was the possible need to relocate the WSO at the expiration of the lease in 1986 at One Park Avenue. The Panel, Hank said, has been examining several options, which Conference members were invited to evaluate: finding alternatives to renting office space—lease-purchase, or outright ownership; and/or moving out of Manhattan. Hank stressed that these particular choices were prompted by questions of economy. He noted that as Manhattan rentals continue to skyrocket, the cost of WSO's current office space will increase by at least 300% in three years.

Hank asked Conference members to consider the question of real estate ownership in terms of the Sixth Tradition; would owning property violate the spirit of this Tradition:

"Our Al-Anon Family Groups ought never endorse, finance or lend our name to any outside enterprise, lest problems of money, property and prestige divert us from our primary spiritual aim. Although a separate entity, we should always co-operate with Alcoholics Anonymous."

Lengthy studies on these questions will be presented at the 1984 WSC. ▲

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## DON S., IOWA

*Becoming Iowa's Delegate was the most exciting and humbling experience in all of Don's 15 years in service. "Trust," he said, "is only given when we are willing to accept constructive criticism, ideas, and help from those we serve. This should start with the GRs and continue right on through to our trusted Trustees."*

*Part of Don's commitment to "trusted service" is reminding himself to take his own—not others'—inventory. He shared a poem, called "Inventory," that he uses as a reminder to keep his focus on himself. In the poem, the narrator enters heaven and is astonished to find so many "unfit folks" he recognized from life. He stifles his indignation, however, because "... every face showed stunned surprise. No one expected me."*

*For Don, trust extends to elected Trustees, and WSO staff; while we may freely voice our disagreement with them, it is important to remember that their decisions are for the good of Al-Anon as a whole.*

*Don said he must also learn to trust himself, "... that I can make decisions that will benefit Al-Anon; that I can carry the message and give the program to others so that they may grow in the love and fellowship of our great program."*

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## RED LIGHT SESSION:

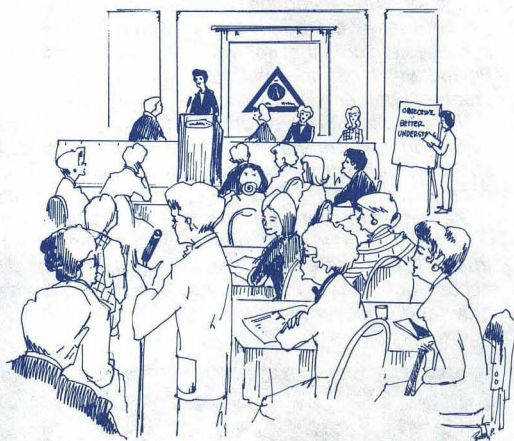
**Moderator: Stephanie O'K.**

Stephanie explained that the original purpose of the Green Light/Red Session was to give all Delegates the opportunity to have their Areas' ideas brought before the Conference. Unfortunately, so much time and effort were being spent on the least productive aspects of the procedure—writing down and sifting through the issues—that it was often impossible, as Stephanie said, to get “to the heart of the matter.” A more streamlined approach was therefore developed, in which the clerical and organizational tasks would be done between sessions by an ad hoc committee.

Conference members were asked to submit one question each, reflecting a major Area concern. The ad hoc committee sorted through all the questions—long into the night—weeding them for duplicates, combining related questions, and organizing them into a manageable list. This list was brought back to the Conference for an item-by-item vote to determine which questions generated the most interest from the full Conference. The four most popular were discussed in Open Sessions; the remainder were covered in workshops, in the Ask-It-Basket, or during the appropriate Committee Sessions and Report-Backs. In this way, every Area's concern was addressed.

### Topics:

**Specialization  
Regional Delegate Meetings  
Referrals by Professionals  
An informed group conscience  
Canadian P.I.**



### 1. Are We Becoming Too Specialized?

**Gert W., KS**

Despite the fact that this question always seems to generate a certain amount of debate within the fellowship, the Open Discussion this year disclosed essential agreement among the Delegates. They felt that as long as the Traditions are upheld, specialized groups do not pose a threat to our program's effectiveness or its goals.

The reason that specialized groups were begun was to address the newcomers' need for identification, their need to belong, to feel welcome, and to understand that they are not alone. This need can be especially strong in those newcomers who do not happen to be the female spouse of an alcoholic—and who may have felt “different” at meetings where many members were “wives of.”

It was emphasized, of course, that in Al-Anon we keep the focus on ourselves, and that the question of who the alcoholic is, becomes unimportant. Husband, wife, sibling, child, lover, friend, co-worker, neighbor, or distant cousin: it is not germane to our spiritual growth, our self-awareness, our recovery. When we are new to the program, however, we may not be sensitive to this truth. We may feel that the alcoholic, and the nature of our relationship to the alcoholic, are in fact very important. We may feel the need to be with others who have similar ties.

Many, if not most, members who start out in a specialized group eventually filter into regular groups, realizing that in Al-Anon our similarities far outnumber our differences. We learn that the feelings shared by all Al-Anon members are the source of true identification, regardless of who expresses them.

The proliferation of specialized groups attests to the need for them. As long as they do not restrict attendance (and Information Services, it was pointed out, can note on meeting lists that all specialized groups are open to all Al-Anon members), they do not represent a problem. If they are “not Al-Anon,” then presumably they will not endure.

If specialized groups “are Al-Anon,” if they safeguard the Traditions, then they will serve as a bridge to more involvement in the program. Fear and anger—as expressed in some letters to WSO—are not appropriate responses to these groups. As one Delegate observed, “Let's ask ourselves what the motives are behind our fear. Remember Pogo: ‘We have met the enemy and he is us!’”

### 2. Do Regional Delegate Meetings discuss Conference agenda items? Who funds them? Is there a need for them now that we have Regional Service Seminars?

**Angela W., MD/DC**

Conference members were eager to discuss the question of Regional Delegate Meetings. Most agreed that the meetings had helped them prepare for the WSC, alleviated their fears, given them a sense of security, and provided them with a broader perspective about service work.

A Regional Delegate Meeting, it was explained, brings together past and present Delegates (as well as any other interested Al-Anon member), educating new Delegates and facilitating communication among all participants. The meetings have no empowerment and avoid lobbying or politicking; they are not legally binding. Funds may be made available at the Area level, or they may be individually generated.

Conference members emphasized that Regional Delegate Meetings are not reunions. They are informational, with topics for discussion selected (depending on the Region) from past Conference Summary Reports, *INSIDE AL-ANON* issues, or from the WSC agenda. In some Regions, the meeting format is comparable to the WSC's Greenlight/Redlight session, but this varies from Region to Region.

Regional Service Seminars do not conflict with Regional Delegate Meetings; neither one eliminates the need for the other. For one thing, Delegate Meetings occur annually, Service Seminars every three years; Delegate Meetings are concerned with encouraging communication within the Region, Regional Service Seminars focus on interaction with WSO.

### ADDITIONAL DISCUSSION:

- I came back more secure, more informed, and stronger.
- I learned about Area concerns, and voting procedures. I also had the chance to meet other Delegates.
- At first I didn't understand the need for Delegate Meetings, but all I can say now is “Don't knock it till you've tried it!”
- I come from an inactive state and had very little experience in service work. To be a trusted servant, I *had* to know what was going on. The Regional Delegate Meeting taught me a great deal, and helped me strengthen the state's service structure.
- I never even heard of them! They sound like a wonderful training ground for new Delegates, but I don't think we can afford them in my Region.



**3. What about referrals to Al-Anon by professionals or treatment centers? Some of these people have problems other than alcoholism, some bring the "Treatment Approach" to the meetings. How do we handle this dilution of our fellowship?**

**Bill S., NY (N)**

Conference members were concerned about the "Treatment Approach" and its effect on our fellowship. It was generally felt that ignorance is our greatest enemy in this situation, and that the problem will diminish as professionals learn more about our Traditions. It should be made clear that although professionals are under no obligation to uphold the Traditions, we do abide them: they are the spiritual foundation of our program.

New members referred by treatment centers should be treated like other newcomers. One Area with an overwhelming number of treatment facilities has developed a specific method for their meetings: different groups conduct them on a rotating basis for six sessions, using a Newcomer's Meeting format. The group stresses that "co-alcoholic," "intervention," "confrontation," etc. are terms that are not part of Al-Anon's vocabulary, and that "we work on ourselves here." An effective way to communicate the Traditions to these newcomers, it was added, is through personal sponsorship.

Another Area shared its experiences with educating professionals. A Meeting-on-Wheels is brought to institutions with treatment facilities. The staff are invited to attend, and they are shown what Al-Anon is and is not, what it can and cannot do. If a drug problem exists with the alcohol problem, it is made clear that Al-Anon addresses the alcohol problem; if there is no alcohol problem, then Al-Anon is not recommended.

**4. How can we help form an "informed group conscience" at every level—Group, District, Assembly, and World Service?**

**Monique V., Quebec (W)**

- Group conscience cannot be formed without information and the free expression of ideas.
- Respect the minority opinion—it forms part of the group conscience.
- Let GRs know the Assembly agenda in advance.
- Develop group conscience guidelines.
- Print the WSC agenda in advance.

**5. Could we have a National Public Information Committee Report?**

Joanne B., NPIC Chairman, outlined the rationale behind NPIC's creation, stressing that the aim was to make Canadian federal agencies more aware of Al-Anon's program. NPIC began with RT (Canada-West) Ruth H.'s proposal to the 1979 WSC for the formation of an ad hoc committee to study Canadian P.I. needs, and to present a plan for reaching government, media, education, labor, and social organizations with a national focus. "There was no intent then," Joanne stated, "and there is no intent now, to usurp the good work being done by Areas, Districts, or groups."

The Committee, begun as a "think-tank", included Trustees, past Delegates, and members at large. It operated out of British Columbia and was eventually approved by the Board as a subcommittee, functioning as a direct service arm of the PI committee, and oriented to the needs of a different nation—a bilingual nation. Its goal was to establish a national identity. Because the Committee soon realized that the office would perform more efficiently if it were located closer to the seat of government, it was moved to Winnipeg. Ruth relocated along with it, allocating a room in her own apartment for the office and equipment.

The 1982 annual meeting held in Ottawa voted to invite Canadian Delegates to serve on NPIC after completion of their term, beginning a rotation system which starts this year. Joanne, a Trustee, supervises the service; her responsibilities include: keeping the books up-to-date, preparing final statements for the Controller, providing a quarterly report to the Board, and acting as a liaison between the P.I. and CPC Committees at WSO and the Winnipeg office.

"We are making an impact. . . . Several large orders of literature from Canadian armed forces have resulted, and Canada's major foundation dealing in addiction has again offered to include our Bulletin with their '83 mailing."

## WORKSHOPS:

Workshops were held to discuss those issues not covered during Open Discussion, Committee Sessions, or Report-Backs. Conference members broke up into small groups to share their thoughts on these topics, and to review before the full Conference some of the ideas which emerged.

- Availability of material—not "administrative red tape"—was held responsible for the disparities in production time for various publications (i.e., a book takes longer to produce than a pamphlet or reprint).
- Concept VI states that the Conference acknowledges the primary administrative responsibility of the Trustees. This enables them to manage and conduct Al-Anon's business effectively. Thus it was felt that the production of CAL and The FORUM, in addition to filling a great need, also help support the Al-Anon World Services.
- Workshop participants felt that Concept VIII addresses the issue of World Service Volunteers whose service on the Executive Committee is followed by service on the Board of Trustees (and vice versa). While supporting the concept of rotation, it was also agreed that the experience and insights such Volunteers bring to their positions is invaluable.
- The Board of Trustees appoints a replacement when a Regional Trustee is unable to complete his/her term.
- The possibility of revising Blueprint for Progress to cover more Alateen and Adult Children concerns is being considered by the Alateen and Literature Committees. Options include: expanding the existing piece, making it less specific, or creating a new piece.
- CAL means all Conference members vote to approve an original idea. The specific wording of the final piece is approved by the Literature and Policy Committees.
- Different Al-Anon groups that meet in the same building usually register as separate groups.
- The policy of GRs not being AA members represents a safeguard against dilution of our program.
- It was suggested that P.I. workshops (and study of the P.I. Guidelines) will help clarify the difference between attraction and promotion in PI work.
- While sexist language may still exist in CAL, every effort is being made to eliminate it. Warmth and fellowship to *all* keep us coming. Be patient—change is gradual.

“

### ROXANNE P., CONNECTICUT

*Roxanne admitted that the topic, "Servants—Trusted and Trusting," at first seemed to be the worst possible one for her to discuss. As a matter of fact, she said, her own Area was having some difficulties with trust and being trusted. "On a scale of one to ten," Roxanne said, "I would have called this subject a minus five." She knew that she would have to trust her Higher Power for strength, wisdom, and love to help her meet this challenge.*

*The theme implies reciprocity—trusting and being trusted. Trust is earned, it is learned and verified by life experiences; even trust in a Higher Power requires earthly confirmation. Spiritual equality, Roxanne said, helps build a bridge of trust—although we may have differing abilities, strengths, and weaknesses, we are all equal in God's eyes. Placing principles above personalities ensures that self-will, self-interest, and egos give way to the Higher Power, which can thus work through us, providing the greatest good for the greatest number.*

*Unity and trust evolve from an informed group conscience, Roxanne noted, and information is the key to effective leadership. Free expression and respect for opposing views, as well as honest communication (dealing with people, not talking of them) are part of the free exchange that prevails at the WSC and underscores our commitment to mutual trust.*

*"I became a trusted servant," Roxanne concluded, "because people trusted in me before I was able to trust in myself and in my own abilities. Their acceptance, caring and sharing, love and concern gave me the strength to grow and discover myself."*

”



## ANNUAL REPORT:

Norma McG., Chairman  
Lois W., Co-Chairman  
Sandra F., Secretary

**CHAIRMAN'S MESSAGE:** We have welcomed the many letters and telephone calls from Areas, groups and individuals expressing their concerns and requesting clarification and guidance. They indicate overwhelmingly the sincere desire of Al-Anon members everywhere to uphold Traditions. At its quarterly meetings, the Policy Committee carefully examines each request in light of our Traditions and Concepts to reach a group conscience. Clearly, Al-Anon is growing; it is therefore necessary to develop new policy statements or re-affirm an existing policy to preserve a true image of our fellowship worldwide.

The 1982 WSC considered, amended and instituted policies approved by the Board at its January, 1982 meeting. Subsequently, revisions appeared in the 1982/83 Digest in sections titled: Group Fund-Raising; "Outside" Publications; and Choosing a Group's Name.

The Board has approved the following recommendations, which are presented for revision to the existing 1982/83 Policy Digest:

### Page 22, V. Use of Group Funds

#### a. Rent

Our Tradition of self support suggests groups pay rent for their meeting space. At locations where rent may not be accepted, providing a supply of Al-Anon/Alateen Conference-Approved Literature to the facility can be one appropriate alternative. (All other items to be renumbered accordingly.)

### Page 21, d. Bequests:

The WSO may accept a one-time legacy from an Al-Anon group in any amount up to \$5,000. (formerly \$1,000)

**REORGANIZATION OF THE POLICY DIGEST:** Mary S., Chairman of the ad hoc Policy Digest Revision Committee, attended the July Policy Committee Meeting and discussed the rationale in the reorganization of the Digest. The Policy Committee then approved the manuscript, making several changes and additions. Following Board approval and final review by the ad hoc committee, the manuscript was submitted to Conference Members asking that comments be submitted to the January, 1983 Policy Committee. With Conference members' comments submitted in advance, the 1983 WSC will be asked for conceptual approval.

This assignment, two years in the works, utilized the tireless efforts of the Committee and Conference members, who supplied valuable input. The revised format, and addition of an index, will make information more accessible to the fellowship.

**Announcing...**

**Revised Service Manuals**  
A complimentary set of 4 service manuals (revised after the 1983 WSC) is being sent to every regular, English-speaking Al-Anon and Alateen group in the US and Canada.

These manuals have been pre-punched to make updating easier. Removing the staples and cutting each manual along the fold of four may be placed in a standard 8 1/2" X 5 1/2" three-ring binder. Then, following each World Service Conference, pre-punched revised pages will be automatically sent to each registered group to replace any outdated pages in their manuals. (Indirect members may also request these revised pages from the WSO.)

**Al-Anon/Alateen Service Manuals' Binders**  
As a special service aid, sturdy binders, covered with dark-blue vinyl and stamped in gold foil with the Al-Anon/Alateen logo, are now available from the WSO @ \$3.50.

If you wish to purchase a binder and/or additional copies of the service manuals, please fill out the form below, detach and send it to the WSO.

Please send \_\_\_\_\_ (1-24) Groups At Work @ \$100 \_\_\_\_\_ (1-24) Policy Digest @ \$100  
\_\_\_\_\_ (1-24) Twelve Concepts of Service @ \$100 \_\_\_\_\_ (1-24) HB Handbook @ \$100  
\_\_\_\_\_ Sets of 4 manuals @ \$350 \_\_\_\_\_ Binders @ \$3.50

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## DIGEST OF AL-ANON & ALATEEN POLICIES 1983-85

AL-ANON FAMILY GROUP HEADQUARTERS, INC.  
NEW YORK, N.Y.

**OTHER POLICY CONCERNS:** All adult children groups that were contacted in 1981 about their affiliation with an organization called COA replied that they weren't affiliated and asked to remain registered. Based on letters, petitions, and phone calls from a growing number of adult children groups, the Policy Committee recommended and the Board approved the expansion of the Adult Children of Alcoholics leaflet to incorporate material to fill their needs. Myrna H. and Sandra F. were assigned to work with Linda McF. in the development of this expansion and to see that other material would be developed as well. A meeting was held with local adult children, who provided input and agreed to aid in a final review of the material. A letter was sent to all adult children groups with copies to Information Services, the Policy Committee, and Delegates. It outlined plans for additional material, reaffirmed the WSO policy of registration, and encouraged Information Services to follow suit.

The Board approved the Policy Committee's recommendation to register all Information Services and Literature Distribution Centers upon request. Formerly, the WSO would only register one Information Service in a city.

In response to concerns from members, the Public Information Committee developed a statement on non-endorsement of outside material for WSO P.I. releases.

Letters expressing WSO disapproval of the distortion of the Al-Anon symbol were sent to organizations in Colorado, New York, and New Jersey that sell program-related material.

Other items discussed at Policy were: how to reach unregistered groups; taping of Al-Anon speakers at events and tape companies using them for subsequent resale within the fellowship; a decision to list an AA co-sponsor in the World Directory; a decision that Alateen sponsors not serve as an Alateen GR; that the funding of Delegate get-togethers rest within area autonomy; the matter of continued letters from members concerning AAs not serving as GRs; how *ALCOHOLISM* Magazine violated Lois's anonymity.



## POLICY SESSION:

The Policy Committee completed work on the proposed Policy Digest Revision, and sent a pre-Conference review copy to each Delegate in December. This new version represents a format reorganization, entailing *no* changes to actual policy. In response to Delegate feedback, certain passages were reworded for clarity and presented along with the Revision to the Conference for approval.

Delegates voted first to approve the overall Policy Digest Revision—and then evaluated the clarifications on an item-by-item basis.

- **Multiple Group Membership and Office Holding** (Second paragraph, last sentence) No member may, however, be Group Representative (GR) of more than one group at the same time.
- **AUTONOMY OF GROUPS** It is not within the authority of an Area Assembly, Central Service, Al-Anon Information Service (Intergroup) or the WSO to close a group because they disapprove of the manner in which a group practices the Al-Anon program.
- The logo without the AFG was adopted by the WSO for easy identification of stationery, guidelines and other Al-Anon/Alateen material. *It may be used by other Al-Anon Service Arms*, for these purposes.
- **MEMBERSHIP AND GROUPS** item C (second paragraph) The WSO cannot register any group that is solely for Al-Anon members who are also recovering alcoholics and members of AA because it does not qualify to have a Group Representative
- **Use of Group Funds** a. *Rent* Our Tradition of self-support suggests groups pay rent for their meeting space. At locations where rent may not be accepted, providing a supply of Al-Anon/Alateen Conference-Approved Literature to the facility can be one appropriate alternative. (All other items to be renumbered accordingly.)
- **Limited Access Groups** These are Al-Anon or Alateen groups but membership may be limited because of location.
- **Institutions Groups** Experienced Al-Anon members share the responsibility for forming groups and leading the meetings. Some institutions groups fall into the category of limited access groups (e.g. those meeting in correctional facilities, abused families' residences and juvenile homes.)
- **Referrals** (last sentence) Members may, however, be assured that the WSO will make every effort to protect anonymity when cooperating with professionals and others.
- **Bequests:** The WSO may accept a one-time legacy from an Al-Anon member in any amount up to \$5,000. (formerly \$1,000).
- We ask that the 1983 WSC provide a consensus regarding the change in format of the Service Manuals. (A recommendation from the January 21, 1983 Policy Committee Meeting was to consider the concept of single sheets with a three hole format.)

The consensus was to produce (if economically feasible) the Policy Digest, along with the three other service manuals, to fit into a three-ring binder that allows for a more economical and convenient up-dating. ▲

## QUESTIONS:

**Are we getting away from the spiritual foundation of those that built AA? We seem to have fewer references to God in the Al-Anon program.**

We could hope not. How we each choose to name our Higher Power is a spiritual heritage passed on to us by AA.

**Why does Al-Anon encourage AA members who live with an alcoholic to participate and have dual membership in Al-Anon meetings, when our Steps and Traditions are based on AA Steps and Traditions.**

With a program of attraction, Al-Anon doesn't encourage or discourage membership. We do have a membership statement which offers Al-Anon's help to anyone who *feels* his/her life has been deeply affected by someone else's drinking. We also have a special relationship with AA and wouldn't try in any way to take over its primary purpose.

**How do we handle babies being brought to meetings? We have discussed meetings with baby-sitters attending, but they are still bringing babies.**

Keep thinking. There must be a way to provide Al-Anon help for young mothers and fathers who need it!

**Besides stressing Traditions and Policy, is there anything else that can be done when a group talks treatment in meetings, and even holds meetings on intervention?**

It's difficult to keep repeating ourselves when we want to get across the message that a group isn't talking Al-Anon. Our new pamphlet, *Al-Anon Spoken Here*, should prove very beneficial in this type of situation. It is expected to appear in the next few months.

**We need pointers on how to deal with a member whose alcoholic is no longer drinking but taking other drugs. We don't want to turn people away.**

If the member is living with an alcoholic, drunk or sober, the Al-Anon program can help with every situation. If we are keeping the focus on ourselves, it isn't necessary to dwell on the substance the alcoholic is consuming.

**Since the Al-Anon program does not give advice concerning confrontation, intervention, etc., how do you feel about members saying this was the right thing for them to do and expounding on this when telling their story and before and after meetings? Would this be a violation of Tradition Three?**

We try to focus on the Al-Anon program of recovery.

“

### LOUBELLE McQ., ARKANSAS

*As a trusted servant, Loubelle feels an obligation to carry out whatever she is asked to do, "whether it's making coffee, chairing a meeting, or just being available when needed."*

*When Loubelle was asked to be a DR, she wondered if she were qualified. Her sponsor, she recalled, and another Al-Anon member encouraged her to get involved, promising that they would help her in any way they could. From her work in service, Loubelle learned to trust and love herself, and is grateful for the support of her family and the Al-Anon fellowship in Arkansas for making her growth possible.*

*Loubelle said she knows she can never repay Al-Anon for all it has given her, but feels that she can put her gratitude in action by continuing in service and sharing with others all she has gained. "If there is ever a hand reaching out for help, I want to be there."*

”



## QUESTIONS:

**Can a double-winner be GR, DR or take other responsibilities in groups? Is this a conflict of interest?**

The reason why an Al-Anon member who belongs to AA cannot be a GR is because the GR is the link to the WSC Structure. If a GR eventually becomes a Delegate, he wouldn't be seated at the Conference. INSIDE AL-ANON and The FORUM have both addressed these issues in 1982.

**Is it OK for Al-Anon to pay a small sum of money to help celebrate anniversary?**

We do pay public information fees to participate in events such as placing an ad in the newspaper. Archival fees to place items in a time capsule would come under our Tradition of self-support.

**Is it breaking Traditions for an AA Group to donate a Big Book for an Al-Anon book raffle at an open meeting or an Al-Anon Convention?**

We do not speak for AA, however it breaks Al-Anon's Tradition to accept an outside contribution.

**In our ODAT, page 86, we read that we are powerless over "alcohol" or the "alcoholic." Then can we understand that we are also powerless over our "own alcohol?"**

If you feel you have a problem with drinking we suggest you call AA. Al-Anon's experience, strength and hope is with recovery from the effects of another persons drinking.

**Where did the Serenity Prayer come from?**

This prayer has been credited to almost every theologian, philosopher, and saint known to humankind.

The prayer came to the attention of an early member of AA in 1940 who read it in an obituary in the New York *HERALD TRIBUNE*. He liked it so much he brought it to the GSO for Bill W. to read. When Bill and the Staff read the little prayer, they felt it particularly suited the needs of AA. Cards were printed and passed around. Thus, this simple little prayer became a part of the AA and, in turn, Al-Anon literature.

**Is labeling a new person as a "newcomer" singling them out as different?**

It does set them apart in a helpful and loving way so they can receive the attention and extra sharing they may initially need.

**Do special interest groups affect our unity?**

There are some who feel it does and others who see these groups as a bridge to the Al-Anon mainstream.

**How do you deal with groups who cite the Ninth Tradition (Our groups ought never be organized) as the reason for not having GRs, IRs, etc.?**

Refer them to Concept One, which says "The Ultimate Responsibility and Authority for Al-Anon World Services belongs to the Al-Anon groups." Maybe showing the film, "Getting Involved" will help.

**How can we stop the AAs "drunk-o-logs" at Al-Anon meetings?**

By not inviting AAs to speak. If they attend Al-Anon meetings as a qualifying Al-Anon member, it's important for the Al-Anon members to remind them they are there for the Al-Anon program.

**Should a conference be announced at an Al-Anon Assembly which is limited to AA and Al-Anon women only?**

Yes, if it is an Al-Anon event or an AA event with Al-Anon participation.

**Is Families Anonymous a completely separate entity?**

Yes.

**Where is the line between all the Anonymous groups? We now have Family, Smokers, Emotions, Overeaters and Al-Anon and AA all meeting in the same facility. It's hard to keep the focus in each group and keep it all in perspective.**

If the Al-Anon group at this facility is having a problem, perhaps they should find another location.

**I am divorced but I did it with love, and have kept the doors open for reconciliation. At the same time, I am creating a purposeful life for myself. Is there any Al-Anon help for this type of situation, beyond the regular Al-Anon program for life?**

No. Try to keep close to the Al-Anon program—it can offer help in all areas of your life.

**Should a person in the Al-Anon program who is also a member of AA be considered for District Public Information chairperson? If not, please give the reasons why not.**

This is up to District autonomy. The Policy of dual membership applies to DR, GR or service positions that lead directly to becoming a Conference member.

**How can we make special members (gays and children (adult) of alcoholics specifically) feel part of present groups so that they do not continue to pressure for special interest naming. Many divorced or widowed spouses, parents or men feel equally alienated but not as angry to the point of organizing or pushing.**

By making them feel welcome and by not dwelling on our relationship with the alcoholic. If members keep the focus on themselves, everyone can identify with one another. Also by accepting them where they are at, most members of special interest groups eventually feel part of a regular group.

**Is there an advantage to be found in limiting Adult Children of Alcoholics groups to (a) contain age and (b) only those Al-Anon's who had (have) alcoholic parents?**

Some members find advantages in specialized groups for identification purposes but if they are abiding by the Traditions they must keep their doors open to all members.

**How can we deal with "double winners" who persist in efforts to be allowed to serve as GRs, DRs, Members of Area WSC (with votes) and Delegates. They state they feel discriminated against, and therefore second-class Al-Anon's. Are they not putting personalities above principles in this instance?**

You can tell them it was a group conscience decision of several Policy Committee meetings and two WSCs not to seat Al-Anon members who also belong to AA at the WSC. They, therefore, are requested not to assume service positions that would lend to becoming a Delegate. The feeling was that these members might dilute the Al-Anon interpretation of the program.

**Can there be such a person as an "Al-Anon Counselor"?**

No.

**In Rhode Island and the bordering state of Massachusetts, several groups have chosen to substitute the AA TWELVE AND TWELVE for the Al-Anon edition in conducting step meetings. Do Al-Anon policies permit a continuous and permanent departure from CAL?**

Read Policy Digest, page 35, on Outside Publications, suggesting that reliance on opinions expressed in AA publication can distort the Al-Anon approach.

**What is the difference between an open and closed meeting?**

The Digest of Al-Anon and Alateen policies defines closed meetings as those for Al-Anon/Alateen members only—anyone whose personal life is or has been deeply affected by close contact with a problem drinker. Open meetings may be attended by anyone interested in Al-Anon/Alateen.

**How can couple groups made up of Al-Anon and AAs, and conducted by an Al-Anon and AA couple be stopped? This "therapy" is being carried and practiced in our Al-Anon meetings.**

Ours is a suggested program. Our Traditions don't provide guidelines for stopping people from seeking help. On the other hand, the WSO registers only Al-Anon groups with Al-Anon officers.

**A coin with "Al-Anon and Alateen" printed on it, is given at a Treatment Center. What needs to be done about this?**

As far as we know, some Treatment Centers have offered coins, flyers or other material recommending Al-Anon/Alateen as a resource. We haven't experienced any problems with them.

**May an Al-Anon Group have only open meetings?**

Yes, it is up to the autonomy of the group.



## ANNUAL REPORT:

Alan S. Chairman  
Joanne B. Assistant Chairman  
Susan H. Secretary

**COMMITTEE MEETINGS:** The Committee met eleven times; it acknowledged the loss of a long standing member, Walter W.

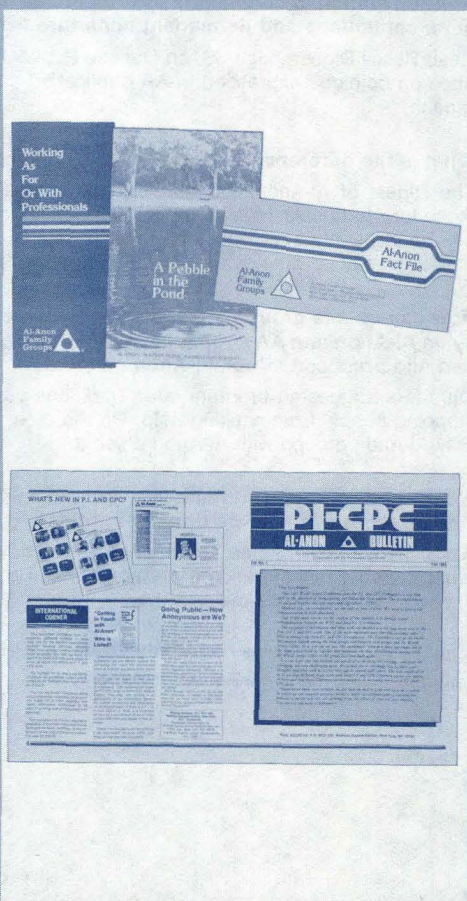
**1982 WORLD SERVICE CONFERENCE:** The P.I. Committee presented two new TV Spots and the audiovisual about Al-Anon service structure.

The full Standing Committee discussed existing projects and P.I. direction for 1983. The committee agreed that harm to Al-Anon as a whole would not come from outside influences, but rather from within the fellowship. Suggestions were made that P.I. efforts be aimed at strengthening the fellowship's understanding of the Twelve Traditions. The Committee also recommended the development of a P.I. *BULLETIN* as a sharing vehicle between WSO and P.I. Coordinators.

**P.I. COORDINATORS:** New coordinators were sent a letter of encouragement, the P.I. Kit, two back issues of *AREA HIGHLIGHTS* and a copy of the new *P.I.-CPC BULLETIN*.

**P.I. INQUIRIES:** 1,334 student and miscellaneous non-member inquiries were handled routinely by P.I. Service.

**GENERAL OFFICE WORK:** Telephone and written inquiries were regularly responded to; phone calls and inquiries from individuals, newspaper editors and students were answered with follow-up information sent. All inquiries were logged.



## SERVICE AIDS:

**Articles**—As a result of articles in *INSIDE AL-ANON*, three ideas for new posters were submitted; four members responded to the article on taping in the October/November issue of *INSIDE AL-ANON*.

**Al-Anon Spoken Here**—The P.I. Committee recommended an "anti-dilution kit" for conceptual approval. After Executive Committee and Board approval, proposed artwork for table card and door hanger to accompany the new pamphlet, *Al-Anon Spoken Here* was submitted to the Literature Secretary for production.

**CPC BULLETIN**—The first trial issue was mailed to P.I. Coordinators and Conference members. It will be produced free of charge, semi-annually, for distribution to P.I. Coordinators and members interested in P.I. work.

**Posters**—The Staff Secretary interviewed several artists who submitted comprehensive artwork for review by the P.I. Committee.

**Revised P.I. Literature**—• Working, As, For or With Professionals • Al-Anon Fact File, • Pebble in the Pond • Radio Interview Sheet • Guidelines were developed for speaking on radio.

**TV Spots**—The production of the two new 30-second PSAs was completed. Color story boards, accompanied by a letter to Public Service Directors of 850 national US television stations, were mailed by the producer. A return card enabled the station directors to inform the WSO of their interest. These cards were then forwarded to the Area Coordinator for follow up. The new spots were produced in English, Spanish and French on video tape, which also facilitates addition of a last frame tag-on for local public information.

**TV Spots in Canada**—Due to the inability of two TV stations in Canada to play the 2 inch hi-band video tape, the producer of the TV Spots provided the appropriate size tape in exchange for the original purchase.

## COOPERATION WITH PUBLICATIONS AND THE MEDIA:

**FAMILY CIRCLE & FREEBIES Magazine**—There were 143 responses to an editor's note offering "Guide for the Family" in *FAMILY CIRCLE*. A short article about Al-Anon and Alateen in *FREEBIES Magazine* resulted in 180 inquiries.

**GOOD HOUSEKEEPING Magazine**—An article in the November issue contained information from an interview with the P.I. Staff Secretary.

**NEW YORK TIMES**—A reporter interviewed the CPC Secretary about Al-Anon/Alateen for two articles published on December 8 and 9, 1982.

**Scriptographic Booklets**—The Channing L. Bete Company consulted with the Staff Secretary about a booklet for children of alcoholics. We continue to offer suggestions for booklets on alcoholism and related topics.

**Richard Hogue Today Show**—In response to the producer's invitation, the Alateen Staff Secretary appeared in a nationally broadcast show about the effects of alcoholism on the family. Upon request 1,500 copies of *A Guide for the Family* and 500 copies of *Youth and the Alcoholic Parent* pamphlets were sent free of charge. Following the show, information was given that these pamphlets were available.

**TV Spots**—The major NY networks were asked to immediately remove Al-Anon's former TV Spot, "The Husband" as requested by the actor. The direction to do so came from the Executive Committee after deliberation and legal advice. Although we were not legally bound to do so, we acquiesced to uphold our Tradition of not engaging in public controversy.

**ABC-TV**—At the request of the Assistant Producer of the show "New Directions," a packet of literature about Al-Anon and Alateen was sent.

**CBS-TV**—The assistant to the producer of a documentary about families of alcoholics requested and was sent information on Al-Anon and Alateen.

**CBS Radio**—The Assistant to the Alateen Staff Secretary, the Chairman of the Board and an Alateen member participated in a telephone interview about Alateen which was aired on CBS Radio.

**NBC-TV "That Teen Show"**—This new TV show, dealing with topics related to teenagers and their families, requested a representative of Al-Anon Family Groups along with Alateen members to appear on the show. The segment was filmed at the WSO under the supervision of the P.I. Secretary who appeared as P.I. Coordinator for Al-Anon Family Groups, Inc.. Because the Alateen members revealed their membership, they appeared back-lighted.

**WNEV-TV "Mid-Day Show"**—The P.I. and Alateen Staff Secretaries accompanied an Alateen member who appeared in a segment devoted to families of addicted persons.

**WOR-TV "Straight Talk"**—As a result of an interview with a medical doctor who is also an Al-Anon member, the producer contacted the WSO to request the P.I. Staff Secretary to appear and be taped on December 21 and aired on January 5, 1983 at 9 A.M. in three states and over 200 U.S. cable stations. Al-Anon and Alateen literature was supplied to the station.



**WPIX-TV & Radio**—At the invitation of the Executive Producer, the P.I. Staff Secretary attended a meeting and provided information for media coverage of alcoholism, addressed on TV during Christmas week. As a result, an invitation was extended to the P.I. Staff Secretary to participate in a one hour radio interview about alcoholism and the family, which was aired December 26, 1982 between 6 and 8 A.M.

**Regional Service Seminar (RSS), Phoenix, Arizona**—As a result of local P.I. work by Al-Anon members in Phoenix, the P.I. Staff Secretary participated in a TV and radio interview.

#### COOPERATION WITH OUTSIDE AGENCIES:

**Governor's Conference**—The P.I. Staff Secretary formulated Guidelines for the press on anonymity outlining references to photographs and names when stating membership in Al-Anon. A brief biography of Lois was also included in these Guidelines which were placed in Conference press packets.

The P.I. Staff Secretary attended this Conference held in N.Y. which focused on children of alcoholics and was transmitted to governors throughout the U.S. She participated in workshops and was interviewed by a news reporter.

**NCA**—The National Council on Alcoholism in Abilene, Texas was sent information on the effects of alcoholism upon children for a project they were coordinating for schools.

**Seminars**—The P.I. Secretary attended a seminar at Smither's Institute on the family and a one day symposium at Marymount College in Tarrytown, N.Y. on alcoholism and the family, sponsored by the Westchester Council on Alcoholism.

#### INTERNATIONAL PUBLIC INFORMATION:

**General Service Meeting (GSM)**—A gift of a 28 minute audiovisual produced by the Delegate from South Africa, Kinsa K., was presented to the WSO during the GSM. Used as a P.I. tool, it was shown to the Policy Committee in October.

**LONG-RANGE PLANNING:** An outline of the Committee's short and long term goals was submitted to the Long-Range Study Panel.

#### ADDITIONAL ASSIGNMENTS:

**Audiovisual Presentation**—The audiovisual titled, "GETTING INVOLVED: A Look At Al-Anon Service Structure" was completed and shown at the Conference. The Delegates polled their Areas to determine their choice of a filmstrip or a slide presentation. Although a slide presentation was selected, it was produced in both formats since many members indicated they had purchased slide film equipment to show the WSO filmstrip, "Christy Visits the WSO."

**Survey**—The Staff Secretary met with several companies regarding procedures and costs in compiling a survey. This data plus input from the various committees was presented to the 1982 Conference. The Conference asked that it be tabled until 1983, and this information was turned over to the CPC Secretary, who will make the presentation.

#### NATIONAL P.I. COMMITTEE OF CANADA (NPIC):

The new Chairman of the NPIC, Joanne B., attended three P.I. Committee meetings and reported on national P.I. work in Canada. The previous Chairman, Ruth H., attended in January.

Story boards of our two new TV Spots, designed without WSO's address at the bottom, were sent to the NPIC office in Winnipeg for distribution.

Two complimentary sets of our two new PSAs in English and French were sent for the two major networks in Canada.

The P.I. Chairman and Secretary attended the Annual Canadian NPIC meeting in Ottawa.

#### PRESS AND ADVERTISING:

Alan S. stated that the objective of public information with the press and in advertising is to carry the Al-Anon message and to identify the program. In dealing with the media, it is important to "do your homework," remembering to provide the necessary information about local contacts. Alan also recommended: announcing open meetings, timing press releases to tie-in with current TV programs that deal with alcoholism and using paid ads. Paying for ads, he said, does not make them "promotional"; it does mean that they will appear as ordered, *when* ordered.

#### TV:

Susan explained that TV PSAs are another, more sophisticated method for carrying the message to those still suffering from someone else's drinking—people who may be isolated and miserable, and whose contact with the outside world may be limited to their TV sets. PI work involves informing TV personnel about who we are, what we offer, what we can and what we can not do. **THE PEBBLE IN THE POND** (correct title? CHECK!) can prepare Al-Anon members for TV appearances, Susan said, and noted that if they are asked to appear as Al-Anon members, backlighting and first names only are used. "The media" she stressed, "must know we exist."

#### RADIO:

Joan M. described the unique impact of radio; unlike other modes of communication, it evokes a sense of intimacy, while "keeping it simple" and fostering anonymity. P.I., however, does not remain anonymous when it comes to letting the radio stations know we exist.

#### PRINTED MATERIAL:

According to Penny B., not only do displays of CAL and The *FORUM* carry the message, but the order blank itself can spark professionals' interest, letting them know that help is available for the family. Well-written articles on Al-Anon submitted to local newspapers prior to a P.I. event can also stimulate interest. Our goal is to make others aware of us, to let them know where we can be found and when our meetings are held.

#### SPEAKING TO THE GENERAL PUBLIC:

Ellen D. highlighted three ways to enhance public speaking: forming a speakers' committee at the District level; initiating speakers' campaigns by contacting local organizations (she reminded members to leave literature and contact numbers afterward); and utilizing WSO tools: Fact File, Guidelines, P.I. Kit, and the *P.I.-CPC Bulletin*. CAL should always be appropriate for the specific audience to be addresses (i.e., "What's 'Drunk', Mama?" for PTA groups).

#### HEALTH FAIRS:

Health Fairs, distinct from professional exhibits, are directed to the general public, usually sponsored by local agencies, schools, etc. The P.I. Committee asked the fellowship to please write WSO about their experiences participating in health fairs.

A question from the floor concerned the availability of PSAs in Spanish. A goal was consequently set to produce more material for the 22 million Hispanics living in the US. Radio spots were especially recommended because of their popularity and economy.



### P.I. SESSION:

Alan S., Chairman, opened the session with a summary of current P.I. radio projects, which include:

- editing 6 existing Public Service Announcements to accommodate the inclusion of local tag-ons; switching format to open-reel tape
- completing final editing procedures on both the 3-part radio interview sheet and the proposed Guidelines for speaking on radio and TV
- producing for radio a 5-7 minute "Meeting-on-Wheels," scripted by a professional writer (who is a long-time Al-Anon member), and to be performed by professional actors. A budget recommendation has been submitted to the Executive Committee

Staff Secretary Susan H. outlined PI's progress on the 1982 WSC recommendation for a new poster, and asked Conference members to study and evaluate the three "art comprehensives" displayed at the rear of the Conference room. She explained that the pieces were to be judged in terms of the mood conveyed by each, to determine which one best carried the Al-Anon message.

The Conference selected two of the designs:

- a 4-color representation of a torn family photo, with the caption, "Alcoholism Can Tear a Family Apart"
- a blue-and-white graphic stating, "You Don't Have To Drink To Suffer From Alcoholism"

The theme of the Committee's presentation was "What We Do," covering PI work with: the press, advertising, TV, radio, printed material, public speaking, and health fairs.





## P.I. REPORT BACK:

Winnie B., SC

**P.I.-CPC BULLETIN** The consensus of the Conference was to continue, on a permanent basis, the *P.I.-CPC BULLETIN*, contingent upon a favorable Executive Committee review of the second trial issues later this year. A future issue will be devoted to members' experiences participating in health fairs.

**ANONYMITY OF WSO STAFF** A consensus was taken to determine whether or not WSO Staff members should continue using full face, full name and title (without revealing their Al-Anon membership) when appearing at the media level in an official capacity as a representative from the World Service Office.

### DISCUSSION:

The question of media appearances by WSO staff prompted a lively discussion from the floor. In support of the proposal, the following was shared:

I trust the WSO to make the right decision; that is, after all, the theme of this conference.

We need more information available to professionals about our program so they can refer more suffering people to us. If that means full-face and full names from WSO staff, so be it.

For a WSO Staff member *NOT* to give full name, actually constitutes a violation of their anonymity (i.e., if introduced as Susan H., it follows that she is a member).

As a representative of WSO, the Staff Secretary's credibility is dependent on her title. She is clear in her own mind that she is appearing/speaking as a WSO representative, *NOT* as an Al-Anon member.

Those expressing reservations:

This policy represents an erosion of our Traditions. Even if WSO Staff are identified as such, they still give the impression of being Al-Anon members—unless they state otherwise.

We must not misrepresent the program by implying that anonymity doesn't really matter.

How does the WSO Staff member reply to the question: "Are you an Al-Anon member?"

Even an official WSO representative can break anonymity by the inadvertent use of one little pronoun—"we".

As far as credibility goes, remember Bill W said the foundation of the media's confidence in us rests in their recognition of our adherence to the Tradition of anonymity. They are impressed by this and respect us for it.

No one person can speak for Al-Anon—WSO or not.

We are growing at a rate of 1,000—1,500 new groups each year. It seems to me our credibility is doing pretty well.

If expediency is the reason for disclosing full names, I think it is ill-advised. Even if we just give the appearance of bending a Tradition—or the spirit of a Tradition—we are sacrificing something valuable.

Our Traditions are more important than office procedure. Principles above personality means we don't need titles to speak for Al-Anon.

The fellowship needs us more than professionals.

How about a spokesperson who is non-Al-Anon?

If you can't secure an interview without full disclosure, I'd say the interview isn't worth it.

The show of hands resulted in a consensus to discontinue the practice of WSO staff using full face name and title at the media level. The consensus will be returned to the policy committee for discussion.

### P.I. Update

- Myrna and P.I. Secretary Susan H. represented Al-Anon at the White House for a briefing on "The Chemical People," a campaign overseen by Nancy Reagan in conjunction with public TV station WQED to combat school-age drug and alcohol abuse. Mrs. Reagan was presented with a copy of *LOIS REMEMBERS*, personally inscribed by Lois W., Al-Anon's First Lady.

## QUESTIONS:

Would it be possible for the Canadian Delegates to be sent a copy of the Canadian P.I. Committee meetings, so that we could be kept up to date and informed of the work being accomplished at the National level? Also a set of guidelines as to who sits on the committee.

Your question will be forwarded to the Canadian National P.I. Committee for consideration.

The slide presentation "Getting Involved" stresses we are a fellowship not an organization. However some of our literature continues to describe us as an organization (Detachment, Fact File, etc.). Is WSO planning more uniformity in our material?

Yes. In the past, however, the Public Information Committee used the word organization with outsiders who understood it more readily.

What are the requirements for listing in the pamphlet "Getting in Touch with Al-Anon"? If a Public Information group has a P.O. Box number and a telephone number, can they be listed?

This leaflet was specifically designed for Information Service Listings. The only exception is the Canadian National P.I. Committee listing to facilitate media referrals to Information Services in Canada.

Can the Spanish Services and P.I. provide Spanish audio tracks for Al-Anon's original TV spots? This could save production of new TV spots and we could extend the use of those spots.

The original "Family" and "Teenager" TV spots in 16 mm color are available with Spanish sound tracks.

On form (S-17) Al-Anon, is it for You, could we add questions related to persons living with "recovering alcoholics in sobriety"?

This idea will be brought to P.I. Committee for discussion.

Can Al-Anon ask the city to proclaim Al-Anon week?

This issue will be referred to the Policy Committee for discussion.

Could the WSO print wallet sized Al-Anon business cards for local use?

Some members order Al-Anon's #M-1 "Are you concerned . . ." and use the space provided for a group contact. Others have chosen to print their own names and a phone number in them for Al-Anon help.



## P.I. RECOMMENDATIONS:

- That the five already existing Radio Spots be produced in Spanish (a unanimous conference vote followed)
- That a budget be allocated for production of a 5-7 minute "Meeting on Wheels" type of cassette to complete the radio materials program (75 in favor, 4 opposed, 14 abstentions)
- That following favorable evaluation by the Executive Committee of the 2nd trial issue of the P.I.-CPC Bulletin; consideration be given to a continuation of same on a permanent basis. (general recommendation)
- That the current policy for Staff members who appear in an official capacity representing the Al-Anon WSO, not revealing their Al-Anon membership, should continue, giving them the freedom to utilize full face, name and title where appropriate (general, consensus to discontinue the practice, 50 in favor, 30 opposed)
- That a consensus be taken to choose two new poster concepts for PI service work (consensus favored 2 posters, one showing a family torn apart and the second a graphic stating "You don't have to drink to suffer from alcoholism")



## AREA HIGHLIGHTS:

Don S. IA, Chairman  
Loretta S. NB, Secretary

## REPORT-BACK

The Sharing Area Highlights Meeting encourages Delegates to freely exchange ideas among themselves. They bring special Area concerns to the meeting, and collectively search for solutions—or at least approaches—based on the suggestions of others who have had firsthand experience with similar situations. Among the issues discussed this year were the following:

- Past Delegates: Increasing their involvement/Avoiding manipulation — Workshops on Traditions have helped many Areas
- Defining the duties of Delegates vs. Area Chairmen
  - Delegates are ambassadors
  - Chairmen are administrators
- Cooperation Between Al-Anon and AA
  - Exchange of speakers at Open Meetings
  - Conventions & Roundups
  - Joint District Meetings
- Problems with Area Treasurers
  - Require 2 signatures on checks
  - Bond all treasurers
- Area involvement with Information Services
  - Liaison member on World Service Committee strengthens unity
- Institutions meetings
  - Assign different groups monthly responsibility for meetings at nearest facility
  - Finance Institutions literature orders with money from fund-raising events
  - Bill S. NY (N), 1984 Chairman
  - Suzie S. TX (E) 1984 Secretary



## REGIONAL SERVICE SEMINAR:

Audrey S., Chairman  
Susan H., Coordinator

The Regional Service Seminar (RSS) Committee met four times to discuss the U.S. Southwest, U.S. Northeast and Canada West Seminars.

**WORLD SERVICE CONFERENCE (WSC):** An overview of the Seminars, including details about past and future seminars was given at the 1982 WSC on an overview of the Seminars and details about past and future Seminars. The Chairman and the Coordinator also met with the Regional Trustees and Delegates of the six Regions.

**GENERAL SERVICE MEETING (GSM):** Many Delegates expressed interest in this new concept, and many met individually with the Staff Secretary following her presentation at the GSM.

**LONG-RANGE PLANNING:** Short and long range goals were outlined by the RSS Committee and submitted to the Long-range Study Panel. The RSS Coordinator attended a meeting of the Long-range Study Panel to discuss and further clarify these goals.

**ARTICLES:** Announcements and articles about each Seminar appeared in *The FORUM*, *INSIDE AL-ANON*, the new *PI-CPC BULLETIN* and *AREA HIGHLIGHTS*. Ask-It-Basket questions from the Canada East RSS were printed and sent with the September issue of *AREA HIGHLIGHTS*.

## CANADA (EAST) REGIONAL SERVICE SEMINAR:

Regional Service Seminar  
Canada East Region  
Carleton University  
Ottawa, Ontario, Canada  
June 11, 12, 13, 1982

**Mailings**—Letters were mailed to all Al-Anon/Alateen groups, Information Services, Loners and Delegates, including registration/reservation forms, return envelopes and RSS explanation sheets. Delegates from the bordering Areas, (Maine, New Hampshire, Vermont, New York, and Canada West) also received forms. Welcome letters providing information in English and French were mailed to 620 registrants.

**Registration/Reservation**—Registration forms with accompanying checks were coded and logged at the WSO. Completed reservation forms were forwarded to the Treasurer. Completed registration forms were mailed to the Host Committee Chairman, for preparation of registration kits and badges. Additional forms were sent to members upon request. Lists of all registrants were sent to the Regional Trustee. There were 83 "walk-ins," bringing the total number of participants to 703.

**Agenda**—To accommodate the unexpectedly heavy registration, the number of workshops was increased from six to ten in the morning and afternoon. Eleven French-speaking workshops were scheduled for the 220 French-speaking registrants.

**Host Committee**—The Host Committee handled all physical requirements, including provisions for simultaneous translations.

**Hotel**—Accommodations were set at Carleton University. The price for the weekend was \$55.00 for a single and \$68.00 for a double room. A \$10.00 fee was built in to cover costs of simultaneous translations.

**PFA**—PFA translated all materials into French and returned them to the WSO. They also sent 75 back-issues of *Le FORUM* to the Host Committee for sale at the RSS.

**Taping**—The RSS was recorded by a professional taper hired by local volunteers. The WSO purchased one complete set and paid the taper a nominal fee.

**Evaluation Report**—A critique compiled from 193 evaluation forms will be used in planning future Seminars.

## U.S. SOUTHWEST REGIONAL SERVICE SEMINAR:

Regional Service Seminar  
U.S. Southwest  
The Ramada East Resort  
Phoenix, Arizona  
November 12, 13, 14, 1982

**Mailing**—Letters announcing the date and site were mailed to Delegates in the U.S. Southwest Region. A groupwide mailing of 13,560 letters was sent



to all Delegates, Al-Anon/Alateen groups, Information Services, and Loners in June 1982; it included a cover letter, registration/reservation forms, return envelopes and RSS explanation sheets.

**Registration/Reservation Forms**—The number of forms was increased from 25 to 100 in the heavily populated areas, with additional forms sent upon request. Completed forms were coded, recorded, and forwarded to both the Ramada East Resort and the Host Committee. Lists of all registrants were sent to the Regional Trustee. Total attendance was 326.

**Host Committee**—Cathy T. was suggested for Host Committee Chairperson by the Arizona Delegate from Arizona and remained in close contact with the RSS Coordinator discussing details regularly.

**Hotel**—The Committee selected the Ramada East Resort in Phoenix, Arizona as the site. The price for the weekend was \$70.00 per person for double occupancy, including one breakfast, one lunch and one dinner.

**Taping**—To avoid future problems, the RSS Committee created a letter of agreement to be signed by the taper. The WSO purchased one set of tapes and paid the taper a nominal fee.

**Agenda**—The agenda was set at the RSS Committee meeting in July with input provided by Irma C., Regional Trustee U.S. (SW). The foremost concerns expressed by the Region were Information Services, Answering Services, Intergroups, Area Assemblies, Literature, "Why CAL?" Strengthening Districts, Encroachment and GRs.

**Evaluation Forms**—120 evaluation forms were received and a report was compiled.

**Staff & Volunteers Attendance**—Lois W. attended this Seminar and added a touch of history, taking us back to our beginnings. A briefing meeting was held in advance by the Coordinator for Staff going to Phoenix. Each staff member attending spoke on her area of service.

## U.S. NORTHEAST REGIONAL SERVICE SEMINAR:

Regional Service Seminar  
U.S. Northeast  
Tufts University,  
Medford, Massachusetts  
June 10, 11, 12, 1983

The RSS Coordinator met with the Trustee from the U.S. Northeast Region to discuss plans. A letter was sent to the Host Committee Chairman expressing appreciation for all their cooperation.

**Hotel**—The RSS Committee chose Tufts University in Medford, Massachusetts as the site. The cost of the weekend including all meals will be \$75.00 per person, double occupancy.

Tufts requires a \$20.00 registration fee charged to all registrants attending all or part of the Seminar who are NOT staying at the University.

The RSS Coordinator visited Tufts University and met with the Director of Conferences to evaluate the site.

## CANADA WEST REGIONAL SERVICE SEMINAR:

Regional Service Seminar  
Canada West Region  
Regina Inn  
Saskatchewan, Canada  
September 30, October 1, 2, 1983

The RSS Committee working with the Canada West Region chose the Regina Inn as the site.

**Mailing**—In November, letters were mailed to the Delegates of the Canada (West) Region and the bordering Areas (North Dakota, Washington, Montana, Idaho, Minnesota (N) and Alaska).

## U.S. SOUTHEAST REGIONAL SERVICE SEMINAR:

Two Areas in the U.S. Southeast Region have contacted the WSO regarding submission of bids for the Seminar in their Region in the winter of 1984.



## RSS SESSION:

The 1979 WSC approved holding Regional Service Seminars on an experimental basis in the six US and Canadian Regions as follows: CAN-W; U.S.(SE); U.S.(NW); CAN(E); U.S.(SW); U.S.(NE). Following the sixth Regional Service Seminar in the U.S.(NE) this June, the full Seminar cycle will be completed. The Board of Trustees therefore recommended that the Seminars continue at a rate of two per year on a permanent basis. After Conference members approved the motion, they voted to establish the Regional Service Seminar Committee as a permanent standing committee, to reword Concept 11, item 12 accordingly, and to include an illustrated flyer in the groupwide mailing of RSS forms.

The Regional Service Seminar Committee is composed of a volunteer Chairman, the General Secretary, a Staff Coordinator, and two Regional Trustees (from the preceding and succeeding Seminar Regions). The Committee reviews bids from the host Region, coordinates the Seminar, selects the personnel to attend, and develops an agenda based on Regional input. The Seminars, it was noted, are subsidized by the WSO, and a host committee from the Region provides additional hospitality.

The Chairman, Audrey S., explained that a Regional Service Seminar is not a convention. Seminars enable individual members to learn more about service and to test their service interest; they encourage direct communication among WSO Staff, members of the Board of Trustees, and service-minded Al-Anon/Alateen members from each Region. WSO Staff members who attend the Seminars make presentations and, as Al-Anon members, share briefly about their Al-Anon membership.

After each Seminar, evaluations are distributed to registrants to help the Committee determine how best to serve members' needs in future Seminars. Recent evaluations have indicated that RSSs have helped to reduce barriers between the membership and the WSO, helping to eliminate feelings of "them and us."

The mechanics of planning a Seminar were also discussed. At first, Audrey recalled, it was felt that site selection would be based on the geographic center of the Region. Experience, however, taught that other criteria had to be considered, such as cost and the availability of a willing host committee, as well as dates workable for all concerned.

Bids are received from potential sites more than a year in advance of the Seminar, and are submitted to WSO. The site and date selection are then made by the WSO. The Committee is currently developing flexible guidelines to help the Regions and WSO effectively coordinate their respective Seminar responsibilities.



## REGIONAL TRUSTEE PROCEDURE:

Audrey S., RT, U.S. (NW) briefed the Delegates on the historical development of the Regional Trustee Plan, from the 1968 WSC's experimental approval for three Regions with 3-year rotating terms, through the decision nine years later to divide each Region in half, for six Regional Trustees in all.

Nominating procedures vary from Area to Area, she explained, "but regardless of the method, the name of the person submitted by an Area must be the nominee of the entire Area." She stressed that since the responsibilities associated with Regional Trusteeship are considerable (including quarterly Board and Policy Meetings that can last as long as one week), nominees must be able to afford the time—and energy—investment.



## REGIONAL TRUSTEE NOMINATIONS:

### Virginia M. RT, U.S. (SE)

Areas nominating Trustees for the 1983-85 term are U.S. (NE) and U.S. (SE); their candidates were selected this Fall and forwarded to the WSO. The Conference Nominating Committee, voting by closed ballot, consists of: all Delegates from the Region; four Delegates from outside the Region (selected at previous year's Conference, with two Alternates); Chairman of the Board of Trustees; and three other Board members. They vote for a candidate, whose name is forwarded to the Board of Trustees for approval at the Annual Meeting immediately following the Conference. The Conference agreed to support:

U.S.(NE): Norma McG.  
U.S.(SE): Marjorie W.





## QUESTIONS:

**Could the past Delegates receive the Ask-it-Basket questions and answers from Regional Seminars?**

He/She should receive them with their issue of *AREA HIGHLIGHTS*, our sharing vehicle for those in service.

**What has happened to the Ask-it-Basket questions from the RSS in Phoenix? When will they be published?**

They will be sent out with the June issue of *AREA HIGHLIGHTS*.

**Why do we change Delegates every three years when AA changes every two years?**

It was decided many years ago that Delegates needed the third year to be completely effective within their Areas.

**How do other states arrange for Al-Anon books for conferences?**

Many Area Convention Committees provide a seed fund to a Literature Committee or Area Coordinator for purchasing a large quantity of CAL for resale at the Convention. The money collected is returned to the Convention Committee. Unsold literature, especially books, can be offered for sale at following Area Assemblies. Many Areas take material on consignment from the literature Distribution Center or local Information Center and pay for what is used, returning the rest.

**What can the Area World Service Officers do when a DR is constantly disruptive at WS Meetings, is dictatorial, distorts information when reporting to respective groups in District and ignores Chairman, Officers, Delegates, placing personalities before principles.**

Detach! DRs are elected by GRs and responsible to the District.

**How can we make groups more aware of Memorials for Al-Anon?**

The Delegate can inform the membership through the Area newsletter or at Assembly meetings. Announcements can be made at District meetings by the DR.

**How can we encourage leadership rather than management for our trusted servants?**

We can consider a member's Al-Anon background in the Steps and Traditions when electing them as our leaders. We can encourage all members to use Traditions and Concepts so they can be informed when we choose.

**As a voting Assembly, how do you have over 200 GRs sufficiently informed on any subjects so that there can be an INTELLIGENT vote?**

Improve communication. Use the Area Newsletter as a vehicle. Send out the Assembly Agenda in advance.

**There is a DR—very active in other levels, State Convention, Alateen Affairs, etc.—who is not serving the District. Should the GRs be advised to replace the DR?**

A group conscience can be taken. See World Service Handbook, pg. 18, item 1c.

**What can be done if a DR resigns and there is no alternate and the groups will not hold elections. Can the Delegate appoint a new DR?**

No. The Delegate and the WS Committee may encourage groups in the District to hold an election but the choice remains within the autonomy of the District.

**If DR moves out of District, should she resign? She is only a few miles from boundary.**

There are no geographic boundary restrictions. DRs are usually an active member of a group in the District. It doesn't matter if they don't live in the town where the group meets.

**Do most GRs ask to be supported financially by their groups (i.e., travel expenses to District and Area meetings)?**

We have no way of knowing if they do, but they can and most groups do provide the money. The Handbook suggests that some members could not serve at all if their travel expenses were not paid by group.

**Should the Area treasury pay the traveling, food, etc., expenses of past Delegates who come to the Area World Service Committee and Assembly?**

Even if they do not hold a current service position, past Delegates have a wealth of experience and information to share, and the decision to pay their expenses to an Area committee and for Assembly Meetings is up to the autonomy of the Area.

**Are past Delegate Conferences part of our Al-Anon structure?**

No, they are not part of the structure. Such get-togethers are organized by past Delegates and are attended on a voluntary basis.

**How many Assembly Areas use a resume in regards to election of Assembly officers?**

A few Areas follow this procedure and have found it helpful.

**If an Assembly secretary is unable to attend an Assembly, may a GR serve as substitute for the day?**

This is up to Area autonomy. A World Service Committee discussion might provide an Area solution agreeable to all.

**When should an Area World Service Committee Treasurer propose the budget?**

This must be determined by your own Area since budgeting and finances are within each Area's autonomy.

**The over-zealous-treatment-newcomers are driving away the regular members . . . What do you suggest?**

Participation is the key to harmony. Long-timers are needed at meetings to share experience, strength and hope; in turn, they benefit from their gratitude and understanding of how far they have come. Many groups have long-timers lead Beginner's meetings and they program many meetings on sponsorship.

**Can an Al-Anon member be an Alternate GR in more than one group at the same time? Can an Al-Anon member be a GR in one group and an alternate GR in another Group at the same time?**

No. (See Policy Digest, MULTIPLE GROUP MEMBERSHIP, and OFFICE HOLDING, item b)



## SPIRITUAL SESSION:

Wauneta H., (SD)

To speak about spiritual experiences can sometimes be much like describing colors or a mirage to a blind person. Before I could step into the unknown, untried, spiritual realm of my life, I had to let go of everything I knew—or thought I knew—before Al-Anon.

During our 30-year battle with alcoholism, I can see when and where I acknowledged Steps One and Two, without even knowing about them. But with all my careful planning and my superb managing, things got worse instead of better. Then one lovely April day, as I was walking across our backyard, I gave up on everybody, everything, and myself included. I just sort of collapsed to the ground. I told God—whatever that might be—that I had had it. I raved and ranted. I spilled out all my walled up feelings. I cried myself weak and exhausted. When I finally got up to go back to the house, I knew something was different, but I didn't know what. It was just what God was waiting for me to do! When I got my fingers out of the pie of my life, God was able to start putting the fruit in!

For me to change from a bossy, loud, busy-body to a quieter, go-ahead-do-your-own-thing person in the space of maybe an hour, something bigger than all of us had to have taken place. Inside me, I knew everything had to be His will—not my will.

My husband Jack and I drove 40 miles or more one way to meetings two, three, sometimes four times a week. Like dry sponges, we soaked up everything we heard. Things began to change as I studied Step Three, trying to understand about peace and serenity, about freedom from myself. I needed Al-Anon's explanation of detachment to see what had happened to me: It wasn't that I didn't love, it was that I didn't hate anymore.

Funny thing, though. In Al-Anon, I finally figured out where the battle field of my life was. It wasn't Jack's alcoholic behavior. It wasn't me out there running here and there, talking myself blue in the face, trying to do and be what I thought others expected of me. No! The battle ground was right here! It still is—in this tiny space of my reasoning and thinking. It is only here that God is able to speak to me in His small still voice. It is from here that I must accept my orders and go to work willingly. In quietness and with peace I've let go many times—the results are always that His ways are best. I learn so many things in meetings, but I remember the lesson better when I experience those principles in all my daily affairs.

It was in 1960 that Jack and I moved from SW Kansas to South Dakota. A combination of events caused us to lose the farm we were buying, and wiped us out financially for a second time. We got into veterinary work, and for over 15 years, 60 days each summer, I have a job artificially breeding cattle. No matter what the weather may be, I'm out with my horse, tending to cows. I know my job well, but knowing what to do, and getting it done can be two different things. That's true whether you work with cattle or people. The education is priceless—every season I seem to learn the same thing from a different angle.

One day I noticed this old cow. I knew by her actions that she needed to be put in the breeding pen, so I slipped down to the water hole on foot. She saw me coming and outran me—got through the gate and away she ran. I could have gotten my horse out again, but he's getting as old and stiff as I am, so I decided to wait. I knew she would be back at sundown. I had her number written down. I'd catch her then.

I got in the pickup, drove up on the hill where I could watch all the cows in the pasture. I watched that old gal as she walked clear around the 360 acre pasture. She was nosing and butting through every bunch of cows. She was bawling, but not a single cow paid any attention to her.

From where I was sitting, I could see two other cows down by the corral. I kept watching, waiting, and wondering. Pretty soon she saw the two other cows. Here she comes—in a dead run! They accepted her as one of them and together, all three cows went in the pen—without any help from me.

It came to me, up there on the hill, in the strangest revealing way: How long had I used my own methods to work out all my problems, my own way? Through 30 years of an alcohol-caused mess, God had watched over me. He tried to help me, but I went running and bawling and looking, everywhere but in the right place. All the time, God had respected my choices. He didn't want me hurt, but He loved me enough to protect me and wait. Until that time, I don't think I had ever honestly thanked God for anything because I hadn't been able to see events as I think He sees them.

From one of my very first meetings, I took and hung onto this poem:

Lord, I know I'm not what I ought to be.

I know I'm not what I'm going to be.

Thank you, I'm not what I used to be

But with you, Lord, I'll be whatever you want of me.

Loubelle McQ., (AK)

Al-Anon is my life. I owe my life to Al-Anon because it gave me a relationship with my Higher Power that I did not have before.

During the early drinking days, Joe and I used to love to go to clubs and parties together, and I think it was truly the grace of God that kept me from being the alcoholic in our family. At that time, I felt that Joe could handle his drinking.

I had always gone to church, but there was still a void in my life. Al-Anon filled that void, enabling me to establish a personal relationship with God. I learned that I could let go and let God work in my life. Even before I had Al-Anon, I now see that God was working—I remember Jos asked me for help and God put the right words in my mouth at the right time. Then I met Cassie, who invited me to my first Al-Anon meeting; she took me to the first three, and then I was able to go by myself.

I sometimes felt that God wasn't listening to me because I wasn't always getting the answers I wanted to my prayers. I didn't understand that He was saying, "Not now, maybe later." Other times I'd question God and say, "Why me?" I realize now that it was necessary for me to go through the difficulties I did so that I could be the person I am today. With my hand in God's, with my continued commitment to Al-Anon and service, I know I will continue to grow.

I am reminded of the old organist who had been playing at the cathedral for a very long time. Finally the congregation felt it was time to replace him with a younger organist. The old-timer played for the last time and met the young man in the aisle as he was turning to go. The replacement asked the old man for the key to the organ, and the old man hesitated for a moment, but finally handed it over. Turning to leave the cathedral for the last time, the old man heard the most beautiful music coming from the organ. He stopped and listened for quite some time. "What," he wondered, "if I had not given the young man my key?" I feel that I was given the key, too, that day when Cassie invited me to my first Al-Anon meeting. Service is my way of passing the key on to another.





# Motions

# SUBSTANTIAL UNANIMITY

to approve the Admissions Committee recommendation that the following participants be seated with voice and no vote: Alberte C., Secretary, publications francaises; Teresa M., Supervisor Spanish Services; Richard Keilly, Controller. (unanimous)

to request that for this 23rd conference a  $\frac{2}{3}$  vote be required for any changes proposed in the descriptive wording supporting a concept as printed in Al-Anon's Twelve Concepts of Service. (29 in favor, 40 opposed, 25 abstentions)

to approve the Board of Trustees action to create a CPC Standing Committee. (80 in favor, 6 opposed, 8 abstentions)

to approve the Board of Trustees recommended amendment to the Al-Anon Twelve Concepts of Service manual, re: CPC Committee, that the following new text be added to the Twelve Concepts of Service manual to appear as item 9, under Concept XI, page 31, of the 1982 printing, noting that the one sentence, relating to improving communication with professionals be transferred and included in the submitted text as amended. "Cooperating With the Professional Community had been one of the activities of Public Information until it became apparent that this service required and deserved more intensive attention. A separate committee Cooperating with the Professional Community was formulated on a trial basis in 1981.

"The basic responsibility of the CPC Committee is to generate good will and facilitate the exchange of information between the World Service Office, the Al-Anon/Alateen Groups and among professional organizations, government agencies and others with whom we must have contact to carry the Al-Anon message of hope.

"The broad objective of the Committee is to make Al-Anon better known to professionals nationally and internationally as a resource for families and friends of alcoholics. It is often the professional who is the first to be consulted, or to recognize the pain of the relative or friend of the alcoholic. The professional, familiar with Al-Anon, is in a position to guide a troubled person to our program at a time when he may be most receptive. The Committee encourages the membership to make contact with professionals at the Area and local level.

"Using recommendations from the fellowship, guidelines are formulated and literature is developed for working with professionals.

"In establishing a CPC Committee, we follow Bill W.'s suggestion of being friendly with our friends, the professionals. We need to develop and improve communication with professionals in medicine, religion, law and education, and with employers, governments, courts, prisons, mental hospitals, and other enterprises in the field of alcoholism.

"Our hope is to improve cooperation between Al-Anon and the professional community, by providing information about *who we are, what we are and where we are; what we cannot do and what we can do.*" (All item numbers following will be changed as will page 27 which gives the names of the Standing Committees). (80 favor, 3 opposed, 11 abstentions)

to approve the 1982 Annual Reports as submitted. (unanimous)

to approve the 1982 FORUM Annual Report as submitted. (unanimous)

to approve the 1982 Financial Report as submitted. (unanimous)

to approve the 1983 Budget as presented. (92 in favor, 2 abstentions)

to approve the following new Policy statement re: Rent for inclusion in the Policy Digest: page 22, V. Use of Group Funds—a. Rent: "Our Tradition of self support suggests groups pay rent for their meeting space. At locations where rent may not be accepted, providing a supply of Al-Anon/Alateen Conference-Approved Literature to the facility can be one appropriate alternative." (All other items to be renumbered accordingly). (93 in favor, 1 abstention)

to approve the Policy Committee's recommendation to increase the amount of money the WSO will accept as a bequest: so that Page 21, of the Policy Digest will read: d. Bequests: The WSO may accept a one-time legacy from an Al-Anon member in any amount up to \$5,000 (formerly \$1,000). (unanimous)

to approve the Policy Committee's reorganization of the Policy Digest as presented (87 in favor, 2 opposed, 5 abstentions)

to approve the Policy Committee's following recommendation to amend the Proposed Policy Digest Revision: Page 15, item c., 2. *Institutions Groups* Experienced Al-Anon members share responsibility for forming groups and leading the meetings. Some institutions groups fall into the category of limited access groups (e.g. those meeting in correctional facilities, abused families' residences and juvenile homes). (90 in favor, 1 opposed, 3 abstentions)

to approve the Policy Committee's following recommendation to amend the Proposed Policy Digest Revision: Page 15, item c. 3. *Limited Access Groups*. These are Al-Anon or Alateen groups but membership may be limited because of location. (79 in favor, 3 opposed, 12 abstentions)

to approve the Policy Committee's following recommendation to amend the Proposed Policy Digest Revision: Page 16, f. *Multiple Group Membership and Office Holding* (Second paragraph, last sentence) No member may, however, be Group Representative (GR) of more than one group at the same time. (92 in favor, 2 abstentions)

to approve the Policy Committee's following recommendation to amend the Proposed Policy Digest Revision: Page 26, V. AUTONOMY OF GROUPS. It is not within the authority of an Area Assembly, Central Service, Al-Anon Information Service (Intergroup) or the WSO to close a group because they disapprove of the manner in which a group practices the Al-Anon program. (91 in favor, 3 abstentions)

to approve the Policy Committee's following recommendation to amend the Proposed Policy Digest Revision: Page 29, 2. *Referrals* (last sentence) Members may, however, be assured that the WSO will make every effort to protect anonymity when cooperating with professionals and others. (unanimous)

to approve the Policy Committee's following recommendation to amend the Proposed Policy Digest Revision: page 32—The logo without the AFG was adopted by the WSO for easy identification of stationery, guidelines and other Al-Anon/Alateen material. *It may be used by other Al-Anon Service Arms for these purposes.* (91 in favor, 1 opposed, 2 abstentions)

to approve amendment to the Corporate Bylaws of Al-Anon Family Group Headquarters, Inc., so that Article IX, item 1, shall now read: "The annual meeting of the Board of Trustees shall be held on the final day of the World Service Conference in April of each year at such place as is designated by the Board of Trustees, except when special circumstances warrant a change of date of the Conference. (unanimous)

to approve the Board of Trustees' amendment to the Conference Charter to eliminate the word 'city' from page 36, article 9, line 1 of the Charter appearing in the 1981-1982 World Service Handbook. (89 in favor, 3 opposed, 2 abstentions)

to approve that the Conference Committee continue searching for facilities to house the World Service Conference in New York City, as well as the rest of New York State, and to hold the Conference in New York City if at all feasible. (60 in favor, 23 opposed, 8 abstentions)

to reword P. 23, Item (7) of the World Service Handbook to read "if an officer resigns or for any reason is unable to serve, a DR may be appointed by the Chairman to replace the officer until another can be elected to complete the term." (89 in favor, 5 abstentions)

that the WSC approve a one year pilot project to explore the attitude toward and feasibility of a Committee name change for Institutions. (82 in favor, 3 opposed, 9 abstentions)

to change the title of the book LIVING WITH AN ALCOHOLIC back to THE AL-ANON FAMILY GROUPS. (73 in favor, 6 opposed, 15 abstentions)

that the already existing five (5) Radio Spots be produced in Spanish and made available for use in P.I. work. (unanimous)

that the budget be allocated for production of the 5-7 minute "Meeting on Wheels" cassette to complete the radio materials program for P.I. (75 in favor, 4 opposed, 14 abstentions)



that the Regional Service Seminars no longer exist on an experimental basis, but that they continue as a permanent aspect of service at the present rate of two per year, subject to change as needed. (86 in favor, 1 opposed, 7 abstentions)

that Standing Committee status be granted to the Regional Service Seminars. (84 in favor, 2 opposed, 8 abstentions)

that the following new text be added to the Twelve Concepts of Service manual to appear as item 12, under Concept XI, page 31 of the 1982 printing: "Regional Service Seminars encourage direct communication between World Service Office Staff, members of the Board of Trustees and service-minded Al-Anon/Alateen members from the Region.

"Since 1961, contact between the Areas and the WSO has been available mainly through Delegates to the World Service Conference. In 1979, striving to stimulate service by increasing communication at the grass-roots level, the World Service Conference approved holding Service Seminars in the six Regions of the United States and Canada, on an experimental basis. Having proven effective, the 1983 WSC voted to have this method of communication, so vital in building a strong fellowship and ensuring its future, become a part of our structure.

"The Regional Service Seminar Committee is composed of a volunteer Chairman, the General Secretary, a Staff Coordinator and two Regional Trustees, one who has just hosted a Seminar, the other who is preparing for the next one. This committee reviews bids from the host Region, coordinates the event, selects personnel to attend and formulates the agendas based on requests from within the Region.

"The Committee depends on Delegates who act as their link to the groups to suggest topics for Seminar workshops and presentations. Thus, each member has an opportunity to share joy and concerns sur-

rounding service to the fellowship." And that the title, Regional Service Seminar Committee, be included in the list of committees on page 27 of the Concept Service Manual. (88 in favor, 2 opposed, 4 abstentions)

that the World Service Office Regional Service Seminar Committee send flyers describing the RSS along with the registration mailing on all future RSS. (84 in favor, 9 abstentions)

to accept the Trustee slate as submitted: Hank G.—3 year term; Rae S.—3 year term; Robert D.—3 year term; Ruth L.—1 year term; Marjorie W., Regional Trustee, USSE, 3 year term; Norma McG., Regional Trustee, USNE, 3 year term. (86 in favor, 1 opposed, 7 abstentions)

to approve the Board of Trustees nomination of the following slate to serve as officers of the Board of Trustees, effective April 23, 1983, through the Annual Meeting of 1984: Henry G., President of the Board; Audrey S., Vice President of the Board; Myrna H., Secretary and Norma McG., Treasurer. (84 in favor, 1 opposed, 9 abstentions)

that the World Service Directories include a listing of Board of Trustees with the addresses and telephone numbers of their choice. (88 in favor, 4 opposed, 2 abstentions)

to approve the Policy Committee's following changes be made to the Proposed Policy Digest Revision: Page 14, I *Membership and Groups*, item c. (second paragraph) The WSO cannot register any group that is solely for Al-Anon members who are also recovering alcoholics and members of AA because it does not qualify to have a Group Representative. (89 in favor, 1 opposed, 4 abstentions)

that the 1983 World Service Conference approve that a survey of our fellowship be conducted. (63 in favor, 24 opposed, 7 abstentions)

