

# SUMMARY

## AL-ANON FAMILY GROUPS

### WORLD SERVICE

### CONFERENCE

TARRYTOWN, NEW YORK



APRIL 30—MAY 5, 1984

#### OUR CONFERENCE THEME:

##### SERVICE—GRATITUDE IN ACTION

"The days ahead promise to be very busy, full and productive, as this Conference strives to live up to its mission as the voice of Al-Anon, worldwide. Each of us has the responsibility of maintaining the fellowship and is trusted to protect and preserve its character. Each plays a vital role. We approach our task in an atmosphere of mutual trust, knowing that with the guidance and of our Higher Power, we can create a harmonious working balance throughout this enlightening and fulfilling week."

Ruth F., Chairman

#### The Opening Dinner:

Featured speakers at the WSO Dinner were Marion O., Delegate from Manitoba, and Margaret O'B., WSO Archivist.

With wry humor, Marion described the numerous obstacles she has overcome in attending three Conferences. The latest and most dramatic of these was the major surgery she underwent only a month and a half before this year's Conference. She voiced her thanks to all who have helped her, including the forerunners who made the program what it is. Calling Al-Anon "the best thing that ever happened to me," Marion quoted Shakespeare's Sonnet 29 ("When in disgrace with fortune and men's eyes") and remarked on the parallelism of its opening lines ("... I all alone beweep my outcast state, and look upon myself and curse my fate. . .") to our pre-Al-Anon selves and of its joyous ending to our recovery. In Marion's paraphrase, "the sweet love of Al-Anon remembered—in bad times and good—such wealth brings that then I scorn to change my state with kings."

Margaret shared her own Al-Anon story, a moving and dramatic one. She described her fearful and difficult childhood in the Depression, the early loss of her father and an uncle to alcoholism, her marriage to a high school athletic hero whose severe emotional problems were not yet apparent. She helped put her husband through college and bore two children before his erratic behavior began to surface. As he lost a succession of jobs and sheer survival became a challenge, Margaret struggled to work while caring for her three small children. Their fortunes steadily declining, her husband fled a criminal charge, returned for a time, then finally disappeared for good. To this blow was added her mother's death from alcoholism and her two brothers' submersion in the same illness. She withdrew from everyone, transferring her obsession to her children and existing only for them. Her fears were paralyzing.

Then, some 13 years ago, a friend told her of a clerical job at Al-Anon Family Group Headquarters. Accepted for this position, she came to attend her first Al-Anon meeting, one held at the office. Although skeptical at first, she soon recognized Al-Anon's spiritual power and became actively involved. In the following years, holding different positions at the WSO, Margaret deepened her understanding of the program and of herself. She singles out her oldest daughter's wedding day as the exemplar of her acceptance of a new way of life. Although one brother was absent because of alcoholism, another brother was involved in a drunken brawl in the church parking lot, and she herself was facing surgery soon afterward, she saw this as "one of the most beautiful days of my life—because you told me I could be happy, and I decided I *would* be." Today her serenity is expressed this way: "Al-Anon has shown me it is not important what happens in my life but how I *deal* with the happenings—how I meet whatever comes my way."

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## OPENING SESSION:

The first session of the 24th WSC began with greetings from Al-Anon's beloved co-founder, Lois W. Welcomed by Conference Chairman Ruth F., Lois delivered her message from a wheelchair rather than the podium. As always, she was received with the utmost warmth. Remarking that "there is nothing like the joy we experience here," she paid tribute to several who were not present—Anne B., who died in March, and Henrietta S. and Mary S., who have been ill—and expressed her gratitude that she could again be present. "Thank you," she said, "for carrying on. Anyone can start a movement, but it has to be continued. You all are doing such a wonderful job that it makes me proud and happy." Explaining that she could not stay for the entire session, she assured Conference members of her love and best wishes for a grand Conference. After a standing ovation, she was accompanied from the room by Hank G., Chairman of the Board.

Conference business got under way with a review by Ruth of the voting procedures outlined in the Conference brochure. Motions may be recommended by Standing Committees, the Board of Trustees, the Policy Committee, or any voting Conference member. Most such recommendations are specific in nature, requiring a formal Conference vote, while others—those calling for a consensus—demand only an informal polling of participants. In the former case, the reading of the recommendation is followed by a motion by a voting member to accept it as read; the motion is then seconded, and discussion is invited. If necessary, a motion may be amended, or it may be tabled for consideration at some future time. When discussion is concluded, the motion is re-read by the Recorder, and a vote follows (with the understanding that all Conference motions are subject to the approval of the Board). Most motions require for passage only a simple majority (although substantial unanimity is always sought), but changes in the Charter must be carried by a 3/4 majority.

Having noted these standard procedures, Ruth then asked Conference members to consider experimenting—for the duration of the 1984 Conference only—with the use of closed balloting, rather than the usual show-of-hands vote, because of the visual difficulty of obtaining an accurate count in the General Session room. She explained that, if this method were accepted, a stack of ballots would be placed before each Delegate to be individually marked for each motion. Marked ballots would be passed to the center aisle and then forward, and would be sorted by Alberte C. and counted by Teresa M. (both non-voting members). After the vote was recorded, ballots would be sealed for later disposal. A show-of-hands consensus revealed overwhelming support for the proposal, and the closed ballot was duly adopted for the duration of the Conference.

Pat B., KY, presented the recommendation of the Admissions Committee that the following participants be seated with voice and no vote:

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


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

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

The motion carried. Pat also noted that clarifications have been made in the Admissions Committee guidelines regarding the possible

presence, for technical purposes, of tapers, recorders, and/or artists.


The roll was called by the Conference Chairman, and Hank G., Chairman of the Board, welcomed Conference members to an exciting week during which "we'll be working for Al-Anon as a whole." Reminding all participants that it was a week for exchange of information and heightened understanding, he emphasized that he was always open to discussion with anyone and would welcome conversations with Delegates at any time. Hank then read the Twelve Traditions; at other sessions they were read by Incoming Panel 24 Delegates; Jeanni P., AK; Gerry Van S., CT; John W., ID; Betty F., IL (S); Judy B., IA; Marna V., LA; Martha N., ME; Barbara S., MO; Skip L., NE; and Valda W., NV.

The Twelve Concepts were read by Florence S., Newfoundland and Labrador; at Subsequent sessions they were read by Panel 24 members Frances K., NH; Claire H., NM; Phyllis M., NY (S); Olive M., Ontario; Conchita R., Puerto Rico; Lorraine K., Saskatchewan; Ginger B., SC; Sue M., SD; Peggy W., UT; and Lee S., WY. 

## STANDING COMMITTEES:

Conference Secretary Helen G. announced the Standing Committee appointments for Panel 24 Delegates, reminding the new Committee members that assignments were based, first, on Delegates' preferences and, secondarily, on the need for a balanced regional distribution.\*

	Panel 23 1983-1985		Panel 24 1984-1986	
ADMISSIONS	Esther K.	MN (N)	Olive McC.	ONTARIO (N)
	Ann O'B	WA	Ginger B.	SC
AGENDA	Denise L.	QUE. (E.)	Jeanni P.	AK
	Gaile J.	VT	John W.	ID
ALATEEN	Jean Louise B.	CO	Judy B.	IA
	Doris W.	OK	Barbara S.	MO
	Howell R.	VA	Conchita R.	PUERTO RICO
COOPERATING WITH THE PROFESSIONAL COMMUNITY (CPC)	Thelma K.	AZ	Florence S.	NFLD/LAB
	Patricia R.	MA	Sue M.	SD
	Doreen D.	NC	Peggy W.	UT
HANDBOOK	Monique B.	ALBERTA	Gerry Van S.	CT
	Gloria H.	ATL. PROV.	Betty F.	IL (S)
	Carol H.	GA		
INSTITUTIONS	Dorothy McL.	AL	Marna V.	LA
	Helen K.	BC/YUKON	Martha N.	ME
	Alma C.	WV	Velda W.	NV
LITERATURE	Helen E.	MT	Skip L.	NB
	Lorraine F.	ND	Frances K.	NH
	Alice H.	WI	Phyllis McL.	NY(S)
PUBLIC	Roanoke McD.	MS	Claire H.	NM
INFORMATION	Jane D.	NJ	Lorraine K.	SASKATCHEWAN
	B.J. M.	OR	Lee S.	WY

\* These appointments are listed as announced at the opening session of the Conference. At a subsequent session, Conference members voted to merge the Admissions and Agenda Committees, freeing some of their Delegate members to sit on the newly-formed Conference Committee on Trustees. For the revised appointments see the Nominating Committee Report, on p.44. 

## SHARING SESSION:

### Sharing Concerns

**Moderators: Robert D. &  
Rita McC., Board of Trustees**

Ruth F., Conference Chairman, introduced the Conference's first open discussion session thus: "The unity of Al-Anon and Alateen is being tested this week. Conference members have their differences, as should be, but they can be overcome or solved in an understanding, harmonious way. . . . Let us try to improve communication, have trust and faith in each other. There should not be feelings of 'we' and 'they' that have been previously expressed. We are one: we are all Al-Anon and Alateen members with the same purpose. In our next session, let us remember Lois's words:

'Our unity is one of the most precious things we share. Without unity we would have no growth. Without growth we would wither and die. Unity is our lifeblood.' "



Trustee Bob D. opened the session by noting that its main purpose was to encourage wide-ranging discussion by everyone present, but also added a few comments of his own. He came to his first Conference some years ago, he said, quite aroused by things he had heard from his predecessor: he was sure there were major problems and he was determined to fix them! Later, with experience, he realized that he didn't have all the information and that not everything he'd been told was accurate. Emphasizing the importance of good communication, he stated his hope that, through discussion, participants could overcome misapprehensions and lack of knowledge, and achieve mutual understanding. "Everybody's here," he said, "let's get the questions and answers together in this room."

And, indeed, there were many questions and answers! The discussion that followed lasted for more than three hours, ranging over the widest possible variety of topics—from smaller, more specific problems to sweeping concerns about the interrelations of the Conference, the Board of Trustees and the WSO.

Specific matters addressed included such questions as whether Delegates living near the WSO may attend In-Town Committee meetings (occasionally, perhaps, but not on a formal basis); the difficulties for Delegates in the western U.S. of managing quick responses to WSO requests; confusion regarding the figuring of bulk literature orders; and whether the Board is considering combining Institutions with CPC (it had been briefly discussed in conversations, but never acted upon).

The session turned toward more complex, deep-seated problems when it was addressed by a Delegate who had left the 23rd WSC disturbed and unhappy and who took this opportunity to air several concerns that he felt should be confronted by the Conference: the general feelings of mistrust and ill-will remaining from last year; a strong and apparently widespread desire for individual approval of candidates for the Board (rather than whole slates); and the need seen by many Delegates for some sort of management study to be undertaken at the WSO. Noting that the new Conference already seemed promising, he recalled, however, that in 1983 he had felt "angry, manipulated and the victim of a hidden agenda" and had found through correspondence that several others had had similar reactions. Although, since then, he had come to see that it is important for the Conference to be "us" rather than "we and they," he still felt strongly about the need for certain changes, which, having been proposed by various Delegates over a period of years, seem to represent principles and not personalities.

He and others who followed him to the microphone expressed the feeling that, too often in the past, Delegates' wishes had been ignored ("things we voted on somehow don't seem to happen"); that communication had been too casually treated and had often broken down; that decisions on key issues were sometimes too rushed, with the consequence that Delegates tended to have the feeling of merely rubber-stamping decisions that had already been made elsewhere. There was extensive discussion of the desirability and/or drawbacks of a management analysis to be conducted by members, the idea of which had been opposed by Staff and the Board at the WSO. The General Secretary explained this reaction by pointing out, first, that she had had no clear cues from Delegates as to what they really wanted, and, second, there was no clear understanding (but much fear) of how the results of such a study might be used. She described the efforts of the WSO Staff during the past year to engage in a serious study of the Concepts and to take their own inventories, noting that enormous progress has been made. (This observation was confirmed by many Delegates who said they now felt a changed atmosphere at the WSO.) Many Staff Secretaries, as well, freely shared their feelings about the projected study.

The Chairman of the Board registered the Board's genuine concern about all of these issues, saying, "The Board has spent the best part of the last year responding to your concerns." He noted that much soul-searching had taken place and that, as a result, a Conference Committee on Trustees is being recommended during the WSC and that a management study by a firm of management consultants *would* take place. In regard to the latter, he observed that two important reasons seemed to demand its adoption: the need to learn if the WSO pays its Staff appropriately and the desirability of establishing more specific governance interrelationships than those generally stated in the Concepts. He cited the importance of employing for this purpose specialized consultants familiar with the problems of not-for-profit organizations so that systems can be created that will be truly responsive to the needs of Al-Anon worldwide. "We want," he said, "to give you a feeling of *what we're doing—and why.*"

As the evening wore on, with more and more feelings shared, the evidences of candor, honesty and a spirit of cooperation were so abundant that the tone of the meeting changed gradually from one dominated by suspicion and unhappiness to one of relief and rejoicing. This was reflected overwhelmingly in many remarks made during the last hour or so of the discussion:

(continued on p. 9)

## THE GEN'L SEC'Y:

Dear Conference Members,

Throughout 1983, the World Service Office staff and volunteers searched inwardly to gain new insights and greater understanding of our relationships with one another and with the World Service Conference. Using the Twelve Concepts of Service as a guide, and through personal study and collective discussions, we gained a sense of renewal. This expressed itself through more open communication and an eagerness to affirm what we already believed—that unity will prevail over any challenges we face. With these thoughts in mind, we all moved forward in accomplishing our fellowship's goals.

The progress made to accomplish these goals can be seen in these Annual Reports. Such projects as the ALATEEN - a day at a time book, the second edition of AL-ANON FACES ALCOHOLISM, new audio tapes, new Public Information materials, and an improved packaging of our service manuals, to name but a few, have been completed.

Growth of our membership and keeping up with this growth is the concern of us all. Through our service links, gaining direction from the groups, we will continue to work together to serve generations of Al-Anon and Alateen yet to come.

Yours in fellowship,  
Myrna H.  
General Secretary

## WSO ANNUAL REPORT:

### APPROVAL OF 1983 ANNUAL REPORTS

Because of a realization that in previous years—when the reports were presented for approval as a group—Delegates had not been afforded sufficient opportunity to respond to them individually and to raise specific questions, this year the Committee Chairmen and Staff Secretaries were invited to update the reports briefly, if they wished, and to answer questions from the floor regarding their content.

Most of the Committees deferred updates on their activities to sharing sessions already on the agenda, but a few did offer additional comments, and a substantial number of questions were raised.



Myrna H.

The World Service Office 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 made available to all registered English-speaking groups throughout the world, and the abridged version of *INSIDE AL-ANON* is distributed in French and Spanish.

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, is responsible to the Board of Trustees and the Executive Committee for the implementation of administrative policies of the corporation, management and operation of the WSO, and overall supervision of all staff members. As Secretary of the Board, the General Secretary is a Trustee, as well as an ex-officio member of all WSO Committees.

**Administrative Staff**—Besides the General Secretary, the Administrative Staff consists of the Deputy General Secretary, the Controller, The *FORUM* Editor, the Office Supervisor, the Archivist and the Secretary/Coordinators of Standing Committees. Weekly staff meetings allow discussion of: Staff concerns, coordination of mailing and services, letters requiring a group consensus, and matters of importance to our entire operation. Many ideas have emanated from Staff discussions, including the spearheading of an open house for the membership in the Northeast Region. There was also excellent cooperation when the reassignment of Staff assistants became necessary to provide a more equitable division of our workload. While the CPC Staff Secretary, Pat H., was on maternity leave, each Staff Secretary handled a portion of Pat's assignment to avoid interruption of her work. During the Deputy General Secretary's absence for major surgery, much of Sandra's assignment was also handled by the Staff. Both Sandy and Pat provided direction through telephone communication.

In the course of the year, the value of Staff taking a group inventory was evidenced by strengthened communication and improved personal relationships. Bi-weekly study of the Concepts, as a lunchtime activity, enhanced these accomplishments and provided greater insights into our overall service structure.

In addition to committee responsibilities, general correspondence was apportioned to Staff Secretaries as follows: U.S. (Northeast), Patricia H.; U.S. (Southeast), Helen G.; U.S. (Northwest), Ann S.; U.S. (Southwest), Margaret O'B.; Canada, Susan H.; other countries, Mary Ann K. During the year, each Staff member also contributed articles to *INSIDE AL-ANON*, *AREA HIGHLIGHTS* and The *FORUM*.

Due to the resignation of Hildegard V., *FORUM* Editor, a letter was sent to groups in the U.S. and Canada, announcing availability of the position. There were approximately 50 applicants, and Fran H., a member of The *FORUM* Committee who had been serving as Interim Editor, was named Editor in October.

Several *FORUM* Editor applicants, all members of Al-Anon, were subsequently interviewed for possible future employment, and two are now compiling and editing material for literature publication, on a freelance basis. Other professional writers, who are also Al-Anon members, have contracted with the WSO to develop material, from members' sharings, for Conference-Approved Literature.

## SUPPORT STAFF: Reported in conjunction with Joan Hochbaum, Office Supervisor

Early in the year, a Substitute Assistance list was compiled after sending a letter to groups, asking members to work at the WSO on a substitute basis. This eliminated the high cost of advertising and avoided interruptions in the work flow during times when a support staff employee was disabled or when an extremely busy period required additional office help.

Several promotions and reassignments occurred from within, and one long-time staff member in the Group Records Department, Eileen Kahn, retired.

**Salary Studies**—Salary ranges of all grade levels were adjusted in March as a result of our annual salary survey.

As a result of a study in the N.Y. metropolitan area on salaries of word processing operators, a new grade level was established, allowing for two staff promotions.

**Benefits**—Benefit programs continued to be studied to compare WSO's staff benefits with current industry practices. This revealed the need to upgrade our package by offering employees the option of accumulating additional sick days beyond the present maximum of thirty days, or to be paid one day for every two days accumulated beyond thirty days. Additionally, at no cost to Al-Anon, we were again able to encourage personal financial planning, with the aid of an investment firm representative. Seminars on tax shelter plans were also held.

**Job Evaluation Plan**—Evaluation of staff members were conducted by the appropriate supervisor. These evaluations involved discussion between the parties so that an understanding of performance strengths and needs could be developed.

**Educational Programs**—Eleven out of fifteen of the Secretarial/Clerical team members were trained in-house on our Word Processors. This increased productivity and eliminated the need for outside training.

Pam V., a member of the Secretarial Team skilled in document building (a Word Processing System that merges mailing lists with correspondence), held a seminar for team members.

Preparing for the installation of our own computer system, Richard Keilly, Controller, attended a seminar on computer studies.

Susan H., Public Information Secretary, attended a three-week program at the Rutgers Summer School of Alcoholism Study.

Other outside training programs have been provided to staff needing to sharpen their skills in layout, design and other fundamentals of magazine publishing.

**Volunteer Support Help**—To alleviate some of the heavy workload and remain within salary budget, a volunteer effort was initiated by sending a letter to local groups requesting volunteers.

Volunteers who served in various departments (Group Records, *FORUM* Circulation, etc.) returned on a regular basis, and a warm and loving relationship developed between volunteers and staff.

## OFFICE OPERATIONS: Reported in conjunction with Joan Hochbaum, Office Supervisor

**Computerization**—Before the purchasing of computer hardware, Richard Keilly, Controller, worked with a computer consultant to determine which equipment would best fill our needs. Richard and other staff members then provided input toward developing the software package for Group Records, Accounting, *FORUM* and other periodical subscriptions. The hardware was installed in the fall, and staff members trained in computer operations worked on the conversion of Group Records and Accounting. Subscription conversions will take place in 1984.

**Offset Production**—Approximately 2,260,712 copies have been run off on the present in-house offset equipment. An attachment has been purchased that allows two colors to be printed simultaneously. Because it provides better in-house capabilities, this has proven time-saving and cost effective.

**Duplicating Equipment**—A new heavy-duty copy machine was purchased that can double the quantities of copies produced. It also has reducing and enlarging capabilities.

**Mailings**—A system to consolidate Delegate mailings has resulted in a considerable savings in postage and time.

**Telephone System**—A company representative met individually with staff to review the system's features.

**Filing System**—The Filing Supervisor met with each department Supervisor and Staff Secretary to study ways of improving present filing systems, both in central filing and in the Staff members' individual files. Improved retrieval methods were instituted.

**Subscriptions**—A chart of statistical information was developed to give a more accurate *FORUM* print run, as well as tracing subscription growth. To allow easy access to back *FORUM* issues, a central location has been set up in the Shipping Department.

**FORUM Circulation**—An outside Computer Service Bureau continued to handle our subscription information; however, first and second renewal notices to *FORUM* subscribers have been replaced by personalized letters; the third notice is a brief reminder.



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

	Al-Anon	Alateen	Lone Members	GSOs, Information Services, etc.	Institutions Groups
<b>Total Registration Worldwide 12/31/83</b>	<b>18,501</b>	<b>2,808</b>	<b>199</b>	<b>269</b>	<b>545</b>
<b>United States</b>	<b>11,940</b>	<b>1,912</b>	<b>70</b>	<b>144</b>	<b>461</b>
<b>Canada</b>	<b>1,861</b>	<b>329</b>	<b>28</b>	<b>17</b>	<b>30</b>
<b>International (outside the U.S. &amp; Canada)</b>	<b>4,700</b>	<b>567</b>	<b>101</b>	<b>108</b>	<b>54</b>
<b>1982 Registration</b>	<b>17,082</b>	<b>2,616</b>	<b>186</b>	<b>227</b>	<b>467</b>

**Registered Literature Distribution Centers (1983): 109\***

\*The 1982 Report erroneously listed the total number of Registered Literature Distribution Centers as 160; the correct figure for 1982 was 98.

**World Directory** - The three sections of the World Directory for U.S. and Canada were distributed to Conference members at the 1983 WSC. Directories were mailed to all registered groups in the U.S. and Canada during the month of May. The following were sent to groups:

U.S. East	5,821
U.S. West	6,505
Canada	1,595
GSOs, Information Services	269

General Service Offices and Information Services in the United States, Canada and abroad received a complete set of Directories.

The International (outside the U.S. & Canada) Directory was mailed in bulk to GSOs for distribution to the groups. In countries without a GSO, the Directory was sent directly to each group.



**PUBLICATIONS:**

The book *ALATEEN — a day at a time* made its debut in April. Within a three-month period, the initial order of 50,000 had completely sold out. By years end, 77,300 copies had been sold. The *FORUM* reprint, *Al-Anon Is For Adult Children*, was produced in pamphlet form and became available for sale in early October. By the end of 1983, 44,300 copies had been sold. Having received approval by the 1983 World Service Conference, the four service manuals were produced for insertion in a three-ring looseleaf binder; a specially designed binder is available from the WSO, or members can use their own standard binder.

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

**Mailings**

**Subscriptions:**

	<b>Total</b>
FORUM	48,232
ALATEEN TALK	2,200
INSIDE AL-ANON	2,835
AL-ANON IN INSTITUTIONS	572

**Group-Wide Mailings**

Six issues of <i>INSIDE AL-ANON</i> (with enclosures)	100,181
Tri-Annual Appeal Letter	47,799
1983 Conference Summary	17,167
Revised Service Manuals	14,608
1984 Directory Questionnaire (U.S. & Canada)	14,998
Personnel mailing ( <i>FORUM</i> Editor) U.S. & Canada	14,292

**Limited Mailings**

1. Six issues of <i>ALATEEN TALK</i> to all registered Alateen groups	21,716
2. Three issues of <i>AL-ANON IN INSTITUTIONS</i> to all Institutions groups	4,865
3. Seven issues of <i>LONER'S LETTERBOX</i> to all lone members and loner's sponsors	3,936
4. Five issues of <i>DENTRO DE AL-ANON</i> and <i>AL-ANON/ALATEEN EN ACCION</i> (with enclosures) to all Spanish-speaking groups	15,401
5. Four issues of <i>AREA HIGHLIGHTS</i> (with enclosures)	4,451
6. <i>AL-ANON SPEAKS OUT</i> to all professionals on our mailing list	8,740
7. CPC mailing	6,000
8. Five advance notice mailings announcing new literature to GSOs, Information Services, Literature Distribution Centers and Delegates	3,074
9. Contribution Acknowledgments	8,202
10. Questionnaire to Lone Members	191
11. International Directory Questionnaire (Group) (Lone members)	834 99
12. Letter and updated Guidelines for Literature Distribution Centers	155
13. Mailing to the groups in the NY Area for Volunteers	450
14. International Directory	1,729
15. Questionnaire to Al-Anon/Alateen groups meeting in hospitals	1,046
16. Open House Invitation	4,184
17. Regional Service Seminar (U.S. Southeast)	2,772
18. Regional Service Seminar (U.S. Northeast)	3,858
19. Regional Service Seminar (Canada West)	766
20. Delegate's Control Register	713

**QUESTIONS:**

**Can an Area incorporate under its respective state laws and then groups or Districts use the Area number to meet federal/state banking requirements? Banks are requiring social security numbers for all accounts, not just interest bearing ones.**

No. The federal identification number you receive registers the organization with the Internal Revenue Service. Use of this number requires that you effectively control the groups, accounting for their income and expenses. Obviously, in Al-Anon, this is impossible because each entity is separate. Therefore, only those organizations that do control their groups, i.e. Boy Scouts, are covered under a Federal reporting umbrella.

**Is it proper to pass the basket at District meetings or Area Assemblies?**

The decision to pass the basket at District meetings or Area Assemblies comes under the principle of autonomy. Experience shows a registration fee is customarily required at both service levels; in some Districts or Assemblies the basket is passed as well.



## PROFESSIONAL SERVICES:

**Auditing**—Semi-annual audits were conducted by the firm Owen J. Flanagan Company. Mr. Flanagan met with the General Secretary, the Controller and the Treasurer on completion of each audit to discuss our financial position.

Mr. Flanagan was also asked to submit his professional view of the advantages and disadvantages of The *FORUM* becoming a separate entity from the WSO.

**Legal Advice**—A Personnel Attorney worked with us on several employee-related problems.

The triangle design (circle within the triangle) has been registered as a trademark in the U.S. and Canada, and the name Alateen has been registered in Canada.

## GENERAL CORRESPONDENCE:

Among the many letters responded to by the Staff, the following were considered more unusual: request for information on "Sex, before and after Sobriety"; having the Al-Anon Banners produced in Spanish; subsidizing group members when attending an Area Convention; whether an Area Assembly can establish a memorial fund for the purchase of office equipment; why Al-Anon is holding a separate International Convention from AA; why we are dropping mention of AA in our literature; objection to the disunity caused by having non-smokers groups; objections to a group's holding several meetings in one week in the same clubhouse as another group; request for literature with specific references to grief; an objection from a member concerned that an individual from a treatment center was being invited to give talks on sex at group meetings and distributing literature on the subject; a request for a list of treatment centers for Al-Anon members only; a request for material for parents concerned with teenage alcoholism; a request for membership lists of recovering women alcoholics who attend Al-Anon; a request for guidelines on discussion of incest.

During the third quarter, the Staff devoted many hours to personally answering letters from concerned members, mostly correcting misinformation regarding a variety of Conference actions. These letters referred to the survey of the fellowship; the question asked at the WSC about purchase of property in which to house the WSO; using freelance writer/editors; withholding contributions to the WSO because of its supposed "internal problems," the resignation of The *FORUM* Editor; and having an independent commission to study management and staff relationships.

## INFORMATION SERVICES:

### Margaret O'B.

Thirteen Information Services were registered this year. Correspondence included: responding to an AA Intergroup, that has for years listed Al-Anon groups in its meeting list, and which now inquired whether to list the groups for adult children. There was also communication on: listing "Chapter 11" group; objection to a treatment center placing an ad in the classified telephone book that mentioned Al-Anon as part of their program; whether an A.I.S. can make referrals to outside agencies; why WSO does not send bulk registration forms for new groups; why liaisons to A.I.S. are not receiving mail from WSO in addition to the Information Service; a request for speakers' forms; advisability of stocking and selling non-Conference-Approved Literature since the AA Information Service in the same building was doing this.

An Ask-It-Basket question inquired why other officers such as Public Information and Answering Services are not listed in the "Getting in Touch" mini-directory. It was reaffirmed that this directory lists only Information Services, Central Service Offices and General Service Offices (overseas).

## PUBLIC RELATIONS:

Our Public Relations efforts were highlighted by Al-Anon's cooperation with WQED/Pittsburgh in their national television outreach project "The Chemical People." Public television stations across the United States joined with twenty-six service and civic groups to spearhead this community project to combat school-age drug and alcohol abuse. First Lady Nancy Reagan, who hosted two one-hour television specials aired in November, welcomed participating and cooperating agencies at the White House on March 21st. The General Secretary received an invitation to a luncheon, and Susan H., P.I. Secretary, joined Myrna after the luncheon for a briefing meeting in the East Room of the White House. Myrna presented Mrs. Reagan, through her Press Secretary, with a copy of LOIS REMEMBERS, in which Lois had written a special message.

A thank you letter was sent to Mrs. Reagan, expressing gratitude for welcoming Al-Anon representation at the White House.

Sandra F. was invited by the University of Utah to attend their summer school session on alcoholism as a university staff member. She and a member from the AA General Service Office participated in a panel on community resources. Sandy also told her personal story at an open meeting attended by the students, faculty and local members. At the request of local Al-Anon members, she took part in a radio and TV interview.

The Children of Alcoholics Foundation held a gallery reception in October that was attended by Linda McF. and Mary Ann K. This poignant display of art revealed the child's view of parental alcoholism. Contact was made with several professional people interested in the field of alcoholism.

## OPEN HOUSE

Carole K., Mary Ann K. and Joan H.

The WSO Open House was held on Saturday, November 19, 1983, from 8:30 AM to 1:00 PM. An Open Al-Anon meeting followed at a nearby church. Many guests were surprised at the size of the office and enjoyed meeting the staff.

Attending were 226 guests, 22 volunteers and 60 staff members. The comments of all present indicated that the event was a success.

## IN-HOUSE LIBRARY:

The small conference room has been equipped with shelves that are now ready to accommodate many books and other interesting material pertaining to alcoholism and related subjects. Staff members were asked to examine their own shelves or files for material to donate, and a lending system was developed.

## VISITORS:

Members, their spouses and friends toured the WSO from the following places: Argentina, Australia, Brazil, England, Finland, Iceland, Ireland, Japan, Scotland, South Africa, Sweden, Quebec, Arizona, California, Colorado, Connecticut, Florida, Illinois, Kansas, Louisiana, Minnesota, Missouri, Nebraska, New Hampshire, New Jersey, New York, North Dakota, Ohio, Rhode Island, South Dakota, Texas, Washington D.C., and Wisconsin—a total of 85 visitors.

## VOLUNTEERS:

Approximately 2,804 in-office volunteer hours were contributed to general administration during 1983. About 1,510 of these hours were devoted to administration, with about 1,294 given to support services.

## INVITATIONS FOR STAFF, TRUSTEES, AND COMMITTEE CHAIRMEN TO SPEAK AT CONFERENCES/CONVENTIONS:

### Inez G.

**The First Quarter**—Ann S., Institutions Staff Secretary, spoke at the Anniversary group meeting at Mercy Hospital in Rockville Center, New York. Audrey S., Regional Trustee U.S. (N.W.) and Myrna H., General Secretary, participated in the Eighth South Carolina Al-Anon Convention; Audrey also attended the West Central Al-Anon Conference.

**The Second Quarter**—Ann S., Institutions Staff Secretary, participated in the 11th Annual Michigan Al-Anon Convention. Helen G., Conference Staff Secretary, participated at the Blossom Time Convention in Niagara Falls, Canada. Audrey S. participated in the 10th Louisiana Al-Anon Conference. Margaret O'B., Archivist, participated in the Manitoba 5th Annual Al-Anon/Alateen Conference and the 11th Pennsylvania Al-Anon Convention.

**The Third Quarter**—Myrna H., participated in the New Hampshire First Al-Anon Convention. Carole K., Alateen Staff Secretary, participated in the Colorado State Convention. Audrey S., participated in the Northern Illinois AFG Assembly and the Wisconsin Al-Anon Fall Assembly. Mary Ann K., International Staff Secretary, participated in the Georgia Al-Anon Convention.

**The Fourth Quarter**—Carole K. and Margaret O'B. participated in the Eastern Alateen Convention Seaboard in Maryland and Carole also participated in the Gulf Coast Roundup in Panama City Beach. Susan H., P.I. Staff Secretary, participated in an Al-Anon Convention in Oklahoma. Sylvia R., member of the Board of Trustees, participated in the Al-Anon Convention in Hawaii.





## NPIC REPORT:

### NATIONAL PUBLIC INFORMATION OF CANADA

Joanne B., Chairman  
Ruth H., General Manager

**NPIC OFFICE:** At a meeting held in Winnipeg to review structure, with Ruth H., Joanne B., Cay C., and Ruth F. attending, Ruth H. submitted her resignation, effective November 30.

Gloria P., who had been working in the Winnipeg office, was subsequently hired as office secretary. Since the office had been housed in a portion of Ruth's home and a search for short term office space proved unsuccessful, Gloria proceeded with an orderly move to vacant space in her husband's business premises. Telephone, bank and postal changes were effected, and there was no significant interruption of service. Members of the NPIC were informed of the move. A search for a permanent location is underway.

### CANADIAN BULLETIN:

**1983**—A total of 19,504 Bulletins had been distributed by year's end, even though production was delayed until April.

**1984**—As directed by the Board, Cay C., Ruth F., and Joanne B. finalized copy prepared by the Committee; it was then forwarded to the WSO for completion due to the transition in the NPIC office. Requests continue to arrive for the 1981 and 1982 Bulletins.

### NPIC ANNUAL MEETING:

Held at the International Inn in Winnipeg on September 9-10, 1983, this meeting was designed to clarify NPIC procedures and direct future activities. Fourteen Canadian members, plus Hank G. and Virginia M., attended. It was determined: 1) That if a cost and feasibility study is favorable, the Canadian Bulletin will be printed at WSO and listed on WSO literature price lists for a trial period of one year. 2) That we will proceed with the reproduction in French and English of the article "Al-Anon and Counseling," from *COGNICA*, Volume XIII, Number 8, April 1982, written by Ruth H. (Permission has been received from Canadian Guidance & Counselling Association for this reprint.) 3) That an interim committee will meet quarterly in Winnipeg, not as a decision-making body, but as a supportive group to the office. (Chairperson of NPIC to attend quarterly meetings; other Canadian trustees to attend two meetings per year.) 4) That the NPIC display booth will remain the responsibility of the NPIC office, to be used only at conferences with NPIC involvement, for a trial period of one year. 5) That the third NPIC luncheon, for 1984, will be held in the fall in Ottawa.

### EXHIBITS IN CANADA:

May—Canadian Addictions Foundation, Medicine Hat, Alberta  
June—Canadian Guidance & Counselling Association, Fredericton, N.B.  
June—Canadian Health Libraries Association, Winnipeg, Manitoba

In each instance, a complete set of hardcover books was suitably inscribed and presented to the Chairman of the event for their association library. Exhibition space has been reserved for the American Orthopsychiatric Association Convention in Toronto, April 7-11, 1984, and for Addictions Extravaganza, Regina, May 5-6, 1984. Negotiations for a presentation on the program are ongoing.

**NPIC ANNUAL LUNCHEON:** One hundred seventy invitations were mailed for the Public Information luncheon, held in Regina. Sixty responses were received from governmental, industrial, corporate, judicial and health & welfare sources. Media coverage was arranged by the Saskatchewan P.I. and CPC Committees. Written comments and requests for further information from professionals who attended this event have been encouraging. Follow-up continues, with referrals also to the Area P.I. Coordinator.

### NPIC PROFESSIONAL ACTIVITIES:

An article about Alateen has been published by the Rail Canada Traffic Controllers' Union newsletter. Two thousand five hundred Canadian Bulletins were supplied for distribution with the next mail-out of this national newsletter.

Canadian Addictions Foundation requested 1,000 1983 Bulletins for distribution to their membership.

A telephone inquiry was received from the Director of EAP's, Federal Department of Fisheries, Halifax.

A set of inscribed hardcover books was presented to Health & Welfare, Canada.

One hundred 1983 Bulletins were distributed at the Alberta Medical Association Conference, preparatory to NPIC participation at the Canadian Medical Association Conference, 1984.

Staff of Selkirk (Manitoba) Community Health Centre (a federally funded psychiatric institution) was presented with a set of hardcover books for the centre's library.

Ongoing: Follow-up with professionals who register at exhibits; letters and CAL catalogs sent to registered Health librarians; numerous conferences basically of an Area nature referred to Area Coordinators. ▲

## NPIC SESSION:

Joanne B., Chairman

Chairman, Joanne B., reported that NPIC is now in a transition period in which a restructuring of this subcommittee of CPC is underway. Canadian members were recently canvassed with a list of questions, and on the basis of their responses, certain changes have been proposed to the WSO. If approved, the subcommittee would include two WSO Trustees from Canada, one French-speaking Canadian member-at-large, the volunteer chairman of CPC, and the CPC and P.I. Staff Secretaries. Meetings would be held quarterly during Board week at the WSO. These proposals were discussed with the Canadian Delegates and Trustees present at the Conference and, after careful consideration, were accepted; they remain to be validated by the remaining Canadian members (not in attendance at the Conference) and the Board of Trustees.

Another major change in the offing is a projected relocation of the NPIC office from Winnipeg to the national capital, Ottawa. The relocation itself is not likely to present a problem, according to Joanne, but finding the right person to staff the office may be more difficult.

During the brief discussion period, one Canadian Delegate shared her conviction that these changes would strengthen unity and help greatly in the effort to reach Canadian professionals. Another Canadian Delegate registered a strong objection to the presence of Americans on the subcommittee, believing that it should be a strictly Canadian effort. ▲

## QUESTIONS:

**Can an individual order AREA HIGHLIGHTS? If so, what is the cost?**

**AREA HIGHLIGHTS** is not available on a subscription basis. This bulletin is a quarterly report from the WSO to Area Delegates and has a limited distribution. Usually, articles of general interest are excerpted and printed in Area newsletters. In this way, members are kept informed.

**After roll call it dawned on me that we are missing one state. Where's Alaska?**

While the groups in Alaska have been encouraged several times over the years to join the Conference structure, it is our understanding they are not as yet ready to do so.

**How many paid employees does the WSO have? What are the job positions covered?**

As of May, 1984 there are 64 paid employees in nine grade levels which includes all positions such as shipping and filing clerks, accounting personnel, data processing operators, clerical/secretarial/word processing operators, Spanish translators, service assistants, Staff Secretaries, *FORUM* Editor, Controller, Deputy General Secretary and General Secretary.

### General Secretary's Update

**Discussion focused on a request from the floor for the divulgence, in future financial reports, of the WSO salary ranges (or averages within each range or grade).** Hank G., Chairman of the Board, stated that so far the Board had ruled such figures confidential. He added that, if the Conference so willed, that policy could be overturned (even though he personally felt it would be a mistake), and suggested that the Delegate making the request present a motion at the financial report session. (See *BUDGET*, Summary p. 21.)



## SPECIALIZED SERVICES REPORT:

Sandra F., Deputy General Secretary

**Audio-Visuals**—A committee consisting of Alan S., Stephanie O'K., Myrna H. and Sandra F. developed a revised procedure for producing audio-visuals, which was subsequently approved by the Board of Trustees.

Audio-visual projects in the developmental stage are: a cassette recording of Anne B. and Lois W., for archival and possibly distribution purposes; a 5-7 minute radio spot for P.I.; Alateen cassettes; Spanish radio spots; and a second cassette of readings of our literature. A survey of members who purchased our first literature recording (Alcoholism: The Family Disease) was passed on to the Literature Secretary for consideration in preparing the second reading.

**Guidelines**—The Public Information and What is Expected of An Alateen Sponsor Guidelines were updated. New Guidelines are: Service in Correctional Facilities, District Meetings and CPC Service. The order blank for Guidelines and Other Aids was updated, and the Guidelines for Alateen, Literature and Institutions Coordinators were removed.

A questionnaire sent to the 16 Study-Discussion groups listed in our World Directory solicited their experience with topics and the help provided by such groups. No responses were received. Because of the lack of interest and usage, the Guidelines for Study-Discussion (G-5) were discontinued.

Our By-laws were updated, as amended by the 1983 WSC (see article IX, Meetings, item I), and Purpose & Duties of WSO Committees for Al-Anon and Alateen were revised, based on a recommendation of the Policy Committee approved by the Board (see item II., 3.).

**Material for the Visually and Hearing Impaired**—Permission was given to the following agencies to reproduce our material: The State Services for the Blind in St. Paul, Minnesota, to transcribe Living With Sobriety onto a cassette; The Canadian National Institute for the Blind, to transcribe THE DILEMMA OF THE ALCOHOLIC MARRIAGE and AL-ANON FACES ALCOHOLISM into Braille and onto Cassettes; The D.C.A. Program for the Blind in Darien, Connecticut, to record ONE DAY AT A TIME; The Royal Victorian Institution for the Blind in Australia, to record LIVING WITH AN ALCOHOLIC; The Recording for the Blind, Inc. in New York, to record THE DILEMMA OF THE ALCOHOLIC MARRIAGE. All of these organizations will be added to our resource list of material for the visually impaired developed this year as well as our listing of material for the Visually & Hearing Impaired.

Other correspondence include: A request for material in Braille, particularly the ODAT and Twelve Steps and Traditions, from a member in Oakland, CA; a member in Bismarck, ND, sent a Braille copy of ODAT given her by the family of a deceased Al-Anon member; a member seeking a group for the deaf in NJ; a request for the ODAT in large type; a request for the Twelve and Twelve on cassettes; a request for information about tape libraries and material for the developmentally disabled.

After receiving several letters requesting resources and material for the hearing impaired, we investigated AA's method of communicating with deaf members. We learned they had a telecommunication device (they used the unit four times in two years) and wrote to a firm in New Jersey requesting information. The firm offered the WSO a free unit, but we declined the offer, citing our Tradition of self-support. When they quoted us the cost, it was decided that such a purchase is not presently feasible.

**Other Material**—The following specialized items were sold: 584 Beginners Tapes; 680 Alcoholism, The Family Disease Tapes; 49 new TV Spots (picnic, worker); 143 Radio Spots; 18 Structure Slides; 18 Structure Filmstrips and 305 Lois W. and The Pioneers; 16 old TV Spots.

## SPANISH SERVICES REPORT:

Sandra F.

Although combined printing of English & Spanish literature has resulted in lower unit costs and improved quality, we are now overstocked. As a result, combined printing of new items has been discontinued pending further study.

To facilitate the purchase of Spanish literature, foreign currency is now being accepted. In the past this practice was discouraged due to losses incurred from fluctuating exchange rates and the difficulties in converting currency into U.S. funds. The effect of this liberalized policy will be further studied.

A groupwide mailing of the Spanish order blank was sent to all English-speaking groups with the April-May issue of *INSIDE AL-ANON*, resulting in an increase in sales.

Figures for typesetting the service manuals were obtained. In considering costs, the Budget Committee recommended the following: World Service Handbook - use an insert sheet to indicate changes in present mimeographed version; Twelve Concepts of Service - use an insert sheet; Policy Digest - prepare in typed form like the World Service Handbook and the Twelve Concepts of Service. (Al-Anon and Alateen Groups At Work is already typeset). This decision was based on allocation of funds to obtain a Spanish word processor that would upgrade Spanish material overall.

The Budget Committee requested that our Spanish consultant's weekly hours be reduced, since we do not currently plan to print new Spanish literature. It was recommended he continue to review newsletters and any other items as needed, on a per item basis.

In 1983, 416 Spanish-speaking Al-Anon groups and 53 Alateen groups were registered.



### MAILINGS:

Teresa M., Spanish Services Supervisor

**To all Spanish-speaking groups**—February/March, April/May, June/July, August/September, October/November issues of *DENTRO DE AL-ANON* and *AL-ANON Y ALATEEN EN ACCIÓN*; Annual issue of *AL-ANON EN LAS INSTITUCIONES*; Guidelines for Al-Anon Service in Correctional Facilities; Appeal letter and excerpt from the Seventh Tradition Pamphlet; Directory letter and questionnaire to Spanish-speaking groups and Lone Members.

**Special Mailings**—To Al-Anon and Alateen Spanish-speaking groups meeting in an Institution; Guidelines for Al-Anon and Alateen Institutions Service, Al-Anon/Alateen Institutions Groups Meeting Format, covering letter, questionnaire. To Spanish-speaking groups of the Southeast Region of the U.S. and Puerto Rico; letter informing them of the March 1984 RSS. To Spanish-speaking groups of the New York, New Jersey and Connecticut Area: Invitation to the Open House. To Groups in the New York Area: Letter requesting WSO volunteers.

### NEW TRANSLATIONS IN 1983:

**Guidelines**—What To Expect from an Alateen Sponsor; For Al-Anon and Alateen Service in Correctional Facilities; Cooperating With The Professional Community; For Alateen Coordinators; For Group Inventory; For Alateen Conferences.

**Letters**—Format letter for Public Information and CPC; Sample letter for contacting local AA Institutions Groups; Sample letter used when contacting families of AA members in an institution; Sample letter to professionals; Format letter to professionals requesting information about Al-Anon.

**Other Material**—Suggestions for a local or District Project; Contribution Form; Regional Service Seminars explanatory sheet; "Group Highlights" (Questionnaire for Al-Anon groups); Letter for all GSOs concerning the 1985 International Convention.

**Newsletters**—Six issues of *DENTRO DE AL-ANON*; Six issues of *AL-ANON Y ALATEEN EN ACCIÓN*; one issue of *AL-ANON EN LAS INSTITUCIONES*; annual issue of *AL-ANON SPEAKS OUT*; one issue of International Newsletter.

### MAJOR REVISIONS:

**Guidelines**—Organizing an Alateen Group; For Al-Anon/Alateen Institutions Service; How to Start an Al-Anon Group; Beginner's Meeting Format; Al-Anon Information Service; Cooperation between Al-Anon and AA; Group Representative; Meeting on Wheels; Institutions Coordinator; For Suggested Programs for Al-Anon/Alateen Meetings; For Al-Anon/Alateen Members Interested in Speaking; An Open Letter To A Group Representative.

**Pamphlets**—A Guide For The Family; Alcoholism, The Family Disease; Al-Anon, Is It For You?; Guide for Alateen Sponsors; Working As, For Or With Professionals.

**Manuals**—Twelve Concepts of Service; WSC Handbook; Policy Digest of Al-Anon/Alateen. Corrections were also made in the listing of Spanish Al-Anon groups for the International Directory.



## SPANISH SERVICES SESSION:

Teresa M., Supervisor

The Spanish Services Department now serves some 2900 Spanish-speaking groups in 22 countries throughout the world, as well as 600 Portuguese-speaking groups in Brazil. (The U.S. has 156 groups in 21 states.) Through the efforts of the Supervisor, two other full-time staff members and a freelance translator, literature, newsletters and public information material are translated and supplied, and Spanish correspondence is carried on uniting all these groups more closely with the Fellowship.

Teresa expressed her gratitude to Delegates who responded to her appeal last year for a greater effort in carrying the Al-Anon message to the American Hispanic community. Since then, WSO has registered 53 new U.S. Spanish-speaking groups—a 38% increase!

She noted that Spanish literature remains overstocked, as orders from overseas groups have dwindled, despite WSO's decision to accept local currencies. She announced, however, that a new policy has just been instituted in countries such as Bolivia, Chile and Ecuador, where the program is still in its infancy, to provide free material to new groups, professionals and P.I. events. Literature will also be supplied, for a time, on a consignment basis to Information Services in countries without an established GSO, or whose GSO has not yet reprinted all of our literature. ▲

## FRENCH SERVICES REPORT:

Sandra F.

On two separate trips to Montreal to coordinate the 1985 International Convention, Myrna and Richard visited PFA. Discussions concerned possible cost savings in their literature and *FORUM* printing operations.

The Budget Committee approved a recommendation from PFA to use recycled paper for *Le FORUM* to further cut production costs.

An overnight mail service is now being used for sending *The FORUM* manuscript to PFA to speed translation efforts. Other mailings within the WSO, such as announcements for the 1985 International Convention, will be linked with this service if possible, to maximize cost effectiveness of this quick but expensive method of communication.

## P.F.A. REPORT:

Alberte C.

The Executive Committee met in March, April, May, August and September. Claire B. resigned as Chairman and member of the Committee; Simone M. was nominated Chairman and Georgette B. joined the Committee.

Quotations for the installation of an air conditioning system for our office will be presented to the WSO for approval.

Expenses have been reduced to a minimum, yet publication of *The FORUM* and *INSIDE AL-ANON* had been temporarily delayed by our financial situation.

**The FORUM**—Publication of the current year starting with the issues of January and February 1984, in bimonthly magazine format; Publication of the 1980 (July/December) in bi-monthly format and 1981, 1982 and 1983 in Booklet format.

**INSIDE AL-ANON**—completed through August/September, 1983.

**Revised Literature**—Twelve Steps and Traditions (P-17); Lois' Story (P-11); So You Love an Alcoholic (P-14); Do's and Don'ts, Alateen (M-9); Alateen Program Card (M-18); It's A Teenaged Affair (P-10); Al-Anon and Alateen Order Blank (S-16); A Meeting on Wheels (G-22); Table Anonymity Card (S-9); Freedom from Despair (P-6); Three Views of Al-Anon (P-15); What Do You Do (P-19); World Service Handbook (P-27); Purposes & Suggestions (P-13); Understanding Ourselves and Alcoholism (P-48); Digest of Al-Anon/Alateen Policies (P-25).

**New Literature**—The Al-Anon Focus (P-45); Alcoholism, The Family Disease (P-4); Living With Sobriety (P-49).

**Other Translations**—Inside Al-Anon; Al-Anon Speaks Out (S18); the three annual appeal letters (groups, loners and overseas); an open letter to the clergy (L-8); Living With Sobriety (P-49); Alcoholism the Family Disease Cassettes (A-3); Guidelines for Al-Anon/Alateen Participation in an AA Area Convention (G-7).

## P.F.A. SESSION:

Alberte C. & Cay C.

Secretary Alberte C. reported that 1983 was generally a favorable year for P.F.A. The financial statement showed an increase in sales and surplus at year's end. Indeed, literature sales have steadily increased ever since 1965 (although they were offset in 1982 by the expense of office relocation). The 1983 surplus is partly due to the 10% price increase that took effect in April 1983, but more attractive appearance of the pamphlets has also helped, as has publication of three new pieces of literature and the A-3 cassettes.

The P.F.A. staff now consists of five employees: an accountant, a secretary, a shipping clerk, a translator, and the Secretary herself. (Only the latter two work on production of literature.) This small group presently serves 517 Al-Anon groups and 72 Alateen groups in Canada, as well as 133 Al-Anon groups and 10 Alateen groups in Europe and a total of 27 Lone Members. The Province of Quebec now has four distribution centers in operation, which has considerably reduced shipping costs.

All 1980 issues of *Le FORUM* have been sent to groups and individual subscribers, and revision of the 1981 issues is nearly complete. The latter will be issued in book format during the summer of this year. The first 1984 issue (Jan./Feb.) is now in the mail; March and April issues have been translated, and production is underway.

Alberte noted with pride that French-speaking Al-Anon groups will celebrate their 30th anniversary in 1985, but that translation of Al-Anon literature into French actually began in 1954, a year before the registration of the first Québécois group.

Chairman Cay C. followed up Alberte's presentation with a capsule explanation of the *FORUM* backlog, prompted by an earlier question. She described the early P.F.A. operation as tiny and primitive, noting that the most difficult decision it faced was whether to undertake translation of all the program literature in English that was then available or to keep up with publication of *The FORUM*. To do both was not possible. As translation of *The FORUM* did begin, one issue at a time, P.F.A. was dependent on volunteer help, so the process was very slow, and the backlog steadily increased. Now that the office is larger and has its own full-time translator, the backlog is dwindling considerably, but P.F.A. still has to establish priorities and be flexible to meet urgent needs. ▲

(Continued from p.3)

### Sharing Session

- "Many Delegates came this year with a questioning attitude, but we need to remember that we're not voting as individuals—our decisions are for Al-Anon as a whole. We tend to forget that we are coming of age, that AA has already suffered through many of the challenges we are going through now. Growth is always accompanied by pain . . . This has been a great meeting because it's bringing out lots of warmth and we're airing *everything*."
- "I felt so fragmented after the Conference last year that I cried all the way home. This year there is a different attitude, a *listening* attitude."
- "Had I heard nothing about last year, I would have judged only from the realities of the situation: I see the WSO working the same way it has always worked, serving Al-Anon throughout the world."
- "They tell us not to look in the past but, in talking with three past Delegates from my Area, it's very apparent to me that problems like this crop up about every 3 or 4 years. We're all human beings, and we have to go through some pain to have any growth. If the WSO is working these things out, then we're growing, and it's good that this happened."
- "Because of what took place last year, I dare say that every person in this room has made a study of the Concepts, and that is certainly positive."
- "I want to be able to share with you honestly and openly, and I want you to do the same—I think we're achieving that."
- "Trust operates the program at all levels, and I have always applied that trust to the Al-Anon members at the WSO. Trust is the key for all of us."
- "My heart is full, for you're all terrific! I don't know another group that could sit here and have such a discussion without screaming at each other. And it's okay to disagree, isn't it?"
- "As Al-Anons, when we react, we normally *overreact*, but we can avoid overreaction by asking for clarification in a kind and loving manner, without accusation. . . . Problems are nothing but opportunities."
- "What I'm seeing tonight is really exciting to me as a new Delegate—I'm seeing the Concepts in action! Harmony doesn't come just by wanting it; it comes by participation and sharing, as we have here tonight. We've all had a chance to be heard." ▲



## INSIDE AL-ANON REPORT:

Alan S., Chairman  
Sandra F., Editor

**COMMITTEE:** The committee, consisting of Marge S., Mark S., Lynne G. and Bo H. met six times to review the previous issue and plan the next. It was decided to allow six months (three issues) to elapse before printing responses to "Send Us Your Comments" articles. A "Group Highlights" questionnaire was developed and sent to a 10% random sampling of groups to provide copy for future issues; over 300 responses were received. Ways to increase usage of *INSIDE AL-ANON* at the group level are continuously considered.

**EDITORIAL:** The December/January issue featured a story on the General Services Meeting and a Service Profile of Alda C., the Delegate from Brazil. For the February/March issue, the use of the ONE DAY AT A TIME book at meetings was the lead story, and Service Profiles were of two Panel 20 WSC Delegates. The April/May issue featured a story on the new Alateen book. A new feature was instituted: "Pass It Along." The Service Profile was of Norma McG. The June/July issue comprised a mini-report of the 1983 WSC. The August/September issue introduced the 1985 International Convention and requested sharings for the spiritual book; it included a story on Open & Closed Meetings and a Service Profile of Joanne B. For the October/November issue, the lead story focused on Institutions Service. An article on adult children groups—requested by the WSO Policy Committee—informed these groups of the status of literature. A copy of this issue was sent to proposed adult children groups. The December/January issue's lead article was on the 1984 WSC. It also contained stories on the revision of AL-ANON FACES ALCOHOLISM and on what prompted a separate Al-Anon International Convention. Rita McC. was the subject of the Service Profile.

**WSC:** Alan and Sandy made a presentation on the "not-so-secret service." The Conference voted for the full Conference Summary to continue to go to all groups, in addition to *INSIDE AL-ANON*'s mini-summary. A leaflet of cartoons for reproduction in the Areas was handed out.

**SPECIAL RSS ISSUE:** A special four-page issue was developed for distribution at the second round of six seminars, as requested by the RSS Committee. The lead story was on the seminars, and a side story encouraged use of *INSIDE AL-ANON* between meetings. The issue also contained an architectural rendering of the WSO and a capsule summary of the areas of service. Due to a printer's error the original run of 10,000 copies was duplicated (free of charge) and the surplus is available to members at the Area level to help spark interest in the WSO.

**CORRESPONDENCE:** As a result of free handouts offered, we acknowledged the following requests: Copies of Strengthening the GR—395; Role of the GR—280; AL-ANON SPEAKS OUT—168; open meeting flyer—36; cartoon reprint—11. Members' letters on "Send Us Your Comments" reveal that the most popular topic of concern to groups this year was the use of ODAT at meetings.

Other correspondence included: letters on the use of tapes; articles on choosing a sponsor; Pass It Along sharings; a request for sharing on fund-raising ideas; how to speak up at meetings when we see Traditions violated; whether we are forgetting our heritage by removing AA from literature; spiritual sharings; verifying attendance at meetings and assigning sponsors.

Copies of issues are used by Staff in responding to questions from members about adult children, the saying of the Lord's Prayer and dual members. Reprints of *INSIDE AL-ANON* material are increasingly found in Area newsletters.



### JEAN McL., CALIFORNIA (N)

*When Jean entered Al-Anon 14 years ago, she felt very sorry for herself, had no one she could really talk to, and had no conception of gratitude. But she attended two meetings a week, and after a time became secretary of her home group. One day someone from the other group asked if she would like to go to "a meeting at Bonnie's house." Not knowing what this might be, she said "yes," and found herself at a District meeting! Her name and address were taken down, and before long she began receiving mail for her group. She was then told she was their GR! To discover what a GR did, she had to consult the service manuals, but she soon found that her duties made her feel worthwhile. Later she became deeply involved with her local Intergroup, in which she held several positions.*

*Through all this service she became acquainted with many people throughout her Area and finally began to feel that she belonged, that she had become a part of it all. "I attribute a great deal of my recovery to service," she said, "without it I could still be sitting in the meeting rooms feeling I was just a spectator."*

*Jean points out that no one is required to pay back any of the benefits received in Al-Anon. One's only obligation is to oneself—to obtain the continued growth to be derived from giving to others what one has received. And she has found this true: she always gets more than she gives!*

### BERNIE E., CALIFORNIA (S)

*The program has taught Bernie many things—to love, trust, cry and laugh, and also how to work together with others for a common goal. Moreover, it gave her a belief in a Higher Power she might never have found. "The greatest day of my life," she said, "was the day I first found Al-Anon, and the second-greatest day was the day I was asked to go to an Intergroup meeting."*

*She had been involved in all the group activities, from emptying ashtrays to serving as Secretary and Treasurer, but didn't really think of that as service. But the Intergroup meeting impressed her because of its size. Her group, on a good night, had about six members, and here were some 30 people gathered: she remembers thinking, "this is a big fellowship!" From that experience she went on to become a GR, a DR, Recording Secretary on her Area's World Service Committee and then a Delegate.*

*Service, she asserts, has been her road to personal growth, and she encourages everyone she meets to get involved. Expressing her gratitude to her Higher Power, the Delegates, and Al-Anon itself for giving her the opportunity for service, she concluded: "I know I can never repay this program but I can't think of a better or more fun way to try."*

### JOHN B., ILLINOIS (S)

*When John came to Al-Anon 13 years ago, it was hard for him to accept the fact that he could not change his son, but that things might improve if he changed. There was no alcoholic in his family—"only a son who had a slight drinking problem"—yet he himself had been the one to end up in the hospital.*

*His first Al-Anon experience was at orientation and beginners meetings, which he attended for four months even though unsure he was in the right place. The people who conducted the meetings had a peace and serenity that he wanted, so he kept coming back. Eventually he went to regular groups and then became a volunteer in various Institutions programs. Later he became a GR, a DR and Alternate Delegate—all in a period of less than three weeks! "I guess my Higher Power pushed me through those levels of service," he said. At the time he really didn't realize what had happened, but he was soon aware of a new peace and serenity in his life, and for this he was grateful.*

*Being the alternate he found an easy assignment, but after 4½ years, his Delegate stepped down, and he had to prepare for the 21st WSC, where he found himself seated next to Alice. B. He expresses deep gratitude for the opportunity to serve alongside Alice, Lois W., Mary S., Henrietta S., and the many remarkable Delegates he has known.*

*John hopes to remain active in Al-Anon service, whether it be emptying ashtrays or serving elsewhere in the World Service structure. "That way," he says, "the attitude of gratitude will continue to grow one day at a time."*



## SERAFINA S., HAWAII

The day Serafina's Higher Power decided she might be of service to Him, He interfered with her "insane plan of action." In her pain, she had become completely bankrupt—mentally, physically and spiritually—and was convinced He had forsaken her, leaving her with no other way out but to die. Indeed, she had nearly lost her will to live, until that fateful day when she called for help (she calls it "an incredible first.") Told to go to an Al-Anon meeting, she offered no resistance but was so sick that she was afraid to drive her car: "so I walked, putting one foot in front of other and literally taking one step at a time."

Although she didn't like much of what she saw at that meeting or during the first year, she was fortunate to be blessed with a strong, service-minded sponsor, who put her to work at once. "The more I served, the more I grew, and the benefits I have received are beyond my limits of imagination." What she has gained, she shared, is the ability to think again and the sensitivity to see beyond her own need, recognizing someone else's pain and offering her hand in love ("as it was offered to me"). Today she has her health and energy, "thus allowing me to be the channel my Higher Power can work through." How she got where she is, Serafina believes, is not as important as what she does with the gift God gave her. Although she was never promised a rose garden, because of her love of service and the support of her fellow Al-Anon members, she has learned to smell the flowers!

## VALDA R., FLORIDA

When she first came to Al-Anon, Valda said, the Conference theme would have had little meaning for her, but one of the words would have seemed familiar—the word 'action.' "I was an action person . . . doing everything to bring sobriety into my home." The child of an alcoholic father, she had suffered from insecurity, anger, fear, frustration. But her mother told her she could have a better life if she was really determined, saying, "Valda, do it!"

For about 47 years then, she was a doer, seeking a serenity she had never known. During that time, she married another alcoholic, which made serenity seem even more elusive. When her life finally became unmanageable and she found Al-Anon, she still could not grasp the concepts of letting go, detachment or turning something over. "I still had burning energy to do something; my group saw this and funneled this energy into service."

She began service activity with a vengeance, not knowing what she was doing, or why, but glad to be doing. "Instead of talking self-pity in my group, I made a GR report. Instead of crying all day Saturday, I went to District meetings. Instead of monitoring every move my husband made on weekends, I went to Assemblies and learned new ideas." Eventually things began to fall into place, for service brought her into close contact with people who understood detachment, love, Higher Power, and serenity. "After service and more service, the Al-Anon gifts began to descend on me." With these gifts, her heart began to fill with gratitude for what she had been given. Although she says that she started the wrong way around (with actions, followed by service, followed by gratitude), it worked for her, nonetheless. "What a relief to have traded my 'Merry-Go-Round,' my private squirrel cage of frustration, for a new cycle—action-service-gratitude—a service cycle of renewal."

## MARGARET G., PENNSYLVANIA

When she came to Al-Anon, Margaret was aware only of herself and the pain and hurt she was suffering. But, she said, "you accepted me the way I was and offered me your experience, strength and hope. You loved me enough to share your spirituality and strength with me when I had none." As time went on, she became more aware of the people around her and developed a sense of belonging to her group. Someone told her that each member was responsible for making the group a healthy one, so she began looking for things she could do, like emptying ash trays, greeting newcomers and helping with coffee. She didn't know that this was service, but knew that it made her feel better about herself.

After she took the Third Step, she felt that she must not say, "no", to any opportunities that were offered, so when she was asked to be GR, she accepted. Serving as a GR opened her eyes to the wider fellowship and her place in it. She expressed her gratitude for the growth that has come with service: "I learned patience and tolerance because you were patient and tolerant with me. . . . I learned that the more we give, the more we get." Margaret concluded with a 'thank you' to Al-Anon for allowing her to put her gratitude into action by becoming a Delegate to WSC.

## JUDY S., DELAWARE

Judy began by quoting these words from the front of the Institutions Kit: "Through participation, we learn. Through involvement, we grow. Through commitment, we become better people." These words, she said, help to explain how she became grateful.

Gratitude helped her chair her first meeting. Grateful for sobriety at home and for the message of hope she'd heard at an Al-Anon meeting held in a rehab center, she couldn't wait to tell other newcomers! She had started participating.

Gratitude gave her the courage to become her Area's Institutions Coordinator and to help start a meeting in a shelter for battered women. It gave her more courage to return there after the first disastrous meeting: of the three residents, one spoke no English, another angrily displayed a vivid vocabulary, and the third—stoned on drugs—passed out on top of the literature! It gave her the endurance to travel many hours to Alateen conferences, to stay up half the night listening to Alateen members, and thus learn much about unconditional love. Through such experiences, Judy says, she learned about her own children and gained the courage to make amends to them. She had become involved.

Gratitude kept her from leaving the Conference midweek last year, when she became disillusioned with its direction. Knowing she was being trusted to make wise decisions, she prayed for courage and open-mindedness. "I learned that I could disagree without being disagreeable and that we all have the right of participation. . . . Participation had been the key to my own harmony, so I stayed." She had made a commitment.

Through participation, involvement and commitment, Judy concluded, she is still learning, growing and working to be a better person—and for that she is grateful!

## DENNIS K., OHIO

When Dennis arrived at Al-Anon, the word "gratitude" hadn't been in his vocabulary for a long time. Any good things in his life he attributed solely to his own actions or merits, and would have scoffed at any suggestion that they might come from a Power greater than he. Indeed, he did express such feelings at his first meeting when, after 20 minutes, he told the group they were crazy, and left! But as he left the room he heard, "Keep coming back!"

He did so, slowly learning the new way of life the program offers. First he learned to be grateful for the basics—a home, food and clothing—and later for things that were not so obvious: the ability to feel emotions and to care for someone else, the rekindled love of his family, the acceptance of new program friends who loved him when he was unlovable. Finally he felt a need to give back some of what he had been given, and service work provided the means. "But what happens? After nearly ten years of payments, the amount owed is even greater. Al-Anon is my credit card to a better life. The more I use it, the more I get, but I am given so much for the small payments I make that I won't ever catch up!"

Recalling several of his most joyful moments in service, Dennis especially emphasized how much he treasures the memory of his years as a Delegate, years that were not without personal problems (he hospitalized an alcoholic son in 1983). But through the love and support of fellow members, he retained a feeling of gratitude because he could look upon the second alcoholic in his life as a sick person, without the scorn and anger he had once felt. He concluded by noting that there is always work to be done and expressing his hope that he will continue to be given the opportunity to help when needed—"not because I have grown so much, but because I have much more growing to do."

## QUESTIONS:

Why does it take so long to get literature orders? Why is there poor communication between local Areas and New York? Can this be helped in some way?

Every attempt is made to ship orders received within three days. Many variables could account for delays: post office, local delivery services, holidays, weekends, etc. There are also variables in communication. Every inquiry is responded to. Specific examples of the above would be helpful. Also, suggestions for improving literature distribution is welcomed. Orders from Literature Distribution Centers have improved receipt of literature orders.



## ANNUAL REPORT:

**Bridie P., Chairman**  
**Carole K., Secretary**

**COMMITTEE:** The first two of the committee's seven meetings were devoted to the 1983 World Service Conference presentation, "Al-Anon + Alateen = Al-Anon Family Groups." Bridie P., the Alateen Chairman, took office in May. Carol Ann K., Alateen member, resigned; two Sponsors, Gregg M. and Cathleen H. joined. Major efforts included reviewing and revising literature and preparing projects for discussion by the standing committee at the 1984 WSC.

### NEW PROJECTS:

**Slide presentation—**A French-language slide presentation, explaining the Alateen fellowship, was received from Alateen members in Quebec (West). The Committee reviewed the translation, agreeing that the script was good but needed editing. It will be submitted to the In-town P.I. Committee and subsequently shown to the Alateen Standing Committee at the WSC.



**Al-Anon—A Continuation of Alateen Growth**—This manuscript, originally a Conference presentation, is being considered for CAL status.

**Blueprint for Progress**—The feasibility of publishing an Alateen Fourth Step Inventory booklet will be explored by the Standing Committee at the 1984 WSC.

**ALATEEN TALK:** The February issue featured a story on the World Service Conference, in which Alateen members were encouraged to communicate with their Delegates. The April issue, highlighted ALATEEN—a day at a time. June carried the announcement and order form for this new book. The August issue (for the first time, six pages long) featured the 1983 World Service Conference presentation, as well as a farewell letter from Ginny R., past Alateen Chairman. "Alateen in Institutions," several workshop ideas, sharings from England, and an introduction by Bridie P., titled, "Hi, My Name is Bridie," appeared in October. The December issue focused on the 1985 International Convention.

**ALATEEN—a day at a time:** Sales of the ADAT (presented to the 1983 World Service Conference) have shown that this new Alateen book has been well received by Alateen members worldwide. The International Secretary reported good reviews from Costa Rica, French Belgium and the German-speaking Swiss.

### LITERATURE REVIEWED:

**Guidelines for Area Alateen Coordinators**—These were reviewed, revised, printed and mailed to all Alateen Coordinators.

**Al-Anon Spoken Here**—The committee reviewed the proposed pamphlet and made a recommendation to the Literature Service to add Alateen to the design of the table placard. Creation of a red door sign saying, "Alateen/Al-Anon Spoken Here," is also being considered to identify the Alateen meeting and reaffirm that Alateen shares the Al-Anon program.

**Fourth Step Inventory Sheet for Alateen**—This piece was extensively revised, gearing it to the Tenth Step rather than the Fourth.

**Other pieces revised**—Al-Anon and Alateen Groups at Work; Operation Alateen; Facts About Alateen; Alateen, Is It For You?; Youth and the Alcoholic Parent; It's a Teenaged Affair; What's 'Drunk,' Mama? and A Guide For Sponsors of Alateen Groups.

**Guidelines for School Meetings**—Requests having been made and material already submitted for such guidelines, work on this project has begun.

### COORDINATORS' LETTER:

The fifth Alateen Coordinators' letter, written in February, received such a response that the August letter consisted of eleven pages of Coordinator sharings.

### PUBLIC INFORMATION:

**Radio Interview**—Suggestions were given to the P.I. Committee for revisions of the radio interview involving Alateen members.

**Pebble in the Pond**—Input was provided for the P.I. revision of this guide.

### CORRESPONDENCE:

Of ongoing concern were the allied questions of preteen membership, requests for preteen literature, and the need to identify preteen groups registered by the WSO. There were also queries on: fund-raising; whether an Al-Anon group has responsibility to aid Alateen financially; the forbidding of Alateen attendance at Al-Anon meetings; AA sponsorship, Alateen meetings held in schools; and why the Alateen welcome was replaced by the Al-Anon welcome in the book ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS. A request was received for the WSO to print a Fourth Step Inventory developed by a treatment center, and a letter from the Al-Anon Family Groups U.K. and Eire stated: "The Alateen Committee in the U.K. and Eire is officially recognized by our Board."

### CONFERENCES COVERED:

Southern Ontario Alateen Conference

Eastern Seaboard Alateen Conference (ESAC)

WSO personnel are often invited to attend Alateen conferences at WSO's expense, but due to budgetary limitations, most have been declined.

Carole attended the Third Annual Conference on Addictions. The theme was "The Chemically Dependent Family," and the main focus was on children of alcoholics. Discussion centered on C.O.A. groups being formed within school systems. One professional likened them to Alateen, as they are both composed of children of alcoholics, but felt they differed because C.O.A. is "teaching" children about the effects of alcoholism. Al-Anon/Alateen was the only self-help program that professionals referred to as follow-up for treatment. One speaker stated: "We are just beginning the biggest movement the field of alcoholism has ever seen—Children of Alcoholics."



### Alateen Update

Staff Secretary Carole K. noted the change of the Fourth Step Inventory to a Tenth Step piece (requested by the membership) was complete and that recording of Alateen tapes would begin immediately.

## QUESTIONS:

**What is the opinion from the WSO on Alateen having Assembly meetings separate from Al-Anon?**

Our structure was developed to include Alateen. An Alateen member may serve at any level of service. Separate Alateen Assemblies would cause further divisions.



## ALATEEN REPORT-BACK:

Judy S., Delaware

**SLIDE PRESENTATION DEVELOPED BY CANADIAN ALATEENS**—The Alateen Committee (together with P.I.) proposed adaptation of this tool for use in Alateen beginners' meetings, for P.I. work and to explain Alateen to schools and school personnel. A motion to this effect was presented but, after criticism of its wording (which included few details), it was withdrawn in favor of a more detailed version of the same motion, prepared and presented by the P.I. Committee.

**AL-ANON—A CONTINUATION OF ALATEEN GROWTH**—The Standing Committee recommended production of a pamphlet (based on a past WSC presentation but also including personal stories) that would help Alateen members make the transition into Al-Anon. Material for the pamphlet would be assembled by the Alateen Committee, then submitted to Literature for editing and production. The motion, jointly proposed by Alateen and Literature, was passed unanimously.

**ALATEEN 4TH STEP INVENTORY BOOKLET**—Based on the recommendation of a Delegate, and on requests from Alateens in the U.S., Canada, U.K. and Australia, for a 4th-Step piece specifically for Alateen members, the committee proposed that the existing Al-Anon Blueprint for Progress be adopted for Alateen and subtitled "An Introduction to Me, Alateen's 4th Step Inventory." Discussion of the motion elicited an endorsement from the Literature Committee, but also divergent points of view from other Conference members.

Some expressed concern about too many customized variations for Alateen (for fear this could lead to a separate fellowship), and others objected to the idea of having two separate pieces on the same topic, partly for financial reasons. It was suggested that material more specifically targeted to Alateens might be incorporated into the Al-Anon book under a special subhead, thus requiring production of only one title to meet both needs, but many felt this would not promote unity. Staff Secretary Carole K. pointed out that, although a serious effort has been made to find ways of using Blueprint for Progress, many Alateens are very young and can't be expected to use the same material as adults. She added that, with so many requests coming in, the fellowship has a responsibility to provide something to fill the need. It was noted that the projected booklet would follow the existing format closely, using the same headings and changing only the questions that are hard for Alateens to identify with. Delegates who spoke on behalf of the proposal reported considerable personal experience with Alateens who felt intimidated and overwhelmed by the Al-Anon Blueprint, encountering in it a real generational communication gap. The Literature Staff Secretary said she felt it quite reasonable that a "translation" be created for teenagers, who after all "don't speak the same language." The motion was carried 86 to 7 (with one member absent).

**SCHOOL GUIDELINES**—Guidelines for Alateen meetings in schools are nearly completed. Because a concern had been voiced about anonymity, the In-Town Committee asked for reconfirmation that these guidelines are necessary. Responding Alateen Coordinators overwhelmingly supported them as a help in forming groups and answering questions of school officials, and they also reminded the committee that groups are now forming with little or no guidance.

**USING A DIFFERENT NAME FOR ALATEEN IN SCHOOLS**—The committee considered a greenlight question proposing this, but rejected the idea because such meetings are thriving and "if you used a different name, it wouldn't be Alateen."

**COMBINING TWO PAMPHLETS**—Having been asked to discuss combination of the pamphlets A Guide for Sponsors of Alateen Groups (basically a P.I. tool) and Alateen Sponsor-To-Sponsor (sharing experiences of sponsors with present or prospective ones), the committee felt that each piece serves a distinct purpose that could not be achieved by combining the two. A question on combining the newsletters elicited a similar conclusion from the committee.

**REQUEST FOR ALATEENS TO HAVE THEIR OWN DELEGATE**—A letter was received from Alateen members stating they were holding their own Assembly meetings and asking if they could have their own DRs and Delegate. After discussion, it was felt this is not appropriate. Since many Alateens feel bored at Assemblies, it was suggested to involve them in different areas of service other than Alateen. Alateens may also hold a meeting similar to a WSO In-town Committee meeting at different times with the Alateen Coordinator and Delegate.



## QUESTIONS:

Should an Al-Anon member attend Alateen meetings?

Traditionally Alateen is for those in their teens and Al-Anon is open to all family members. Since Alateen members have been affected by both parents, these meetings are usually closed. However, if an Al-Anon member needed to attend Alateen meetings in order to aid his recovery, we feel the Alateens would certainly understand and welcome him. If Al-Anon members are not attending for personal recovery or interest in possibly sponsoring Alateen, then we ask why they would want to attend Alateen meetings.

**In our Area there is a new style of meeting, where the lights go off when it comes time for the subject of the evening and if you want to speak you light a candle. When it comes to the closing or final words the lights come back on. Is this breaking the Traditions or complicating our lives when we know Al-Anon means "Keep it simple?" Would this not frighten the newcomer?**

This is unusual, but it is up to group autonomy. We would suggest the group take an inventory to review this practice.

JEAN H., TEXAS (W.)

Soon after coming to Al-Anon, Jean heard "Develop an attitude of gratitude," but she didn't know how. Since she began as an agnostic, she didn't know "who to be grateful to or for what!" But she also heard "keep coming back," and soon felt grateful to be going to the meeting each week. As she continued to attend, she was able to hear more and follow more suggestions. Although she was "sick and confused and arrogant," she had the willingness to go, sit and listen. Eventually, she found the God of her understanding. With increased personal growth, she began to feel gratitude. "I didn't need to know how," she said, "I just did."

Then she was told she must be willing to pass on to others the help she had received, and was encouraged to become a GR. "As I had by then developed a habit of doing what I was told, before I knew it, I was into service." Soon she went to Assembly, where she found many smiling faces and got "hooked" on the good feelings she received from service.

Nowadays Jean usually feels grateful for any kind of service that comes her way. When she lacks that feeling, she knows she has to take a long look at how far she has come and how much she has achieved through Al-Anon. Then her prayer is, "Please allow me to continue trying to serve in any way I can."

SUZIE S., TEXAS (E)

In pondering the Conference theme and what service had done for her, Suzie remembered that, had it not been for a program friend asking when she was going to get involved in service work, she might have missed the third side of the Al-Anon triangle. Two weeks later, she was elected GR of her group, starting her on a beautiful and serene path in service.

As she studied, she found the answers to group problems in the manuals, understood the World Service structure through the Concepts and the World Service Handbook. By climbing each rung of the service ladder—as GR, DR, Alternate Delegate, and finally Delegate—she found patience, humility and gratitude. And she acquired a unique group of friends she would never have met otherwise.

Sharing with them in the challenge of representing Al-Anon as a whole she regards as the greatest experience of her life.

"Service," Suzie said, "means life and breath to me. This is my 12th-Step work, and I call it my give-away Step, as I am always reminded that if I do not give it away or work at it diligently and willingly, I will become complacent, lonely, frustrated and unloving, with thinking as distorted as when I first came to Al-Anon. May we always be reminded of what Lois said—that Al-Anon is a love program, and you cannot have it in your heart unless you give it away."



“

## ANNE L., TENNESSEE

Anne began by expressing feelings of sadness at the realization that she may never see many of the other Conference members again, but also gratitude for the opportunity to be at the WSC. "I am grateful," she said, "for the sick people in my life because it was through them that I found this wonderful fellowship."

"What can I do to help?" she asked, then answered that she can be a living example of the Al-Anon program—not thinking of herself in any inflated way but realistically according to the abilities her Higher Power has given her. Although the fellowship has many members and not all can hold the same office, gratitude makes her want to help others.

She has come to understand that the Higher Power wants everyone to know serenity and to be of service to others through the unique abilities he has given each of us. Reaching that serenity necessitates turning from the old ways of life toward a new direction.

She concluded by encouraging each Al-Anon and Alateen member to adopt the 1984 WSC theme as a personal commitment for the year, and by saying, "Thank you, Al-Anon, for showing me the real meaning of love."

## ROBERT V., RHODE ISLAND

Bob was pushed through the doors of Al-Anon seven years ago by a member of an AA group he was attending with his wife. "I came to Al-Anon," he said, "spiritually bankrupt, emotionally angry and physically ill." Not only was he sickened by the disease of alcoholism but had recently had a pacemaker implanted. He realizes now that a power greater than he had been keeping him going until he found Al-Anon.

Only a few months after he began to learn acceptance of his wife's disease, she was killed in a car accident. It was Al-Anon that kept Bob from despair during this period, virtually saving his life one day at a time, so when he returned to Rhode Island, he sought out nearby groups. Soon he became active in P.I. work, filling speaking engagements, and found that this sharing helped to ease his pain. He attended several meetings each week and served at the group level. Offered the chance to become a GR, he accepted: "I wanted to do my part, for when I did, I felt good—I guess you'd call that gratitude." As time went on, he was responsible for initiating exchange meetings in his Area, was active in its annual workshops, co-founded a Step meeting, and eventually was elected a WSC Delegate. His personal life has taken on new dimensions: he has remarried, acquiring a new family in the process, and recently was presented with a new grandson. "My cup of gratitude runneth over." He feels sure that his Higher Power will reveal new service opportunities now that his term as Delegate is ending: "If I know Him, He'll find me a place to stay active in service, and for that I will be grateful."

## MONIQUE V., QUEBEC (W)

When Monique attended her first meeting, it was to learn how to manipulate better, and it took a long time for her to see that Al-Anon had something vital for her. She fought the program, yet would not let go of it. Everything she undertook in service, she did, not because she liked it, but because "it was her duty." She tried to show enthusiasm but felt little. She became involved at the group, District and Area levels, and one day found she'd been elected Chairman of her Area Assembly Committee. Although frightened, she worked hard and found that it was o.k. for her not to do everything right. She was on "the most important journey" of her life, discovering herself and growing without even realizing it. "I know a lot more about myself now and it is all through service that I learned. . . ."

She resisted nomination as a Delegate, wanting to take it easy for a while, but finally gave in, again only because she felt she had a duty. Nonetheless, through service, she was growing constantly, achieving recovery and maturity. During her term as Delegate, her personal life became difficult, and she felt this unfair (since she was doing everything she was "supposed to do"), but her sponsor helped her realize that service was enabling her to cope with her problems. She began to realize how much growing up she'd done, how much help she had received from the fellowship. "I deeply believe," she said, "that service did more for me than I will ever be able to repay. I am a whole person today because I was involved in service, and I became involved because I was gently pushed by my Higher Power. . . . I started to serve to give back a little, and now I have even more to give back."

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# AL-ANON'S YESTERDAYS

# Archives

## ANNUAL REPORT:

Ruth L., Chairman  
Margaret O'B., Archivist

**COMMITTEE:** Former Chairman Stephanie O'K., resigned in July. The committee met in August and every month thereafter under its new Chairman, Ruth L., member of the Board of Trustees. Ed K., former Connecticut Delegate, Panel 9, joined the Committee in August. Other members remained the same: Lois W., Anne B., Margaret D., Penny B., Mary S., and Bernadette B. A letter of gratitude was sent to Stephanie.

Discussion centered on preparations for the taping of Lois W. and Anne B. in Palm Springs, California, June 3-5; review of the transcript of this tape; development of a questionnaire for group and individual history (with explanatory cover sheet and assignment of copyright); guidelines for Aréas; concept of a tape library; budgeting and long-range planning; and archival activities at the 1985 International Convention.


**1983 WORLD SERVICE CONFERENCE:** Stephanie opened the session, stressing the importance of Archives, after which Lois spoke briefly. Mary and Penny discussed the first reunion of longtime Al-Anon and AA members, held at the Stepping Stones Foundation in October 1982. Margaret concluded, explaining the three handout sheets. The concept of a tape library was presented, and an appeal for historical tapes from the Areas was made.



**REQUESTS FOR RESEARCH:** Assistance in establishing local archives (including copies of early correspondence) was provided to: San Jose, CA; South Milwaukee, WI; Michigan; Nebraska; New York (N); and the Norway GSO. Information on group histories was furnished to Schenectady, NY; Portland, OR; Pottstown, PA; and Vancouver, B.C. (Canada). Past policy statements were researched for information on the format of the first Policy Digest, volunteer members of the WSO Standing Committee, Area Conventions and dual members serving at the Area level. Other queries solicited historical research on The FORUM, Alateen, Conference-Approved Literature, Al-Anon and Alateen Groups at Work, the World Service Handbook, The Twelve Concepts of Service and the Policy Digest. Background information was provided on WSO's various contribution plans and on the origins of the WSC green light/red light sessions. Supplied in answer to requests were copies of the discontinued pamphlet "Al-Anon on Professional Rehabilitation of the Alcoholic," the film script of "Lois' Story," back issues of ALATEEN TALK (1964 onward), four Al-Anon talks from the 1955 AA International Convention and Conference Summaries from the 1961 WSC, as well as lists of Florida World Service Delegates, lists of Trustees and Executive Committee members (1978-1983) and dates of early articles about Al-Anon in the magazines Christian Herald, Coronet and Pageant.



**ACCESSIONS:** Noteworthy additions included: a scrapbook of the Brasilia Information Service; a special leatherbound copy of *ALATEEN—a day at a time*, as well as the original manuscript; a photo album of the 1982 General Services Meeting; a large photo of Lois's home, plus numerous slides of the 1977 WSC; a booklet, "Through the Years with South Dakota Al-Anon Family Groups, 1948-1962"; photos of Lois and others at the 38th S.E. Conference (Charleston, WV); an early version of The *FORUM*, mimeographed sheets, Advisory Board and Board of Trustees minutes from 1950 (from Evelyn C., an early Clearing House volunteer); a brass bowl (from a grateful member in Ireland); an autographed copy of ODAT (from Alice B.); a framed needlepoint of the Al-Anon Table Card, created by the elderly aunt of a Panel 22 WSD; 19 written responses to the questionnaire for individual and group histories. Recorded archival accessions included: reel-to-reel tapes of the 1982 WSC (12 tapes) and portions of 1969 and 1970 (5) and cassettes of the following: 1982 WSC (15); 1982 General Services Meeting (11); RSS Atlanta, GA, 2/81 (14); RSS Rapid City, SD, 9/81 (12); RSS Ottawa, Canada, 6/82 (14); RSS Phoenix, AZ, 11/82 (10); Anne B. talk, Ventura, CA 9/82; Lois W. Breakfast, Charleston, WV, 8/82; History of Arizona Al-Anon (2); Old-timers' Meetings, California South, 9/82 (4); last talk of Irene K., WSD Illinois North Panel 16, 4/81; Helen W.'s history of Grants Pass, OR; Lois W., at Greater New York Al-Anon Intergroup Dinner, 1982; Lois W. & Anne B., in Palm Springs, CA, 6/83; Mary S., at 1965 International Convention, Toronto; longtime members in Eugene, Oregon.

**PROCEDURES:** Day-to-day responsibilities are carried on by the Archivist. Periodic articles were written for The *FORUM*, *INSIDE AL-ANON* and *AREA HIGHLIGHTS*. Approximately five transfiles of non-current files from other services were appraised (and most retained). Five of the ten Area Archivists responded to our December 1982 request for input to develop guidelines for Archives service. 

## Archives Update

The Committee distributed new guidelines for Area Archives and made a recommendation to the Conference that it be permitted to develop a history book for Al-Anon's 35th Jubilee in 1986. The discussion that followed raised such questions as the size, price, and focus of the proposed book, the need for impeccable documentation, the importance of including information about all the services, and the desirability of avoiding any imminent need to update. Margaret O'B., Archivist, noted the widely-felt need for some consolidation of our heritage in one easily-accessible source, explained that the subject matter ("firsts," for example) would be taken from material already in the Archives, and suggested that the finished work might well be similar to AA's equivalent (which she showed). The Conference approved the proposal.

## DARLENE S., MINNESOTA (S)

Service, Al-Anon's *Third Legacy*, is action—carrying the message to others. For Darlene, it is an essential part of her program to show gratitude for her new life and happiness. "Through service," she says, "I have gained a rounded recovery program. No matter what the service may be (from cleaning up to acting as a DR), all jobs are necessary and constitute a fringe benefit of Al-Anon: When each of us does his share, all of us benefit from the participation."

When she first came to Al-Anon, Darlene couldn't see much to be grateful for. But she soon learned to recognize the good things she did have, and also realized that she felt better when she shared her experiences with others. Seeing other members getting involved in service spurred her to seek commitment beyond her home group. Doing so was easy, she found, as she had only to raise her hand! Fellow members helped her find her way, demonstrating responsibility, enthusiasm, fellowship, respect, happiness, patience and tolerance.

"Being in service," she said, "is a responsibility, first to listen, then to learn, share and grow . . . a responsibility to insure the future security of Al-Anon. . . . If I want to keep this program, I have to give it away . . . my reward for belonging to Al-Anon is finding hope, strength and courage to deal with my living problems, thus gaining serenity. The service I do is gratitude for my serenity."

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## BILL S., NEW YORK (N)

In preparing for his third WSC, Bill said, he reviewed his thoughts and feelings as a Delegate, acknowledging how much the program has given him: "You permitted me to grow and to change at my own pace through awareness, courage and love." His gratitude for this gift of freedom encouraged him to serve the fellowship at the group, District, Area and Conference levels, and he found that the more he gave in service, the more he got in growth. Although fearful of not fulfilling his new responsibilities perfectly, he realized that he had a choice—to try or quit. He chose to try to do something for Al-Anon, to serve the fellowship by helping to preserve its unique and wonderful character.

At his first WSC, Bill recalled, he was in awe of everything and everyone, but the sharing of other Conference members helped him get involved. During his second year, he understood more, but "became a know-it-all with a superior attitude." His insecurity and anger surfaced, he said, and there was little he liked or enjoyed. "However," he added, "by keeping on and being involved in Al-Anon service, I was able to discuss the problems as I saw them, confront the situations, change the things I can and accept that which I cannot change. Because I do trust in a Higher Power, I really feel good about attending my third WSC."

We don't have to be perfect, he reminded himself and his audience. Al-Anon will survive, nonetheless, as it grows and changes to meet the needs of the fellowship, for the Steps, Traditions and Concepts will keep us headed in the right direction. Bill concluded by observing that service for him has been growth, "usually painful but eventually rewarding," and expressed his gratitude for the opportunity to serve Al-Anon/Alateen worldwide.

## SHIRLEY W., MICHIGAN

Service, Shirley said, has become very important in her life and has, in fact, sustained her more than anything else. Her first experiences with service were somewhat negative, but as her qualifier became active in AA and left her at home a great deal, she decided that she, too, would have to extend herself more. In time, she found the experience more and more rewarding—especially the opportunity to meet new people. She kept getting more deeply involved, and loved it. Strangers, she said, kept giving her beautiful things, and she kept grabbing them. Her greatest honor was being chosen Delegate from Michigan.

She discovered that her greatest growth came through service. Most important of all, she said, she learned to shut her mouth, open her ears, and listen, so that she could become a true spokesperson for her Area. Now that she is concluding her term as Delegate, she will return to work at the Area level. She expressed her gratitude for her opportunity to serve: "Al-Anon saved my life, and I will always do what is best for it."

## BETTE S., ONTARIO (S)

When she first went to Al-Anon, Bette felt unwelcome and unaccepted by the members of that particular group. For the next few years, haunted by her feelings of disappointment, she "hung around different groups, wanting to belong," but was terribly afraid of denial. Nonetheless, the God of her understanding was watching over her even then, for one day she was invited to attend a new group, where she met another member who had also experienced rejection. That friendship gave her the courage to forget the past and look to the future. Before long, she became involved in service, first as a GR, then as a DR and Area Treasurer. She found that she had a special motivation for service work because her husband was active in service for AA, and she liked what she saw happening to him. He advised her to be a friend, serve to the best of her ability, and she would thus receive the greatest gift of all—spiritual growth. "I hope," said Bette, "through putting gratitude into action that I can become an example of what service can do for a person. . . . And when I have finished my term as Delegate, I hope I can continue to carry the message of hope, unity and understanding."

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## ANNUAL REPORT:

Ruth F., Chairman  
Robert D., Assistant Chairman  
Helen G., Secretary

**CHAIRMAN'S MESSAGE:** The theme of the 1984 World Service Conference is "Service — Gratitude In Action." Gratitude stems from personal recovery, using the principles of the Al-Anon program. As we go forth, gaining more knowledge, we become aware of the rewards of service and how it enriches our daily lives. Becoming active and giving of one's self, no matter how seemingly menial the job, is service.

At the World Service Conference, members come from all walks of life yet we are equal: we are all Conference members. True leaders are but trusted servants, guided in the spirit of service. The sole authority in Al-Anon is a loving God as He may express Himself in the group conscience.

As we work together in love and unity to carry the Al-Anon message of hope to families and friends of alcoholics worldwide, we are reminded that service is, indeed, gratitude in action.

**COMMITTEE:** The full Conference Committee convened five times, the Interim Committee three times. In July, Stephanie O'K. resigned as Assistant Conference Chairman; subsequently, Bob D. was named as the new Assistant.

**CONFERENCE PREPARATION:** From January through April, preparations were finalized for the 1983 Conference, which was held April 18-23 at the Tarrytown Hilton. An exciting conclusion to the Conference was the visit to "Stepping Stones." Two 53-passenger buses were reserved to transport Conference members to Bedford Hills.

In June the committee reviewed the 1983 WSC, based on the evaluation forms returned by participants. All suggestions were considered and, where feasible, were implemented in developing the 1984 WSC agenda.

The 1984 Conference theme, "Service—Gratitude In Action," was approved by the Trustees, and the WSC was scheduled for April 30 - May 5, again at the Tarrytown Hilton, Tarrytown, New York.

**CONFERENCE SUMMARY:** Over 2300 complimentary 1983 Summaries were mailed to Delegates for distribution to their Area World Service Committees. Past and present Conference members each received a personal copy. In keeping with the 1983 Conference decision, copies were again mailed to all registered groups.



### SUB-COMMITTEES:

**Admissions**—Marjorie W. was named Board of Trustees liaison to the Admissions Committee. At the 1983 Standing Committee, Pat B., KY, was elected to serve as the 1984 Chairman, with Esther K., MN (N), as Secretary. Robert V., R.I., was elected 1984 Alternate Chairman.

The Bermuda Al-Anon Family Groups asked to join the N.C. Assembly. In turn, North Carolina sought guidance from the WSO on how to proceed. Suggestions were offered, and subsequently the North Carolina Delegate reported that Bermuda would be welcome to join. This will be discussed at the 1984 meeting of the Admissions Committee.

**Agenda**—Rita McC. was appointed as the 1984 Board of Trustees liaison member to the Agenda Committee. Copies of Conference Quarterly Reports and Conference Committee Minutes were sent to all Conference members.

**Handbook**—Irma C., RT U.S. (SW), Chairman of the Committee, met three times this year with In-town Committee members Henrietta S., Margaret O'B. and Helen. All recommendations were reviewed for presentation to the 1984 Standing Committee.

**Hospitality**—1983 Hospitality Room volunteers were sent thank you letters and a set of the "3 Little Books." Deanna Z., Assistant to the Conference Secretary, will coordinate hospitality for the 1984 WSC.

**AREA HIGHLIGHTS**—Articles submitted by Staff Secretaries were edited for publication. Over 1250 copies are mailed quarterly with inserts.

**MAILINGS TO CONFERENCE MEMBERS:** In response to suggestions made at the 1983 WSC, a new Delegate mailing system was implemented, by which communications will be consolidated by the Conference Services and sent approximately twice a month. Priority mail was sent daily where indicated.

In the first quarter, material was mailed for the 1983 WSC; subsequent mailings included material pertinent to the 1984 WSC.

**ELECTION ASSEMBLIES:** In the fall, Panel 21 Areas (1981-83) elected new Panel 24 Delegates. Appropriate material was sent. A letter was sent acknowledging dedicated service, along with a group photo of outgoing Panel 21 WSDs.

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

**TRANSPORTATION COSTS:** To reduce Conference costs and to stabilize the Equalized Expense amount, Conference members were requested to make travel arrangements through a designated travel agency. Conference members are able to make individual flight plans by calling a toll-free number; Canadian members can call collect.

**OVERSEAS REPRESENTATIVES:** Invitations were sent to all Al-Anon General Service Offices to participate in the 1984 WSC. U.K. and Eire responded informing us that they will not be sending a Representative to the 1984 WSC, but will participate in 1985 (and in other years that alternate with the GSM).

**REGIONAL TRUSTEE PROCEDURES:** Areas within the U.S. (NW) and U.S. (SW) Regions were asked to submit resumes of Regional Trustee nominees and an Alternate by January 1, 1984. The Regional Trustee Plan, other pertinent material and a cover letter were mailed to the Areas proposing candidates for election at the 1984 WSC. A registered letter is sent to Areas that have not responded, requesting confirmation that they will not present a candidate.

Listed below are the Areas in the U.S. NW and SW Regions, together with their nominees (if any):

U.S. (NW)	RT	Alternate RT
Idaho	Lodema S.	—
Illinois (N)	Maureen S.	—
Illinois (S)	Carmelita B.	—
Iowa	Rebecca J.	—
Minnesota (N)	No available candidate	—
Minnesota (S)	Louise B.	—
Montana	No available candidate	—
Nebraska	Syntha E.	* Rebecca J. (Iowa RT candidate)
North Dakota	Mary Frances T.	—
Oregon	Betty W.	—
South Dakota	No candidate	—
Washington	Sharon B.	—
Wisconsin	Joyce B.	Dolores K.
Wyoming	Audrey B.	—



\*Nebraska submitted Iowa's RT candidate as their Alternate RT candidate. We responded, explaining that an Area cannot submit a candidate from another Area, but in the event that Nebraska's RT candidate does not run for office, Nebraska could support Iowa's candidate.

U.S. (SW)	RT	Alternate RT
Arizona	Mary Fran W.	—
California (N)	Earthel N.	—
California (S)	Bob L.	—
Colorado	Judene G.	—
Hawaii	No available candidate	—
Kansas	Patricia S.	Janet M.
Nevada	Donald B.	—
New Mexico	Julianna S.	—
Oklahoma	No available candidate	—
Texas (E)	Blanche D.	—
Texas (W)	Shirley S.	—
Utah	Adean M.	—

Each voting member is sent a set of resumes. The voting members for the U.S. (NW) Region are the 14 Area Delegates within the Region, four other Delegates and four Trustees (the Board Chairman and three chosen by lot at the January 1984 Board meeting.) The voting members of the U.S. (SW) Region are the 12 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 following Alternates and Area Delegates from outside the Regions were drawn at the 1983 WSC:

Voting for U.S. (NW)	Voting for U.S. (SW)
Kentucky	Massachusetts
Atlantic Provinces	Ohio
Rhode Island	Georgia
Pennsylvania	Minnesota (S)
Florida—1st Alternate	New Jersey—1st Alternate
New York (N)—2nd Alternate	Delaware—2nd Alternate

#### CONFERENCE REUNION LUNCHEON (1985 International Convention):

The Conference Secretary was assigned to assist the Chairman of the Reunion Luncheon, Simone M., Panel 17 WSD Quebec (W), in coordinating this event.

**OFFICE PROCEDURES:** Requests for guidance and information from members in service continue to be answered daily. Records are updated; forms are revised, Area World Service Committee and Assembly Minutes, as well as Area Newsletters, are read and appropriate data shared with Staff.

#### Trustee Procedures Update

The Committee was asked several questions about the nature of and rationale for the Regional Trustee system. It was described as a way of broadening the base of the program, enhancing the understanding between the leadership and the grassroots by maintaining some degree of geographical balance. (see also p. 43)

#### Conference Committee Update


Helen G.

In reporting on the selection of the conference site, Conference Secretary Helen G. reported, because of rising costs and scarcity of accommodations, it is now necessary to reserve meeting rooms at least 1½ years before the Conference. Thus, early in 1983, in preparation for this year, she approached numerous hotels in New York City, while also tentatively reserving space at the Tarrytown Hilton. Several New York hotels responded, but many lacked adequate meeting space and all quoted very high rates. Nonetheless, a few that seemed at least plausible choices were inspected: all proved unsuitable in one way or another.

The Tarrytown Hilton offers complimentary meeting rooms with comfortable seating, and the auxiliary rooms are in reasonable proximity to the general session room. Its rates for sleeping rooms and meal functions continue to be the lowest quoted (the Hilton's next increase will be 4%, compared to 10-11% elsewhere). Based on these considerations, space has again been conditionally reserved at the Tarrytown Hilton for the 1985 Conference. In keeping with the 1983 WSC decision, however, the search for a viable New York City site will continue.


## AGENDA REPORT-BACK:

### Gail J., Vermont

The committee reported that it had discussed its purpose and, because of members' feeling that at present they make no valid contribution, it recommended disbanding and reassigning its members. (As it happened, however, the Board's recommendation for combining the Admissions and Agenda Committees resolved this matter satisfactorily.) 

## HANDBOOK REPORT-BACK:

### Irma C., RT U.S. (NW)

- The chairman explained to committee members how Handbook recommendations are initiated (many from letters and questions to Area Delegates or the WSO).
- The committee discussed Lois's motions to the 1975 WSC and the 1977 Handbook motion.
- It was noted that CPC will be added to Committee listings in the Handbook.
- Responding to Green-light Question #8—"Can we have Guidelines for Area Coordinators in our handbooks or on a separate sheet?"—the committee referred Conference members to page 31 of the Handbook, where it states that guidelines are not detailed in the Handbook because of the constant need for update, but may be obtained from the WSO.
- The committee recommended to the Conference several revisions of the Handbook that concerned election of DRs, procedure for appointing replacement officers, and qualifications for subsequent terms of Area Delegates (see Motions). All these recommendations were accepted, and revised pages will be sent to the groups. 

## ADMISSIONS REPORT-BACK:

### Pat B. (Kentucky)

**REQUEST FROM PUERTO RICO**—The Committee considered a request from Puerto Rico that Teresa M., WSO Spanish Services Supervisor, be seated with voice and vote, but this was not approved for recommendation because it does not fit into the present Conference structure.

**REQUEST FROM NORTH CAROLINA**—Also considered was a request by the North Carolina Delegate that Bermuda, (a territory of the United Kingdom) be allowed to join our North Carolina Area, as it has asked to do, and the Committee presented a motion to the Conference that Bermuda's petition be granted. Thorough discussion of the motion explored concern that such an action might set a precedent toward future inclusion of other territories or sovereign states with/without a GSO (especially in the Caribbean), as well as confusion about whether Bermuda could send a Delegate to the WSC. It was explained that Bermuda would not be joining the WSC but an Area Assembly, as one of its Districts. Bermuda could send a Delegate to the WSC only if someone from that District happened to be elected Delegate from North Carolina. The issue, it was pointed out, is one of proximity and choice: they elected not to be part of the U.K. & Eire structure but want to belong somewhere, and since, geographically, Bermuda is considered part of North America, it is logical for them to be affiliated with the North American Conference. In response to the question of precedent-setting, it was felt that each such case would have to be examined individually on its merits, but the Conference Secretary noted that this particular request followed a similar action by Alcoholics Anonymous in adding Bermuda to its service structure. One Delegate (who favored admittance) recommended that the possibility of other such requests in the future is an appropriate matter for consideration by the Long-Range Study Panel, which could thus try to anticipate any difficulties. The motion was carried 89 to 4 (with 1 abstention).

(For Conference unfinished business, see p. 31.) 



## ANNUAL REPORT:

Virginia M., Chairman  
Joanne B., Assistant Chairman  
Patricia H., Secretary

### COMMITTEE:

The committee, which met 11 times, began the year by completing prior projects and preparing the Concept text material, which was subsequently approved by the 1983 World Service Conference. In following the Conference's recommendation to provide members with tools for doing CPC work, guidelines were developed and distributed. The committee also revised and updated materials, discussed plans for the film and developed topics for the survey.

In-town committee members are: Mary C., Marilyn L., Rosann C., Lynne S., Rae S. and Elaine V. Joanne B., Chairman of National Public Information Committee of Canada (NPIC) and Assistant Chairman of CPC, attends meetings quarterly.

### GENERAL OFFICE WORK:

**Correspondence**—Letters were received from professionals in education, law, social work, hospitals, treatment centers, libraries, government agencies, embassies and consulates, corporations, law enforcement, medicine, and the clergy. Routine inquiries from professionals about Al-Anon/Alateen were sent a form letter and professional literature packet; specific questions were answered individually.

### MAILINGS:

**AL-ANON SPEAKS OUT**—In November, this newsletter was sent to over 9,000 professionals on the mailing list. It focused on the effects of alcoholism on family members in the work force.

**Seasonal Mailing**—This mailing elicited a five percent response rate. Complimentary copies of the L/M and Newcomers packets were mailed to respondents.



### PROFESSIONAL ACTIVITIES:

**ALMACA, NYC Chapter**—The Staff Secretary attended this local meeting, where goals, issues and new directions for ALMACA were discussed.

**ALMACA, National**—The Staff Secretary, attending the Regional Service Seminar in Canada, was unable to attend the annual ALMACA meeting. The International Staff Secretary went in her place, subsequently reporting that Al-Anon was used as the follow-up resource for most facilities participating. Several professionals in Europe and North Africa with experience in alcoholism and its effects on others felt that AA and Al-Anon were the only valid resources, but observed that most treatment centers are still trying to teach controlled drinking.

**Rutgers Summer School of Alcohol Studies**—The Staff Secretary made a presentation on Recovery through the Twelve Steps, highlighting the Al-Anon program for this group of professionals. She also coordinated a tour for the students in this program. Literature was distributed, "Getting Involved" was shown and refreshments were served.

**The Third Annual Northeast Conference on Addictions**—The Alateen Staff Secretary attended this conference, which focused on children of alcoholics. She reported that Al-Anon and Alateen are highly regarded and recommended frequently as follow-up for treatment.

**Westchester Council on Alcoholism**—The P.I. and CPC Staff Secretaries viewed the film "Alcoholism and the Physician," which was produced by Operation CORK. This training film for physicians contains some technical information that could be used in developing the Al-Anon film for professionals.

### CPC WITHIN THE FELLOWSHIP:

**AL-ANON FACES ALCOHOLISM**—The committee reviewed manuscripts by members of the professional community for the second edition of AL-ANON FACES ALCOHOLISM.

**AL-ANON SPEAKS OUT**—As the committee felt that its present two-page annual issue does not answer the need, plans are underway to make this publication bi-annual—one issue in the spring, and the second to be mailed with the seasonal letter (to reduce mailing expenses).

**CPC Concept Amendment**—This amendment was submitted for presentation at the 1983 WSC, where it became a part of Al-Anon's Twelve Concepts of Service.

**CPC Guidelines**—The committee completed the writing and editing of these guidelines for the 1983 WSC, and they were distributed to all Conference members. They are available to any Al-Anon member upon request.

**Film**—As mandated by the 1982 WSC, the concept of a film to be used as a CPC tool was worked on throughout the year. While this item was not budgeted in 1983, in-town committee members and Delgate members provided input on the film's content.

**Pamphlet retitled**—For P-34 "Working As, For or With Professionals" the Policy Committee approved a new title suggested by the CPC Committee—"Al-Anon and Professionals"—and added the subtitle "for members working as, for or with."

**Portable Exhibit Booth**—This compact booth has been used at various exhibitions with favorable response. Because of its use of posters and literature, rather than affixed graphics, the cost was far below projection. Thus, sufficient money remained to purchase a second booth, enabling a phase-out of the costly services of outside exhibit companies.

**World Service Conference Presentation**—Featured was a demonstration on the practical aspects and easy setup of the portable booth. An explanation of WSO and Area responsibilities when participating in national conventions was also given, and the CPC Guidelines were discussed.

### INTERNATIONAL CPC:

**Cooperating with Japanese Psychiatrists**—Cecilia M., the General Secretary of Al-Anon Japan General Service Office, visited the U.S. with three psychiatrists interested in U.S. methods of treating alcoholics and their families. The Staff Secretary coordinated their visit to Al-Anon's WSO, to AA's GSO, and to various treatment centers in the northeastern U.S.

**World Congress for Mental Health**—The Staff Secretary attended this Congress, which serves as a consulting body to the UN. Representatives of the mental health field from more than 39 countries discussed such topics as community responsibility for mental health and self-help mutual aid groups worldwide. One workshop discussion centering on children of alcoholic parents issued a recommendation that the effects of alcoholism on children be recognized as a world health problem.

### REVISED LITERATURE:

**"Al-Anon Fact File"**—This has been revised by the P.I. and CPC Staff Secretaries for conciseness; a new design is being considered.



**Guidelines to Industry**—The committee is considering comments made by Al-Anon members in industry that the guidelines may be obsolete.

**Labor/Management Packet**—This packet has been completed with a new price of \$.40 each. It will be distributed at the WSO.

#### ADDITIONAL ASSIGNMENTS:

**Survey**—The concept of conducting a survey of the Al-Anon fellowship was passed by the 1983 WSO. The Board subsequently assigned CPC the task of obtaining bids and working on the development, distribution and analysis of the survey.

#### NATIONAL EXHIBITS:

National Association of Private Psychiatric Hospitals, Miami, Florida  
National Association of Secondary School Principals, Dallas, Texas (Missed)  
American Association of School Administrators, Atlantic City, New Jersey  
National Council of County Mental Health Centers, Detroit, Michigan  
Council on Social Work Education, Fort Worth, Texas  
American Personnel and Guidance Association, Washington, D.C.  
National Catholic Education Association, Washington, D.C.  
American Orthopsychiatric Association, Boston, Massachusetts  
National Council on Alcoholism, Houston, Texas  
Working Women and Substance Abuse Conference, Washington, D.C.  
7th World Conference of Therapeutic Communities, Chicago, Illinois  
National Conference on Alcoholism and the Family, Philadelphia, Pennsylvania  
North Conway Institute 29th Assembly, Byfield, Massachusetts  
American Correctional Association, Chicago, Illinois  
28th Annual Convention of Circle K International, Atlanta, Georgia  
8th Annual Worldwide Conference of Alcohol & Drug Abuse, Arlington, Virginia  
Alcohol and Drug Problems Association (ADPA), Washington, D.C.  
ALMACA, Minneapolis, Minnesota  
Third Annual Northeast Conference on Addictions, Albany, New York  
American Academy of Pediatrics, San Francisco, California  
Joint Conference on Occupational Health, New Orleans, Louisiana  
American Public Health Association, Dallas, Texas (Missed)  
Gerontological Society of America, San Francisco, California



### CPC Update

The Staff Secretary presented the new version of Guidelines to Industry as well as the final revision of the Fellowship Survey (incorporating Delegates' changes). The latter item stimulated numerous questions—for example, how the survey is to be used, why certain queries were included (especially those on education level and whether non-program literature is used at meetings), whether the survey would be sent to Lone Members and Spanish-speaking groups, and what the actual role of the survey company would be. The answers revealed that the purpose of the survey is to help the WSO function better (e.g., to provide valid data as a guide to pricing literature), to give the fellowship itself a clearer sense of its diverse identity, and to gain credibility with the general public through documentation of that identity. Committee Chairman noted that the revised form of the survey, which has already been mailed, reflects Delegates' evaluations of and objections to proposed questions (if three people objected to something, it was changed or deleted). Actual development of the survey was described as following this pattern: Categories of desired information were decided upon and presented to the survey company, which then formulated questions that were critiqued by the WSO and revised. From these the company organized and printed the survey, the results of which it will tally and analyze.

At some AA Round-ups and Conferences it has been the practice to invite a taper to tape and sell tapes of speakers at meetings for his/her personal gain. If we, as Al-Anon members agree to have our talks taped, are we not endorsing, financing and lending our name to an outside enterprise?

This question was brought to the Policy Committee in July 1982. As a result an article was published in *INSIDE AL-ANON* asking members their views. The response was minimal and those who responded felt that they had no problem with a taper and selling tapes of speakers.

## CPC REPORT-BACK:

### Thelma K. (Arizona)

**NPIC REVIEW**—The NPIC Chairman reviewed the subcommittee's history.

**FILM**—Asked to provide direction for development of the film authorized by the 1982 WSO, the committee stipulated only that it should describe what Al-Anon is, what it can do and where it can be found. One suggestion was that a graphic format might be considered, rather than a realistic one with actors.

**ENCOURAGING CPC WORK**—The committee suggested that Area Coordinators' reports to Assemblies be sent to WSO, which would serve as a clearing house, sharing the information with other Areas.

**AL-ANON SPEAKS OUT**—Two issues per year were provided for in the 1984 budget. Under consideration for a forthcoming issue is the rapid growth of meetings for adult children of alcoholics.

**CPC KIT/COMBINED KIT**—The committee addressed the need for a CPC Kit but, noting that both P.I. and Institutions already have separate kits and one for Alateen is under consideration, it felt that a Combined Service Kit would be a better solution than a total of four separate ones. A motion proposing a combined kit was presented to the Conference. In a lengthy and thorough discussion, concern was expressed about cost (having to scrap kits now in existence), size (would it be unwieldy or too daunting to encourage use?) utility (how many Areas have all four different coordinators?) and clarity (would it be too confusing?). Those who favored the idea emphasized that such a kit would eventually be simpler and more efficient to produce, would eliminate the need to buy several kits to obtain the same content, would provide coordinators with a *de facto* job description, and could have its different sections color-keyed to eliminate confusion. Pointing to its potential value as a tool for broader use among the fellowship, some asserted that it would enhance grassroots interest in the service areas, would increase understanding of how the committees interrelate and would enable members to make more intelligent decisions about the direction of their Al-Anon service. One member questioning the wisdom of the combined kit wondered if separate kits unified by some sort of common cross-reference tool might not be best. Another asserted that the lack of agreement suggested the Conference was not ready to vote and requested the opportunity to discuss the proposal in her Area. Others expressed the urgent need of their Areas for the CPC Kit, and the Alateen Staff Secretary noted that production of the Alateen Kit was awaiting a decision on the combined kit. The General Secretary observed that there seemed to be conflicting needs and felt the matter should be reviewed at more length to develop a concrete format that could be presented to a future Conference for approval, suggesting that in the meantime it might be wise to produce the CPC Kit singly. When the motion was brought to a vote, the proposal was passed by a narrow margin (49 to 43, with 2 abstentions), but Staff Secretary Pat H., noting the lack of substantial unanimity, asked for the matter to be returned to the '85 Conference after further study by the committees involved.



### QUESTIONS:

**How can we educate professionals practicing "Mental Help" to explore the patient's background for alcoholic relatives, before pursuing therapy, as this is frequently never uncovered?**

By becoming more active in CPC work. This area of service aims to help professionals recognize the disease of alcoholism in the family and to use Al-Anon as a resource.

**May we have a clearer, direct explanation of the terms "cooperation" and "affiliation"?**

Carrying the message is part of Al-Anon's cooperation with the professional community. We are cooperating when we let professionals know what we can and cannot do within the Al-Anon Traditions. We are cooperating when we assume our responsibilities for starting and leading meetings within a facility. Affiliation is association or a connection which implies that we are lending our name or endorsing through a legal or financial agreement. Al-Anon, to avoid affiliation, has resisted blending with a particular recovery theory or religious view.



### TREASURER'S REPORT:

In the annual report prepared by Owen J. Flanagan, our Certified Public Accountant, income and expenses for the year ended December 31, 1983 are compared in detail with those of the prior year in Exhibit A.

Total income in 1983 increased approximately \$350,000 (or 14%), which, when compared with increased expenses of \$154,000, resulted in a positive change of \$195,900 from an excess of expense of \$143,300 in 1982 to an excess of income of \$52,600 in 1983.

Total sales of books and other literature in 1983 increased by \$449,000 (or 19%) from the prior year. Most of that increase resulted from publication of a new book, *ALATEEN*—a day at a time, the sales of which totaled \$247,000; also, higher selling prices for pamphlets, which went into effect in January 1983, produced additional income of \$127,000. Sales of ODAT increased \$47,000 (or 6%). Sales of all other books increased \$28,000, with most of the other books showing slight increases over the prior year except for *FORUM FAVORITES* and *LOIS REMEMBERS*, which were essentially unchanged. The original *Alateen* book, *ALATEEN*—Hope For Children of Alcoholics, reflected lower sales of \$6,700, probably affected to some extent by publication of the new book.

The gross profit percentage on sales increased from 68% in 1982 to 69% in 1983. That rise reflected the price increase on pamphlets, but was partially offset by a charge of \$38,000 for the write-off of the entire remaining inventory of Spanish literature (because of its very limited sales).

Contributions increased by only \$10,000 (or 2%), compared with increases of 18% and 9%, respectively, in the two preceding years.

*FORUM* subscription income, which represents the portion earned through fulfillment, increased \$28,500 (or 13%) over the prior year. Most of that increase was due to higher subscription rates that went into effect late in 1982, since paid circulation was only 6% higher than in the prior year. It should be noted that the number of new and renewal subscriptions received during the year—cash for which is set aside in a deferred account until the subscriptions are fulfilled—was 21% less than the prior year. Part of that decrease was due to the fact that many subscribers renewed their subscriptions earlier than usual in 1982 to avoid the increase in subscription rates.

Interest income was lower by \$25,800, due to a combination of lower interest rates and less money available for investment early in 1983.

The 1983 increase of \$44,100 or 1.7% in total operating expenses represented a considerable improvement from the increase of \$450,500 (or 21%) in 1982. Salaries and temporary help increased \$99,600 (or 9.4%) over 1982. On December 31, 1983 there were 64 staff positions at the World Service Office (2 of which were temporarily vacant)—the same number as the prior year. Employee benefit costs, which are directly related to the number of full-time positions, increased \$30,200 because of higher medical insurance rates and additional payroll taxes and pension contributions on the increased payroll.

Packing and shipping costs increased \$16,700 (or 10%), as a result of higher postal rates and a greater unit sales volume.

The cost of maintaining the French literature service increased \$11,100 (or 20%).

Other normal expenses of operating the World Service Office—rent, postage, supplies, telephone, services etc.—were \$25,700 lower in 1983, as compared with a \$75,000 increase the prior year. A major portion of that reduction, \$13,500, results from the new telephone system installed in 1982. Occupancy costs also declined \$8,400, due to lower steam charges.

The total of all other expenses was \$87,900 lower than the prior year. That decrease was due to the fact that in 1983 there were no expenses comparable to the General Service Meeting held in 1982 at a cost of \$37,800, the T.V. and radio spots produced in 1982 at a cost of \$42,500, and the new films on *Structure and Archives* also produced in 1982 at a cost of \$23,000. Partially offsetting those reductions was an increase in travel and meeting expense, largely attributable to longer periods of time spent in New York by Board members preparing for their quarterly meetings.

The cost of substantially all the equipment required for the new computer system, plus electrical and air conditioning alterations, was \$126,000 in 1983. In addition, \$38,600 was spent on system design and programming; it is estimated that an additional \$15,000 will be required to complete the programming in 1984. Regular office furniture and equipment purchased during 1983 totaled \$15,778, as compared with \$63,000 in the prior year (which included \$38,000 for the new telephone system).

#### 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 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 conditions present at that time, a Reserve Fund balance of \$500,000 was sufficient. The Fund balance was maintained at that amount 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). Since 1978 the Board has authorized a total of \$550,000 to be transferred from the General Fund to the Reserve Fund, bringing the Reserve Fund to its present balance of \$1,050,000.

**In October 1981 the Board re-examined the goal of the Reserve Fund and made a decision to return to the original goal: an amount equal to one year's operating expense. At the 1983 level that goal would be \$2,600,000.**

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 fluctuations. Accordingly, no provision has been made in the accounts for the \$71,000 decline in value of certain of the U.S. Government Bonds held on December 31, 1983. While the bond market has recovered to a certain extent during the past year, it is still possible that a permanent impairment in the value of those bonds has occurred, but the original value is noted without adjustment on the Balance Sheet.

In our Seventh Tradition leaflet and in our Policy Digest, "The Birthday Plan" is mentioned, yet it seems that many members are not aware of it. We encourage you to inform the members in your Area that this is another method by which they may want to show their gratitude for our Al-Anon way of life. Briefly, what this plan suggests is that on the anniversary or birthday of coming into our fellowship, we make a contribution to the WSO of \$1.00 for each year we have been in the fellowship (more if we are able). Last year the Conference requested envelopes for the Birthday Plan, and they have been produced; these may be obtained from WSO.

Three times each year a letter is sent to every Al-Anon and Alateen group in the U.S. and Canada, appealing for financial support to help the WSO provide the services it was established to provide. Again, we ask your help in clarifying for the groups the intent of this appeal. It is intended to be a personal gratitude contribution from each member who is able. \$2.00 per member per appeal is the suggested amount—more if anyone is able. No amount is ever too small. Sometimes the group treasury supplements the members' personal contributions, but that is a matter of group autonomy. If you can think of any ways to make the Appeal Letters more meaningful, please let us know.

Although the Auditor's report shows an increase of income over expenses for the year 1983, that does not mean that the WSO is financially secure. We face some tremendous expenses in the next few years, some of them totally beyond our control. Al-Anon and Alateen members have never failed to support their WSO when the need has been great, and the need has never been greater than it is now.

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



## BUDGET:

### Richard Kelly, Controller

Richard presented the 1984 budget to Conference members, clarifying certain points and responding to questions and comments from the floor. He noted that:

- The 1984 budget projects total income at \$3,175,200 (a 12% improvement) and total expense at \$3,088,400 (an 11% increase), resulting in an excess of income of \$86,800 for the year.
- Income from all major revenue categories is expected to be higher. Total sales should increase by 12% due to the fully-revised second edition of AL-ANON FACES ALCOHOLISM, the publication of several new or revised pamphlets and new P.I. materials. Contributions are expected to improve by 10% in contrast to an increase of only 2% in the prior year. FORUM subscriptions and interest income are projected to increase by 14% and 5%, respectively.
- Total expense is anticipated to increase by \$306,000, mainly because of the inclusion of projects for which there are no comparable expenses in the prior year. These projects comprise new TV and radio spots, a film on informing professionals and the general public, a survey of the fellowship, a management study and the costs of the bi-annual General Services Meeting. Building occupancy expense includes the cost of a real estate consultant to assist in the search for new rental space for the WSO.

It was then moved and seconded that the 1984 budget be accepted as presented, but during discussion of the motion, a recommendation was made and voted upon that approval be delayed until a more detailed report had been given to the Conference on the management study expenditure.

A motion was then presented (duly moved and seconded) that the WSO be provided, as part of the annual report, salary ranges of WSO personnel. The lengthy discussion that followed centered chiefly on two points of view: on the one hand, the recognition that salaries constitute one of the largest budget items and thus arouse considerable curiosity in the Fellowship at large; on the other hand, the concern that—although there is no ulterior reason to withhold the information—such disclosure might result only in confusion and hostility because of the difficulty of interpreting the data, which necessitates comparing the economic realities of different

regions. One Delegate expressed her hesitation about taking such salary ranges back to her (mostly rural) Area; another felt that the amount of information actually needed can be inferred without difficulty from the figures presently supplied. When the ballots were counted, the motion had been defeated.

On Friday, in accordance with the earlier motion, General Secretary Myrna H. presented to the Conference a detailed report on the management study. She identified the external participants as Arthur D. Little, Inc., a highly respected firm of management consultants. She noted that the Little organization had already indicated its understanding of several key features of the WSO that would affect such a study: its nature as a service office; its sources of financial support; its integral part in the mission of Al-Anon; the effects of the Twelve Steps and Traditions on its activities, operating style, organization and governance. "It is essential that this analysis respect the Traditions and principles, but find acceptable ways within them to build an even more effective and efficient organization. The tenets of businesslike operations, appropriate attention to revenues and expenses, and maximum effective utilization of information are not at odds with these Traditions. Rather, they support the overriding theme of service to the Al-Anon fellowship."

Myrna explained that the review will encompass three phases: reconnaissance, a management and organizational review and a governance study. The first phase will involve interviews with Staff and Executive Committee as well as a background study of operations and salaries. Phase two (also using interviews) will include a data processing review, to evaluate the computer system and its growth potential (projecting other system alternatives), and an administrative review, to define each program area in detail, identifying its activities, objectives, products, needs, and problems. Salary review will be facilitated by an analysis comparing the WSO with similar not-for-profit organizations. Phase three, the governance study, will evaluate the relationship between Staff and the Governance structure (Board of Trustees, Executive Committee, Standing Committees, and World Service Conference). Issuing from all these procedures will be an analytical report, with recommendations for appropriate action to meet future needs of the WSO and the fellowship.

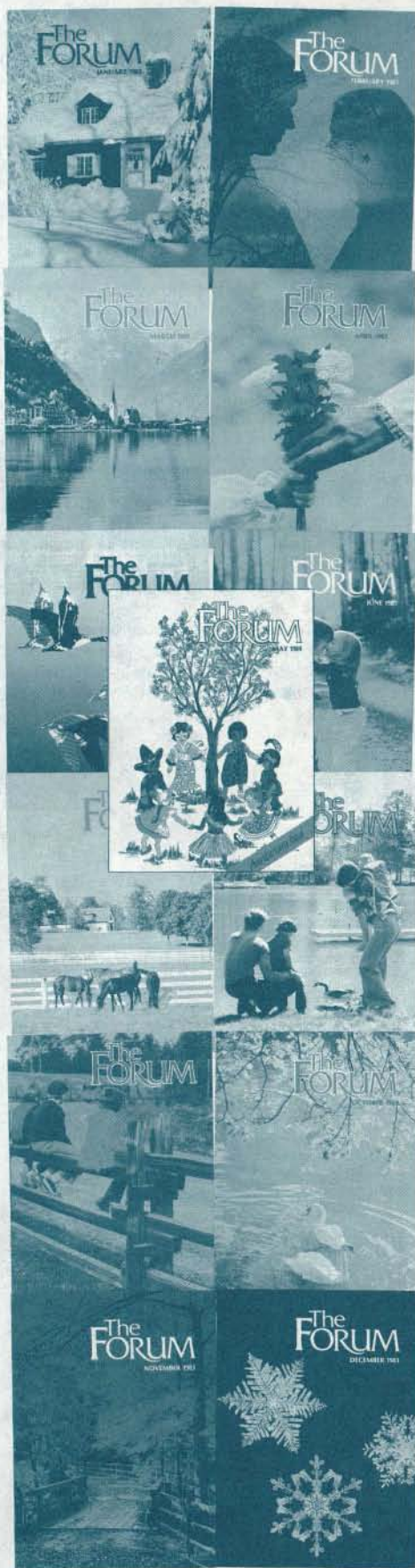
### AL-ANON FAMILY GROUP HEADQUARTERS, INC. 1984 Budget

	Schedule 1	
	1983 Actual	1984 Budget
<b>Literature Sales</b>		
Al-Anon Family Groups (formerly Living with an Alcoholic)	\$ 97,925	\$ 91,000
Al-Anon Faces Alcoholism	63,713	195,000
Dilemma of the Alcoholic Marriage	72,414	75,000
One Day At A Time	795,720	860,000
FORUM Favorites	36,171	38,000
Alateen—Hope for Children	45,245	42,000
ALATEEN—a day at a time	246,921	150,000
Lois Remembers	20,327	20,000
12 Steps & 12 Traditions	164,529	170,000
Other Literature	1,273,825	1,500,000
<b>Income from publications</b>	<b>2,816,790</b>	<b>3,141,000</b>
<b>Cost of Literature Distributed</b>		
Living With An Alcoholic	22,969	21,500
Al-Anon Faces Alcoholism	19,602	70,000
Dilemma of an Alcoholic Marriage	19,105	20,200
One Day At A Time	278,909	301,000
FORUM Favorites	7,008	7,300
Alateen—Hope For Children	14,416	13,600
ALATEEN—a day at a time	77,550	34,500
Lois Remembers	5,237	5,200
12 Steps & 12 Traditions	33,847	35,500
Other Literature	391,563	440,000
<b>Cost of Literature</b>	<b>870,206</b>	<b>948,800</b>
<b>Gross Profit from Literature Sales</b>	<b>1,946,584</b>	<b>2,192,200</b>
Films, Radio & TV Spots	10,435	15,000
FORUM Subscriptions & Back Issues	250,358	285,000
Interest earned	141,393	148,000
Contributions	486,236	535,000
<b>Total Income</b>	<b>2,835,006</b>	<b>3,175,200</b>
<b>Less Expense (Schedule 2)</b>	<b>2,782,445</b>	<b>3,088,400</b>
<b>Excess of Income (Expense)</b>	<b>\$ 52,561</b>	<b>\$ 86,800</b>

	Schedule 2	
	1983 Actual	1984 Budget
<b>Operating Expense</b>		
Salaries (Inc. Temp. Help)	\$1,154,724	\$1,224,000
Employee Benefits	231,852	254,000
<b>Total Labor Cost</b>	<b>1,386,576</b>	<b>1,478,000</b>
Building Occupancy	182,433	214,000
Packing and Shipping	181,018	192,000
Postage	168,695	180,800
Telephone	21,595	25,500
Stationery & Office Supplies	87,663	90,000
Office Services and Expenses	61,080	37,000
Repairs and Maintenance	16,774	27,000
Travel and Meetings	83,117	91,500
Professional Fees	12,391	15,000
Printing: FORUM	111,249	126,000
Directories	21,358	27,000
Conference Summary	14,655	19,000
Inside Al-Anon	28,419	37,500
Other	21,920	23,500
Public Information Exhibits	18,081	21,000
Direct Conference Cost	65,387	68,000
French Literature Service	65,026	73,000
TV Spots	—	50,000
Radio Spots	—	15,000
Film-Informing Professionals and General Public	—	65,000
Fellowship Survey	—	16,000
P.I. Radio Interview Cassette	—	5,000
Canadian Public Information	18,745	21,200
Regional Service Seminars	10,425	10,000
Miscellaneous	26,495	25,000
<b>Total Operating Expense</b>	<b>2,603,102</b>	<b>2,953,000</b>
<b>Non-Operating Expense</b>		
Management Study	—	35,000
General Services Meeting	—	47,000
E.D.P. Installation	163,565	15,000
Furniture & Equipment	15,778	38,400
<b>Total Non-Operating Expense</b>	<b>179,343</b>	<b>135,400</b>
<b>Total Expense (Schedule 1)</b>	<b>\$2,782,445</b>	<b>\$3,088,400</b>







## ANNUAL REPORT:

Jane O., Chairman  
Fran H., Editor

**COMMITTEE:** Members include Bo H., Bob T., Rita McC., Ruth S., and Mary Ann K.

**STAFF:** The *FORUM* underwent major staff changes in 1983. Yvonne F., Production Assistant, resigned in January. Hildegard V., *The FORUM* Editor, resigned in April.

Mary Ann K., International Secretary (and former Editorial Assistant), accepted responsibility for production of the July '83 issue. Fran H., *FORUM* Committee member for three years, became Interim Editor in May and was officially appointed Editor at the October '83 Board meeting. Katherine N. rejoined the *FORUM* staff as Production Assistant.

Everyone on the staff worked to make the transition as smooth as possible so that subscribers would receive the magazine on schedule.

**EDITORIAL:** The series "Al-Anon is for . . .," begun in 1982, continued in 1983 to include grandparents and stepparents. The continuing feature "It Works . . . When We Work It" focused on the difficulties encountered during bereavement and after sobriety. Special coverage of such important topics as incest and drunk driving generated enthusiastic reader response.

The editor instituted a new series, "Building a Better Life By . . ."; it began in December with "Building a Better Life By . . . Overcoming Jealousy." Other segments will follow us as various concerns are indicated by correspondence received.

The practice of running a regular editorial dealing with specific aspects of the program was continued in 1983 with a personal approach to the Traditions.

To encourage Alateen sharings, two pages were reserved in the October issue; this space will continue to be available to Alateen members.

**PRODUCTION:** In an effort to enhance graphic appeal, The *FORUM* staff began seeking out talented new artists, who can constitute an ongoing artistic resource.

**CIRCULATION AND PROMOTION:** In cooperation with the Circulation and Subscription Fulfillment Service, a new order blank, providing space for computer data, was developed.

The special promotion, "A Baker's Dozen," offering 13 issues for the price of 12, was extended just before the holiday season, as an incentive to use *FORUM* subscriptions as gifts. A separate order form was created and mailed with all literature orders from October through December, duplicating that published simultaneously in the magazine. Several new subscriptions resulted from this offer.

**STATISTICS:** At the end of 1983 there were 48,232 *FORUM* subscribers, compared with 45,669 in 1982. This represents an increase of 2,563 subscriptions (5.6%) over 1982.

Income from *FORUM* subscriptions, which in 1982 was \$221,800, in 1983 totaled \$250,000, an increase of \$28,600 (12.9%). (Additional income generated by *FORUM* reprints and binders is impossible to calculate since it is combined with literature sales.) According to a report by the Committee Chairman, the 1983 *FORUM* deficit was \$128,000, down from \$155,000 in 1982.

Total number of copies mailed in 1983: 574,260

## THE FORUM SESSION:

Celebrating its sixth anniversary as a magazine, The *FORUM* released at the Conference the May issue, with a special four-color cover (the first ever) featuring a painting specially created for the occasion. The presentation by *FORUM* editor Fran H. gave Delegates a bird's-eye view of the process of selecting and developing material for each issue. Sharings come from members all over the world and deal with every imaginable topic. (Fran revealed, in passing, that all letters receive a personal reply so that The *FORUM* can keep in touch with members' concerns.) The letters and articles are gathered, typed, and then discussed and evaluated by The *FORUM* Committee, which meets once each month. Every member seems to develop some special concern to foster in the pages of the magazine, and discussions are often long and animated. The principal criterion for selection is: "How helpful is the message? (Has the writer told how he or she used the tools of Al-Anon to cope with problems? Is the focus on the Al-Anon member, not the alcoholic? Is this a topic that many readers will identify with and find help-



ful?)” When the Committee has completed its review of current submissions, the Editor then reads through the manuscripts again and makes her final selection in the light of their evaluation. Then layout begins—using illustrations and cartoons to enhance the text, choosing timely and attractive covers, finding titles in arresting phrases, selecting the right type to convey the mood of a piece. Last of all, Fran writes her “Sharing With You” editorial, which she finds a gratifying opportunity to find solutions for herself while speaking to the fellowship. In conclusion, Fran stressed the committee’s effort to make *The FORUM* a kind of bridge between Alateen and Al-Anon, which in the past year has included devoting a two-page spread in each issue to Alateen members to help nurture a sense of belonging. She appealed to Delegates to solicit letters from members of Alateen.

Jane O., Chairman of The *FORUM* Committee, delivered a financial report, analyzing deficits and exploring ways of achieving good financial health. The *FORUM* Committee is eager to hold the price of subscriptions down to \$6.00 to keep the magazine within the reach of as many members of the fellowship as possible. This involves a loss of \$2.80 per subscription per year (in 1983 amounting to a total deficit of \$126,000). The question, of course, is how this situation can be corrected without increasing the subscription price. To reduce expenditures, an effort is being made to trim outside costs by offering printing contracts for bid, and it is also expected that use of the computer will make the entire operation more efficient. On the income side, a substantial increase in subscriptions could overcome the deficit: to be precise, an increase of 74,000 new subscriptions. Although this sounds like a huge number, Jane pointed out that if four new subscriptions were added for each group in the U.S. and Canada, The *FORUM* income would exceed costs. The Committee requested that Conference members offer their suggestions for increasing income and also that they encourage new subscriptions among their local groups. ▲

## THE FORUM STRUCTURE:

The Board of Trustees distributed to Conference members a summarization of its conclusions regarding two issues it has been studying: (1) whether or not The *Forum* should at this time be separated from the WSO, and (2) if not, whether its Editor should continue as a voting member of the Board.

Having studied current *FORUM* costs and projected the cost of separate operations and facilities, and having analyzed all references to The *FORUM* in the Twelve Concepts, the Board found that it would not be financially sound to separate The *FORUM* from the WSO “for the foreseeable future,” but that “clearer lines of operational authority are needed to avoid future conflicts as to exactly where and with whom the right of decision rests.” To address the latter question, the Board made a formal recommendation to the Conference that “our By-Laws be changed to have only one Staff member on The Board of Trustees with voice and vote, while The *FORUM* Editor’s right of participation be satisfied through attendance at Board meetings with voice but no vote.” It noted that, in conducting its study, the question was also raised (and remains under consideration) whether any paid Staff member should hold a voting position on the Board. It pointed out, however, that in general no difficulty has in the past arisen from having the General Secretary on the Board, whereas “it has proven structurally unsound to have the General Secretary supervise The *FORUM* Editor when the latter is also a Trustee.”

Board Chairman Hank G. began the discussion by summarizing the background of the issues in question. The previous *FORUM* Editor, he explained, had been hired with the understanding that the Board was proposing that she not be a voting member. The proposal eventually was formally made, but the plea of a former Board Chairman swayed the Conference to leave matters as they were. Fran H., Hank added, was hired with the same understanding that eventually the structure may be altered. He noted that having two paid employees on the Board runs very much against Lois W.’s strong convictions on the importance of volunteerism.

The motion was then placed before the Conference. A spirited discussion followed, in which Delegates, Board members, and WSO Staff expressed their views freely. The case for keeping The *FORUM* Editor’s vote was strongly put by Fran H.:

“It is important that divergent views be represented on the Board of Trustees. The crux of the matter is—What is The *FORUM*? If it is a pretty booklet issued from the WSO every month, that’s one thing. But if it is, as I strongly believe, the voice of the fellowship, the Editor belongs on the Board of Trustees; no one, more rightly so. The Editor is the person who is constantly listening to the voice of the fellowship.

“Reducing participation violates the spirit of the Concepts. Because participation by the editor in the past may be regarded as having caused a problem, I don’t believe that the fellowship should be deprived of the input of future editors.

They are peculiarly in a position to give the Board the concerns of the grassroots membership, the spiritual part of the program. We all may benefit by being reminded from time to time that Al-Anon is not a business organization.

“Removing the Editor from the Board diminishes the stature of The *FORUM*. Voice but no vote is unsatisfactory. The vote is necessary to put on record a differing point of view.”

The Board’s position, on the other hand, was expressed by several of its members who cautioned against “double-headed management” and warned that the present structure “builds in” future problems, with two people “who are equal but unequal.” Hank emphasized that there was no thought of changing The *FORUM*: the question, he said, is “one of business structure, of answerability, of how the Board operates.” One Board member asserted that “from the vantage point of organizational growth,” the proposed change is “the sensible, logical way to go,” adding that “changing is hard for us, but it is right.” Another saw The *FORUM* as just one of the major components of Al-Anon, which should not be singled out for administrative distinction. A Regional Trustee said, “The Board is dedicated and fair and has taken an inventory on this point. We’ve done the thing we thought you asked us to do.”

Staff members spoke on both sides of the question. General Secretary Myrna H. stressed her effort to be a good Al-Anon member before anything else, but noted that, for her, the real point is good management procedure, which dictates that double-headed management must be avoided. Observing that she is answerable to the Conference and the fellowship-at-large, she pointed out that “The *FORUM* is represented not only by Fran but by me.” Her Deputy, Sandy F., reminded Conference members that she herself is a non-voting member of the Board but feels, nonetheless, that her voice is heard. Delegates, deeply concerned, expressed a wide variety of opinions, both supporting and opposing the recommendation:

- “Although Al-Anon is unique, The *FORUM* is a business operation of sorts. In publishing, the publishers have the final word—the editor consults but does not decide.”
- “The only day-to-day voice of the grassroots is The *FORUM* Editor; the fellowship should have this voice.”
- “I fear that The *FORUM* will become nothing more than another WSO newsletter.”
- “The *FORUM* is one of many voices of the fellowship. I hate to see Al-Anon pinning everything on one person again and run the risk of future problems with personalities over principles.”
- “It is more important for the editor to retain voting status than for us to avoid problems.”
- “I hope the Conference will not approach the vote with fear of change. Let’s face this freshly and realistically—change is good!”
- “I’m hearing that there are wounds that haven’t healed—this may not be the right time to do this.”
- “Although I understand the management problem, I fear that a change might eliminate not only the problem but also Al-Anon!”
- “I’m beginning to see this as a larger issue: I’m hearing a business management philosophy and an Al-Anon program philosophy! . . . The *FORUM* is a worldwide sharing and a reminder of who we serve—not the WSO or the WSC, but everyone out there. I question making a change that would affect all future editors because of past problems. Don’t we have a program that’s supposed to help us deal with problems?”

At the conclusion of the discussion, Fran rose to speak again, emphasizing that she had no “us/them” feeling nor did she find this in the Board. She expressed her gratitude to the Board and the administration for “their affectionate cooperation.” She stated that she had no personal feeling at all, but was just looking to the future of The *FORUM*, and affirmed her trust in the Conference’s “loving authority.”

After an unsuccessful attempt to raise the applicable majority required (by invoking substantial unanimity), the motion came to a vote as a By-Laws change, requiring a 2/3 majority. With a vote of 51 yes, 43 no, the motion failed to carry.

(For the results of the discussion on having the Editor continue to sign editorials, see *FORUM UNFINISHED BUSINESS*, p. 39.)

## The FORUM Update

Editor Fran H. emphasized the Committee’s efforts to obtain bids from printers and thus effect major reductions in printing costs, also stating that she is striving to push the production schedule a full month ahead of the publication date, in order to avoid any possibility of delayed issues. She announced a new feature, “Step Up and Share,” and expressed gratitude for the excellent cartoons and other illustrations donated by a Montana member. Encouraging special requests from Delegates, she noted that selection is now underway on a third volume of *FORUM FAVORITES*.



## ANNUAL REPORT:

George T., Chairman  
Ann S., Secretary

**COMMITTEE:** Except for August, meetings were held monthly. Elizabeth R. and Helen B. joined the committee this year, but Helen resigned in December because of other commitments. The committee developed standards to govern its activities, present and future. It also made plans for an Institutions Afternoon at the WSO.

**GUIDELINES:** The new Guidelines for Al-Anon Service in Correctional Facilities were distributed to WSC members in April and then to the fellowship. A Spanish translation was mailed to Spanish-speaking groups and other interested members.

**NEW PROJECTS:** Groups meeting in institutions, but not registered as such, were sent a questionnaire, the leaflet Al-Anon/Alateen Institutions Group Meetings and Guidelines for Al-Anon/Alateen Institutions Service. From this mailing, a number of groups recognized the transient flow of their membership and asked for a change of group registration code number. They now receive *AL-ANON IN INSTITUTIONS* regularly.

The Delegates and Institutions Coordinators from Connecticut, Delaware, New Jersey, New York (S) and Pennsylvania attended a special committee meeting in September. Responses on an evaluation form indicated most were in favor of repeating such meetings periodically.

The heading for the Institutions Service column in the *FORUM* for 1984 will be "Let's Do More In '84."

The Institutions portion of the 20 + 5 Questions from the 1980 WSC, which is still pertinent, is being considered for use as an Institutions tool. The working title is "Issues and Answers."

**INSTITUTIONS COORDINATORS:** Response to a questionnaire indicated Coordinators' level of involvement at local, District and Area levels and how they utilize *AL-ANON IN INSTITUTIONS*. Excerpts will appear in the newsletter periodically.

New Coordinators received a letter of welcome and informational material.

Coordinators were sent a copy of the Program Development and Planning worksheet, along with a completed sample.

A list of Coordinators has been provided, enabling them to correspond with each other.

**AL-ANON IN INSTITUTIONS:** Three issues were published and mailed to registered Institutions groups, subscribers, Conference members, past Delegates and Trustees. The Spanish Department has selected articles from past issues for its yearly mailing. This issue, along with the new Guidelines for Al-Anon Service in Correctional Facilities, was sent to all Spanish-speaking groups.

There were approximately 500 subscriptions by year's end. A renewal notice was developed for expiring subscriptions.

In the November issue, committee member Edwina F. cited the unique opportunity for Institutions service presented by the DWI (driving while intoxicated) treatment/education programs mandated for offenders throughout the U.S. and Canada—and usually held in an institutional setting. This idea stemmed from a question raised at the Northeast RSS.

**CONFERENCE:** During the 1983 WSC, the committee distributed a Program Development and Planning worksheet. The format defines the needs, goals, objectives, action plan, and its implementation, finances and evaluation. This can be used as an ongoing aid for Institutions Service problem solving.

**COMMITTEE TITLE CHANGE:** The WSC approved a standing committee proposal for a one-year study to explore the feasibility of changing the committee's name. Delegates were asked to poll their Areas, and articles have been placed in *INSIDE AL-ANON*, *AREA HIGHLIGHTS*, *The FORUM*, *AL-ANON IN INSTITUTIONS* and *ALATEEN TALK*. A questionnaire developed by committee member Harold L. was intended to go with *INSIDE AL-ANON*, as a way of directly surveying the fellowship. All committee members received a monthly update on responses to the name change; a full report will be made by the Chairman at the 1984 WSC.

## OFFICE PROCEDURES:

**Revisions**—Revisions were made on: Institutions pages of Pebble in the Pond; material in the Institutions Kit; WSO Institutions Standing Committee Duties; Sample-Questionnaire for an Institutions Committee Inventory; Sample-Institutions Workshop; Highlights of Al-Anon in Institutions—27 years of history; Sample-Institutions Coordinator's letter (for local use). Input was provided for the pamphlet Homeward Bound; The Institutions Groups section in Al-Anon/Alateen Groups at Work; and Al-Anon and Professionals (for members working as, for or with).

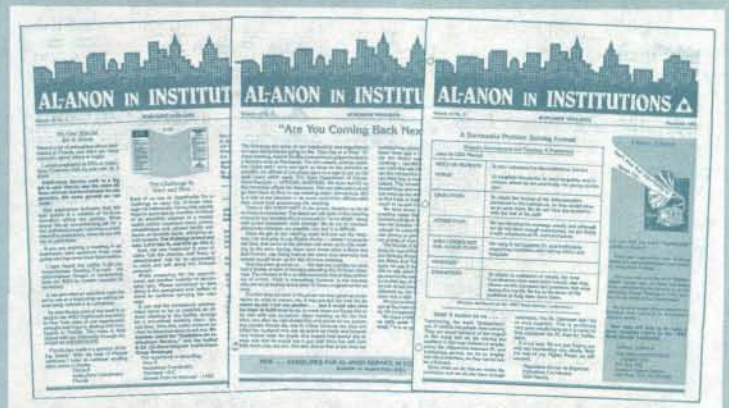
**Correspondence and phone inquiries**—Daily correspondence was answered routinely. Other matters responded to by letter and phone concerned: AA members requesting Al-Anon in institutions information, as recommended in the AA Guidelines for Correctional and Treatment Facilities Committees; a Women's Crisis center requesting group information; an Institutions chairperson who was told that the Area P.I. Coordinator has to oversee all Institutions activity and interview all members interested in Institutions work; a social worker for handicapped adults in Illinois, asking for a list of available visual aid material; a program specialist from Lutheran General Hospital in Illinois, interested in finding Al-Anon volunteers for a new group at a facility in Connecticut. A certificate awarded by the Women's Maximum Security Prison in Manhattan to the Al-Anon Institutions group meeting there was passed along to the WSO Archivist. Members asked: "Is it affiliation or cooperation when Al-Anon is listed in treatment center brochures?" and "Can a member serve on a hospital advisory board?"

**LONG RANGE PLANNING:** A recommendation was received from the Institutions workshop at the Canada (West) RSS to spearhead an Institutions Month Campaign worldwide. Several ideas are being considered to help launch this project.

**NEW GROUPS:** New Institutions groups have been started in: Arizona, Arkansas, California, Canada, Delaware, Florida, Hawaii, Idaho, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maryland, Maine, Mississippi, Michigan, Minnesota, Missouri, North Carolina, Nevada, New Jersey, New York, Ohio, Oklahoma, Oregon, Pennsylvania, Tennessee, Texas, Utah, Virginia and Wyoming. There were 70 such groups registered, 134 proposed and 14 dropped.

New Alateen Institutions groups have been started in: Colorado, Illinois, Rhode Island, South Carolina, Tennessee and Wyoming. There were 6 registered groups and 10 proposed.

Spanish-Speaking Institutions Groups: Four were registered in Brazil and five in Argentina.





## INSTITUTIONS REPORT-BACK:

### Dorothy McL., Alabama

**NAME CHANGE**—The committee prepared and presented to the Conference a report based on its year-long study regarding the feasibility of changing its name. This detailed document—based on communications to the WSO following 1983 Delegates' Report-backs, reactions to articles in WSO periodicals and replies to a 10% random group mailing by the committee—conclusively demonstrated that few members believe a name change would increase participation. Candid replies to the committee's survey, quoted in the report, indicated that apathy presents a bigger problem than semantics. Although numerous new names (also listed in the report) were proposed, the committee concluded that the word "Institutions" best describes the full scope of its work. Many who responded to the committee's inquiries noted that the membership needed to be better informed about the work of The Institutions Service, thus overcoming reluctance and fear.

**STATEMENT OF PURPOSE**—A statement used in the Missouri Area at Institutions meetings has been under consideration by the committee for eventual distribution to the fellowship. To be used as an adjunct to the preamble, this statement underlines the fact that Al-Anon meetings are not affiliated with institutions and that treatment-centered approaches are not appropriate in our discussion, also stating that the members conducting the meeting are there only for sharing, receiving no pay for their presence. Minor adaptations for broader use were recommended by the committee, and after approval of a final draft, this tool will be made available to the fellowship.

**PROPOSED CHANGE IN CONCEPT XI**—Committee members have been working to finalize a text change for the description of the Institutions Committee in Concept XI. The text considered at the Standing Committee meeting still required further work, which will be completed before the proposal is submitted to the Policy Committee in 1984 and the WSC in 1985.

**INSTITUTIONS MONTH**—Following a suggestion at the Saskatchewan RSS, the committee is exploring the possibility of sponsoring a worldwide Institutions Awareness Month that might lead to the establishment of new Institutions groups. Plans are for the In-Town Committee to establish guidelines for such a campaign, which would be publicized through Al-Anon periodicals.


**REACHING PROFESSIONALS WITH THE NEWSLETTER**—Requests from professionals for subscriptions to *AL-ANON IN INSTITUTIONS* sparked consideration of ways for local members to help expand its readership.

**APPEAL TO THE BOARD**—After the Board's cancellation of the Institutions Open House (originally planned for March 31, 1984, to increase interest in the In-Town Committee), the committee submitted an appeal to all members of the Board, asking that the decision might be reversed. When this appeal was refused, the In-Town Committee members voted unanimously to invoke Concept V and bring the matter before the 1984 WSC.

**APPEAL TO THE CONFERENCE**—To make this direct appeal for mediation between the Institutions Committee and the Board, Committee Chairman George T. addressed the Conference. At the same time announcing his retirement from the Committee, George delivered a lengthy statement recapping the committee's original plans and their approval by the Executive Committee, the subsequent reversal by the Board, and the Institutions Committee's reactions to this decision. He pointed out that planning for the event began in March, 1983; that the idea was approved by the Executive Committee; and that a change in plans did not emerge until a Board meeting in January 26, 1984 (when the Executive Committee's motion was denied). He included in his report a copy of a letter from Myrna H., dated 2/2/84, citing as some of the reasons for the Board's decision the danger of encroaching on the New York (South) Area, the limited benefits of an open house for only one service and the fact that the committee presently has sufficient members. Also included was a copy of the appeal (dated 3/31/84) sent by the committee to Board members, which took issue with most of the reasons given and pleaded the committee's case for reconsideration of the decision. Noting that the occasion was past and that rescheduling would probably be impossible, the committee stated that its purpose in appealing was to underline a matter of principle: "Considering all the preparation involved, the In-Town Institutions Committee believes that . . . our Right of Decision as defined in Concept III . . . has been infringed upon as the result of the Board's action. We have the feeling of becoming demoralized and no longer experience a sense of being 'Trusted Servants.'"

A lengthy discussion followed. Speaking for the Board, Hank G. stated

that the Board had been criticized in the past for infringing on Area prerogatives, and did not want to create further problems (since it saw this essentially as a local project). Myrna H. raised the broader concern of giving more to nearby Areas than is possible to do for more distant ones.

George T. asserted that the nearby Areas could not have held a meeting to show the workings of the In-Town Committee and emphasized that the timing of the denial was a major factor in the committee's reaction: had it been given the Board's thinking earlier, some alternative might have been proposed. Delegates from other Areas expressed uneasiness with the idea of limiting the options of a WSO Committee because of the reactions of local Areas. One asked, "How can there be infringement if there is no Area Institutions Coordinator?" and another said, "You can't let the whole dog be wagged by the tail!" Finally, another Delegate, noting that the committee's motion, as phrased, was difficult to vote against whether you agreed or disagreed, proposed that it be withdrawn, since it had already served the purpose of laying the matter before the Conference. The Institutions Committee Chairman agreed, observing that the committee had "had its day in court." 

## QUESTIONS:

**There has been a great deal of discussion in my Area about the words, "there are no dues or fees." The sentence continues to say we are self-supporting by our own voluntary contributions, however, some "take what they want and leave the rest" and do not contribute. A suggestion arose to delete the words, "there are no dues or fees."**

These words reflect our Seventh Tradition which points out contributions are voluntary. The words "self-supporting," however, suggests that each member does his share.

**When a religious or therapy group conducts retreats/seminars and labels them Al-Anon weekends, will the WSO contact a group of this nature thereby protecting the anonymity of an Area group or individual?**

The WSO would contact such a group if the event was handled on a national level. It is up to the Area to inform individuals conducting such local events that this cannot be done in Al-Anon's name. The WSO has in the past, written to Al-Anon members in the Area informing them of Al-Anon's position in this regard, thereby reinforcing local attempts to point this information out.

**Are we allowed to accept food or drink from an outside company or concern at conferences?**

No. This would be an outside contribution (see page 20 of the Policy Digest). Very often, however, firms do offer special prices to non-profit entities.



### JEAN Z., INDIANA

*Jean grew to adulthood and was married for 15 years without any exposure to alcohol, and then—"by the grace of God"; she believes—encountered it in her second husband, an alcoholic, without whom she could have missed out on "the way of life I've been privileged to know in Al-Anon." Reflecting on how Al-Anon has changed her life, has changed her into a person that she likes much better than the old Jean, she feels that her debt to the program could never be repaid: "I can only try in any way God shows me to be of service and thus put my gratitude into action."*

*She described service as "a form of thanksgiving, an idea that takes thanksgiving one step further." Saying "thank you" often comes rather automatically, without really thinking and often without much sincerity. But the real art of thanksgiving Jean believes, is thanksgiving—putting gratitude into action. Service work involves truly living out our thanks. "It is thanking God for our talents and abilities by accepting them as obligations to be invested for the common good. . . It is thanking God for all that others have done for us by doing things for others. . . It is thanking God for each new day by living it to the fullest. . . It is thanking God for the founders of Al-Anon and for all who have been willing to serve before us so that our beautiful fellowship was there when we so desperately needed it. . . It is being there to extend a helping hand to someone who is still suffering. . . It is adding to your prayers of thanksgiving acts of thanksgiving."*





## 1985 INTERNATIONAL CONVENTION:

**Myrna H., Chairman**  
**Carole K., Secretary**  
**Mary Ann K., Assistant Secretary**

**COMMITTEE:** The committee met nine times to develop plans for the 1985 Convention. Susan H., P.I. Secretary, and Cay C., WSO Trustee and Chairman of P.F.A., were asked to join.

**THEME:** "Fellowship—A Worldwide Celebration" was adopted as the convention theme.

**HOST COMMITTEE:** Gilles M. and Claire L. are the Host Committee Chairman and Co-Chairman.

**MEETING FACILITIES:** The primary hotels will be The Queen Elizabeth, and the Château Champlain. Meetings will be held at these hotels and at the Exhibition Hall, Place Bonaventure.

**PLANNED MEAL FUNCTIONS:** Events already scheduled include: the Old Timers' Luncheon (for members with 20 years or more in Al-Anon); the Pioneers Breakfast (previously called Lois's Breakfast); and the Conference Reunion Luncheon (Simone M., past Quebec West Delegate, Chairman).

### GENERAL INFORMATION:

**Speakers' Questionnaire—**These questionnaires have been prepared for distribution at the 1984 WSC.

**Promotion—**Articles have been published in *INSIDE AL-ANON*, *AREA HIGHLIGHTS* and *ALATEEN TALK*; others will be prepared for all publications throughout 1984. The importance of members' using our registration forms will be emphasized.


**International Booth—**WSO Volunteer personnel will be asked to staff an international booth, and multi-lingual members will be sought to help with translations.

**Translation—**Translations are being handled by Spanish Services and P.F.A. Simultaneous translation has been arranged for two of Al-Anon's Big Meetings.

**Letter for Membership—**Because there were many complaints from members about Al-Anon's holding a separate convention from AA, a letter was developed, stating in part:

"There will be no visible difference from previous AA International Conventions at which Al-Anon and Alateen participated. But for those of us doing the planning, there is a marked difference in that the convention planners can make independent decisions without having to wait for approval from others. Most important, which led our World Service Conference to move in this direction, is the total separation of funds so that Al-Anon has full say on how its fellowship's money is spent."


**Saleable Item—**Production of a spiritual book was approved in concept by the 1982 WSC, and the book is to be released at the Convention.

**GSOs—**A letter was sent to all General Service Offices, announcing the International Convention. 

### Committee Session:

Chairman Myrna H. summarized the committee's activity during the past year, which has included trips to Montreal to finalize hotel, meeting space, and registration and sales locations. Secretary Carole K. described the wide variety of services and amenities available at or near the three hotels that will house registrants and provide meeting space. She then highlighted the contents of the proposed agenda, copies of which had been distributed to Conference members in a special Convention packet. Already planned are more than 70 English-speaking meetings, workshops and rap sessions, plus many others in French, Spanish, German and Portuguese. Special events include two big Al-Anon meetings (with simultaneous translation into French and Spanish), two "Alathons," an Al-Anon spiritual meeting, and an Old Timers' Luncheon, for those who have been in the program for more than 20 years. It was noted that, even though the event is international in scope and the total number of registrants is large, every effort is being made to limit the size of most individual meetings so that everyone will feel comfortable. Since many people find the idea of speaking at a convention intimidating, Delegates were asked to encourage members to volunteer as speakers, as many are needed. Registration procedures will be similar to those in the past, but the registration fee will be \$30.

Noting that attendees at previous conventions have expressed their appreciation for the universality of these gatherings (there were no special-interest sessions, and Alateen joined Al-Anon for the Big Meetings), the Committee asked for the will of the Conference as to whether this approach should be continued. It also asked for guidance in the matter of scheduling entertainment (sing-alongs, skits, or other group projects), pointing out that there is always the danger that such "extras" will not carry the AL-Anon message or that they will create divisive competition between groups. These points were discussed briefly on the Conference floor, and consensus votes were taken on both. The Conference expressed its wish that the Convention would remain universal in scope and that no special entertainment should be included on the agenda.

Assistant Secretary Mary Ann K. described the contents of the Convention packets and urged Delegates to encourage attendance by members in their Areas. 

## INTERNATIONAL COORDINATION:

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

**COMMITTEE:** The committee met nine times, and Rose M., a former Delegate from New York (S), became a member.

**INTERNATIONAL GENERAL SERVICES MEETING (TRIAL):** The International Secretary evaluated several possible sites for the 1984 General Services Meeting: the Loews Summit Hotel, Arrowwood Conference Center, Garden City Hotel and the Marriott Hotel in Stamford. The latter was chosen, and the meeting will be

held Friday, September 21st through Tuesday, September 25th, 1984. "Our Common Goal—World Unity" will be the theme, and the tentative agenda reflects priorities expressed by Delegates at the last GSM.

Members from the Area will be asked to volunteer for the Hospitality Room. A Pot Luck Supper coordinated by local volunteers is scheduled as the final dinner, to give Delegates the feel of a truly American celebration.

As of December 31st, we had received the names of Delegates elected in Australia, Brazil, Finland, Germany, New Zealand, Norway, Switzerland and the U.K. & Eire. The Planning Committee is asking the Delegates from these countries to be the presenters at our General Sessions.



The Equalized Expense for each Delegate attending the meeting has been tentatively set at \$385.00. To maintain a spirit of hospitality and fairness, a fee of \$200.00 was set to cover a portion of spouses' meals and room costs.

**EMBASSIES:** One of the committee's long-range goals has been fulfilled. With the help of George Sweeney, Director of Alcoholism and Drug Abuse for the State Department, information on Al-Anon will be provided to American embassies around the world.

**INTERNATIONAL EXCHANGE:** A one-page typewritten news bulletin was developed in response to Delegates' requests at the GSM to improve communication between GSOs. Items of worldwide interest in correspondence to the WSO can now be shared with other structures.


**WORLD SERVICE CONFERENCE:** A slide presentation of the GSM was shown at the 1983 WSC, and a written report was given to each Conference member.

**TRANSLATION SERVICES:** The *FORUM* article asking for translators elicited a response from members fluent in Arabic, German, Italian, Japanese, Korean and Norwegian. Moreover, through the efforts of WSC Delegates, translators for Esperanto and Hungarian have offered their services.

The first translation in Vietnamese was received, after contact was established with the director of a refugee center in Florida. About the same time, a California member also made a translation. Both are under review.

The first CAL translated into Chinese—Freedom From Despair and So You Love An Alcoholic—are now available.

In addition to filling orders for material in languages other than English, French and Spanish, information about CAL (and other facets of Al-Anon) was supplied to various members and professionals in Finnish, German, Greek, Italian, Japanese, Korean, Norwegian, Polish, Portuguese, Swedish and Vietnamese.

**NON-ENGLISH-SPEAKING GROUPS IN U.S. AND CANADA:** The first Finnish-speaking group has requested and ordered literature. 

## AL-ANON INTERNATIONALLY:

**Argentina**—A past Delegate to the GSM, George F., wrote about the growth of the fellowship and requested information about Regional Service Seminars. After the Secretary attended the RSS in the Northeast, she gave him a firsthand account.

George reported that a Nominating Committee is beginning to function in accordance with the Twelve Concepts of Service. The Australian Conference Summary which the WSO sent to Argentina furnished additional ideas.

While on vacation Stephanie O'K., former WSO Board of Trustees Chairman, visited the Argentina GSO. She was greeted with warmth and many questions. Money problems plague the country but there is no lack of enthusiasm among service workers.

**Aruba**—Thirty copies of the Papiamentu translation of *LIVING WITH AN ALCOHOLIC* will be reproduced at the WSO, collated in Aruba and sold at a nominal charge. We encouraged the service workers to make a slight profit on this mimeographed work to improve services within the groups and to reach out to others.

**Australia**—Despite the country's economic decline, General Secretary Beryl reports that Al-Anon remains financially sound—a fact reflected in large orders of literature. Australia's GSO now has two paid employees.

Elizabeth D., Editor of *Austra-Link*, the national newsletter, will be the only Australian Delegate to the 1984 GSM. *Austra-Link* recently carried a piece requesting translators for the WSO in Arabic, Croatian, Greek, Italian, Maltese, Serbian and Turkish.

The Australian Board of Trustees sent a letter to one of Flemish Belgium's General Service Offices, pleading for unity (see *Flemish Belgium*).

Reprint permission was granted for tapes of: *Beginners Tapes*; *Alcoholism, The Family Disease*; and *Lois W. and the Pioneers*. The GSO sent copies of their *Beginners Tapes* as part of the Australian General Secretary's presentation at the Occupational Drug and Alcohol Program Conference (sponsored by an organization similar to ALMACA).

**Belgium (Flemish)**—Because two rival GSOs and two Conferences now exist to serve 110 groups, permission to reprint had been denied to both GSOs until unity is restored. Nonetheless, Karel M., General Secretary of one GSO, wrote to the WSO and all GSOs explaining that the Board he represents in Flemish Belgium has decided to start reprinting literature.

A letter, noting that worldwide unity would be destroyed and chaos would follow if all GSOs ignored our pleas for "obedience to the unenforceable,"

was sent over the signature of the Chairman of the Executive Committee and the International Secretary.

Continued efforts to reconcile these feuding parties were made from the WSO. The dilemma of Flemish Belgium will be addressed at the GSM in September.

**Belgium (French)**—Members are working with other French-speaking Europeans to set up Committees and a translating team. The GSO asked that the annual appeal be done through the GSO and not sent to the groups directly.

A member who volunteers at the GSO visited while touring the United States. She expressed a need for material that can be made available to television stations, but the electrical system on which our television spots are recorded is not compatible with the European system. It will be some time before the French Belgians can afford to make a conversion to PAL, the system used in Europe.

On September 10th AA will have its annual French Belgium Convention, with Al-Anon participation; on November 19th, Al-Anon will have its own first Convention.

Four service committees have been formed within the French Belgium structure: Executive, *SERENITÉ* (newsletter), Literature and Public Information.

In French Belgium the government offers non-profit associations government-subsidized clerical help. The GSO requested confirmation that this would violate our Tradition of self-support.

**Brazil**—Long-time correspondent Vera R., newly elected Chairman of the Executive Committee, asked for duties of the Board of Trustees as an aid in developing their By-Laws. Since Brazil has translated the Concepts, she was referred to this and other appropriate references. Two Delegates will attend the GSM.

Reprint permission was sent for: *Homeward Bound*, *Twelve Steps And Twelve Traditions For Alateen*, *Adult Children*, *Operation Alateen*, *To The Mother And Father Of An Alcoholic*, *You Can Render*, *Al-Anon Treatment Tool* and *Twelve Steps And Twelve Traditions*.

**Chile**—A long-time AA member wrote on behalf of an Al-Anon group that never registered and thus receives no material; registration forms were sent.

**China**—A Chinese professor, residing temporarily in the U.S., saw the notice in *The FORUM* about availability of Chinese literature. Material was sent to him with a request that he keep in touch with the WSO after his return home.

**Colombia**—A member of the GSO requested a copy of our By-Laws, and several groups wrote asking how to contribute to the WSO. We directed them to make contributions through their GSO, in the hope that it will be easier for the GSO to buy dollars. Secretary Raquel de B. expressed gratitude that the WSO will accept the local currency for literature orders, thus making more literature available to members.

Although the GSO has moved into new quarters, finding members to volunteer continues to be a problem. Letters of encouragement, sharing WSO experience, were exchanged with individuals in groups and GSO workers. The GSO recently celebrated its 3rd Anniversary, and was sent a special invitation to attend the GSM.

The Third Annual Al-Anon Congress is to be held in the city of Neiva late in October.

**Costa Rica**—Questions of how closely Al-Anon groups should cooperate with AA were answered.

The GSO wanted to use our latest television spots in their Public Information work, but Costa Rica's television system is not compatible with the videos we produced. They will continue to use old ones until new equipment is purchased by the studios.

Mary, the General Secretary, reports that some members save for a whole year to buy *LIVING WITH AN ALCOHOLIC*.

**Cyprus**—A member who found Al-Anon in Canada hopes to start a Cypriot group.

**Denmark**—As Denmark has a new GSO, it was sent a special invitation to attend the GSM for the first time.

Reprint permission was sent for *LIVING WITH AN ALCOHOLIC* (two chapters), *This Is Al-Anon*, *Al-Anon, Is It For You?* and *Just For Today*.

**El Salvador**—The Delegate to the GSM was notified that an RN working at the U.S. Embassy, in San Salvador, is interested in helping to start an English-speaking group.

As in Costa Rica, several groups wrote about affiliation with AA. The statement "Cooperation between AA and Al-Anon" was sent.

**Finland**—Katrina W., a Swedish-speaking member from Finland, was elected Delegate to the GSM. As former Chairman of the Finnish Board of Trustees, she will add a new dimension to Finnish participation.

Three counselors from a treatment center in Finland toured the WSO at the suggestion of Terry Williams, Director of Hazelden's Family Program. Their visit coincided with WSO's Christmas party, when most committee



meetings were in progress. This made it easier to explain how group conscience decisions are made at the WSO.

**France**—The GSO, sensitive to keeping a good working relationship with AA, asked about dual members serving as Public Information Coordinators for Intergrups. Our reply included Cooperation With AA Guidelines and The Al-Anon Focus pamphlet and shared extensive experiences with AA members, who are also in Al-Anon, being encouraged to serve within the group.

**Germany**—Information about Lone Members was forwarded by Gudrun, Delegate to the International GSM. Al-Anon is apparently forbidden in East Germany, but the GSO tries to send literature and material across the border. They believe that 50% of what they send to East Germany reaches Lone Members.

After translating three chapters of AL-ANON FACES ALCOHOLISM, the GSO decided to wait for our revised version before reprinting.

Two Delegates will attend the GSM—Gudrun K. for the second time and Edmund K., Alateen Coordinator, for the first time.

**Guatemala**—The GSO has moved again.

**Honduras**—Members wrote about difficulties in obtaining American dollars. Word had not yet reached them of our decision to accept local currency for literature.

**Iceland**—An Al-Anon office with one staff member has been established. They have published THE DILEMMA OF THE ALCOHOLIC MARRIAGE, How Can I Help My Children? and Al-Anon Is For Men.

**Israel**—The Director of an Alcoholism Treatment Programme and a long-time Al-Anon friend wrote to the U.K. and Eire GSO, asking for someone to attend the International Congress for Alcohol Dependence, the Family and the Community, to be held in Tel Aviv in September 1984. We are in the process of preparing information sheets in Hebrew for this event. A long-time member, Annette G., from California, recently moved to Jerusalem and described the problem of finding Al-Anon groups.

Because of poor communication and failure to register, the WSO had no knowledge of any Israeli groups. A request was sent to Annette to find a member fluent in Hebrew to review translations. Registration forms were also sent for her group. If she responds soon enough, the International Coordination Committee plans to ask her to represent Al-Anon at the International Congress mentioned above.

**Italy**—After the election of Assembly officers in December, the new officers decided to move the GSO from Rome to Milan and create a new Translation and Literature Team. We have encouraged them to use experienced members as translators and have discouraged translating from French to Italian, explaining that it is always best to begin with the original English. A plea for cooperation was sent to the old committee and the new officers, and they seem to have reorganized themselves, using some of the members from the former Translating Team. The material sent by the new Translating Team was reviewed by The Language Services. They reported that translations were not accurate and faithful to the original. Why Is Al-Anon Anonymous? was returned with many corrections and suggestions. We have asked the service people in Milan to consider all suggestions Al-Anon reviewers have made. Reprint permission was sent for: The Al-Anon Focus, Adult Children Of Alcoholics and Information For The Newcomer.

Former Delegate Leonella is in contact with the U.K. & Eire's GSO and is translating their Public Information Guidelines.

**Japan**—General Secretary Cecelia M. visited the WSO with three psychiatrists and her two sons, both involved in the alcoholism treatment field. The International Secretary gave them an extended tour of the WSO and answered questions about the growth of Al-Anon in other countries.

The GSO sent portions of the books DILEMMA OF THE ALCOHOLIC MARRIAGE and ONE DAY AT A TIME IN AL-ANON, in Japanese. One reviewer reported that the translations "did not retain the Al-Anon essence" and suggested specific changes.

Reprint permission had been given, but we asked that these reviewers' suggestions be considered in the spirit of unity.

**Kuwait**—A member wrote, telling of the gathering of ten English-speaking members who wish to register as an Al-Anon group. Forms and a warm welcome were sent.

**Madagascar**—A priest from this country was one of the professionals who toured the WSO while attending Rutgers Summer School. Father George R. was interested in material in Malagasy. No translations exist in this language, but French is widely spoken by many in the country. We hope to remain in contact with Father George, so Madagascar can be added to our list of Al-Anon countries.

**Mexico**—Father Roberto C., a long-time member, requested permission to translate and print Al-Anon material on his own, because of the time taken by the GSO. We encouraged him to work with the Mexican GSO, which has published many pieces of Conference-Approved Literature.

Several groups asked how they could contribute to the WSO. We directed them to send contributions to the GSO, in the hope that it can pass on the money to us.

Ann S., Institutions Staff Secretary, visited the GSO while on vacation, and reported that they have ample literature, workers and funds.

Reprint permission was sent for: So you Love An Alcoholic?, Why Is Al-Anon Anonymous?, Understanding Ourselves And Alcoholism, Why CAL?, Living With Sobriety, Lois' Story, Information For A Newcomer, Jane's Husband Drinks Too Much and If Your Parents Drink Too Much.

**Netherlands**—The Netherlands GSO is beginning to reprint literature. At present they are using the Flemish translations but are preparing to translate from the original English to the Dutch.

Reprint permission was sent for: Al-Anon Is It For You?, So You Love An Alcoholic?, Three Views Of Al-Anon and This Is Al-Anon.

**New Zealand**—Pat B., General Secretary, sent the most recent copy of their Directory along with a detailed account of what publications from the WSO are most helpful.

**Norway**—Payments on the loan to the GSO for the printing of ONE DAY AT A TIME in Norwegian continue to arrive as scheduled. The book TWELVE STEPS AND TWELVE TRADITIONS has been sent for a review.

A request was made to have the WSO appeal letter sent to the GSO and not directly to all the groups. The GSO asked how to handle the situation that exists where AA members have taken Al-Anon posters and adapted them. Guidelines on Cooperation Between AA and Al-Anon were sent with the suggestion that the GSO remind AA that duplication of graphics can confuse potential members about the relationship between AA and Al-Anon. The GSO is planning to incorporate.

Two Delegates will attend the General Services Meeting in 1984—Ase K., the General Secretary, for the second time and Sisi R. for the first time.

Translations now being reviewed are: Blueprint For Progress and Al-Anon Fact File.

**Panama**—The first Al-Anon Convention was held with members from Costa Rica, Colombia, Honduras and Puerto Rico attending.

**Poland**—A Polish AA member, who also acts as an Al-Anon contact in Warsaw, attended a conference in Germany. He was the first person from behind the Iron Curtain permitted to attend an AA conference. The Al-Anon group in Poznan continues to grow.

**Singapore**—A member who reviewed our first Chinese pieces was inspired to do an original translation of Understanding Ourselves and Alcoholism. This piece is now under review.

**South Africa**—After 11 years, Kinsa K., Delegate to the International GSM, has stepped down as Public Information Coordinator.

The other Delegate, Evelyn, borrowed some of the ideas used at the GSM for their Conference, hoping to encourage more participation by members.

The GSO requested ten copies of each of our Guidelines as they work to improve service.

**Spain**—Plans to incorporate the GSO were completed, and By-Laws were approved by its Board of Trustees. The GSO worked closely with AA's Spanish General Service Office on this project. Al-Anon groups now number 91, and a directory has been published.

Reprint permission was sent for: My Wife Drinks Too Much and What's Next? Asks The Husband Of An Alcoholic.

**Sweden**—A meeting was arranged at the 1983 WSC with two members from Sweden who expressed interest in publishing CAL. In the past, Swedish material has been published in Finland, because no one was available in Sweden. We requested details on their Translating Team, but no word has yet been received.

**Switzerland (French)**—After a visit from a member, Carol P., from French-speaking Switzerland, information was sent on forming Information Services and General Service Offices. It was suggested that additional help could be obtained from French-Belgian Delegates to the International GSM.

Carol is now trying to organize Al-Anon services for the French and has been in contact with the French-Belgian members, but progress is slow. She described the creation of a radio tape that brought new French-speaking people to the groups. As yet, however, no formal structure exists among French groups in Switzerland.

**Switzerland (German)**—Jean B., former Delegate to the GSM, urged the WSO to continue to keep open communication with the two organizations in Belgium, although she sees the situation as an impasse. Interest was expressed in the RSS as a way of getting German-speaking Swiss members involved. Jean also is encouraging their Translating Team to provide us with stories from their magazine for possible inclusion in our literature.

**Taiwan**—Our lone group in Taipei wrote, giving a change of address and information on how the group is growing slowly.



# Life's Changes:

## THE MANY FACES OF AL-ANON

### Doris W., Mother and Spouse of . . .

Doris grew up in a family that went to church several times a week and regarded drinking as wrong, so she had no exposure to alcohol and was quite unprepared for marriage to an alcoholic. She fell in love at 16, married young and had three children. Her husband wanted her to remain an immature 17-year-old, so he could take care of her. "I went from being Daddy's little girl to being his little girl!" Thus, it was quite a shock when he became too sick to take care of his family and she didn't know how. She lived in a fantasy world, refusing to admit anything was wrong, so she wouldn't have to do something about the situation. As the disease progressed, she got sicker than the alcoholic. When he became physically ill and nearly died, she heaped guilt on herself: if she had a husband who drank, it had to be her fault. Problems with the law became more and more a part of the family's life and she became obsessed with hiding everything that was happening. Her reason for living was to make her husband stop drinking so everything would be all right. She ignored her children, gave up church and other activities, and concentrated on worrying. "I went to work everyday and then came home to hide." She tried pouring out the alcohol or putting soap into it. She lied for the alcoholic at his job and, indeed, lied to everybody: "I couldn't let anybody know what was happening because then they'd know what a failure I was."

Finally, she found Al-Anon. Step One told her it was okay to be powerless: "I knew I was, but didn't know I was supposed to be." Step Two offered hope. Before using Step Three, she had to go to Step Eleven—"Prayer and meditation brought me back the faith in my Higher Power that I had lost through the years of living with alcoholism."

Although her husband went to AA (bringing her into Al-Anon), he chose not to stay. By this time, there was no love left in the marriage, but this realization ran counter to everything Doris had been brought up to believe. She fell in love with the slogan "Let Go and Let God," and sat for five months repeating it and doing nothing for herself. Still miserable, she returned to Step Eleven and through prayer came to believe that God's will was for her to be happy. This meant leaving the marriage, so she obtained a divorce and has never felt wrong about it. "To me the way I feel inside about something shows me God's will."

Those years with the pain of the family disease affected their children in many ways. The oldest, a son, began drinking in high school and has been getting sicker ever since. Doris prays he will reach bottom soon and be able to ask for help. One daughter turned to drugs at the age of 14, and although Doris had some lapses, Al-Anon pulled her through by teaching her tough love. With children's problems, she says, the hurt is a little deeper and it is harder to let go, but she is helped by her Higher Power.

Both her daughters married and had babies at 16. Doris believes they were looking for the love their parents were too sick to give during their childhood. Through Al-Anon, however, she has learned how to love—not only others but also herself. Whereas before the program she would look in a mirror and think "you ugly stupid person, how could anyone love you?", now she sees herself as a child of God and a worthwhile person. She has learned to love, she says, with an open hand—as if holding a tiny bird that must not be crushed or restrained from flying away.

Soon after finding Al-Anon, she met an alcoholic with two years of sobriety in AA, and was attracted to him because of his message of faith and hope and his ability to make her laugh when she'd forgotten how. She was not looking for a mate, but they became good friends and started dating—mostly going to meetings or doing the laundry together! Both were afraid of a permanent commitment at first. Before long, however, in a reversal of all her old feelings about right and wrong, she found herself living with a man she wasn't married to. They lived together for two years and then were married, now living a beautiful life together because they can live their programs separately but share them, too. "We stand together, yet as separate individuals."

"The Twelve Steps of Al-Anon," says Doris, "are my code for living. When I have practiced these principles in all my affairs (as a wife of an active alcoholic, a divorced Al-Anon, the parent of an alcoholic and living with sobriety), I have had serenity."

### Audrey S., Widow of . . .

Audrey hadn't heard of Al-Anon until her husband, Herb, found sobriety in AA, and she then began attending meetings, not because she needed the program, but because she believed it was expected of her as the wife of an AA member. For years she had reveled in the martyrdom of living with excessive drinking, taking pride in the fact that she was functioning dutifully despite the intolerable conditions and protecting her husband from the consequences of his actions. Now she had the chance to show others what a good wife she was by attending Al-Anon, even though she was paying only lip service and making no attempt to change her life. This was her first Al-Anon face.

After 3½ years, her husband suffered a relapse and resumed drinking. She diagnosed the problem at once: he had not been living the AA program, had not made the changes required by the 12 Steps to maintain his sobriety. But at the same time she realized that she had not been living her program, either. She could expound on its advantages, but without actually using them. So she began studying the Steps and reading all the available literature. There was not such a wealth of material then, so she studied every piece carefully, trying hard to apply it to her life. From a nagging wife, she became a calmer, more understanding person who could be supportive during her husband's struggle to regain his sobriety. Although periodic drinking continued for a year and a half, this she regards as the time of her greatest growth. She was wearing her second Al-Anon face.

With the return of sobriety she and her husband began the happiest 5 years of their marriage—both careful to distinguish between their individual programs but sharing the joy and serenity of walking side by side, no longer dependent on each other for happiness and peace of mind. She was wearing an Al-Anon happy face.

In 1971, when a heart attack claimed Herb, she donned her final face. Her first reaction was gratitude that she had made Al-Anon her own, for she was left with a program for living that had become an integral part of her. "I remembered that one of the first things I had learned in Al-Anon was that we have a right to be happy. . . . I was grateful that the program had taught me to recognize negative thinking (self-pity, resentment, loneliness) when it tried to intrude and reject it before it became a problem, replacing it with gratitude for those last happy years, and for my opportunity to continue to lead a useful and serene life."

The last six years have been filled with service activities that have made time pass swiftly; they have been rewarding years, full of marvelous experiences and opportunities to make many new friends. Perhaps her greatest satisfaction, Audrey says, has been the opportunity to chair the RSS Committee from its inception, to help develop the concept from the outset and watch it become a vital part of the service structure. Now leaving the Board, she will miss being a Trustee, but she still has the daily living of Al-Anon and her desire to share it with others. Citing an adaptation of a beatitude—"Blessed are those who can give without remembering and take without forgetting"—she adds that she has taken so much from the program that, in return, she must give "as much as possible to as many as possible."

Her relationship with her Higher Power she describes as "a working relationship," not just a "turning over" with no responsibility for the outcome. She believes that in the last half of the 11th Step, the "power to carry that out" implies action, so she asks for God's guidance and the ability to do what He tells her. Because she feels that "Let Go and Let God" can be taken too literally, she prefers "Let Go and Listen to God," noting that she can't wash her hands of the responsibility for living her life, but has a partner who will guide her, if she lets Him.

Al-Anon, she says, has enabled her to live without her husband. "I need never be lonely, as I have so many Al-Anon friends and a loving God at my side, and I am grateful that the program was available to me and that I made it a part of my life. I will continue to wear this final face—a happy and serene face—because it reflects the Al-Anon program working in my life and my gratitude for it."



**U.K. & Eire (Reported by Myrna H., General Secretary)**—Myrna attended the 14th Annual Conference of the U.K. & Eire at Nottingham University and felt that her visit improved communication between the WSO and the GSO. It also sparked several ideas for use within our own structure which have been presented to our Board of Trustees for consideration.

Through discussion, it was agreed that a representative would be sent to our World Service Conference every other year, alternating with the GSM. Moreover, the value of having a General Secretary with a vote on their Board and at their Conference was realized. They had been striving for strict rotation of Board Members and Committee Chairmen, only to find they had lost continuity in their effort. They are now considering ways for better utilization of experienced members to maintain a better balance between the old and the new volunteers. Regional Trustees are in close contact with Delegates in their respective countries.

While in London, Myrna visited the GSO and attended an open house to celebrate the expansion of their office.

**Uruguay**—Because of the difficulty of obtaining material across the border from Argentina, the Intergroup in Montevideo has reprinted *LIVING WITH AN ALCOHOLIC*, *DILEMMA OF THE ALCOHOLIC MARRIAGE* and *ONE DAY AT A TIME IN AL-ANON*.

**Venezuela**—Members who just completed their Sixth Al-Anon Congress asked how to contribute to the World Service Office from the funds collected. They were invited to attend the GSM for the first time.

Reprint permission was sent for: *Freedom From Despair, So You Love An Alcoholic*, *A Guide For The Family and Information For The Newcomer*.

**Vietnam (North)**—A request on behalf of a potential member living in North Vietnam came to the WSO. This third party sent in a large literature order and suggested using her United Nations address for mail delivery since censorship is a problem.

Questions were answered on group information, translations and structure from the following countries: Chile, India, Korea, Nigeria, Peru, Tanzania, West Indies and Zimbabwe. ▲



## ANGELA W., MARYLAND/D.C.

Angela began by quoting an Al-Anon friend who believes, "You can't say you're grateful for this program and then not do anything!" She found herself involved in service almost from the start because she was part of a new group, with many things to be done and not enough people to do them. She began by chairing meetings, then went on to be a GR, learning in this job that many people were working hard to make the program available for others. She discovered that there were other jobs she could do. "I didn't want to do any of them," she said, "but how could I be grateful and let someone else do all the service work?"

Later, she attended an Assembly and found she was the only GR present from her District. Here was another opportunity from the Higher Power—she became the DR, worked hard, and loved the experience. This led her deeper into Al-Anon service, which Angela described as a lesson in humility: she was there to serve but not necessarily to give her opinion! Service as a Delegate has been the "most fantastic job" of all. Supported by her family and friends, she found "that I need only be willing and my Higher Power gave me the courage to do whatever you asked. So much was added to my personal recovery when I was thinking of what I could do for you and not what you could do for me. The joy of service can only be experienced by those who willingly participate, and I am grateful that you needed me to serve because I needed you to grow."



## Int'l Coordination Session:

Staff Secretary Mary Ann K. began by sharing that a WSC Delegate last year had asked if the other countries will ever join the World Service Conference. She pointed out, in answer, that although a quarter of all registered groups now exist outside the U.S. and Canada, the International General Services Meeting appears to be a better instrument of unity in the long run. Not only would absorption of other service structures into the WSC present serious logistical problems (difficulties with financial equalization, more limited participation, unwieldy size), but the fact is that smaller structures have great difficulty in identifying with our huge one. This is illustrated by the fact that Norway, an active country, has a total of only 25 meetings, and Mexico, with the largest number of groups outside the U.S. and Canada, has about the same number as the state of California.

Before the advent of the GSM, representatives from other countries did come to the WSC (and next year, U.K. & Eire will again send representation), but such Delegates have voice without vote. The reason, Mary Ann said, is that "from the very beginning our founders envisioned a structure, similar to ours, eventually set up in each country—and with it, of course, a Conference where members from that country would have voice and vote." An example of this development is South Africa, which in 33 years has gone from one group to 124, and has a full service structure. Each of the national organizations has a meeting similar to our Conference. Some are annual weekend events, but others—of longer standing—are larger and resemble our own: South Africa (9 years old); Australia (13 years); the U.K. & Eire (14 years).

Although our goal is to foster a worldwide network of service structures, it is only realistic to realize that, even now, many countries do not have enough groups to support them. Seeing that there are only 15 groups in all of India, 14 in Chile, 3 in Greece and one in Poland, Mary Ann suggested, we should have renewed gratitude for the abundance of Al-Anon in our country.

Chairman Cay C. described the genesis of the International General Services Meeting at the New Orleans International Convention in 1980 and its growth at its first independent meeting in New York in 1982, then outlined plans for the Third International GSM, scheduled for Sept. 21-25 in Stamford, CT. Four new countries—Colombia, Denmark, Iceland and Venezuela—have been invited to participate, and, so far, representatives from the GSOs of 15 countries have declared their intention to attend. Workshops will be held on Developing Committees, Finances, Alateen, P.I., Literature and Service. Some of the planned agenda topics include: "Building a Commitment to Your GSO," "The Responsibilities of a Delegate to the GSM," and "Structure Problems." One critical agenda item is "Should the General Services Meeting Become a Permanent Gathering?" Since this is the last year of its three-year trial period, Delegates may vote to make the GSM a permanent event.

"Why should our structure host this meeting?" Cay asked, then answered in detail. Several practical reasons were cited, such as its value in increasing the strength and unity of Al-Anon worldwide and its importance for encouraging the formation of GSOs, which can with greater efficiency manage their own P.I. efforts and the translation and distribution of literature. But other considerations are, perhaps, even more important: "Since our structure is the oldest and also the model for other countries, we are fortunate to be able to set the example of reaching out in a spirit of unity. This gathering is a demonstration of the commitment of the World Service Conference to the Concepts. Equality of membership is an ideal that shines through the Concepts, and the International General Services Meeting gives us the opportunity to put this principle into practice."

An active floor discussion arose regarding needs (and service opportunities) among U.S. government and military personnel abroad. It was noted that English-speaking groups are increasingly common at overseas military bases, and have been listed as limited access groups coordinated by CPC services. Comments from Delegates indicated that such groups present unique problems: they may be hard to identify; they tend to be transient or temporary; potential members, at least in the military, may be fearful or feel intimidated by the hierarchical structure to which they are subject. The Staff Secretary promised to address the matter in more detail at next year's Conference. Several Delegates expressed their gratitude for the International Directories, which they had found quite useful. Mary Ann cautioned those who planned to use them to visit Al-Anon meetings while traveling to update information by phone or letter before leaving home, since such data as group meeting places may quickly become obsolete. ▲



## CONFERENCE—UNFINISHED BUSINESS:

**Membership of the new Conference Committee on Trustees**—Helen G., Conference Staff Secretary, reported that earlier in the day members of the Admissions and Agenda Committees had convened for the first meeting of the combined Admissions/Agenda Committee, to select Delegate members from its ranks to serve on the Conference Committee on Trustees (newly established by the Conference on a 3-year trial basis as a subcommittee of the Nominating Committee). After a lively discussion, names for the new subcommittee were "drawn from the hat" in such a way as not only to represent the three current Panels but also to insure geographical balance. Those chosen were: Gert W. (Kansas), Gaile J. (Vermont), Jeanni P. (Arkansas), John W. (Idaho) and Olive McC. (Ontario North).

After this procedure was completed, Helen added, the Admissions/Agenda Committee (constituted by those members remaining after the division) held elections. New officers are Esther K. (Minnesota North), Chairman; Ann O'B. (Washington), Alternate Chairman; Ginger B. (South Carolina), Secretary.

### Valda R., Adult Child of . . .


*"I wonder how many faces I show to you . . . how I appear to you . . . More important, what is the face I see in myself? . . . I want to acknowledge first that Al-Anon is the avenue by which I'm becoming more aware of my real face, without any masks."*

Beginning with these reflections, Valda continued by describing her first identity as that of an adult child of an alcoholic: "The first man I loved was my father, who was good-looking, charming . . . and drunk!" Because of his physical abuse, her mother almost lost her during pregnancy. Soon after Valda's birth, her father abandoned his wife and child, but would return occasionally to visit, smelling of alcohol, and then leave again. Valda's childhood memories are of waiting for him in a car while he bought drinks, frequently being exposed to violence ("he was not a very elegant drunk"), being with him in a car wreck. Her memories of life as a teenager are somewhat different. By this time, her father would meet her and her dates at the front door with a shotgun—"very detrimental to a social life!" Then, as she became an adult, her anxiety turned to anger, which gradually solidified. As a consequence, her relationships were damaged. She saw other women as a reflection of her mother, considering them weak and unintelligent (in contrast to herself), and she couldn't trust men for fear of abandonment. She closed her heart and worked hard to put her early experiences far behind her. She had known poverty and believed that an education would protect her from that. She became cold, insolent and arrogant. Her worst fear at this stage was that her mother would die first and she would be left with "a degenerate old drunk." Finally, she married and was able to bid farewell to her father.

She believed that her husband was different. "He was rather elegant and drank elegantly. He didn't drink moonshine, but martinis. It took me a long time to realize you could fall just as flat from martinis!" He seemed passive and allowed her to think that she controlled him, but the reverse was really true. One night, having disappeared for several hours in his car, he called her in the middle of the night, to say he was out of gas, had no money, and didn't know where he was. Her immediate response was, "I'll be right there!" And she went, driving all over the county and being stopped by police who thought she was drunk! The next morning, as she walked into her job, disheveled and exhausted, she knew she was insane. That day she went to her first meeting—"unlovable as could be"—praying "let this be for me." She can't believe now that the members let her stay, but they loved her anyway.

Her first task, she found, was to recover from her father's drinking of some 16 years before. It took her 6 or 8 months to understand alcoholism, to understand her father (now deceased), to learn once again to love him and detach from the illness.

During the long and painful period of her husband's attempted rehabilitation, she became all-too-familiar with one treatment center after another, and was sustained largely, she believes, by Al-Anon service. Finally, his behavior having progressively deteriorated, she found it necessary to detach from her husband physically through separation and divorce. Then she really was alone: her parents were dead, and she felt lonely, unloved, untrusting and abandoned. Soon after this, she was elected DR and Delegate (out of sheer need, she claims!), and this acceptance of her in all her imperfection endorsed her as a human being.

Now the focus is on her in Al-Anon, and she is trying hard to become more trusting and compassionate, to love more and to believe that she is loveable, to find greater clarity of self-perception. Many people, Valda says, worry about facing the future, but she has learned to face her past, which was far more difficult, and the future holds no fears for her. With a program of honesty and humility, she is thriving to see herself "not as good as others see me and not as bad as I see myself, but the same way God sees me." She is trying to return to the simplicity of her childhood, when to meditate during times of deep pain, she would climb into the center of tall palmetto clumps, where it was cool and green and the only way to see out was by looking up toward the clear blue sky. There, alone but not alone, her face turned upward, she felt in direct communication with God—and that's the face she wants to reclaim today. 

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### PAT B., KENTUCKY

Pat was by no means filled with gratitude when she walked into her first Al-Anon meeting, but she certainly wanted service: "I wanted self-service; I wanted myself to quit hurting." It took her only about an hour, she recalled, to get some gratitude—gratitude for people who understood, for smiles and "a big dose of hope," and most of all for the realization that she could help herself.

Early on she was attracted to service people and attended service meetings, finding special inspiration in a sponsor. As she began to assume responsibilities, she found that the work was also fun. Soon, however, she discovered through Steps 4 and 5, that her attitude needed adjusting: pride in her own intellectual abilities had led her to focus on her accomplishments. She worked "to gain freedom from this puffed-up self. . . . And just as our program promises, a miracle happened as I slowly became aware that not only was I loved and cared for by a Higher Power, through His gift of Al-Anon and the people in it, but that the very same God was in each and every person in my life." Her gratitude was transformed into love, and she began to want to serve God, whom she now saw in others, especially those in Al-Anon. Service was no longer to inflate her ego but to give back some of what she had received. "I found that I have to act on this love by serving, for I am unable to express it effectively enough in words. . . . what I do shouts louder than anything I can say." Service, Pat says, has expanded her horizons, opened her eyes to the beauty and love around her, enabled her to see and feel at a deeper level.

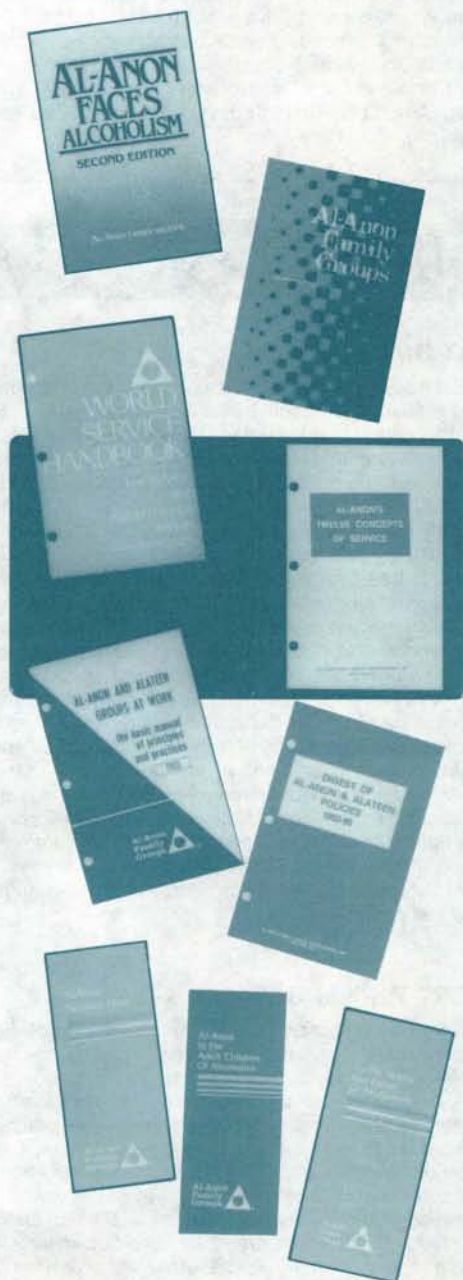
### GERT W., KANSAS

Gert's service started when her sponsor took her to an Area Assembly fifteen years ago, and she hasn't missed one since. "Service work in Al-Anon," she says, "has become my life style."

Al-Anon gave Gert a way of dealing with her reactions to the two alcoholics in her life (a father and a husband), and her gratitude for this help was expressed in service. "There was no way to repay the Al-Anon members who gave of their time and energy to help me when I first came to this fellowship, but service work seems to be my way of payment." She became involved in Institutions work, helped establish a District Institutions Committee, was elected a DR, became Area Literature Coordinator, then Alternate Delegate, and has served on the Kansas Area World Service Committee for more than 12 years. She expressed her gratitude for the experience of representing her Area at the WSO, for what she described as "memories that money cannot buy"—the unique opportunity to know the other Delegates, to meet Lois W., to tour the WSO and become friends with the Staff. "These three Conferences," she concluded, "have shown me that strangers come together with their differences and their likenesses, and know that the principles of Al-Anon will always come before the personalities."

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## ANNUAL REPORT:

Rita McC. and Norma McG., Chairmen  
Linda McF., Secretary

**COMMITTEE:** New members are Rosemary E., Ruth L., and Ethel R.; William M. was elected Assistant Chairman. Several Board members attended In-town meetings.

**Meetings**—Eleven In-town meetings were held. Several Al-Anon members who are also professional writers met with the In-town members to discuss their projects. One full Standing Committee was held at the 1983 WSC. At one WSC planning meeting, Delegates asked for cover sheets showing the progress of proposed manuscripts, to accompany reports of the original Conference request for CAL.

### TOPICS:

**ALATEEN—a day at a time (hardcover book)**—Both the Literature and Policy Committees approved the manuscript, which was published in early April.

**Alateen Inventory Sheet**—Major revisions were reviewed and approved.

**Sexism**—Revisions and proposed material will continue to avoid references that ascribe a particular trait to either male or female members.

**AL-ANON FACES ALCOHOLISM**—New and existing material was compiled and edited for a second edition. Coordination was handled by the Literature and CPC Secretaries. Three sections focus on: sharings by professionals on the value of referring to Al-Anon and Alateen, new personal stories, and the principles of the program (rewritten). All material was read by the Literature Committee, and professional sharings were reviewed by the CPC Committee. Final approval will be sought from the Policy Committee readers.

**Concepts**—A special input committee met to consider existing and new material to submit to the Literature Committee. After much deliberation, it was decided to recommend choosing a long-time member/professional writer to work on a simple, direct approach that would encourage members to read the entire Concepts manual.

**FORUM FAVORITES**—The Conference agreed to continue printing the re-titled collections as two softcover volumes, to be followed by other collections. The FORUM Committee was asked to gather material for a third volume for production in the near future.

**The Al-Anon Focus**—This new title for "Double Winners" was accepted.

**Al-Anon and Difficult Personal Situations**—Much sharing was collected, but the project was tabled due to the heavy work load; work will resume in 1984.

**Al-Anon Spoken Here**—Special meetings were held to discuss the content of several proposed manuscripts. With additional input from the CPC Secretary, another manuscript was prepared for review by the Literature Committee, the General Secretary and the Policy Committee readers. The writer, an Al-Anon member, met with the committee and several suggestions were made to gain final approval. Production is expected early in 1984.

**Sponsorship**—Material was collected and sent to an Al-Anon member who writes professionally, who will present a manuscript for review.

**Adult Children of Alcoholics**—Much time was devoted to reaching a consensus on how much material should be created to meet the need for sharings from adult children in Al-Anon. A special input committee was formed, and several manuscripts were proposed and rejected. To meet the needs of our fellowship, it was agreed to reprint The FORUM adult children sharings as CAL, to add sharings to AL-ANON FACES ALCOHOLISM and to expand P-47, Adult Children of Alcoholics, with more stories of Al-Anon recovery. The characteristics, variously titled and carried in published material by others, were not approved for CAL. The P.I. Committee was asked to create a piece for the general public that would appeal to potential members of all ages who had lived with alcoholism in the past.

**To the Mother and Father**—Unable to reach a consensus on the proposed manuscripts, the committee hired an Al-Anon member who engages in freelance writing to prepare a manuscript that was later approved by all those in the CAL process. Production is expected early in 1984.

**Proposed Changes in the Concepts**—Direction for changing the description of the Literature Committee's functions was received from the Executive Committee. The committee, however, urged the continuation of its current policy of hiring for CAL only Al-Anon members who were professional writers.



**Spiritual Book**—A writer was hired to edit sharings by members. The proposed book was recommended by the International Committee for distribution at the 1985 Convention. The in-town committee will review content and direction with the writer. Among the concepts to be included are acceptance, meditation, and fellowship through worldwide sharing.

**ONE DAY AT A TIME revisions**—A growing file is being kept of suggestions for correcting errors in quotations and/or changing existing material. When sufficient material has been gathered, this will be presented to the Conference for a vote on revisions, in accordance with the 1977 WSC decision on this book.

**The Twelve Promises of AA**—The committee reviewed the material in the AA Big Book, as suggested, but voted not to copy it nor create similar material for Al-Anon.

**Illustrated Traditions**—An artist who has provided drawings for *INSIDE AL-ANON* and *Pebble in the Pond* was chosen as the cartoon illustrator for a newly written text.

**Guidelines for Writing an Al-Anon Story**—The Literature Secretary and *FORUM* Editor were asked to prepare a brief outline of their committees' thinking on selecting material to print (i.e., answering a need, focusing on Al-Anon, originality, etc.).

**Changes in the "Suggested Welcome"**—Fifty letters were written to members in two Areas in response to their concern about the Conference's decision to remove the words, "Like AA," from the Welcome. Many correspondents objected to an Al-Anon International Convention and feared a trend toward omitting the word "alcoholic" from the literature or separating from AA. They were assured that Traditions were being followed.

**Tapes of CAL**—Understanding Ourselves and Alcoholism and the pamphlets on the Twelve Steps for Al-Anon and Alateen were suggested as the next CAL on cassette tapes.

**Consistency**—Correction of the misprint in the Sixth Tradition in some editions would remove the word "to" just before the word "endorse." The committee agreed to keep both the longer and shorter versions of Just For Today, as they appear in the leaflet and in Alcoholism, the Family Disease.

**Simplified Literature**—Continuing concern has been expressed for members who have trouble reading complex material. Delegates will be asked to share their thoughts on Area needs.

**Reprints and CAL**—Why CAL? will carry the wording of the 1977 Conference motion permitting service committees to reprint and distribute timely articles from other sources.

**Long-Range Plans**—Believing it should follow the Conference consensus, rather than proposing its own plans, the committee agreed not to create any new specialized pamphlets during 1983.

**1983 Conference Agenda**—Coordinators were urged to confer with Area Delegates on literature needs and direction. The theme, "Where are we going with Literature?" drew input on limiting specialized pieces. The WSC voted to change the title of *LIVING WITH AN ALCOHOLIC* back to its original, *AL-ANON FAMILY GROUPS*. A suggestion to create a piece on developing a well-informed group conscience was reviewed during 1983 and will be proposed in 1984.

**1984 Conference Agenda**—Among the items to be discussed are: proposed revisions for Guide for the Family and Merry-Go-Round Named Denial; simplified Literature; future CAL Tapes; bookmarks; slogans; an index of all CAL; discovering other obsessions; Alateen material; how the Committee interacts with hired writers; the whys and hows of producing CAL; reprinting *FORUM* material on "Building a Better Life through Al-Anon"; printing *ONE DAY AT A TIME* in-house (at the WSO) in big print for members with impaired sight.

**LITERATURE COORDINATORS:** In addition to advance notices of material, Coordinators received a recently compiled history of Conference decisions on CAL and other printed material prepared for use at Al-Anon and Alateen meetings.

**PRODUCTION:** Prepared in conjunction with Eileen Malone, Senior Production Assistant

Sixty-four Conference-Approved titles were re-ordered in 1983. Of these, four were produced in conjunction with Spanish translations.

**Hardcover titles**—Standard procedures were followed to produce: *B-1 AL-ANON FACES ALCOHOLISM* (Second Edition); *B-3 ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS* (7th printing); *B-4 DILEMMA OF THE ALCOHOLIC MARRIAGE* (9th printing); *B-5 LIVING WITH AN ALCOHOLIC* (12th printing, retitled *AL-ANON FAMILY GROUPS*); *B-6 ONE DAY AT A TIME IN AL-ANON* (17th printing); *B-8 AL-ANON'S TWELVE STEPS & TWELVE TRADITIONS* (3rd printing); *B-10 ALATEEN—a day at a time* (1st printing).

**New Material**—Standard procedures were followed to produce: *P-52 Al-Anon Is For Adult Children of Alcoholics*; *M-31 Service Manual Binders*; *M-32, M-33, M-34 Alcoholism Can Tear A Family Apart* (new 4-color P.I. posters); *M-35, M-36 You Don't Have To Drink To Suffer . . .* (new 2-color P.I. posters); *M-37 New P.I. Mounted Poster (M-32/34, with easel)*; *M-38 P.I. counter card (M-35/36, with pocket and easel-back)*; *M-18 Alateen Program Card* (redesigned); *P-43 A Teacher Finds Guidance In Al-Anon* (redesigned); *M-12 Just For Today* (redesigned and produced in French).

**Major Revisions**—Standard procedures were followed to revise: *P-34 Working As, For Or With Professionals* (new manuscript received from P.I./CPC); *P-4* (Spanish version) *Alcoholism, The Family Disease* (updated manuscript received from Spanish department); *P-42 A Pebble In The Pond* (new manuscript received from P.I./CPC); *P-2 Al-Anon, You and the Alcoholic*; *P-24 Al-Anon and Alateen Groups At Work*; *P-25 Digest of Al-Anon Policies*; *P-26 Twelve Concepts of Service*; *P-46 World Service Conference Summary*.

**Minor Revisions**—Standard procedures were followed to revise and update: *P-36 Al-Anon Fact File*; *S-21 The Seventh Traditions Suggests . . .*; *P-21 Youth And The Alcoholic Parent*; *P-27 World Service Handbook*; *S-17 Al-Anon Is It For You?* (revisions provided by P.I.); *S-16, S-12 Al-Anon and Alateen order blanks*; *P-37 Al-Anon, Family Treatment Tool*; *P-39 Labor/Management Packet* (retitled and recoded: *Al-Anon, A Resource With Labor Management, K-11*); *P-4sp Alcoholism, The Family Disease* (Spanish translation updated); *S-15 Catalog of CAL*; *P-3 Alcoholism, A Merry-Go-Round Named Denial*; *M-29, M-30 Twelve Steps & Twelve Traditions Banners*.

**GENERAL PRODUCTION:** Both active and inactive production files received their annual updating and streamlining.

Job specifications for most Conference-Approved Literature were entered onto word processing discs; suppliers and form letters were entered for future operations to aid bid-request processing.

Mechanical Storage Files were purchased. All artwork and mechanicals were labeled and stored, and a directory was prepared.

**REQUESTS TO REPRINT:** From Sebastopol, California (ODAT excerpts for O.A.), denied; St. Paul, Minnesota (asking to reprint message from Table Anonymity Card), denied; Freeport, New York, (wishing to reprint Table Anonymity Card for Alcohol Abuse Center), denied; Montreal, Quebec (Entre Nous), granted; Christian Family Movement, Ames, Iowa, (wishing to reprint CAL excerpts in soon-to-be-published handbook), granted; Frankfort, Kentucky (recording contents of Newcomer's Packet for use by the blind), granted.

## QUESTIONS:

**Al-Anon has adopted the 12 Steps, 12 Traditions and 12 Concepts from AA. Will Al-Anon ever consider adopting the AA 12 Promises? Many Al-Anons feel the 12 Promises are appropriate to Al-Anon as a result of the Steps and are disappointed that Al-Anon does not recognize them and officially adopt them.**

The Literature Committee chose not to adopt these as they were written specifically for and by alcoholics.

**Does the printing of more and more specialized literature promote more specialized groups?**

We have no way of knowing. It is our responsibility to respond to literature needs which are made known to us through the Conference. If it tells us to produce material of this nature then we do so.

**Some people object to the phrase in the Al-Anon closing—"Take what you like and leave the rest." Can it be changed? Also can the pamphlet "The Al-Anon Focus" have more detailed and concise explanation as to the reasons why an Al-Anon member who is also a member of AA cannot serve as an Al-Anon GR or DR?**

Suggestions like this are often the source of discussion at the Literature Committee, as this will be.

**It has been a problem that groups don't use CAL. How do you get groups to use CAL?**

Area Literature Coordinators have many ideas on helping local groups to plan meetings on the use of Al-Anon and Alateen literature. They could be contacted for assistance as they are regularly sent material which others have found helpful.



## LITERATURE SESSION:

Literature Secretary Linda McF. began by expressing her gratitude "for the opportunity to work, together, with a team of members and non-members whose primary responsibility is to gather the sharing of Al-Anon and Alateen experience, strength and hope that we call Conference-Approved Literature." She then called Conference members' attention to their hot-off-the-press copies of the heavily revised Second Edition of AL-ANON FACES ALCOHOLISM, which includes new articles by professionals and expanded sharings by program members. Also distributed was the new pamphlet, Al-Anon Spoken Here and the revised To the Mother and Father of an Alcoholic.

She pointed out that, as with all Al-Anon literature, these items result from the efforts of many different people to get material onto the literature tables in groups around the world. These people include not only those who edit, proof, spec type, order paper, and deal with printers, but—equally important—those who respond to orders, sort, count, pack, lift and haul. All of them are links in the chain, trying hard to assure "that what you want to say gets there."

Committee Chairman Norma McG. described, concisely yet thoroughly, the entire process of initiating, developing and finalizing Conference-Approved Literature. She stressed that all suggestions or new ideas from the fellowship (about 200 letters are received each year from members, plus ideas that originate at the WSO or the Conference itself) are carefully evaluated by In-Town Committee members. If a particular suggestion does not seem to meet necessary criteria, an explanation is sent to the member from whence it came and the suggestion itself is filed for future reference. If it does qualify, it is then proposed to WSC—either in the Annual Report or as a recommendation from the Standing Committee at the Conference. Once an idea is approved by the WSC, the complex process of development begins. This painstaking reviewing system, with its checks and balances, may create delays along the way but is necessary to produce high quality work that truly expresses the Al-Anon message. Each manuscript is reviewed by the Literature Secretary, the Committee Chairman and the General Secretary, then by all Literature Committee members and finally by representatives of the Policy Committee. Only when all this screening is complete (and all comments and objections have been carefully considered) does production begin.

Floor discussion brought numerous compliments on the new releases, especially Al-Anon Spoken Here (for which a great need was apparently felt), but also revealed Delegates' concern about finding a definitive way of distinguishing CAL from other items (P.I. materials, guidelines, etc.) produced by the WSO. Much concern was expressed about confusion stemming from the use of the triangle logo, on what were described as "service pieces"—items initiated by P.I. or CPC "for attraction" that may include reprinted material. One Delegate noted problems with getting groups to stick to CAL. Another urged that all material bear the words Conference-Approved Literature. These considerations sparked the observation that the general order form, which includes CAL and supplementary materials, might need to be revised to make a clear distinction between the two. Although the recommendation regarding the order form was presented as a motion, moved and seconded, subsequent discussion evoked the suggestion from two WSO staff members that a committee—preferably Literature itself—address this issue first, then provide direction to the Conference so that an informed group conscience could be reached. A majority then voted to table the motion, and it was later withdrawn.

### Other discussion:

- "How do we avoid the possibility of conflict between committees if a piece originates in a committee other than Literature and then is subject to the usual checks and balances process? Does it then get referred back to the original committee?"
- "There has been a request in my Area for an edition of the ODAT in large print."
- "Thanks for your efforts to remove sexist language—maybe one of these days we'll get around to the ODAT!"
- "Looking at the composition of the committee, I note there is no Canadian member; this situation should be rectified."
- "Can't we do something about the non-Al-Anon (treatment-oriented) terminology in Guide for the Family of an Alcoholic?"



## LITERATURE REPORT-BACK:

### Anne L., Tennessee

**WORKS COMPLETED**—the Adult Children leaflet expansion, which will be released in early June; the second collection of taped readings from CAL (selections from Understanding Ourselves and Alcoholism and from both the Alateen and Al-Anon pamphlets on the Twelve Steps and Traditions), to be available in May; Working As, For or With Professionals (retitled, "Al-Anon and Professionals" and subtitled "Working As, For or With"); AL-ANON FAMILY GROUPS (original title restored on redesigned cover and jacket) were completed. The committee issued to the Conference copies of the newly-revised Second Edition of AL-ANON FACES ALCOHOLISM, including new materials from professionals and expanded sharings by members; the revised and expanded leaflet To the Mother And Father Of An Alcoholic; and the new leaflet Al-Anon Spoken Here.

**WORKS PROPOSED AND IN PROGRESS**—It was reported that a new spiritual book will soon go to the committee for review, with distribution of the completed piece planned for the 1985 International Convention. Illustration and copy for the new Illustrated Traditions booklet are ready for the committee, and it is hoped that the work can be released this fall. Manuscript for the new Sponsorship pamphlet is being edited and will soon be ready for committee review. Material is still being gathered for the book on using Al-Anon in difficult situations, and members are urged to share their experiences in using the program to cope with violence, sexual abuse, divorce, incarceration and other stressful circumstances. Writing is to begin soon on a booklet intended to encourage members to know and use the Concepts.

**CAL PROCEDURE**—The committee discussed its function and relationship to other committees in creating CAL. It also noted a need for clarification of the current policy of developing and reviewing all material that ends up on group literature tables. This topic was further discussed on the Conference floor, where much interest was shown in the committee's role as reviewer of all published materials (a role, one Delegate noted, that is mandated by the Concepts). The opinion was expressed that all of Al-Anon's printed material should be Conference-approved, and the Deputy General Secretary noted that the Policy Committee will soon conduct an intensive study of this question, which may be a major agenda item at the 1985 WSC.

### RECOMMENDATIONS TO THE CONFERENCE:

1. The committee proposed—and the Conference approved (88 to 5, with one abstention)—that it create a subject index to all significant topics treated in CAL. This item would not only aid members in their private searches for Al-Anon "light" on a particular subject but would also be a valuable tool for use in program planning for meetings and workshops.
2. The committee requested that it be allowed to collect material for a new work on group conscience. The Conference gave its approval, 91 to 3.
3. The committee also sought Conference permission to develop a new pamphlet on detachment. This idea originally stemmed from a meeting with Lois W., who feels it important to correct misapprehensions that seem to have grown up around the subject. Floor discussion of this proposal brought some negative reactions from those who felt that ODAT and other sources already offer much on detachment and that we run the risk of spoon-feeding our members too much, thus perhaps reducing the incentive to learn from personal contacts. Several Conference members recommended treating the topic as a FORUM series rather than in pamphlet form. Delegates from Québec felt that it would add unnecessarily to an already extensive literature in English, while French-speaking members get by on much less. Those favoring the idea noted that detachment is a difficult concept—perhaps the most difficult of all—and can certainly use more explication, also pointing out that Al-Anon should produce such a piece before some other publisher fills the void with something that does not follow the Al-Anon point of view. The proposal was approved 65 to 25, with 1 abstention.



## QUESTIONS:

### Why is there no pamphlet specifically for gay people?

The number of adult children and adult children groups along with its corresponding requests are the reason for such additional references. Many of our pamphlets and revisions do refer to experience of gay members. Since the authors prefer to remain anonymous, this is not always readily apparent. We have never omitted an author's choice of lifestyle if it is submitted as part of the written material.



## ANNUAL REPORT:

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

**COMMITTEE:** During its monthly meetings the committee decided to: use the term "Lone Member" instead of the word "Loner," whenever possible; include information about the WSO Lone Member Service in the proposed General Service Kit; encourage treatment centers to avail themselves of the Lone Member Service; develop Guidelines for this service; submit articles for WSO publications. A questionnaire for Lone Members was enclosed with the April issue of *LONERS' LETTER BOX*, and a separate one was given to all Conference members. Since there were no responses to the April questionnaire, a duplicate was sent in November. Responses indicated widespread appreciation of the service. Two Lone Members in the New York Area were invited to a meeting, but both were unable to attend.

Informing the general membership about the Lone Member Service through *AREA HIGHLIGHTS* and the Information Services was considered, and an article was included in the 1983-1984 issue of *AL-ANON SPEAKS OUT*.

This service is now listed in the updated version of *Getting In Touch With Al-Anon*.

**BROADCASTING:** A letter from a missionary for the International Radio Mission Association suggested mentioning Al-Anon and the Lone Member Service on short-wave radio. The idea was declined, since Al-Anon's lack of direct involvement in the effort might lead to misrepresentation of our program.

**OFFICE PROCEDURES:** The Definition Sheet of Lone Member Service categories was revised to allow changing the name "Sponsor" to "Contact Member." Two new categories were added: "Institutionalized Members" and "Contact Members for Institutionalized Members."

The proposed letter for the Lone Member and registration letters for Lone Members and Lone Member Contacts were also updated. Each Lone Member now receives a list of Contacts, allowing them to choose a Sponsor, and is assigned two Contacts with whom to correspond.

Under this new procedure, when overseas Lone Members write directly to us, we send material; when the registration form is returned, a second letter is sent informing them of their GSO. When a list of Lone Members is received from a GSO, Group Records registers them, sends complimentary literature and adds them to the mailing list. A letter was sent to Lone Member Contacts, informing them of the change.

The *FORUM* is now sent to Lone Members for one year only, after which they are invited to subscribe.

A Lone Member Registration Form, which incorporates the information on the consent sheet, was developed to replace the blue registration card.

**CONTENT, PRODUCTION AND DISTRIBUTION:** Material for *LONERS' LETTERBOX* was coordinated from Lone Members' and Contacts' correspondence. Six issues were sent this year; the list of names of participants and new members was sent with the November/December issue.

The format for the May/June issue was changed from three columns to two, using paper size 17" x 11" rather than two stapled pages.

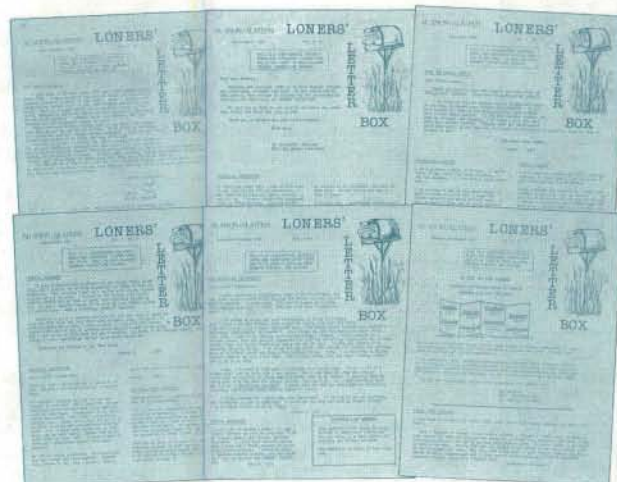
**CORRESPONDENCE:** Members' response to articles in *The FORUM* and other WSO newsletters about the Lone member Service encouraged sponsorship throughout the fellowship. A letter from institutionalized teenagers wanting to correspond with other members was published in the November/December issue of *LONERS' LETTERBOX*.

As a result of its Delegate's 1983 WSC report, Southern California has formed a Lone Member Committee at the Area level. Their encouragement for members to reach out to Lone Members has increased sponsorship.



## Lone Member Update

Chairman Bo H. described the results of a recent survey of Lone Members. Of the 198 listed ("not so bad as you might think," he noted, "since AA has only 508"), 48 responded, most indicating that they had heard of the service through relatives, friends or AA referrals, but a substantial number citing treatment centers and other professional sources. He stated that the service's biggest problem is letting its existence be known, and suggested that each Al-Anon member must be part of the P.I. effort.



## MARION O., MANITOBA

The daughter of an alcoholic and wife of another, Marion found that service as a Delegate helped her to resolve the resentments, hatreds and phobias that were the legacy of her relationship with her mother. Moreover, in her battle with a malignant tumor, service has helped her to accept both the good and bad, given her the courage to try, and brought her the wisdom to find the right path. "Service," she says, "is the sum total of my recovery."

At the beginning of her Al-Anon career, she read a quotation by Supreme Court Justice Felix Frankfurter which she has never forgotten: "Gratitude without work is hypocrisy." The gifts of the program and of life in general she sees all around her, and finds it easy to be grateful for these things: her senses, family, friends, self-confidence, the ability to be useful to herself and others, the capacity for hope. "To repay these gifts," she feels, "there is no other way than by service." As a GR, as Coordinator of the Manitoba Central Office, as a WSC Delegate, she has been an active servant. Having come to believe in Al-Anon first and then in God, she has served them in that order, Marion says, "as a physical person, as a person with fair mentality, and as one who feels that spirituality is the basis of all growth."

Now that her term as Delegate is almost over, she looks forward to returning to the physical aspect of service (after what she describes as "a thinking time"): washing cups, driving members to meetings, buying supplies—"doing service because I'm grateful, and being grateful I can do service."





### RED LIGHT SESSION:

Myrna H. briefly reviewed the handling of green light/red light questions, pointing out that this procedure had been devised as an opportunity for Delegates to place on the agenda general questions of broad interest to the fellowship (and reflecting particular concerns in their individual Areas). Having often been asked to differentiate between green-light and ask-it-basket questions, she noted that the latter are usually susceptible to a reasonably clear-cut, specific answer, whereas the former may involve more complex, less readily definable problems for which an answer might be evolved only through considerable discussion. She explained that the questions submitted would be ranked by Conference members themselves, the three concerns arousing the greatest interest being slated for open discussion in a red light session and the others referred to Standing Committees or Workshops.

### OPEN DISCUSSION:

1. **Has the Board considered rotation of Staff, as in AA, and the problems of inefficiency in doing this?**  
Jean Louise B., CO

The question was answered directly by Board Chairman Hank G., who said that the Board has considered the idea quite seriously and concluded, that certain positions would lend themselves to rotation, while others probably would not.

Several responses by other conference members noted its possible value for creating greater involvement, for "broadening the scope" of Staff members. But there was also widespread agreement that careful study must be applied to avoid creating serious problems. The most concrete objection is the fact that employees were hired for specific skills that would be wasted in other positions.

Early in the discussion, one Delegate urged that, because of its far-reaching consequences, the question should be put to Staff members so that their reactions could be heard. And Staff members did speak freely in response. Most observed that, although their reactions had at first been negative or fearful, with time, it had come to seem less threatening and more possible. Most spoke with great fondness about their present positions but expressed an admirable willingness to learn new responsibilities. Pointing out that many of their skills are interchangeable, they felt, on the positive side, that rotation could be exciting and challenging, would present a significant learning opportunity, would broaden their job knowledge and effectiveness, and might create a greater bond of unity by increasing their reliance on and understanding of each other. They showed concern, however, about the potential stress involved, noting that learning a new job, even infrequently, is no small accomplishment. Moreover, the occasional incidence of interlocking Committee assignments (e.g., those planning the International Convention) could present an especially heavy burden to someone trying to learn new duties simultaneously. Some believed it was unlikely that they would accomplish as much as they now do, and, indeed, this seems to be confirmed by reports from AA's GSO adminis-

tration that there is a definite decrease in productiveness while new duties are being assimilated. (One Staff member pointed out, parenthetically, that AA initially adopted rotation, at least in part, as a protection from conceivable "slips" by key personnel.) In answer to a question about how support staff would be affected by rotation, it was explained that, in AA's system, rotation of Staff Secretaries is physical, while the support staff remains in place to guarantee continuity.

Myrna H. expressed her belief that all the Staff Secretaries are capable of doing whatever assignment is given them, and Sandy F. said that each of them has unique abilities that could benefit other service areas in a special way.

2. **Is recognizing and listing special interest groups an invitation to disrupting our unity?**  
Martha N., ME

Questions about the effect of specialized groups on the fellowship seems to be perennially raised in one form or other. This year the specific concern was whether groups so *identified* pose a threat to our unity. The moderator shared that many members in her Area disagree with WSO's policy of registering groups whose names indicate their special interest.

In general, responses from other Conference members reflected the degree of acceptance that has developed toward special interest groups, as well as increased self-confidence in Al-Anon's ability to meet many different needs yet present the same unified face to all. Although some reservations were expressed about *encouraging* special names, most speakers appeared to feel that the groups themselves serve genuine needs. It was pointed out that for the WSO to impose restrictions would be inappropriate and at variance with the Policy Digest. An important and useful distinction was made about the *purpose* of special names: if the name signifies an attempt to restrict membership, that of course is unacceptable; if its purpose, however, is for definition or attraction, there can be no valid objection. The real task, perhaps, is to make sure that other members understand that the groups are open to all. In relation to adult children's groups, which were widely regarded as serious, cooperative and eager for guidance, one recommendation was that they be registered with local Information Services only if they register with the WSO.

Many expressed the feeling that special interest groups serve a "perceived need" and, as one person put it, "when the need no longer exists, neither do they." The focus, it was felt, always returns in the end, and many such special designations are eventually dropped, or members are absorbed into non-specialized groups. The point, one Staff member remarked, is that Al-Anon has the obligation to respond to a need when it is expressed, and any problems that may be encountered must be regarded as the price of being an alive and growing program. Another said, "Thank God we opened our doors! In the beginning it was really a closed society—for wives of men in AA. And where would most of us be today, if that had continued?"

Suggestions for safeguarding the unity of Al-Anon included emphasizing, wherever possible, our similarities rather than our differences; guarding the CAL process so that we can offer the right direction; and visiting such groups to provide constructive input that would encourage unity.

3. **I am concerned about the apparent willingness of some to break away from Al-Anon's policy regarding the use of CAL, as evidenced by the polling of our groups regarding the use of AA's "Big Book" at Al-Anon meetings.**  
Bob V., RI

The moderator traced the origin of this topic to a group in his Area that chooses to use the Big Book for Step meetings instead of Al-Anon's own "12 & 12." He and others in the Area have expressed concern about this, but he was prompted to raise the issue at the WSC because of the recent request in *INSIDE AL-ANON* for information about use of the Big Book at Al-Anon meetings. He felt the reasons for this request were unclear and that it seemed to reinforce the position of those who are prone to use outside material, by giving the impression that many others do so (or even, as one Delegate noted, that the practice might be voted on, pro or con, at the Conference).


During discussion it was made clear that the *INSIDE AL-ANON* appeal had been made purely to elicit information that would help shape policy on a difficult issue. Pointing out that the WSO had received many requests for guidance on the matter (even petitions to use the Big Book!) and that it hoped to receive reinforcement from the membership *against* the practice, Sandy expressed her regret that the request could have been susceptible to any other interpretation. She noted that an extremely heavy response *did* confirm, overwhelmingly, the WSO's sense that use in meetings of other (even AA) materials was not widely accepted by the fellowship.

This position was borne out by the reactions of other Conference members, who repeatedly expressed their personal affection for the Big Book but affirmed that it has no place in Al-Anon meetings. One Delegate pointed out



that the Policy Digest (p. 28) puts use of such reading matter into the proper context by describing it as valid for personal reading (although cautioning about its differing viewpoints). Others echoed this understanding, stating that to their knowledge, groups in their Areas do not use the Big Book at meetings, although it may be present as a library resource.

#### 4. Can we discuss the experience of other Areas with adult children groups? Some use the Al-Anon program and some have a philosophy that uses the "problems and solutions."

Although discussion time was running out as this topic came up, several points were made. Need for the groups seems abundantly apparent, but there is a strong desire that they clearly show an Al-Anon affiliation and use only Al-Anon's Conference-Approved Literature. Various Delegates reported experience with groups using different names (some Al-Anon, some not), circulating separate meeting directories, and using other literature, especially the so-called "laundry list" and "The Problem and Solution". One Delegate described a long period of turmoil in her Area (now subsiding), during which various demands for accommodation and threats of separation were made. Another stated that she herself had co-founded an adult children's meeting that has since grown very large, noting that initial use of outside literature has gradually disappeared. One Area has solved the name problem, its Delegate observed, by calling all such groups Al-Anon Adult Children, and that name has been accepted by everyone. Many speakers referred to the recent policy statement circulated by the WSO and expressed gratitude for its clarification of the principal issues. 

## QUESTIONS:

**Depending upon the strictness of the bank, Al-Anon groups are being asked (at least once a year) to provide the bank with its tax free identification number or identification to prove the group is incorporated in order to maintain a checking account. Are other Areas experiencing this? How are they responding to the bank to furnish such numbers.**

Groups do not incorporate. This is usually not a problem unless interest bearing accounts are opened or unless the group is seeking free banking service. If costs are incurred, they are part of the group expense. Since banking laws vary from Area to Area, it is suggested that this question be further discussed within the District or Area Assembly.

**I was told that a group should be in existence three to six months before registering with the WSO.**

Groups are encouraged to register as soon as possible.

**How are representatives to the International GSM elected? Are they Delegates that are elected as our Delegates are elected to the WSC?**

Most Delegates to the GSM are elected by the Conference of that country or a national business meeting when the structure is new. In some countries, the Al-Anon Board of Trustees of that structure appoints the Delegates. Non-English speaking countries are limited in their selection since each Delegate must speak English.

## WORKSHOPS:

Workshops were held to discuss those concerns not covered during Open Discussion or in Standing Committee sessions. Conference members convened in small groups to share their thoughts on these topics, and later reviewed for the full Conference some of the suggestions and reactions.


All workshops considered two topics of particular interest: (1) communication between the WSO and Delegates on issues or questions by people in the Areas and (2) strengthening the role of Area World Service Committees so they can become a more vital link between Delegate, Assembly and the WSC.

Regarding communication between the WSO and Delegates on Area matters, all the workshops emphasized that it is of critical importance to Delegates that they be apprised of problems in their Areas (at least of the nature of any controversy) if requests or appeals bypass the local service structure and go directly to the WSO. Delegates, it was agreed, need to be as well-informed as possible about Area concerns. Although some felt that in the

past the WSO has failed to inform Delegates sufficiently (sometimes inadvertently), the WSO was praised for its impartiality in handling disputes and for its efforts to supply Delegates with copies of its responses. Noting that too many matters are referred to the WSO that could be handled locally, many participants recommended that the WSO stress, even more strongly in its replies, the importance of approaching problems first through the lower levels of the service structure. Another concrete suggestion was that Area people be encouraged to send the Delegate copies of any letters written to the WSO, so that he or she would have a full statement of the question or problem and could anticipate some reply from the WSO (requesting one, if none arrived).

To strengthen Area World Service Committees, most of the workshops underlined the importance of "having expectations" of these Committees—emphasizing their importance to the functioning of the Assembly, sharing Area problems with them and giving them responsibility to help find solutions. If a Committee fails to take responsibility, one suggestion ran, recommend an inventory! Others stressed the role of certain key members, noting the need for strong DRs and District Coordinators (especially P.I.). One recommendation was for varied approaches to meetings (some full-day, some weekend events, etc.); other suggestions included arranging for service sponsors, workshops, and using area funds to help pay expenses for attendance at Area World Service Committee meetings. The attitude of the Delegate was frequently mentioned as a crucial factor: the understanding that he or she can draw on the experience and assistance of others while acting as the link between the WSO and the groups in the Area; recognition of the necessity of working harmoniously with the Area Chairman; respect for the latter's responsibility for communication *within* the Area; willingness to let members do their jobs, rather than being over-helpful; enthusiasm in presenting reports.

Each workshop also discussed one topic assigned to it alone.

- A discussion on the content of The *FORUM* revealed a feeling in that workshop that the magazine had much WSO news and lots of graphics but not enough from the fellowship. The calendar was felt to be useful, but a suggestion was made that it include a continuing section on International activities. Also requested were letters sharing members' experience at the 1980 International Convention. A strong suggestion was that The *FORUM* be used to stress Alateen's unity with Al-Anon.
- The problems that may arise from dual AA/Al-Anon membership were discussed in another session, where it was noted that the most common difficulty lies in making the dual member understand, initially, that the AA qualification doesn't belong in Al-Anon. Suggestions for coping with such situations included reading the new Al-Anon Spoken Here pamphlet, studying the Traditions, remembering to keep the proper focus, and encouraging dual members to share the details of their Al-Anon recovery. It was pointed out that such members, except for their ineligibility to serve as GRs, have exactly the same status as anyone else.
- On a query regarding the feasibility of producing the World Directory annually, the workshop decided that no hardship is created by publishing bi-annually, that past Directories usually remain valid for some time and that the cost of more frequent editions could not be justified. The possibility of sending out inserts was considered but rejected as impractical. One recommendation for improving the Directories was that each group should be encouraged to supply a telephone number for the local Intergroup, Central Office, or answering service, in addition to any group contact number.
- Addressing the question of whether a policy should be formulated as to what groups can have GRs (e.g., excluding beginners' meetings or Institutions groups), another workshop found many different views expressed: some felt that beginners' groups should be well-established before choosing a Group Representative; some questioned how any such regulation could be imposed from the WSO (since it registers beginners' groups); others felt that exclusionary measures are seldom in our best interest. It was generally agreed that, if this is a widespread and growing concern, it should be referred to the Policy Committee.
- A discussion on the advisability of listing group contributions after the group's name in the Directory yielded both pros and cons. An advantage would be the recognition accorded groups that give substantially (which would probably increase contributions), but a drawback is the idea of embarrassing groups that can't give much and making them feel guilty. It was pointed out that, although AA lists contributions, Al-Anon has always rejected the idea on the ground that participation is what counts, not the dollar amount. If some such tool is needed, perhaps a symbol keyed to a particular range of amounts might be used—or the group's contribution might be expressed as a percentage of the funds from its Area.
- One workshop confronted this puzzle: "The WSO will accept a one-time contribution from the immediate family in memory of a member. If the family members are not Al-Anon members, is this not an outside contribution?" Six workshop members held that it *would* be an outside contribution, four that it would *not*, and three abstained! 



## ANNUAL REPORT:

Henrietta S., Chairman  
Lois W., Co-Chairman  
Sandra F., Secretary

**CHAIRMAN'S MESSAGE:** With the continuing growth of our fellowship, an increasing number of issues have been channeled to the Policy Committee for consideration. It is a healthy sign that our newer members are aware of the wisdom of abiding by the Traditions and that many questions also come into the WSO from those familiar with the Traditions and Concepts who seek guidance in determining if local practices are ignoring established policy. There have been many questions requiring re-affirmation of how we relate to professionals and outside agencies involved in treating families of alcoholics.

The agenda of the quarterly meetings of the Policy Committee derives from letters and phone calls from concerned members worldwide. It includes Staff concerns and review of changes in administrative procedures at the WSO in the light of the Concepts. The meetings generally last a full day and are attended by the volunteer Committee Chairmen, Trustees and WSO Administrative Staff, providing a broad base for development of a clear group conscience. Recommendations for any change in a policy or to establish a new policy are made to the Board of Trustees for consideration and subsequently presented to the WSC for a wider group conscience before being adopted.

The Trustees recommend that the following changes in Al-Anon policies be considered by the 24th World Service Conference for revision of the existing 1983-85 Policy Digest:

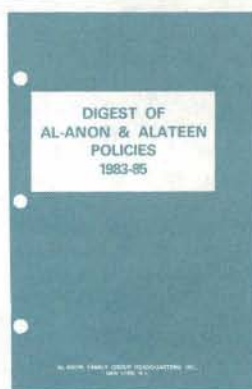
### Page 15, II. Meetings

#### a. Open/Closed Meetings

Closed Meetings are for *all* Al-Anon members, anyone whose personal life is or has been deeply affected by close contact with a problem drinker.

### Page 24, 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. (See item 1, c. *Registration of Groups*, this manual, page 13.) Service arms of the fellowship are created by the groups they serve. Hence, the will of the groups determines their scope of function. (See *Warranty Five in Al-Anon's Twelve Concepts of Service*, pages 42 and 43 in the 1983 issue.)



## OTHER POLICY CONCERNS:

**WSC**—The 1983 WSC considered, amended and instituted policies approved by The Board at its January, 1983 meeting. Subsequently, revisions appeared in the 1983-85 Digest in sections titled Rent, Bequests and Referrals. The 1983 WSC also approved the overall reorganization of the Policy Digest and a consensus was reached to place all four service manuals in a loose-leaf binder, a decision subsequently implemented.

**Adult Children of Alcoholics**—Early in 1983 we were informed that a separate self-help organization had formed for children of alcoholics. When members were contacted, they said they were acting, in effect, as an Information Service for the Los Angeles, California, Area. Yet by the year's end, it was apparent that a separate organization had formed. Throughout the year members of groups in other cities listed in our World Directory had been contacted by this organization in California, asking that any adult children groups register with them. We also learned that they had a literature committee. We wrote to ACA (Adult Children of Alcoholics) and told them they cannot use the Al-Anon name (as they had been doing) on their mimeographed literature and in their adaptation of the Traditions. We also pointed out that if a group registers with them, it cannot register with us. Many groups in California have written to the WSO for its position; a copy of our letter to ACA was provided. Some of the groups registered with both ACA and the WSO asked to be dropped from the WSO and the Al-Anon Los Angeles Information Service listing.

A national organization called NACOA (National Association for Children of Alcoholics) has also informed. Their president visited the WSO and met with several staff members; he reported that NACOA's function is similar to that of NCA (National Council on Alcoholism), providing public awareness. He expressed a desire to cooperate with us by clearly stating our position in NACOA's publications. He also pointed out the misinformation being disseminated about Al-Anon adult children groups in other professional communications.

In response to the growing number of adult children groups and continuing requests for literature, the Policy Committee reviewed WSO's direction concerning literature. As a result, The *FORUM* reprint is now a pamphlet, and expansion of the leaflet *Adult Children of Alcoholics* is still underway. The Literature Committee suggested that the material specifically requested by adult children (The Problem/Solution Laundry List, etc.) could be handled by the P.I. Committee, since the basic purpose of this material is to attract potential members. Adult children groups were given an update in *INSIDE AL-ANON*.

The topic of specialized groups in general—and adult children groups in particular—was discussed at the 1983 WSC. The consensus was that their proliferation attests to the need for them. Servicing adult children groups has also come up at each Regional Service Seminar.

Correspondence, telephone calls and flyers from both members and professionals about seminars, workshops, conferences and other meetings concerning adult children has been tremendous. They include: letters and calls to the Group Records Supervisor for guidance and referrals; requests to the Literature Committee for additional material and manuscripts for publication; routine letters and calls to the Office Supervisor for copies of existing literature and *INSIDE AL-ANON* articles; letters and calls to the Policy Committee Secretary questioning Al-Anon's position toward these groups. In addition, there were letters and calls from members asking the WSO not to encourage the formation of adult children groups and articles from both members and professionals that misrepresent the WSO's position toward these groups. One member, an adult daughter, complained that her group often seems like a therapy session. At first this communication was predominantly from California and New York, but it has now spread nationwide, and requests for information are beginning to arrive from Canada and overseas.

Adult children groups continue to form. At the beginning of 1982, 14 groups were registered. After the first quarter of 1983, there was a total of 81 groups registered and proposed; at year's end the total was 194.

**Staff Public Information Appearances at the Media Level**—At the January and March meetings, discussion surrounded consideration of the existing policy of Staff using their full names at the media level, providing they do not disclose personal membership. It was suggested that this be discussed at the World Service Conference P.I. and CPC Standing Committee meetings. After discussion at the Conference, a consensus was reached, 37-50, against using full names. A motion was subsequently passed by the Policy Committee and approved by the Board to amend the long-existing administrative policy that allowed Staff to appear in their professional capacity without disclosing personal membership. The Staff will now appear as members with all the safeguards of anonymity. Ramifications of this approach will be reviewed in the future.



**Guidelines for WSO Committee Members Serving at the Area Level**—An ad hoc committee was formed to develop guidelines for serving on WSO committees. Although previously unwritten, it confirmed the understanding that members serving on WSO committees should relinquish or not become engaged in Area Assembly service beyond that of GR. This recommendation was incorporated into the Purpose and Duties of WSO Committees for Al-Anon and Alateen. After Board approval, a copy was sent to all Conference members.

**Independent Commission Requests**—Several Delegate members of the World Service Conference suggested an independent study commission of the WSO be undertaken based on a recommendation in the previous *FORUM* editor's letter of resignation. A poll was taken of the Area Delegates by the Regional Trustees. The tally was 31 yes, 29 no and 5 abstaining. During discussion at the Policy Committee meeting, the unanimous consensus of the 32 (30 present) other voting WSC members was that there is no provision for such a study and that it would therefore be inconsistent with our Concepts. The committee expressed that it was important to consider the reasons that prompted the request for an independent commission and that the best way to do so, would be through open communication at the WSC.

Other subjects discussed and some conclusions reached include the following: a decision was made to list a "non-alcoholic" group, providing it keeps its doors open to all Al-Anon members (despite a local Information Service's refusal to do so); members expressed concern over being asked by professional agencies to confirm members' attendance at meetings and to assign official sponsors; a letter was sent to agencies that distort our symbol, asking them to place a disclaimer in their catalog since our only official design is the triangle and circle; a letter was sent to a bookstore, asking them to remove the words "Conference-Approved Distributor of AA, Al-Anon and Alateen" from their flyer because it implies affiliation and endorsement; another letter was written to a hospital objecting to a flyer which indicated that the facility was "recognized" by Al-Anon. ▲

(Continued from p. 23)

## FORUM UNFINISHED BUSINESS:

**Whether *FORUM* editorials should be signed**—This point was raised by the NPIC Chairman, who said that the issue had arisen in correspondence. The *FORUM* Editor asserted that such communications *should* be signed, so that the membership will know who they're from—"not the WSO, or the Board, but Fran H." A Delegate quoted the Concepts to the effect that the Editor has sole responsibility and concluded that this was not really an issue. A Trustee commented that the question appeared to be an editorial matter, not a concern for the Conference. No consensus or other formal action resulted, and the matter was dropped.

## QUESTIONS:

**How can The *FORUM* get subscriptions to subscribers faster? Sometimes they arrive a month after they are due.**

The *FORUM* staff has produced three issues in one month to advance the production schedule. The May issue will reach readers the first week in May. Issues thereafter will be on target the first of the year.

**What can an Area do when a group breaks a Tradition continually and knowingly? The Policy Digest states: "The WSO will register a group with the understanding that it will abide by the Traditions . . ." Can a group be unregistered if it willingly and knowingly breaks Tradition?**

The WSO has never revoked registration of a group. We have written to several groups and asked them if they were affiliated with another organization and asked them to decide whether or not to remain listed. In a decision during 1983, the Policy Committee stated that with a philosophy of self-inventory, we might ask a group to take its own inventory and suggest the group itself be asked to be removed from the listing if it couldn't live up to the Traditions.

**Can a person who is a self-proclaimed alcoholic, but does not attend AA meetings, hold a service position beyond the group level? Our Area needs a clarification of page 14, g. in the Digest.**

It was concluded at a recent Policy Committee meeting that the policy only refers to AA members. It would be up to Area autonomy whether to allow a self-proclaimed alcoholic who does not attend AA to serve beyond the group level.

## POLICY SESSION:

Sandra F., Deputy General Secretary, presided over the session in the absence of Chairman Henrietta S. The Policy Committee having already distributed to Conference members its recommendations for revisions in the 1983-85 Policy Digest, some background was provided on each of these and the motions were formally made and voted on.

It was explained that the change on page 15 of the Digest clarifies the nature of closed meetings and was prompted by the recommendation of a former Delegate who felt that the existing wording seemed to exclude members belonging to both Al-Anon and AA. After brief discussion and a minor revision of punctuation, the motion was passed.

The addition of cross-references on page 24, Sandy noted, stemmed from concern about the balance between group autonomy and maintenance of the Traditions and the extent of responsibility for this balance that may be exercised by local listing services. Rather than creating new material to address the problem, specific references were added to already-existing language in the Policy Digest and the Twelve Concepts of Service. After discussion and the insertion of a paragraph number to pinpoint the second reference, the motion was passed.

Next on the agenda was presentation of the Committee's clarifying statement on adult children of alcoholics. Formal adoption of this statement was moved and seconded, and discussion ensued. Apart from certain changes requested by Literature Secretary, Linda McF. to correct some of the statement's allusions to CAL, Conference members appeared to find the document substantially satisfactory. A few Delegates voiced their unhappiness with the term "adult children," suggesting that Al-Anon substitute a term of its own devising. Sandy replied that the Committee had also considered a change in terminology, but had not found any practical substitute for the term already in widespread use. One Delegate felt she expressed the sentiments of adult children when she explained that the term is perfectly appropriate for an adult who is still dealing with problems that originated in childhood. Another Delegate commented that "adult children" is a self-chosen designation and should be respected as such. There were many commendations of the statement from Delegates who had experienced much confusion at local and regional levels from the mushroom growth of these new groups and who were grateful to have a tool that would help put the situation in much-needed perspective. In response to a question as to how the new statement would be used, Sandy explained that so far it had been used mainly to answer correspondence, but that, if adopted, it would be used more broadly for new and existing groups. Following a recommendation that it be placed in the Policy Digest, Myrna suggested that, for the time being, it might be circulated to the fellowship through *INSIDE AL-ANON*, rather than committing it too hastily to the Policy Digest. One Delegate expressed the feeling that it not only gives the fellowship a more consistent external posture, but also heightens our own understanding, which is equally important.

The last item of business was to share with Conference members a report, excerpted from minutes of the March 21, 1984, Policy Committee meeting, regarding the much-discussed issue of whether the WSO might own, rather than rent, its own headquarters space. Attached to this report, which explored the question thoroughly (both pro and con) and noted a lack of consensus on the part of the Committee, was an addendum quoting and summarizing the 12 pertinent letters—both group and individual—received at WSO by the end of March; the tally of these was 3 for, 9 against, the owning of real estate. Copies of the report were distributed, and Sandy stated that discussion would be deferred to the Long Range Study Panel Session. ▲

## QUESTIONS:

**In our Area we were told that after the closing prayer, we weren't to say "keep coming back." Did this come from the WSO?**

No. This saying appears to be a practice in certain Areas and its use is up to Area autonomy.

**Is there any reason why Al-Anon—AA Family Meetings, that are not registered with the WSO cannot be listed on our local Al-Anon meeting list?**

The WSO lists Al-Anon groups, those comprised of Al-Anon officers only; usually local meeting lists follow suit.

**What is group conscience and what isn't it?**

A group conscience expression is the majority opinion expressed at any Al-Anon gathering. The 1984 WSC voted to develop material for a more in-depth explanation.



## ANNUAL REPORT:

Sylvia R., Chairman  
Susan H., Secretary

**COMMITTEE:** The committee met 12 times; In-town Committee members are: Bob A., Penny B., Ellen D., Ruth L. and Marsha T. Two In-town members, Tom C. and Joan M., resigned.

In addition, the committee met informally with the Area Delegates and P.I. Coordinators of the Tri-state area to discuss overlaps in handling national and local media activities.

**1983 WORLD SERVICE CONFERENCE:** The committee's presentation, focused on utilizing existing materials for P.I. work, included the following topics: Total communication within the fellowship; radio, TV, printed materials, general press work, posters, health fairs, and speaking to the general public.

**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 *P.I.-CPC BULLETIN*.

**P.I. INQUIRIES:** 3,031 student and miscellaneous non-member inquiries were handled routinely by P.I. Service, a substantial increase over the 1,334 inquiries in 1982.

**CORRECTION LETTERS:** 88 correction letters were sent to publications that either misspelled Al-Anon/Alateen or misrepresented Al-Anon in some way.

**GENERAL OFFICE WORK:** Telephone and written inquiries were logged and responded to on a regular basis. Inquiries from individuals, newspaper editors and students were answered, with follow-up information sent; those needing personalized attention were handled individually.

**PUBLIC INFORMATION INTERNATIONALLY:** The Staff Secretary met with Jean G., incoming GSM Delegate from the U.K./Eire, and the P.I. representative from Mexico, both of whom were interested in enhancing Public Information activities in their countries.

**LONG-RANGE PLANNING:** The Staff Secretary attended a Long Range Study Panel meeting to discuss the P.I. Committee's long and short-range goals.

### SERVICE AIDS:

**Posters—**Two new Al-Anon powers were completed: a four-color poster depicting a torn photograph of a family and a graphic, "You Don't have to Drink to Suffer from Alcoholism."

Two easels created from these posters were also completed: The four-color in 17" x 22" easel back, and the graphic in a 5 1/2" x 8 1/2" table display with pocket, which holds 50 "Are You Concerned ..." (M-1) pamphlets.

**Radio Interview Sheet—**Revised three-part interview sheets were completed for members as a tool in doing radio interviews.

**Radio PSAs—**The five existing radio PSAs were converted to 7 1/2 IPS tape, for easier use by radio stations.

**Revised P.I. Literature—**The contents of the Al-Anon Fact File were condensed to create a more concise, and factual piece. A new design is being proposed. Extensive revision was completed on *Pebble In The Pond*, our guide for P.I. service work.

### COOPERATION WITH PUBLICATIONS AND THE MEDIA:

**ABC News—**Following a telephone conversation with a representative of the station, literature was sent to ABC News in preparation for a news segment on alcoholism.

**ABC Radio—**The Staff Secretary participated in a one-hour radio interview for ABC radio, which was broadcast nationally in April 1983.

**U.S. Department of the Navy—**The Staff Secretary conducted a five-minute radio interview about Al-Anon and Alateen over the telephone; this was broadcast on ships and at U.S. naval stations around the world.

**NBC-TV "That Teen Show"—**In response to Al-Anon participation in this show, Al-Anon received letters from teenagers in need of help who wrote to the station. The show has been aired three times.

**CBS Broadcast Group—**A "Thank You" letter was sent in appreciation of the generous air time given Al-Anon.

**"The Chemical People"—**At the invitation of the "Chemical People" project, the P.I. Secretary previewed the showing of the "Chemical People" on Channel 13.

A news release was sent to P.I. Coordinators, Delegates, and Information Services announcing the two dates in November 1983 for the nationwide airing of the "Chemical People." The letter also asked that local stations be approached by members for timely showing of Al-Anon PSAs. Special P.I./CPC packets were sent in response to requests from local task forces across the United States. Al-Anon provided free literature (up to 200 pieces) for any national requests; local inquiries were forwarded to P.I. Coordinators.

**Commandant's Bulletin—**Information about Al-Anon and Alateen was sent to this magazine for an article that appeared in their August 1983 issue. This publication reaches all U.S. Coast Guard active duty people, retirees, reserves and family members.

**Dear Abby, Ann Landers—**As a result of articles appearing nationwide in their columns, the WSO received a total of 446 inquiries. Literature was sent and many inquiries were responded to with individual replies. A complimentary copy of *ALATEEN*-a day at a time was sent to Ann Landers, in appreciation of her acknowledgement of Al-Anon/Alateen as a primary community resource.

**Dorf Public Relations—**Information clarifying the purpose of the Al-Anon program was sent to this company for the development of a TV program on alcohol abuse and the teenager.

**Doug Wyles Productions—**Material was sent for an article on specific PSAs focusing on teenagers.

**GOOD HOUSEKEEPING Magazine—**Material was supplied for an article.

**Interview with Film-maker—**The Staff Secretary was interviewed by a graduate student who is producing a film segment on alcoholism and its effects on the family.

**LADIES CIRCLE Magazine—**At the request of the editor, "A Guide for the Family" will be listed and provided gratis to the readers of the March 1984 issue of this magazine.

**THE NEW YORK TIMES—**A telephone interview was conducted by the TIMES with the Staff Secretary, several Alateens and their parents. This article appeared in the paper's Life Style section.

**NEWS-WEEKLY Newspaper—**A reporter interviewed the Staff Secretary for an article in this publication.

**President's Committee on Employment of the Handicapped—**Permission was granted to use the storyboard "Teenager" as a sample illustration for a book on public relations in the nonprofit organization.

**PSA Magazine—**An award was given for the TV spot "Family Picnic" in PSA magazine. Al-Anon was listed in two consecutive issues.

**Scriptographic Booklets—**We continued offering comments and suggestions to the Channing L. Bete company. The P.I. and Alateen Staff Secretaries met with a representative of the company to discuss provision of input on a regular basis.



**SEVENTEEN Magazine**—Information was provided for a brief article about Alateen.

**White House Conference**—At the invitation of First Lady Nancy Reagan, the P.I. Staff Secretary accompanied the General Secretary to the White House in the fall of 1983 for a briefing on media programming for public broadcasting. The focus of the conference was on the families of the "Chemical People."

#### COOPERATION WITH OUTSIDE AGENCIES:

**ABC Seminar**—A representative of the P.I. Committee attended the ABC Seminar "Alcoholism in the Black Community" in October 1983 and reported back to the Committee.

**Boricua College**—A public relations project was coordinated for a group of students in the field of Human Resources at Boricua College. P.I. packets were prepared, students toured the offices, and the film strip, "Getting Involved," was shown, followed by a question and answer period.


**Independent Sector**—The Staff Secretary and the CPC Staff Secretary attended a conference to view a film entitled "Voluntary Spirit."

**Westchester Council on Alcoholism**—At the invitation of the Westchester Council on Alcoholism, the Staff Secretary viewed films created by an outside agency for reaching professionals and the general public.

**Rutgers University**—The Staff Secretary attended the three-week session at Rutgers Summer School of Alcohol Studies. As a public relations effort, a trip was organized and 23 professionals visited the WSO.

#### ADDITIONAL ASSIGNMENTS:

**Cooperating with the Professional Community (CPC)**—In the absence of the CPC Staff Secretary, the P.I. Secretary handled CPC telephone calls from professionals regarding information about Al-Anon and Alateen from the end of November through December 1983. Individual follow-up letters were sent. Professionals visiting the office were given information.

**Cooperation with AA-GSO Staff**—The P.I. Staff Secretary and the CPC Staff Secretary coordinated a public relations effort to improve communication with the staff at the GSO. This included giving an after-hours reception at the WSO, attended by the General Secretary and Staff Secretaries. 

## P.I. REPORT BACK:

### Suzie S., Texas

**GUIDELINES**—Committee guidelines were distributed, and the committee discussed how it sees its own mission and its cooperation with other committees.

**FEEDBACK SHEET**—Asked for their reactions to this tool, committee members expressed great satisfaction with it as a way of simplifying responses.

**5-7-MINUTE RADIO CASSETTE AND RADIO PSAs**—The committee listened to the completed cassette and the Spanish translations of the 5 radio PSAs.


**PROPOSED "20 QUESTIONS" PIECE**—This was again discussed, with the committee voting to move ahead with the piece, amending the ending to create a broader base.

**P.I. COORDINATOR QUESTIONNAIRE**—This tool was reviewed by the committee for additional input.

**MADMOISELLE ARTICLE**—The committee approved the disclaimer suggested by the Board and Executive Committee to precede this article, and learned that the author had granted Al-Anon exclusive reprint rights for a 6-month period.

**ALATEEN SLIDE PRESENTATION**—The committee concurred with the judgment of the Alateen Committee that this Quebec-originated piece would be a beneficial tool for use in the U.S., and proposed its adaptation with only minor revisions, indicating that the two committees would work closely on the project. Discussion of the motion focused mainly on the potential cost of adapting the presentation (an educated guess was \$4,000-5,000) and on its projected use (in schools, at beginners' meetings, for professionals and at Area Assemblies to promote sponsorship). The project was approved 92 to 2.

**NEW 1985-86 TV SPOTS**—The committee recommended to the Conference that three new TV spots should be budgeted for and created in 1985. It explained that the media tends to tire of public service spots after about two years and demand something new, and also that some spots date rather rapidly, especially in details such as clothing styles. Nonetheless, in discussion, Conference members expressed doubts about the wisdom of budgeting these (with a total P.I. budget of \$50,000) and questioned the actual degree of datedness of Al-Anon's existing spots. Pointing out that the radio audience is even larger, one Delegate asked if radio spots should not be increased instead. Another encouraged a move into cable television. It was also suggested that the new spots should be deferred until after the membership survey is completed.

The motion was defeated, 52 to 40 (with 2 abstentions). 

## QUESTIONS:

Why was Al-Anon listed on the "Chemical People" flyer? Is this not bending, if not breaking our anonymity Tradition at the level of "press" and border on affiliation?

At the invitation of the White House, Al-Anon attended a briefing meeting on the "Chemical People." In a cooperative effort, Al-Anon agreed to be listed on the flyer, separated from the other organizations in the following way: "Al-Anon/Alateen Family Groups will also cooperate in this project."

Can the word "alcoholism" be made less prominent, or removed from our Public Information posters? Maybe stress the family help instead.

Public Information posters are created to attract people to Al-Anon and Alateen. In order to do this, the words "alcoholism" and "problem drinking" are used for the purpose of identification.

We have been invited to have an Al-Anon and Alateen display in a shopping mall. The title of the endeavor will be "Charity Display." It will be held at Thanksgiving, 1984. Others taking part will be Girl Guides, Blood Donors, St. John's Ambulance, M.S. and many others. There will be no charge as they feel we are a benefit to the community. None of those displaying will be charged. The agency behind this is called "Promotional Technique, Research, Marketing and Information." Should we take part in this?

This is similar to a health fair where Al-Anon would have a display. Experience has shown that it is often best to have a separate Al-Anon display table and literature rack, if the booth promotes a particular agency and affiliation might be implied.





## AREA HIGHLIGHTS:

**Bill S., Iowa, Chairman**  
**Suzie S., Texas (E), Recorder**

The Sharing Area Highlights Meeting gives Delegates the opportunity to share concerns and exchange ideas among themselves. Problems specific to individual Areas are brought to this meeting, where the experiences of others in similar situations can be ascertained and new approaches formulated. The issues under consideration this year included:

**Dealing with controversy at any level**—The consensus was that it is important to remember that our primary purpose is helping the families of alcoholics, but if something distracts us from that purpose, the matter should be taken up first with the group itself, preferably for a group inventory, then, failing a solution there, with the District, and if necessary with the Delegate or Area Assembly.

**Getting members involved at the Area and District level**—Suggestions included being enthusiastic, sharing one's own positive experiences, demonstrating real need, using a few motivated people to attract others, rotating convention responsibilities among different cities and different groups, pairing newcomers with old-timers at conventions.

**How far should we be willing to go to cooperate with professionals?**—Discussion focused on the requirement of many treatment centers that Al-Anon members visiting their families (or participating in Institutions meetings) sign attendance slips with full names. This practice seems to violate the Traditions, and suggestions for alternatives included signing the group's name and the Intergroup telephone number.

**Dealing with dual addictions**—Such people, it was felt, should never be turned away, but instead directed to open meetings and/or referred to specialized meetings where their particular problem is addressed. ▲

## REGIONAL SERVICE SEMINAR:

**Audrey S., Chairman**  
**Susan H., Coordinator, USSW, USNE, USSE**  
**Patricia H., Coordinator, Canada (West), USNW**

**COMMITTEE:** The Regional Service Seminar (RSS) Committee met four times to discuss the U.S. (Southwest), U.S. (Northeast), Canada (West) Seminars, held in 1983; U.S. (Southeast) and U.S. (Northwest) Seminars, to be held in 1984; registration fees and the International slide presentation.

**ARTICLES:** Articles announcing all Regional Service Seminars were placed in *The FORUM*, *AREA HIGHLIGHTS* and *INSIDE AL-ANON*. Ask-It-Basket questions from the U.S. (Northeast) RSS were printed and sent with the December issue of *AREA HIGHLIGHTS*.

**INTERNATIONAL CONVENTION AND CANADA (EAST) RSS:** The committee discussed the possible conflict in scheduling both the 1985 International Convention and the Canada (East) Regional Service Seminar. A letter and questionnaires were sent to Delegates in the Canada (East) Region asking them to poll their Areas about this. The results favored skipping the 1985 Canada (East) Seminar.

**INTERNATIONAL CONVENTION ADVANCE WORK:** The International Convention slide presentation will be shown at each Seminar from now through the 1985 International Convention as part of the agenda.

**LONG-RANGE PLANNING:** The committee revised and updated the long and short range goals of the RSS.

**SEED FUND:** The committee voted to create a seed fund of up to \$100 to aid the Host Committee with expenses incurred in the coordination of a Seminar.

**REGISTRATION FEE:** A nominal registration fee is to be paid by all attendees to cover contingency costs of each Seminar.

**TAPING:** The Board of Trustees approved an allocation of \$200 to each person taping a Seminar.

**WORLD SERVICE CONFERENCE (WSC):** A presentation was made at the 1983 WSC, and it was voted to have the RSS become a permanent part of Al-Anon's structure, with two Seminars held each year. The Conference also approved the Concept text addition for inclusion in our Twelve Concepts of Service booklet. The Chairman and the P.I. Staff Secretary met collectively with Delegates and Trustees from all six Regions for a general information session, followed by separate meetings of each Region to exchange information on their Seminar.

### U.S. SOUTHWEST REGIONAL SERVICE SEMINAR:

Ramada East Resort  
 Phoenix, Arizona  
 November 12, 13, 14, 1982

A report was compiled from the evaluation forms received after this Regional Service Seminar.

### U.S. NORTHEAST REGIONAL SERVICE SEMINAR:

Tufts University  
 Medford, Massachusetts  
 June 10, 11, 12, 1983

**Mailings**—Letters, registration/reservation forms and RSS explanation sheets were mailed to all Al-Anon and Alateen groups, Delegates, Information Services and Lone Members in the Northeast Region. A letter of welcome, including details for the Seminar and a map of the University campus, was mailed to registrants in advance. Six cartons of materials were shipped to Tufts University.

**Hotel/University**—A contract was signed and forwarded to Tufts University with a deposit. The cost of the weekend at Tufts was \$75, including six meals. The University charged a \$20 registration fee to participants not staying there.

**Registration/Reservation Forms**—Completed forms were received at the WSO, logged and forwarded to the Treasurer and Host Committee Chairman. A total of 277 registrations were received, with 198 staying on campus.

**Host Committee**—The RSS Coordinator was in steady contact with the Host Committee Chairman and met with the full Committee on the eve of the Seminar to thank them and discuss last minute details. Funds were handled by the Seminar Treasurer. Thank you letters were sent afterward.



**Agenda**—The U.S. (Northeast) Regional Trustee met with the Staff Secretary to coordinate the agenda, drawing from input provided by Delegates from the Region. The agenda was printed in-house and sent to Tufts University for inclusion in the registration kits.

**Evaluation Report**—A report was compiled from 119 (mostly favorable) evaluation forms received from the Seminar.

#### CANADA (WEST) REGIONAL SERVICE SEMINAR:

Regina Inn  
Saskatchewan, Canada  
September 30, October 1, 2, 1983

**Mailings**—A packet including a cover letter, registration/reservation forms, RSS explanation sheets, return envelopes and RSS flyers were sent to all Al-Anon/Alateen groups, Delegates, Information Services and Lone Members in the Canada (West) Region. Letters of welcome were sent to all 268 registrants prior to the Seminar. Ten cartons of materials were shipped to the Host Committee Chairman.

**Hotel**—The Chairman of the Executive Committee and the Chairman of this Seminar met in advance with Regina Inn personnel to review the facility and plan details for the weekend. A contract was later signed and forwarded to the Inn, and steady communication was maintained with its Manager.

**Registration/Reservation**—Forms received at WSO were coded and logged. Completed reservation forms were forwarded to the Treasurer. Completed registration forms were sent to the Host Committee Chairman, for preparation of registration kits and badges. Lists of all registrants were sent to the Regional Trustee. A total of 268 registrations were received, with 151 staying at the Regina Inn.

**Registration Fee**—A \$12 (Canadian) registration fee was charged to all registrants attending this Seminar, whether staying at the facility or not. This was the first Seminar at which a registration fee was charged that was payable to AFG, Inc.

**Host Committee**—The RSS Coordinator was in regular contact with the Host Committee Chairman, and funds were forwarded to the Treasurer.

**Agenda**—The agenda reflected the needs of the Region. Topics ranged from the Concepts to meeting the needs of handicapped members.

**Taping**—A taper was hired by the Region and signed a letter of agreement to sell only RSS tapes.

**Staff Attendance**—Four members of the Staff, plus the Chairman of the Board and the Regional Trustee of U.S. (Southeast) and Canada (West), represented the WSO at the Seminar.

**Evaluation Forms**—137 evaluation forms were received, and a report was compiled and distributed to RSS Committee members.

**Reports**—The Warranty speeches and Workshop reportbacks were transcribed and distributed to all RSS Committee members and WSO Staff Secretaries.

#### U.S. SOUTHEAST REGIONAL SERVICE SEMINAR:

Holiday Inn—Briley Parkway  
Nashville, Tennessee  
March 2, 3, 4, 1984

**Site**—From the three bids submitted from within the Region, the RSS Committee chose Nashville, Tennessee, as the site for the U.S. Southeast RSS.

**Mailings**—An announcement went out to Delegates in the U.S. Southeast, informing them of the site and dates of the Seminar. A packet including a cover letter, RSS explanation sheets, registration/reservation forms, return envelopes and RSS flyers was sent to all Al-Anon/Alateen groups, Delegates, Information Services, Lone Members and Newsletter Editors in the U.S. (Southeast) Region. Cover letters in Spanish were sent to groups in Puerto Rico.

**Hotel**—The Holiday Inn-Briley Parkway was selected as the hotel site. Rates for the weekend are: double room \$68.40, single room \$103.40 (including four meals). The Chairman of the Executive Committee and the Chairman of this Seminar met with the Holiday Inn Sales Representative in November to work out details for the weekend.

#### U.S. NORTHWEST REGIONAL SERVICE SEMINAR:

Holiday Inn—Boise  
Boise, Idaho  
October 12, 13, 14, 1984

**Site**—The committee chose Boise, Idaho, from among four bids submitted by the Region.

**Hotel**—A contract has been signed with the hotel and a package arrangement agreed upon. Rates for the weekend are: \$106 per person, single room occupancy, \$73 per person, double occupancy. These rates include four meals.

#### RSS Update

Staff Secretary reported that the U.S.S.E. RSS in Nashville, March 2-4th had 420 registrants and was very successful. Conference members were reminded that the U.S.N.W. RSS will be held in Boise in October. An active discussion arose regarding the nature, distribution and eventual use of ask-it-basket questions (actually, the answers were of prime concern!). Those pointing out their potential for confusion wondered who formulates the answers, what their intended—and actual—distribution may be, and whether, disseminated in written form (and out of original context), they may eventually take on an authority they were never intended to have. Several members asked how much they are actually used (and how) and whether, in fact, distribution is warranted at all. Those supporting the practice cited their value in sharing more broadly the benefit of RSS's, their usefulness in getting questions raised and their tendency to stimulate more frequent recourse to the Handbook and Policy Digest. The General Secretary summarized the discussion by observing that most would like the ask-it-basket to continue, but (as someone had suggested) perhaps the Committee could develop, for distribution, an accompanying statement that would qualify the degree of authority accorded the answers.

RSS Committee Chairman Audrey S., along with Staff Coordinators Susan H. and Pat H., made a brief report on the committee's most recent activities. Newly-developed RSS Guidelines were presented to the Conference, setting forth in detail the responsibilities of the Area Delegate, the Regional Trustee, the Host Committee, the RSS Committee and the RSS Coordinator in preparing these Seminars. Susan explained that creation of the guidelines had been deferred until one full round of Seminars had been completed, thus enabling the committee to compile the input based on actual experience from all six Regions.

Susan reported that 420 members attended the USSE RSS held in Nashville, Tenn. on March 2-4, 1984. The Host Committee did a wonderful job in supporting the Seminar as a whole.

It was noted that the Canada East Seminar, which would have been held in 1985, has been set aside by mutual agreement of all concerned, because of the 1985 International Convention in Montreal.

The Staff Coordinators reported that the Seminars have been received with great enthusiasm in all the Regions, also remarking that they present a splendid opportunity for WSO personnel to get out into the grassroots of the fellowship and learn about Regional concerns.

Conference members were given copies of a new RSS announcement/flyer which can be adopted for use in every Region. A registration fee is now being requested, to encourage a firm commitment from those who plan to attend as well as to cover costs.

The next RSS—U.S.N.W.—will be held October 12-14, 1984, in Boise, ID.

#### REGIONAL TRUSTEE PROCEDURE:

Marjorie W., RT, U.S. (SE) explained to the Delegates the functions of Regional Trustees and the methods evolved for their selection. She also described the personal qualifications sought in a candidate, pointing out, too, that the individual must be able to spend considerable time away from home in attendance at quarterly Board meetings, Policy Committee meetings, and the WSC itself.

She announced that Regions scheduled to select nominees for Regional Trustees to be elected in 1985 (1985-87 term) are Canada East and Canada West. Noting that this process begins in June, 1984, she reminded Delegates from these Regions that necessary materials were being provided them at the Conference and that candidates' résumés must be received at the WSO by January 1, 1985.

The election of Regional Trustees for the 1984-86 term was conducted by Board Chairman Hank G. Regions nominating Trustees for this term were U.S. (NW) and U.S. (SW), whose candidates were chosen by Areas late last year and their résumés sent to the WSO. Voting to select a single nominee for each Region from the candidates proposed were the following Conference members: all Delegates from the Region in question; four Delegates from outside that Region (selected, with two Alternates, at last year's Conference); the Chairman of the Board of Trustees; and three other Board members. This body, collectively known as the Conference Nominating Committee, voted by closed ballot, and its choice, in each case, was submitted to the Board of Trustees for formal approval at the Annual Meeting immediately following the Conference. Nominees selected for 1984-86 were Audrey B. (Wyoming), U.S.(N.W.), and Mary Fran W. (Arizona), U.S.(S.W.)




## BOARD OF TRUSTEES:

In addition to the proposals of the Nominating Committee (see below), the Board itself brought four recommendations to the floor of the 1983 WSC: two regarding the status of the Concepts, one concerning the structure of The *FORUM* and one to adopt a declaration of unity.

**1. Amendment to the Conference Charter**—In response to a request by Lois W. that the Concepts be protected to the same degree as the Steps and Traditions, the Board of Trustees recommended "that the words 'and Concepts of Service' be added to the Conference Charter, under Conference Procedures, page 36, item 11c, of the World Service Handbook." This amendment was approved by the Conference by a vote of 92 yes, 1 no, 1 absent, thus fulfilling the requirement for a 3/4 majority.

**2. Defining the Vote Required to Change the Twelve Concepts or Their Accompanying Descriptive Text**—To strengthen the co-equal status thus accorded the Concepts, and to stipulate formal requirements governing textual changes, the Board made the following recommendation: "that the Third Warranty procedure to define substantial unanimity continue to be followed when voting to change the descriptive text of the Twelve Concepts of Service, as in the past. And that the Concepts themselves (not including the descriptive text) be accorded the same stature as the Twelve Steps and Twelve Traditions." This recommendation (presented first, chronologically) aroused considerable concern among Conference members about the implications of making any changes in the Concepts, the definition of substantial unanimity, and the reasons for the recommendation. During the discussion it was pointed out that, somehow, formal procedures for altering the Concepts or their descriptive text have never been formally established, even though such changes have had to be made by the Conference from time to time, as circumstances required. The proposed measure, it was noted, would protect the Concepts by defining the appropriate method in such a way as to require near-unanimity by the Conference. Substantial unanimity—something less than 100% but clearly an overwhelming majority—would be defined by simple majority vote for any question being considered, the size of the desired majority reflecting the gravity of the issue at stake. (In most cases, it was felt, substantial unanimity would require at least 2/3.) These clarifications made, Conference members voted 86 to 5 (with 3 abstentions) to accept the recommendation.

**3. Adopting a Declaration of Unity**—The Board recommended "that the following statement which appeared in the 1980 International Convention Souvenir Booklet, be considered as Al-Anon's Declaration of Unity: 'Each member of the fellowship is a significant part of a great circle of hope. While respecting each other's individuality, our common welfare must come first. Our recovery depends on our mutual need and an atmosphere of trust.'" The proposed Declaration was unanimously adopted. 

## NOMINATING COMMITTEE:

In an unusually lengthy and far-reaching presentation, the Nominating Committee reported on its activities during the past year, proposed nominees for Board vacancies, and submitted four motions for consideration by the Conference.

Chairman Rita McC. outlined the committee's procedures in carrying out its primary task, the selection of candidates for the Board of Trustees and for Chairman and members-at-large of the Executive Committee. She explained the careful screening techniques employed by the Nominating Committee (criteria include competence, stability and industry), as well as the Board's deliberations in finalizing the choice. She also noted that the committee has been examining its own structure and is working on guidelines to describe and govern its activities. Further, it has studied a number of issues relating to the composition and terms of office of the Board; several of these have already been presented to the Board and referred to an ad hoc committee for future recommendations. A number of other concerns raised in the past by the WSC were carefully considered by the committee, resulting in the motions that were laid before the Conference for action.

**TRUSTEE ELECTIONS:** For the first time, in response to WSC requests, Trustee nominees were voted on individually and not as a slate. Two Trustees—Sylvia R. and Ruth L.—were standing for re-election after serving partially unexpired terms; both were elected. One new Trustee was required to replace outgoing Trustee Bo H., who had completed his second 3-year term. Nominated for this slot was Ed K., who was also elected. Officers of the Board were presented as one slate: Chairman—Norma McG.; Vice Chairman—Rita McC.; Secretary—Myrna H.; Treasurer—Jane O. The slate was elected by the Conference as proposed.

**EXECUTIVE COMMITTEE.** As stipulated in the Concepts, the Board elects the Chairman and members-at-large of the Executive Committee. This year, the Board's choices, as announced to the Conference, were: Chairman—Henrietta S.; members-at-large—Ellen D. and John F.

### MOTIONS:

1. "That the By-Laws, the Concepts Text, and all other supporting documentation be amended to replace the title "In-Town Trustee" with "Trustee-at-Large."

**Background**—This term was regarded as a more accurate description of the present In-Town Trustees and would facilitate a wider area of participation.

After a brief clarifying discussion, the motion was carried, 86 to 8, thus satisfying the requirement for a 2/3 majority on any amendment of the By-Laws.

2. "That a Conference Committee on Trustees be established during the 1984 WSC, with Delegate representation, on a three-year trial basis, to become activated immediately following the 1984 annual Meeting of the Board of Trustees."

**Background**—Having been made aware that AA has instituted such a committee, which gives its Conference participation in nomination and election procedures, the Nominating Committee felt that this structure might be attempted by Al-Anon on a three-year trial basis. The committee proposed that possible responsibilities or functions of a Conference Committee on Trustees might include: meeting annually at WSC with the Nominating Committee; providing ideas for Trustee Guidelines; acting as recipients of nominee suggestions from other Delegates; suggesting names of candidates for nominees as Trustees-at-Large; receiving minutes of the Nominating Committee meetings and providing input between conferences; weighing the various aspects of WSO structural change, such as desirability of non-Al-Anon Trustees, adequacy of the rotation process, etc.

The discussion that followed raised such questions as how Delegates would be selected for the proposed committee, what its composition might be (ratio of Delegates to Trustees), whether it would be chaired by a Trustee, whether all Delegates displaced from the committees to be combined (see #3, below) would automatically be seated on this one, and whether the proposed committee would be able to explore new means of obtaining nominees from the fellowship. Answers to these questions indicated that the new committee would, in fact, be a subcommittee of the Nominating Committee, which is selected by and part of the Board of Trustees. Selection of the new (sub)committee would be made by the Nominating Committee Chairman,



and it would have a similar Delegate/Trustee ratio as the Nominating Committee. In essence, it is an attempt by the Board to involve WSC Delegates more deeply in the process of selecting the Board and in determining its optimal composition and duration of service.

This motion, also requiring a 2/3 majority, was carried 89 to 5, with 1 abstention. Delegate members of the newly-formed committee, chosen by lot to give a broad geographical balance, are: Gert W. (KA), Gaile J. (VT), Olive McC. (ONT. N.), Jeanni, P. (AR), and John W. (ID).


3. "That the Admissions Committee and Agenda Committee combine into one Committee to allow for additional Delegates to serve on the newly-formed Conference Committee on Trustees."

**Background**—If Agenda and Admissions could be combined, the necessary Delegate members would thus be freed for service on the new Conference Committee on Trustees.

As most relevant points had already been covered, there was no discussion. The motion was carried 91 to 2, with 1 abstention. Delegate members of the combined Admissions/Agenda Committee, elected subsequently, are: Esther K. (MN N.), Chairman; Ann O'B. (WA), Alternate Chairman; Ginger B. (SC), Secretary; Pat B. (KY); Jean H. (TX); Bob V. (RI); Margaret G. (PA); and Denise LaR. (QUEBEC E.).

4. "That a by-lot procedure be adopted, on a trial basis, which gives the Board of Trustees the ability to eliminate the number of WSO votes that would be out of proportion to the ratio of WSO Conference members to Delegates.

**Background**—If voting WSO Conference members were to over-balance the traditional 1/3 - 2/3 ratio, a by-lot procedure could be adopted. (This method is used by the UK & Eire's General Services Conference.) The intention was to address Delegates' concern that an increasing number of committee chairpersons would disproportionately increase the number of WSO votes at the WSC.


Discussion of this proposal focused primarily on the vagueness of the motion, as framed, and on the undesirable consequences of taking away the vote of anyone holding a position of responsibility. After many questions and comments reflecting the Conference's unwillingness to adopt a measure that did not seem carefully considered and precisely phrased, the ramifications of which might be far-reaching, it was suggested that perhaps the motion might be withdrawn to be prepared more thoroughly for presentation at the 1985 WSC. This suggestion was accepted, and the motion was withdrawn. 

## LONG-RANGE SESSION:

### Hank G.

After introducing the other Panel members, Chairman Hank G. outlined the Panel's method of working, then gave examples of its goals and concerns, such as: identifying service opportunities, increasing volunteer service, improving communication at all levels of the service structure, considering how to hold members, and planning for appropriate space to house the WSO. The Panel, he explained focuses on a particular goal in the future and on potential ways of reaching that goal (including the development of alternative paths to overcome possible obstacles). He emphasized that the Panel's agenda is not self-generated but flows from concrete problems encountered at the WSO and referred to the Panel by the Service Committees. He also noted that the Panel has no real authority to do anything—it can only recommend a particular course of action.

The question of WSO office space, Hank said, has been addressed at great length by the Panel, because of the imminent need to relocate. Although the current lease does not expire until 1986, an earlier move appears highly advantageous. The Panel has examined all conceivable alternatives, including a move to Brooklyn or Queens (where rents would be lower), a move entirely out of the New York metropolitan area (to some central location such as Chicago), and the possibility of buying property to house the WSO. Delegate response to the latter option, Hank noted, indicates strong feelings on both sides of the issue, but preponderantly negative ones. In view of this, efforts continue to find adequate space in Manhattan at an acceptable rental.

In the question period that followed, Conference members responded to the problem of WSO relocation with questions or comments that reflected widespread concern about the increasing cost of office space and, at the same time, the importance of finding solutions that are in harmony with the traditions. 

## LONG-RANGE REPORT:

Hank G., Chairman  
Myrna H., Secretary

The Panel, consisting of Sandra F., Richard K., Margaret O'B., Jane O. and Bob A., met ten times. Hildegard V. served until her resignation; John F., legal consultant to the Executive Committee, joined the Panel in July. Meetings were also attended by various Board members when they were available. After each committee has formulated its own Long-Range goals, these are discussed at a meeting of the Panel, with the Staff Secretary present. The Panel then offers its own suggestions, which the committee considers before resubmitting its goals. The committees whose goals were considered by the panel this year were: Regional Service Seminar, Conference, CPC, Archives and The FORUM.

**WORLD SERVICE CONFERENCE:** In considering possible relocation of the WSO at the expiration of its lease in 1986, the Panel discussed the feasibility of purchasing space in which to house the World Service Office. A sheet outlining the Panel's view on the subject was prepared for the addendum section of the 1983 WSC brochure. At the Conference, Hank asked the Delegate members of the WSC to take this issue back to their Areas for consideration leading to further discussion at the 1984 Conference.

**OTHER LRSP CONCERNS:** a discussion with the Regional Trustee from Canada (West) enhanced the Panel's understanding of some of the special needs of Canada within our service structure.

The utilization of volunteers was discussed to pave the way for expanding our present means of attracting and keeping volunteers.

Ongoing agenda items reflected the effects of the growing number of adult children groups and the increase of membership with dually addicted family members.

Another major concern was the structure of The FORUM.

The Panel also explored the relationship between the WSO and the Areas. Suggestions included the improvement of communication among the Areas through their Delegates and the WSO.

Consideration was given to combining existing WSO periodicals to determine if we might serve our fellowship better by such consolidation.

The panel agreed that one of its functions is to evaluate apparent changes in our fellowship to discern whether these changes represent trends or fads.

### Long-range Update

**A question regarding the source of its agenda elicited the clarification that LRSP's input comes not only from Board-oriented concerns but also from committee problems and suggestions that reflect the immediate needs of the fellowship.**

### BOARD MATTERS—UNFINISHED BUSINESS:

**Consensus vote on property ownership**—Following up last year's request for Area consideration of the issue, a Delegate asked for the sense of the Conference on this point: "Does the Conference feel it is against the spirit of the Traditions for the WSO and company to own its own building?" In the discussion that followed, several Delegates reported having polled their Areas on the matter, with opinion running nearly unanimously against ownership. One reported mixed reactions, another approval provided property was held by the corporation. A Trustee stated the opinion that, although the views of the Areas had been sought, no real guidance had been provided by the WSO or WSC to obtain an informed response. Several Delegates expressed unwillingness to vote on such an important matter, even as a non-binding consensus, at so late an hour and on the spur of the moment. The vote, taken by show of hands, was 59 yes, 25 no, with 10 abstentions.




## SHARING CONCERNS:

In an emotion-filled session that gave everyone a final opportunity to speak, Conference members struggled, often tearfully, to put their feelings about the week's experiences into words—and the words "love," "thanks," "gratitude," "happy," "beautiful" and "best" were heard again and again. Most participants expressed their joy and gratitude for the way in which the Conference had been guided to overcome significant obstacles in the course of the week. Panel 22 Delegates approached the microphone with a special mixture of joy and sorrow, as their terms came to an end. One of their number seemed to speak for the others when she said, "What better way to leave, if you have to be an outgoing Delegate, than with what we've experienced this week."

Other comments:

- "My last conference was beautiful."
- "I'm in awe of the level of dedication, courtesy and love shown here."
- "We owe a debt of gratitude of Myrna and the Board. Our concerns were expressed, and they really were heard."
- "I'm going home very happy, and I can't wait to give my report!"
- "The last three years have been a joy—the pain of last year was worth it!"
- "It's all been positive, thank God!"
- "Everyone tried so hard and cared so hard—it was really 'hard caring!'"
- "As a Staff member, it was a privilege to be here."
- "Thanks for the memories!"
- "How much I've grown and learned! How much I love the dissenters!"
- "We've worked hard but the result is one of mutual exchange that is fabulous."
- "I felt love and spirituality in this room all week."

And the moderator, Trustee Bob D., summed it all up quite neatly: "Sometimes you wonder why you stay in service, but *this* is why!" 

## SPIRITUAL SESSION:

Serafina S., Hawaii

*I believe my path was predestined, for as crazy as I am, I could never have been so creative! My first mistake was being born female in a Sicilian family. My father loved me dearly but refused to acknowledge my femininity, and that was my first loss of identity as a child. I went hunting and fishing with him—and for excursions on Sunday afternoons. Although I told my mother we'd been to the ice cream parlor, she knew from the chalk on my dress that we'd been to the pool hall! Thus, I learned to lie for the most important man in my life, and that was the beginning of my programming. Then my brother was born. He was beautiful and had red hair—a big thing in a Sicilian family—and he was the apple of my mother's eye. That was my first experience with rejection.*

*My mother was very ill—until the day she died, she had all kinds of fears. But I wasn't allowed any fears; I was schooled to be responsible. My first love, as I was growing up, was dance, but this was against my family's beliefs. Whenever I got any publicity for my performances, the family held a council and said they didn't want their women on the stage—they'd put me in a convent. And I said, "Then I'll kill myself," so they'd let me go, and I'd go on dancing. In this way, the threat of suicide became my weapon.*

*During World War II, I had a fellowship to teach modern dance, and I worked in a factory in the mornings. Everybody was desperate to get married at this time, for so many were going off to war and might die. One weekend, on my way to see off a boy who was en route to a training camp, I wound up sharing a cab with some friends and four young men from OCS, and one of them I thought was gorgeous! The next weekend I was invited to a party where I met him again. The 7th time I saw him was at the altar. It was really o.k. with me at the time, although many times in later years I wanted to sue that cab company!*

*We were married four days, and he went to the South Pacific. I went to California to be with my in-laws (this was a way out of my own family), I didn't know how to cope with the situation, and I began to change. When my husband came home two years later, I fantasized that he was going to save me, but instead he drank with his mother and stepfather. When they went out, I stayed home and felt helpless and frustrated. We fought a lot: marriage was not the beautiful thing I'd expected. Gradually everything was draining out of me. One day I went to the door and was served with divorce papers. We were divorced. When pressed later by my parents, we did remarry and went to Fort Bragg, where I became pregnant again, and simultaneously my husband was sent to Korea.*

*I went back to California, and this time I got very sick, so sick the Red Cross had to find my husband in Korea and send him home for the birth of our child. During this time, I lost so much: I lost love, I lost God, as things kept chipping away at me. We went back to the East coast. We went to Texas, and soon afterward a young woman followed us, pregnant with his baby. We went to Italy, then to Washington, and finally to Thailand. I lived in Bangkok with my teenage sons and a Filipino-American boy we adopted. When I later returned to the States, all my chicks left home. Then I had no anchor, nothing to live for, and I wanted to die.*

*But the day I planned suicide, I found that God didn't want me to die. While I was preparing to turn on the gas stove and was stuffing all the cracks in windows and doors with papers, out of the corner of my eye, I saw a light on the coffee pot, so I decided to have a last cup of coffee. Sitting there drinking the coffee, I picked up a paper and began to look for a job listing: there in that paper I saw a notice about AA and Al-Anon, and I called. That's how I got here!*

*Psychologists claim that love is a learned phenomenon. Through your love and patience, I learned to love and trust and eventually to make my own decisions. I had to take it as it came and believe what you taught me. I can't thank you—or God—enough for what has been given me. It is difficult for me to speak of the spiritual side of my life, because it's very dear, very deep and private. But each of you is a part of that within me.*

*I have a sponsor—a Hawaiian lady who is in both AA and Al-Anon. When I was in great pain, she knew I needed action, and she said, "Put out your arms and imagine you're holding your husband up and giving him to God." I did that, and that was the beginning of my understanding of detachment. I must detach from each and every one of you now, allowing you in your own way to continue with the love and spiritual growth we've been privileged to experience this week.*

*I leave you today with a deep sense of mystery and wonder: "Why me, Lord—why have I been given this great capacity for love and joy, to experience this sense of spirituality?!" And I pray that, in my humanness, I may never injure this web of unity that is so precious to all of us and binds us with love and spirituality in Al-Anon.*

(For Suzie S., see p. 48)



# Motions

# SUBSTANTIAL UNANIMITY

The following Motions were approved by the World Service Conference. (The figures in parenthesis indicates the vote count.)

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. (yes 86; abstaining 2; 4 absent)

to approve the 1983 Annual Reports as presented. (unanimous)

to approve the Archives Committee request to develop a saleable historical book for Al-Anon's 35th Jubilee in 1986. (yes 90; no 3; abstaining 1)

to approve The FORUM Annual Report as presented. (yes 93; 1 absent)

to approve the 1983 Financial Report as presented. (unanimous)

to approve the 1984 Budget as presented. (unanimous)

to approve the following portion of page 15, of the Policy Digest: II. Meetings a. Open/Closed Meetings, Closed meetings are for all Al-Anon members, anyone whose personal life is or has been deeply affected by close contact with a problem drinker. (yes 91; no 2; 1 vote not marked)

that the Policy Digest be amended as follows: references 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. (See item 1, c. Registration of Groups, page 13.) Service arms of the fellowship are created by the groups they serve. Hence, the will of the groups determines their scope of function. (See warranty Five in Al-Anon's Twelve Concepts of Service, pages 42 and 43, paragraph 2 in the 1983 issue.) (yes 91; no 1; abstaining 1)

to adopt the clarifying statement developed for the general membership and others who seek such clarification re: adult children of alcoholics. (see attached) (yes 89; no 3; abstaining 1)

that we reaffirm the 1979 motion for the 1985 International Convention which stated "that in order to preserve the spirit of unity in Al-Anon/Alateen, all our meeting at the 1980 International Convention are to be universal in nature rather than specific to any particular or special interest groups. (yes 90; no 4)

that the Third Warranty procedure to define substantial unanimity continue to be followed when voting to change the descriptive text of the Twelve Concepts of Service as in the past. And, that the Concepts, themselves, (not including the descriptive text,) be accorded the same stature as the Twelve Steps and Twelve Traditions." (yes 86; no 5; abstaining 3)

that the By-Laws, the Concepts' text, and all other supporting documentation be amended to replace the title "In-Town Trustee" to "Trustee at Large." (yes 86; no 8)

that a Conference Committee on Trustees be established during the 1984 WSC, with Delegate representation, on a three-year trial basis, to become activated immediately following the 1984 Annual Meeting of the Board of Trustees. (yes 89; no 5)

that the Admissions Committee and Agenda Committee combine into one Committee to allow for additional Delegates to serve on the newly formed Conference Committee on Trustees. (yes 91; no 2; abstaining 1)

that the following statement which appeared in the 1980 International Convention Souvenir Booklet, be considered as Al-Anon's Declaration of Unity; "Each member of the fellowship is a significant part of a great circle of hope. While respecting each other's individuality, our common welfare must come first. Our recovery depends on our mutual need and an atmosphere of trust." (unanimous)

that Bermuda's request to join the North Carolina Area Assembly be approved (yes 89; no 4; abstaining 1)

that a pamphlet be produced, titled: "Al-Anon—A Continuation of Alateen Growth," consisting of personal sharings from Alateen members who have made the transition into Al-Anon. (unanimous)

that the current Al-Anon Blueprint for Progress be adapted for Alateen. A suggested title to be used is: "An Introduction to Me, Alateen's 4th Step Inventory." (yes 86; no 7)

that a combined service Kit for P.I., CPC, Institutions and Alateen be developed. (yes 49; no 43; abstaining 2)

(Because this vote lacked substantial unanimity, it was generally agreed by the WSC, this matter would be returned to the 1985 WSC after further study by the Committee involved.)

that the words "and Concepts of Service" be added to the Conference Charter, under Conference Procedures, which appears on page 36, item 11C of the World Service Handbook. (yes 92; no 1)

that Page 12, paragraphs 7 & 8 of the World Service Handbook be amended to read as follows: "In Areas where terms of office begin on January 1, only the outgoing GRs vote for an incoming Delegate and officers—from among the outgoing DRs only. Under this procedure, the new GRs do not vote for the Delegates and Officers with whom they will be working for the next three years. However, an Assembly may prefer to have the incoming GRs elect the Delegate and Officers. Under this method both the incoming and outgoing DRs are eligible to stand for office, provided they have previously served at the Area level." (yes 91; no 2; 1 absent)

that Page 17 of the World Service Handbook, item B. At the District Level, 1. a. be amended to read as follows: "The election of the DR and Alternate DR, from among the new and re-elected GRs, (see page 18 B) neither of whom are members of AA, take place in the fall of the year after the election of . . ." That page 18, 1. b. be amended to read as follows: The DR who is completing his term calls the election meeting in his District and notifies each group of the meeting inviting the new GR, as well as the old GR, and other officers who wish to attend. It is within Area autonomy to have either the old or new GRs run for office and vote. (see page 12) A District, however, may re-elect its DR if he has been re-elected GR." (yes 92; no 1)

that Page 23, of the World Service Handbook under General Information for Assemblies, 7. be amended to read as follows: "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 then be elected for a three-year term of his own. In case the Delegate resigns, the Alternate finishes the Delegate's term and then may be elected for a three-year term as Delegate." (yes 92; no 1)

that Page 27, of the World Service Handbook, item IV. Chairman, letter c be amended to read as follows: "If any officer other than the Delegate resigns before the end of his term, the Chairman, appoints another DR to fill the office temporarily. As soon as convenient, an Assembly should be called to elect a successor for the unexpired term. If the Chairman resigns, the Area World Service Committee names a Chairman pro tem or the Delegate may serve as Chairman until an election can be held." (yes 92; no 1)

that Page 20, of the World Service Handbook, item II. Election, B. Election of a World Service Delegate first paragraph be amended to read as follows: "The Chairman asks the GRs who have the right to vote to elect a Delegate, who is not also a member of AA. A Delegate may not succeed himself, but may be re-elected after an interim three-year term provided he has remained active in service at the Area level. Each group has but one vote." (yes 92; no 1)

that Page 14, of the World Service Handbook, item III. Conference Agenda, letters c through g be amended to read as follows: "c. proposed amendments to the descriptive text of the Twelve Concepts of Service d. consideration of proposed new literature e. questions and decisions in the field of over-all public information f. state of voluntary contributions—how non-contributing groups can be better informed g. consideration of local problems provided they do or may affect Al-Anon as a whole." (yes 92; no 1)

to approve the Literature Committee's recommendation to develop an index of all topics covered in Conference-Approved Literature. (yes 88; no 5; abstaining 1)

to approve the Literature Committee's recommendation to collect material on "Group Conscience." (yes 91; no 3)



to approve the Literature Committee's recommendation to develop a piece containing shared membership experience, strength and hope on the topic of "detachment" and its many uses in Al-Anon. (yes 68; no 25; abstaining 1)

that the slide presentation, created by Alateen members in Quebec for use as a P.I. tool to attract potential Alateen members to the fellowship be developed for general distribution. This would include minor changes in the artwork and the script. The P.I. Committee is to work closely with the Alateen Committee on this project. (yes 92; no 2)

After consideration, a motion was made, seconded and carried to approve the Conference MOTIONS as presented. (unanimous)

#### SLATE OF OFFICERS FOR THE BOARD

approve the slate of incoming Board Members, as follows: *Trustees At Large*—Edward K., 1st three year term; Ruth L., 2nd three year term and Sylvia R., 2nd three year term. *Regional Trustees*: Audrey B. (US North-west), 1st three year term; Mary Fran W., (US Southwest), 1st three year term.

to approve the slate of Officers of the Board of Trustees, effective May 5, 1984, through the Annual Meeting of 1985 as follows: Norma McG., President of the Board; Rita McC., Vice President of the Board; Myrna S. H., Secretary and Jane O., Treasurer.

The following MOTIONS were defeated by the World Service Conference:

to provide to the WSC as part of the annual Financial Report the grade structure and annual salary ranges used to pay salaries of World Service Office personnel. (yes 31; no 59; abstaining 4)

that, under Warranty 3, because of the importance of the matter, re: Board vote #19, regarding The FORUM Editor serving as a Trustee, that 75% be established as the designation for substantial unanimity on this Conference vote. (yes 41; no 53)

that the By-laws be amended so that The FORUM Editor would no longer be a Trustee of Al-Anon Family Group Headquarters, Inc.; however, in keeping with the principle of participation, the Board would request the presence of The FORUM Editor at each of its regular and special meetings with an active voice in the proceedings. (yes 51; no 43; MOTION defeated in the absence of a 2/3 majority required for a change in the By-Laws)

that the 1985 International Convention Agenda include Sing-a-longs and skits? (no, unanimous)

MOTION that three new TV Spots be budgeted and created in 1985-86. (yes 40; no 52; abstaining 2) ▲

#### Continued from p. 46 Spiritual Session

Suzie S., Texas E.

You've taught me over the years two important things: that I'm only a channel for the Higher Power to speak through, and that you love me, regardless of what I say!

In looking at my spiritual development, I found I had to start as a child—with my loving family and other people who helped me learn about God. Especially important was my grandmother, who read to me during long periods when I was bedridden with asthma and taught me about the love of God. She was the kind of person of whom we might say, "she walked like she talked!" During my teen years, I developed a close relationship with God, but I have to say it wasn't until Al-Anon that I truly found a loving and forgiving God who loved me in spite of and not because of!

During my senior year in nurses' training, God placed another person in my life who helped me with her strong faith—Pearlie Mae, a blind, 93-year-old black lady, who was dying of cancer. I spent most of my off-duty hours reading the Bible to her. She told me over and over, especially in times of trouble, "Always remember that you're a child of God, who loves you always, and He is not a punishing or fearful God." She also said, quite often, "This, too, will pass!" (She was really teaching me Al-Anon, but I didn't realize it!) Her close relationship with her God was apparent to me the day of her death. She taught me a lot about death, too. When I lost a patient, I often lost my objectivity, but Pearlie Mae taught me to release with love and not to look on death with sadness.

Also during my senior year, I met my future husband, Bud, and knew immediately he was my "knight," that we'd settle down in that Good Housekeeping Seal of Approval house with the white picket fence. Even though the courtship lasted five years, without the everyday experience of his personality, what a shock I had in store! During the first 5 years of marriage, I noticed changes in our lives. At parties, by the end of the evening, I was too preoccupied with Bud's actions to enjoy myself, and our trips together were growing fewer. The disease of alcoholism, unknown to me, was spinning its web more each day. My relationship with my God was changing from one of sweetness to "Why me Lord—where have I gone wrong?!" and then to the desperation of plea-bargaining ("You bring him home safely and I'll do anything you want").

By now, my fears were overwhelming, but when I arrived at Al-Anon, you

taught me about the composition of fear: F for frustration, E for ego, A for anxiety, R for resentment. Although it certainly didn't happen overnight, I learned I had to exchange my frustration for faith. My ego had to be replaced with an earnest desire to change, my anxiety with achievements, my resentments with serenity and peace of mind. All this took a long time, for I used the program as a swinging door—in and out—for the next 7 years, until I hit bottom. When I came back to stay in 1976, I was mentally, physically and spiritually whipped, with a willingness to accept the program in its entirety. I had to make a 180° turn, had to start by crawling, learning the basic tools of the program.

I began with the Serenity Prayer but for a long time couldn't say it without reading it—until someone said, "Honey, the reason you don't have it by memory is because you're only giving it lip service; you have to get it in your heart." Then I used the slogans (what someone has called "the railings to the Steps"). My favorite is "Let Go and Let God," for I have a very hard time with release. As I moved on to the Steps, working the Third Step made me realize that I had had a faith that had somehow gotten lost in alcoholism. Another member helped me rediscover it with a simple suggestion. He said, "On your way to work, put God in the passenger seat and talk to Him." I did this, and although I got some strange looks from truckers, I noticed that my days felt better and I had a sense of relief, of feeling closer to God by treating Him as a friend. In the process, I discovered that God doesn't leave us—we leave Him! I learned to say, "Good morning, God," instead of "Good God, morning!" and at night I said thank you for a good day and took an inventory of my day.

In the beginning I felt like a doormat and had no self-respect, but through the 4th-Step inventory, I learned to find my positive points as well as the negative ones I knew so well. Eventually, I reached Step 11, my maintenance step and a great healer. At a special workshop on Step 11, I learned that in that step we must get out of the self and onto a higher plane. Somehow, that realization gave me enormous serenity and freedom and peace of mind. The 12th Step is my give-away step, and it showed me the way to service work. Service fills me with gratitude and reminds me I am a trusted servant.

Today my life is great, and I can't say enough about it, for I've been a very lucky Delegate in all the support I've received from my Area, my AA husband and my daughter. Being a Delegate has given me patience and tolerance, has helped me overcome the defect of having an opinion on everything. But my theme song is still "Show enthusiasm!"—I've never lost my love or zest or zeal for the program, for without Al-Anon I wouldn't have been able to live again. ▲