

SUMMARY

AL-ANON FAMILY GROUPS WORLD SERVICE CONFERENCE

TARRYTOWN, NEW YORK



APRIL 28-MAY 3, 1986

OUR CONFERENCE THEME:

35 YEARS OF BEGINNINGS

THE WSO DINNER

The first night of the World Service Conference has been traditionally set aside for the WSO Dinner. This year, Conference Chairman Bob D. greeted the distinguished company of Delegates, WSO Staff and support staff, Trustees, Volunteer Committee members, AA guests, and Al-Anon's beloved co-founder Lois W. Bob acknowledged his debt of gratitude to Lois, Ann and the Pioneers, noting how difficult it was to imagine what his life would have been without the Al-Anon program. Learning to rely on a power greater than himself, he said, had turned his grim world of black and white into a colorful place full of wonderful people.

Board Chairman Norma McG. delivered the invocation and turned the microphone over to Lois, who shared her joy at being present for Al-Anon's 35th birthday. "I wish you all love and happiness. I know you'll all go back home with renewed strength and faith."

The featured Dinner Speaker was WSO General Secretary Myrna H. "Thirty-five years ago," Myrna recalled, "I was a teenager on the top rung of a downward spiral." She told of growing up in a non-alcoholic family as an only—lonely—child in Brooklyn, NY. Her relationship with her parents was difficult, she said, and she had a terrible self-image.

At 17½ she married a longtime boyfriend. Six years and two sons later, they divorced. In another two years, Myrna married Skip, an alcoholic she'd met only a month before. She was sure a good home would take care of all his problems.

After Skip found sobriety, Myrna was still struggling with her own disease of control. Her mission in life was to maintain her husband's sobriety and she supervised every aspect of his life, even organizing a family field trip to the Bowery to illustrate what Skip would become if he drank again.

When their daughter Cindy was born, they were a family of five living in a cramped three-room apartment. The close quarters combined with Myrna's tight rein on her husband helped escalate the fighting and arguments. "Children were hiding under beds," she remembered, "neighbors were pounding on ceilings and walls. I was totally out of control."

Twenty-three years ago, Myrna walked through the doors of Al-Anon to stay. It was a new beginning. Although her progress was very slow and her life at home was still a shambles, she kept vowing to work her program. Very quickly, Myrna became active in service, to repay, she said, the love and caring she was getting in Al-Anon. She met Henrietta, the General Secretary at WSO, who urged her to call if she ever needed work. Eventually, Myrna took Henrietta up on her offer and began working at WSO the very next day, January 27, 1966—another beginning. "It was a romance with the world of Al-Anon that goes on to this very day."

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OPENING SESSION:

The first order of business at the 1986 WSC was the motion to give voice but no vote to:

Alberte C., Secretary PFA, WSO
Teresa M., Supervisor, Spanish Services, WSO
Richard Keilly, Controller, WSO (non-Al-Anon member)

The Conference readily approved the recommendation and joined Conference Chairman Bob D. in the Serenity Prayer. The roll call was followed by a Conference consensus to use a closed ballot on all important issues and a simple show of hands for all other matters. Bob reviewed the voting procedure (much more simply spelled out in this year's brochure), noting the differences between motions arising from the floor, from Standing Committees, and from the Board of Trustees or the Policy Committee. He reminded Conference members that motions resulting from Standing Committee sessions are most effectively presented after the Committee's report-back has been completed.

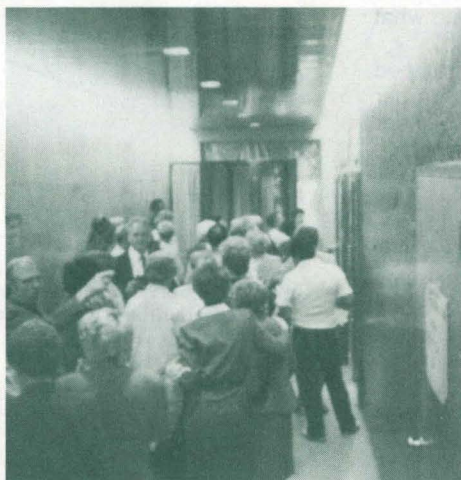
A closed ballot followed, with the Conference voting not to approve the new Green Light/Red Light procedure (which would have involved mailing questions to the WSO prior to the WSC). It was felt that a number of questions arise in response to items on the Conference agenda and would therefore not be addressed. (A modified version of the motion was later presented and approved, see p. 46)

Board Chairman Norma McG. extended a warm welcome to all Conference members and encouraged incoming Panel 26 Delegates to use the microphones. "Don't let anything go by," she said, "that you don't understand," adding that the WSO needs direction from all Conference participants. She read the Twelve Traditions, which were also read at later Conference sessions by:

Dot S. (AL); Connie M. (Alb); Jean H. (AZ); Pat L. (Alt. Prov); Pat A. (BC/Yuk); Jim K. (CO); Dick T. (MN-N); and Robert McC. (MS).

The Twelve Concepts were read by Ruby W. (MT) and Fred McD. (NJ) with subsequent readings by:

Dawnn V. (NC); Sher G. (ND); Carolyn H. (OK); Eileen B. (OR); Armand L. (Que-E); Cecil H. (VT); Jackie E. (WV); and Sara R. (WI). ▲



STANDING COMMITTEES:

Conference Secretary Helen G. welcomed all Delegates and announced Standing Committee appointments for the Panel 26 Delegates:

COMMITTEE	PANEL 25 1985-1987	PANEL 26 1986-1988		
ADMISSIONS				
AGENDA/HANDBOOK	Virginia M. Doris S. Connie B.	PA KY MI	Jean H. Jim K. Fred McD.	AZ CO NJ
ALATEEN	Donald D. Nina T. Liz W.	FL MAN MN(S)	Dot S. Dawnn V. Sara R.	AL NC WI
CONFERENCE COMMITTEE ON TRUSTEES	Barbara L. Suzanne K. Ruthe O.	CA (N) OH TX (W)	Pat L. Eileen B. Armand L.	ATL PROV OR QUE (E)
COOPERATING WITH THE PROFESSIONAL COMMUNITY	JoAnn M. Barbara R. JoAnn McL.	DE QUE (W) TN	Sharon B. Sher G. Irene P. Connie M.	GA ND WA ALB
INSTITUTIONS	Carolyn D. Carl C. Marcia J.	HI IN NY (N)	Dick T. Robert M. Ruby W.	MN (N) MS MT
LITERATURE	Maxine K. Mikell L. Dee L. Bob L.	IL (N) MD/DC TX (E) CA (S)	Carolyn H. Cecil H. Jackie E.	OK VT WV
PUBLIC INFORMATION	Pat S. Dorothy I. Penny M.	KS ONT (S) RI	Pat A. Don C. Anne P.	BC/YUK MA VA ▲

(Myrna, continued from p. 1)

In 1971, Myrna's 12¹/₂-year-old son, Lee, was killed in a bicycle accident. Al-Anon and AA members, she said, saved the family's sanity, sustaining them through their grief. And Myrna realized this was yet another beginning, a new dimension had been added to her life through her son's death. "Suddenly, I could feel the pain of others . . . I felt compassion . . . I understood what it means to love."

She threw herself more fervently into her work and into the program, and eight years ago she became General Secretary.

This fall, Myrna had a malignant growth removed during surgery. Her old fears came rushing back, but she applied the program, "putting one foot in front of the other a day at a time." She was happy and grateful that her Higher Power wanted her to continue doing her work. "There are still millions of people in need of Al-Anon and Alateen," she concluded, "and we are about to begin our next 35 years of reaching out to them." ▲

QUESTIONS:

How do I get a list of splinter groups?

A list is available from the WSO upon request.

How can we better help the hearing impaired?

The WSO constantly seeks ways to reach the hearing impaired and all suggestions are welcomed. Groups are forming for the hearing impaired and material for signing are being developed.

When will ODAT be available in Braille?

It is available; see order form (S-14) for the visually impaired.

SHARING SESSION:

Rita McC., Ass't Conference Chairman

The Opening Sharing Session was begun at the 1984 WSC, said Assistant Conference Chairman Rita McC., in the spirit of unity, with the hope of initiating open and honest communication between all Conference members and to clear the air of any misunderstanding between Delegate members and the WSO. It was intended as an open forum for questions and comments about the Conference and the WSO, so that a good direction would be established.

Many Delegate members appreciated the candor and honesty of the sharing, and it has been continued as a vehicle for improved communication, deeper faith and strengthened trust. Rita again invited Conference members to come forward and freely express their feelings.

A variety of concerns were shared, some of which were treated in greater detail during later Conference sessions. Comments relating to group records, printouts, mailings, and problems arising from states with two areas, for example, were subsequently addressed by the Group Records Supervisor from WSO; and questions regarding the Conference Committee's lack of adequate input into the selection of Trustee nominations were also given greater attention later in the agenda.

In response to a Delegate's question, Chairman Hank G. outlined the history of the Long-Range Study Panel (LRSP). He said that the LRSP was formed as a panel rather than a separate committee (in keeping with Conference wishes) and will continue to function as an arm of the Board of Trustees as long as the Board feels it is necessary.

Greater clarification was provided on the Trustees-at-large, formerly called In-Town Trustees. Norma stressed this represented more than merely a name change (as had been suggested) and that every effort was being made to broaden Board representation, citing Trustees Bob D. (from the Pittsburgh area) and Cay C. (from Quebec) as examples.

A question was raised regarding the use of terms not within our program in sharings that appear in *The FORUM*. Editor Fran H. promised to exercise greater vigilance in the use of editorial authority.

A Canadian Delegate expressed great concern over the problem of current rates of exchange between Canada and the US. After postage, she said, and the price of a postal or money order, the size of a Canadian contribution is almost too insignificant to matter. Treasurer Jane O. said that during the International Convention in Montreal, a Canadian bank account has been opened and is still being maintained. Later, the Board formally approved that all donations will be accepted if in Canadian funds (personal checks, money orders, postal orders, etc.) effective immediately.

A concern was voiced about the lack of coordination in Area mailings from the WSO. Several Delegates felt it would be helpful to indicate "CC" on correspondence being sent to both the Delegate and Area Coordinator, thus eliminating the constant need to ask who got what. It would also keep Delegates apprised of what is happening in their Area.

Questions about tax-exempt laws in Canada were referred to Treasurer Jane O., who urged all Canadian Delegates to consult with an attorney or accountant on this matter because laws regarding tax-exempt status vary from province to province.

A Conference member shared her concern that individuals were being given birthday parties with cakes, medallions, butterfly plaques, etc. for their service and that birthday announcements were appearing in Area Newsletters. Comments included: individuals are not the focus of service anniversaries—groups are; newsletter editors can check the Policy Digest for appropriateness of announcements; and individual gifts and special mention plaques are not appropriate expenses for group treasuries.

A number of comments were made regarding the World Directory, particularly in terms of the information it provides (and does not provide). Some Conference members felt that it would be preferable to include meeting times and places rather than the current practice of identifying contacts (who in some cases are no longer active). Myrna H. agreed that such information would be useful if it were current and accurate. However, since the Directory is often obsolete as soon as it is printed, having the name and number of a contact (even if inactive) is more helpful than including the name of a meeting that no longer exists. At least the contact can refer the caller to another contact. Myrna added that an 800 number is now being provided to help traveling members locate a meeting. The number runs from 8 AM to 4 PM (New York time) with one number for NY and another for the rest of the US. Efforts are underway to add a number for Canadians. (For more information on the World Directory, see section on Board of Trustees actions.)



Administration THE WORLD SERVICE OFFICE (WSO)

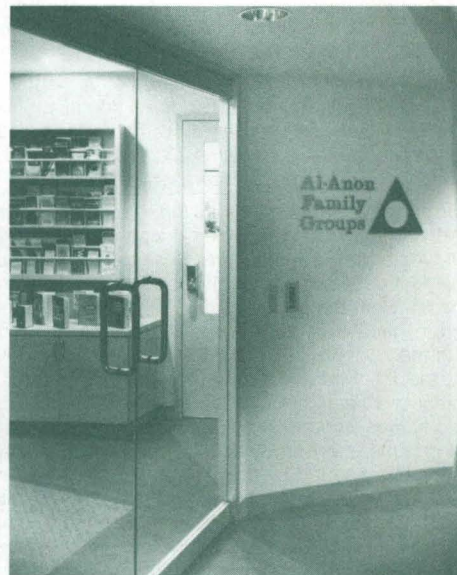
THE GEN'L SEC'Y:

Myrna S. H.

Each year, the World Service Office presents a full report of its activities to the World Service Conference (WSC), representing the Al-Anon fellowship. These reports are included in the Conference summary and distributed to all registered English-speaking groups throughout the world. An abridged version appears in *INSIDE AL-ANON* and is translated into French and Spanish.

The Board of Trustees of Al-Anon Family Group Headquarters, Inc. is responsible for: carrying out the mandates of the WSC 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 reports submitted by the General Secretary and each WSO committee. These reports are also made available to the Executive Committee which meets monthly and is empowered to act on behalf of the Board between Board meetings.

For Annual Reports
turn to Page 4



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"Recovery Never Ends," was the theme chosen for Delegate Sharing. You will find these remarks throughout this summary.

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1985 ANNUAL REPORT:

PERSONNEL ADMINISTRATION:

General Secretary - The General Secretary, Executive Director of Al-Anon Family Group Headquarters, Inc., is responsible to the Board of Trustees and the Executive Committee for the implementation of the corporation's policies, the management, staffing and operation of the WSO. As Secretary of the Board, the General Secretary is a Trustee and an ex-officio member of all WSO Committees.

Deputy General Secretary - Sandra F., Deputy Executive Director, acts in all matters for the General Secretary during her absence. The Deputy is also the Services Manager, providing oversight responsibilities and day to day supervision for WSO's services to the fellowship.

Controller - Richard J. Keilly, Business Manager of the corporation, prepares the Budget in conjunction with the Treasurer and the Assistant Controller. He has direct oversight of the WSO business operations and provides financial assistance to the General Secretary, Deputy and Staff Secretaries as required.

Other Administrative Staff - Besides the General Secretary, Deputy and Controller, the Administrative Staff consists of the Office Manager, who acts as a liaison between Business and Service functions, The *FORUM* Editor, the Archivist and the Secretary/Coordinators of Standing Committees. The General Secretary met with the Staff Secretaries quarterly to establish goals; the Deputy aided in implementation and evaluated all Staff Secretaries. A weekly activities sheet helped monitor all projects. Weekly Administrative Staff meetings were held to coordinate services and handle problem letters. The Controller, Assistant Controller and department Supervisors attended monthly to update activities and coordinate business and service functions. In the third quarter, the General Secretary was absent for six weeks due to surgery; the Deputy acted in her stead.

Administrative Staff Changes - Ellen D., a member of both the P.I. and Executive Committees, was hired as CPC Staff Secretary in February upon the resignation of Patt H.

During the fourth quarter, the Deputy and Literature Secretary revised the Literature job description, transferring production activities to the newly developed Production Department.

Administrative Procedures Manuals - A manual outlining broad functional WSO activities was distributed to all administrative and supervisory staff. It was developed by the Deputy with Staff input, and will be updated each year. Copies were sent to the Trustees, Executive Committee and Committee Chairmen for their information.

Cooperative Efforts - In addition to regular assignments, all Administrative Staff worked individually and cooperatively on various other projects: the P.I., Alateen and Institutions Secretaries contributed to and reviewed the new film developed through the CPC Service; the Literature, International and P.I. Staff Secretaries served on the ad hoc committee on CAL to revise text for the Policy Digest; the Institutions Secretary acted as prime mover with the Alateen, CPC and P.I. Secretaries to develop a combined service kit; the P.I. Staff Secretary reviewed all material without the CAL seal to comply with a decision of the 1985 WSC; the Alateen, International and P.I. Secretaries worked with the Deputy to review an administrative procedure on reprints she had developed; all Staff Secretaries worked on an office committee headed by the Conference Secretary to review the Purposes & Duties of WSO Committees, submitted by the General Secretary.

Throughout the year, each Staff Secretary wrote articles for *INSIDE AL-ANON*, *AREA HIGHLIGHTS* and *The FORUM*.

In addition to committee assignments, each Staff Secretary had subsidiary assignments. A plan was devised to rotate these assignments and consideration will be given to such rotation annually, or when deemed necessary to equalize workloads and test the practicality of future rotation. The first rotation took place August, 1985. Below is a chart of Staff Subsidiary Assignments:

Assignment	January 1 - July 30, 1985	July 30 - December 31, 1985
Regional Service Seminar	Susan H. B./Patt H.	Carole K.
Area Highlights	Helen G.	Helen G.
Getting in Touch Directory	MaryAnn K.	Linda McF.
Information Services	Margaret O'B.	Ann S.
Military Groups		MaryAnn K.
In-House Library of outside Publications	Ellen D.	MaryAnn K.
Cooperation with Splinter Groups		Ellen D.
Lone Member Service	Ann S.	Susan H. B.

Supervisory Staff - To centralize the production of literature, a new Production Department was formed and a Production Manager was hired during the third quarter. The primary function of this department is to produce the final form of printed matter after all editorial stages of development have been completed and approved.

Support Staff - The Office Manager, Joan H., reports that several members of the Secretarial Team rotated to work with other services. The secretary to the Deputy General Secretary, along with her other responsibilities, was assigned as a back-up to the Secretarial Team Supervisor, and another team member received a cash award for referring a candidate for employment who completed six months of service. To avoid double headed management, service Assistants assigned to two or more Staff Secretaries are supervised by the Senior Staff Secretary.

Temporary Assistance - Early in the year, as a result of an appeal to the Al-Anon groups in the Metropolitan area, new members were added to our Substitute Assistance List. Several members were hired throughout the year to avoid interruptions in the work flow and to assist in needed areas until our computer system became fully operational.

STAFF CONCERNS:

Benefits - Al-Anon carries a comprehensive benefit program for employees, comprising health benefits, vacation, sick leave, pension plan and programs comparable to those provided by other service organizations. Because of increased costs for medical coverage, we changed our health insurance carrier. A representative from an investment firm assisted staff enrolled in our self-investment plan with personal financial planning at no cost to Al-Anon.

Pension Plan - Due to changes in federal law, we were required to make certain changes in our Pension Plan effective 8/1/85. Two major adjustments to the plan were a change in the pension contribution formula and a reduction in the age of eligibility to 21 year olds.

Salary Plan - As a result of a salary study conducted by the management consulting firm, Arthur D. Little, Inc., salary ranges were adjusted accordingly.

Job Evaluation Plan - Evaluations of staff conducted by department supervisors encouraged discussion between the supervisor and individual staff member to achieve a genuine understanding of performance strengths and needs.

Dress Code - The staff were requested to cooperate with our effort to institute a business dress code for a more professional atmosphere.

Emergency/Snow Closing - A new telephone chain procedure was successfully implemented during a hurricane, notifying staff members of an emergency closing.

Educational Programs - In keeping with our efforts to enhance staff skills, the following seminars were attended in 1985: The Group Records Supervisor attended a seminar on Leadership Skills for Women and, along with the Secretarial Team Supervisor, attended a seminar entitled, Motivating People; several members of the Secretarial Team attended a word processing class; the CPC and P.I. Staff Secretaries attended a seminar on Time Management; the Archivist attended two seminars, one focusing on indexing non-profit material, the other was titled, Alcoholism and the Family and Anxiety Disorders. Along with the Office Manager and Alateen Staff Secretary, the Archivist attended a seminar on Stress Management. The Alateen and International Staff Secretaries attended a Meeting Planning Seminar which focused on negotiating with travel agents and hotels. The General Secretary and Deputy General Secretary enrolled in an intensive study course given by the New York Society of Association Executives, focusing on all aspects of management. They attended several other seminars relating to topics on management, working with the Board, and overcoming fear of change. A program on health and nutrition aired on PBS and taped by our P.I./CPC Assistant was shown to interested staff.

Personnel Manual - The Personnel Policies and Procedures manual was rewritten to define new policies and discuss present ones more fully.

Security - A policy requiring all visitors to wear a name badge and to be accompanied past the lobby by a staff member was instituted for security reasons.

Volunteer Assistance - To alleviate some of the heavy workload, a letter was sent to Al-Anon groups in the New York metropolitan area for volunteers to work along side our regular staff. Many new members with various skills were added to our present list, regularly assisting in the Shipping, *FORUM* Circulation, Mailing, Filing, Archives and Spanish Departments. Volunteer guidelines were developed to increase efficiency. Volunteers who willingly and conscientiously gave their services were sent letters of deep appreciation. Many were Alateen members who were free for summer recess. Approximately 9,539 office volunteer hours were contributed during the last year. Approximately 2,620 of these hours were devoted to administration

and 6,919 to support services.

Holiday Festivities - Along with our annual December holiday party for volunteers and staff, other celebrations included a gratitude luncheon given by our Shipping Department, a Christmas luncheon given by the Business Departments, and a New Year's Eve breakfast given by the General Secretary and Deputy General Secretary. In addition, two days were set aside during the holidays for staff to bring their children in for a visit.

OFFICE OPERATIONS:

New Procedures - An interoffice envelope system was introduced to reduce office traffic and still maintain effective interoffice communication. Additionally, a form was developed by the Office Manager to maintain accurate records of overtime and compensatory hours for support staff.

A chart listing all mailings, except *The FORUM*, provided for a mail tracking system and aided in keeping accurate records of departmental mailing costs.

IBM Equipment - The Secretarial Team Supervisor and several staff members were trained on our IBM (PCXT) computer, and the Team Supervisor acted as our in-house trainer on the equipment. After much searching, we obtained the software package and a print wheel for this computer in order to produce our materials in Spanish.

Equipment Purchases - A used computer system was obtained to supplement our present system with greater storage capacity for *The FORUM* subscriptions.

A new Mita copy machine was purchased to cope with increased printing demands; the old equipment was relocated in the mail room. A telephone answering machine was purchased to provide after-hour callers with a warm Al-Anon message giving several meeting places in the New York and New Jersey areas. Several new IBM selectric typewriters replaced older models. The purchase of a new battery-operated pallet mover for the Shipping Department enhanced our capacity to move heavy boxes of material.

Offset Equipment - Approximately 2,975,047 copies have been run off on our in-house offset equipment. Because of the heavy volume, a used offset machine was purchased to provide a back-up to our present equipment.

Telephones/Switchboard Operation - The Switchboard Operation was moved to the reception area to provide efficient service to visitors and back-up assistance to the front desk.

Filing - A retention schedule for departmental and Accounting files placed in Central Filing was implemented.

FORUM Circulation - The conversion of our *FORUM* subscription records from an outside service to our own computer system was completed. New office and filing systems were set up to provide an accurate records back-up and efficient handling of correspondence. An investigation of outside mailing services resulted in the selection of Lehigh Litho to do the mailings as well as the printing of *The FORUM*.

The new *FORUM* order blank, designed to consolidate the regular order blank with the gift form, was completed and included in the International Convention packet and Newcomer's packet. One ineffective renewal letter was discontinued; two others were revised and the time sequence adjusted allowing renewals to be processed without letters crossing in the mail. Articles stressing the importance of *The FORUM* identification number in all subscription correspondence was placed in several newsletters throughout the year.

All Staff Memorandum Series - The "Staff" memorandum series developed by the Deputy General Secretary and implemented with the Office Manager was sent to staff on a regular basis relaying matters of general importance and interest. During 1985 29 "Memos" were distributed to all employees containing information on matters such as new staff, job vacancies, holiday schedules, on-going projects in the office, new procedures, etc.

SPECIALIZED SERVICES:

Audio/Visuals - The status of audio/visuals projects by year's end was: The CPC film "Al-Anon Speaks for Itself" was reviewed and approved by the Policy Committee; the Alateen Committee is working with the P.I. Committee on an Alateen slide presentation; the P.I. Committee is considering utilizing the CPC film as a source for TV spots; a recommendation regarding reworking the existing Beginner's Meeting Cassette (A-2) was turned over to the Literature Secretary for consideration.

Materials for the Visually & Hearing Impaired - Inquiries continue to arrive requesting the WSO to produce ONE DAY AT A TIME IN AL-ANON in large print. A member in Minnesota was informed that it was permissible for a local member to reproduce ODAT in a mimeographed version for local distribution provided the member is reimbursed for expenses only and that such distribution will end when the WSO prints its own version. Permission was extended to the Braille Institute in Los Angeles, CA to produce AL-ANON FAMILY GROUPS onto a cassette; Father Palmer Memorial Braille Service,

Inc., Spokane, WA to produce ODAT in Braille; Royal National Institute for the Blind in London, England to record Alcoholism the Family Disease, Freedom From Despair, So You Love an Alcoholic, and a Guide for the Family of the Alcoholic (the GSO in London was informed). Other communication regarding materials for the Visually & Hearing Impaired included: a member in Chicago, IL requested information to help start a group for the deaf; a call from the State Services for the blind in St. Paul, MN for an Al-Anon member whose husband just came out of rehab and needs large print material; several members questioned specific services for the hearing impaired, pointing out that written materials aren't always helpful since the hearing impaired often require a simpler form of literature. Based on a recommendation from Alan S., the hearing impaired are now considering Lone Member status.

Guidelines - Literature Distribution Center (G-18) and The Information Service (G-4) Guidelines were revised.

Other Material - The following specialized items were sold: Alateens Tell It Like It Is - 379; Radio Spots - 95; Beginners' Tapes - 330; Family Disease Tape - 457; Lois W. & The Pioneers - 118; Understanding Ourselves Tape - 376; TV Spots - Picnic - 9; Worker - 6; Family - 9; Wife - 4; Teenager - 4; TV Family Problem (new item) - 3; Getting Involved/Film - 6; Getting Involved/Slides - 8; A Little Bit of Al-Anon, cassette - 165; A Little Bit of Al-Anon/Reel to Reel - 13; set of 5" single 16mm TV Spots - 2; Spanish A-1 - 5; Spanish A-2 - 5.

PRODUCTION:

Our new Production Department, supervised by Conway Policastro, was formed during the Third Quarter. Conway reports the following:

Books Produced - B-1 AL-ANON FACES ALCOHOLISM (11th Printing); B-3 ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS (9th Printing); B-4 DILEMMA OF THE ALCOHOLIC MARRIAGE; B-5 AL-ANON FAMILY GROUPS (13th Printing is complete, 14th Printing is in progress—bound book date 2/7/86); B-6 ONE DAY AT A TIME (19th Printing-English and 3rd Printing-Spanish are complete; 20th Printing-English, paper and cover material ordered, printing and binding bids obtained); B-8 TWELVE STEPS AND TWELVE TRADITIONS (5th Printing-English and 1st Printing-French are complete); B-11, AS WE UNDERSTOOD . . . (1st Printing complete; 2nd printing cover material, paper, printing and binding have been ordered for delivery in February 1986. A sturdier cover material is being used on this printing.).

New Material (Books) - FIRST STEPS — Al-Anon: 35 Years of Beginnings - 1st printing. Bids for paper, printing and binding have been received by the Production Department and have been submitted to the Archivist. Mechanicals are now nearing the final stages. Books will be ready for the 1986 WSO.

General Production - 80 pamphlets, leaflets, etc. were produced in 1985, in addition to the four service manuals and their appropriate inserts.

Revised Material - Youth and the Alcoholic Parent (P-21) was revised by the Alateen Staff Secretary.

New Material - Planting a Seed (P-55) - 1st Printing. This new leaflet from the Institutions Department was produced in the last quarter of 1985.

The FORUM - Lehigh Litho was chosen as *The FORUM*'s printer, saving the WSO a substantial sum of money over the previous printer.

Newsletters and Guidelines - The Production Department now handles the production of newsletters and guidelines.

Miscellaneous - The Production Manager and the Literature Secretary prepared a procedures guide for Staff Secretaries' use in the production of printed materials. It was reviewed by the Deputy General Secretary and will be completed in 1986. The Production Manager met with suppliers encompassing all aspects of literature manufacturing. This process resulted in discovering some new suppliers who are just right for Al-Anon (good quality and low price). Maintenance of an in-house paper inventory has been established based on the quantity of the various kinds of paper which we stock and use in each department. The result is a monthly ledger sheet showing each department's paper usage. The Production Manager has created several new forms to expedite the flow of production.

SPANISH SERVICES:

Spanish Services, supervised by Teresa M., coordinates WSO activities for Spanish-speaking groups worldwide. There are over 3,500 groups functioning in 20 Spanish-speaking countries, about 240 in the U.S., Puerto Rico and Canada.

1985 International Convention - Simultaneous Spanish translation of the big meetings took place for the first time enabling Spanish-speaking members to share experiences with members from different cultures and languages. This event had a flavor of "one big family." The Spanish program was planned two years in advance and Teresa asked members to participate on panels, at the workshops and at special meetings. Alateen workshops

were inspiring and well attended by Al-Anon, AA and Alateen members. Meetings were also held in Portuguese. Following this first Al-Anon International Convention, a portfolio was prepared for Archives containing every document, letter, reminder and souvenir of this event.

Spanish Newsletters - *INSIDE AL-ANON* and *AL-ANON Y ALATEEN EN ACCION*, with selections from *The FORUM*, were sent bimonthly to all groups. *AL-ANON IN INSTITUTIONS* and *AL-ANON SPEAKS OUT* were sent semi-annually. *THE INTERNATIONAL EXCHANGE*, published annually, was sent to the GSOs and Information Services.

New Publications in 1985 - List of Guidelines (S-11); Guidelines for District Meetings (G-15), for Alateen Conferences (G-16), for Meetings at Schools (G-5), for Open Al-Anon Meetings (G-27), and for Al-Anon and Alateen Participation in an AA Convention (G-7).

Major Revisions - The Twelve Concepts of Service; 1985 Literature Order Blank; *AL-ANON FAMILY GROUPS* book jacket and update; 1985 World Directory; The Digest of Al-Anon/Alateen Policies; Subscription Form for Spanish Newsletters; and the pamphlet, *A Guide for the Family*.

Other Language Translations - In addition to Spanish translations, Spanish Services translated French and Portuguese letters into English.

Phone Inquiries - Professionals and individuals from overseas and various locations in the U.S. requested material and Spanish Al-Anon contacts for referrals and their own information. They also asked for material explaining what our program can do for members of the Spanish-speaking community affected by another's alcoholism.

Material Placed on the IBM PCXT - The Twelve Concepts of Service and Six Al-Anon/Alateen Guidelines.

Group Records - Al-Anon groups registered during 1985: 429.

Spanish Newsletters Mailed - Total number of copies of *INSIDE AL-ANON*: 22,191. *AL-ANON Y ALATEEN EN ACCION*: 22,191. *AL-ANON IN INSTITUTIONS*: 7,424. *AL-ANON SPEAKS OUT*: 8,479. Subscriptions: 2,669.

SPANISH SERVICES SESSION:

Teresa M., Supervisor, Spanish Services

Spanish Services Supervisor Teresa M. announced the completion of the revised edition of *The Twelve Concepts Of Service*, explaining that it was produced in-house on the new IBM system. This manual, she said, is an essential tool for groups in Spanish-speaking countries with GSOs, particularly where National Conferences are being formed. Mexico, Argentina, Spain, and Brazil have already held National Conferences; for them and for others trying to develop their own conference, *The Twelve Concepts* can enhance their understanding of service and the responsibilities of leadership.

Teresa thanked the Delegates for their efforts in behalf of the Spanish-speaking groups in their Areas and invited them to take back the list of Spanish-speaking groups in the US and Puerto Rico. Between December 1985 and 1986, Teresa said, 111 new groups were registered. Currently, Spanish Services works for more than 3,500 groups in 21 countries, as well as the Spanish-speaking groups in the US and Puerto Rico. She added that Adult Children Al-Anon groups have been on the rise in Mexico, Argentina, and Spain. ▲

FRENCH SERVICES:

(Report from PFA)

The annual contract between PFA and the WSO was signed at a meeting held during the 1985 WSC in Tarrytown attended by Alberte, Cay, Norma, Myrna, Jane, Sandy and Richard. During 1985, PFA's publication of its fourth book, *AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS* coincided with the First Al-Anon International Convention.

The French Program Committee of the International Convention rapidly located a sufficient number of members planning to attend the Convention to act as speakers, chairpersons, or alternates. Responsible members also enlisted Alateens who were free to organize their own meetings. Many volunteers willingly worked long hours in our two sales booths, often missing important and interesting meetings. The Open House on the Wednesday prior to the Convention gave WSO staff, volunteers and other members the opportunity to see the work carried out by PFA.

Group Records - French Al-Anon groups registered in Canada and the U.S.: 514. French Alateen groups registered in Canada and the U.S.: 63. We also serve French groups in France, Belgium, Switzerland and Germany, but they now register directly with the WSO. We are in contact with the GSOs in France, Belgium, Switzerland and Italy. We also serve lone members in French Guyana, New Caledonia, Chile, French Polynesia and Haiti. Our sales for the first six months of 1985 were lower than the preceeding year, but after the publication of the *TWELVE AND TWELVE* book, they have increased for the last six months, surpassing our 1984 total yearly sales. The *FORUM* and *INSIDE AL-ANON* are translated and forwarded on a regular basis to all groups and subscribers.

New Publications in 1985 - *AL-ANON'S TWELVE AND TWELVE* (B-8); *Al-Anon Is For Adult Children of Alcoholics* (P-52); *Labor-Management Packet* (K-11); *Posters* (M-33, M-34, M-36); *Beginners' Cassette Tapes* (A-2); *Beginners' Meeting Format* (G-2); *Newcomers' Packets* - *Al-Anon/Alateen* (K-10).

Revisions - *Al-Anon Is For Men* (P-1); *Homeward Bound* (P-8); *To the Mother and Father* (P-16); *Al-Anon Basic Program Wallet Card* (M-7); *Seventh Tradition Suggests* (S-21); *Al-Anon, Is It For You?* (S-17); *Information for the Newcomer* (S-4); *What Do You Do* (P-19); *Twelve Steps and Traditions* (P-17).

Translations - *AL-ANON SPEAKS OUT* (S-18c), appeal letters and all communication from the WSO to the groups.

P.F.A. SESSION:

Cay C., Chairman Alberte C., Secretary

According to PFA Secretary Alberte C., 1985 has been a challenging year, beginning with the translation, publication, delivery and storage of *AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS*. PFA was also responsible for all French programs at the International in Montreal (July 1985), recruiting speakers and alternates, and staffing registration booths at the Convention Centre as well as several sales booths. PFA took advantage of the Convention to invite members to an Open House at their office, and Alberte also expressed gratitude for the participation of Alateen members; their discipline and flexibility in difficult situations was a source of inspiration to everyone.

Throughout the year, PFA has worked to regularly publish *The FORUM* and *INSIDE AL-ANON*, while keeping up with translations of other Al-Anon material. Since the beginning of 1986, they have been translating the four Service Manuals, and are confident that the publication of *Policy Digest* and *The Twelve Concepts Of Service* will coincide with the revised editions of *AL-ANON AT WORK* and *The HANDBOOK*. "We now face a new challenge," Alberte said in conclusion, "relocation of our offices, possibly at the end of 1986 or early 1987. For PFA, that is ten years of beginnings." ▲

GROUP RECORDS AND DIRECTORY:

	Al-Anon	Alateen	Lone Members	GSOs, Information Services, etc.	Institutions Groups
Total Registration Worldwide 12/31/85	21,637	3,028	285	286	605
United States	14,372	2,144	105	151	507
Canada	1,972	303	37	17	37
International (Outside the U.S. & Canada)	5,293	581	143	118	61
* Registration	20,722	3,144	310	278	645
Registered Literature Distribution Centers (1984)					98
Total Groups					25,270

* 1985 figures now reflect dropped/inactive groups

World Directory - The three sections of the World Directory for the U.S. and Canada were distributed to Conference members at the 1985 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	6,754
U.S. West	7,635
Canada	2,043
GSOs Information Services (received copies of each section)	233

GSOs and Information Services in the U.S., Canada and abroad received complete sets of Directories.

Group Records Update

Group Records Supervisor Bernice C. answered a flood of Delegates' questions concerning printouts and other mailings, especially in regard to defunct groups. She explained that data on those lapsed groups is stored in the computer for two years so that pertinent group information will still be available should the groups re-form. It does not mean, she stressed, that Group Records is unaware of the changes made, and noted that the dropped groups are identified on the printout with the code number nine. As for problems split states (two Areas) are having with mailings, she suggested that the appropriate Delegates meet with her during the visit to WSO to review the correct zip code designations for each Area. It was mentioned that some of the problems Areas were experiencing with mail were the result of disruptions in electrical service due to the relocation, which rendered computer-generated information unavailable for some time.

QUESTIONS:

Is it true that Information Centers are not given a service ID number, yet Information Services, Intergroups and literature depots are?

Every group and Information Service registered with the WSO is given an ID number.

GROUP SERVICES:

The Office Manager, Joan Hochbaum and Group Records Supervisor, Bernice C. report:

In-house Computer - A flyer informing the membership of the importance of using their group identification number was created and sent with all literature orders. The services of a new computer programmer was engaged to assist as needed.

Subscriptions - (subscription issues for the year ending December, 1985)

	Total 1986	Total 1985
FORUM		48,252
ALATEEN TALK		2,500
INSIDE AL-ANON		4,050
AL-ANON IN INSTITUTIONS		725

Group-Wide Mailings

1. Six issues of *INSIDE AL-ANON* (one issue sent along with *AL-ANON IN INSTITUTIONS*) 105,768
2. Tri-Annual Appeal Letter (Mexico received a special only) 66,220
3. 1985 Conference Summary 17,062
4. Revisions for the Service Manual 17,206

Limited Mailings

1. International Directory 394
2. Literature Distribution Labels 163
3. International Convention Mailing 16,907
4. One issue of *AL-ANON SPEAKS OUT* (Spanish) 526
5. Seasonal Professional Mailing 10,174
6. Regional Service Seminar (Southwest) 3,104
7. Mailing to groups in New York area for Volunteers 460
8. One issue of *AL-ANON SPEAKS OUT* 10,833
9. Information Services & Literature Distribution Centers 237
10. P.I. News Release 366
11. International World Directory Survey 575
12. Six issues of *ALATEEN TALK* 21,900
13. Five issues of *DENTRO DE AL-ANON* (one with a special relocation appeal) 17,035
14. Five Personnel Mailings to New York and New Jersey area 4,043
15. Four issues of *LONE MEMBER LETTER BOX* 3,236
16. Two issues of *AL-ANON IN INSTITUTIONS* 3,584
17. Four Advance Mailings 2,597
18. Four issues of *AREA HIGHLIGHTS* 5,385
19. Overseas Price List and Getting in Touch 230
20. APO Groups (letter and questionnaire) 32
21. Contribution Acknowledgements 9,000

Mailer - Due to the increasing costs of the outside mailer who currently handles all major mailings except The *FORUM*, bids from new mailing houses are being sought.

INFORMATION SERVICES:

Margaret O'B., who handled this area of service until July 31, and Ann S., who took over the assignment, report there were 12 Al-Anon Information Services (A.I.S.) registered in 1985. A.I.S. newsletters were read as they were received and information concerning a particular service was passed along to the appropriate Staff Secretary. A note of appreciation was sent to an A.I.S. for their newsletter coverage regarding the need for WSO relocation contributions.

A.I.S. Guidelines were updated to include the Policy statement that it is not within the authority of any service entity to close a group because they disapprove of the manner in which a group practices the Al-Anon program. The U.S. and Canada portion of the mini-directory, "Getting in Touch with Al-Anon" was revised in March and again in November by the Literature Secretary. It is to be used by CBS in conjunction with a special TV program on alcoholism and the family. A complete update and revision to include overseas countries will be done in 1986. When registration of A.I.S. was turned over to the Group Records Service, a form letter was prepared for its use. The Greater N.Y. Al-Anon Family Intergroup was consulted about the message they leave on their telephone answering machine for times when their office is closed. Since they are in the same city as the WSO, we wanted our message to be compatible and consistent. Among the correspondence received was a question about improving cooperation between an A.I.S. and the Area Assembly.

QUESTIONS:

Does an Information Service/Intergroup with a purpose of group problem solving create double-headed management when separate District meetings exist?

It may. This is the reason a single-line structure was developed to allow Information Services to work comfortably within the Area structure.

What is the policy concerning AA and Al-Anon joining in a meeting during the regular meeting once a month.

There is no policy concerning this practice. It is up to group autonomy.

Information Services are asking what are the duties and responsibilities of Information Service Representatives to their group? Al-Anon/Alateen Groups at Work, pg. 23-25, lists officers and duties for all except ISRs. Pg. 25 only states who can serve, does not include duties and responsibilities to the group. It is felt it would be helpful to have these clearly defined in the case of Group Representative.

Thank you. This will be reviewed for possible inclusion.

INSIDE AL-ANON Update

This year, *INSIDE AL-ANON* made an effort to feature more articles from the volunteer's point of view, including Board Chairman Norma McG.'s glimpse of the WSO during Board Week; Treasurer Jane O.'s piece on the importance of the fellowship's support; and Conference Chairman Bob D.'s "Be Heard" report on the 1986 WSC. Chairman Rita McC. promised Conference members that a proof copy of *INSIDE AL-ANON* would be sent to all Delegates within a week of the Conference to assist them in the reporting back to their Areas on the WSC. The final edited Conference Edition would be made available to the rest of the fellowship several weeks later.

QUESTIONS:

Could *INSIDE AL-ANON* discuss Tradition 3? Particularly the last line, "relatives and friends of alcoholics?" This is sometimes interpreted to mean, "Surely you know someone who is an alcoholic!"

Tradition #3 is defined in the Policy Digest as "deeply affected" understanding that individuals are free to determine their own need for membership. The suggestion, however, will be considered for inclusion in *INSIDE AL-ANON*.

INSIDE AL-ANON (IA) COMMITTEE:

Alan S., Chairman
Rita McC., Chairman
Sandra F., Editor

COMMITTEE: Following the 1985 WSC, the committee was restructured as a sub-committee of the Executive Committee, and Rita assumed chairmanship. Rita and Sandy met before each issue to discuss content. Other committee members this year included Marge S., Lynne G. and Mark S. Although reporting and suggestions for change go through the Executive Committee, the members still provide input and write articles. Plans are under way for more articles from a volunteer's point of view and for increased staff participation in the review process. Serena T. made her debut as an ongoing cartoon series following the 1985 WSC. Correspondence and duplications of the cartoons in Area publications indicate that the membership has already taken her to heart.

EDITORIAL:

February/March 1985 - a story on CAL and a service profile on Cay C. (4 pages)

April/May - the 1985 International Convention with a public greeting card of congratulations to AA, a preview of AS WE UNDERSTOOD and a profile of Marge W. (4 pages)

June/July - a mini-summary of the WSC was mailed to Conference Members on May 3, within two weeks of the Conference. (8 pages)

August/September - an article on how groups handle members who speak of drug addictions at meetings, a letter from Norma regarding relocation and the appearance of Serena T. (4 pages)

October/November - the subject of abuse as well as two letters from successful adult children groups. (4 pages)

December/January - a lead article on NPIC, a profile of Mary C. and the first in a series of six articles on newcomers. (4 pages)

Several issues contained information and updates on the 1985 International Convention and relocation.

CORRESPONDENCE:

Letters continued to arrive about the use of the AA Big Book at meetings. (These letters were turned over to the Literature Committee and analyzed in terms of the need for an Al-Anon basic book.)

Based on offerings in IA, requests were filled for: past *FORUM* issues; copies of the survey; Archives guidelines and the P.I. skit from the 1985 WSC. Requests in IA for sharings on abuse resulted in a floodgate of letters and articles which were distributed to Alateen, *FORUM* and Literature Services.



INVITATIONS TO STAFF AND BOARD MEMBERS TO SPEAK AT CONFERENCES/CONVENTIONS:

As Services Supervisor, Sandra F., Deputy General Secretary, handles all speaking engagements for the Administrative Staff at the WSO. A reference book on all speaking engagement report-backs is kept by Inez G.-L., Secretary to the General Secretary who also prepares the report.

First Quarter - Ann S., Institutions Staff Secretary, participated at the 16th Annual Gulf Coast Roundup, in Panama City, FL. Susan H. B., P.I. Staff Secretary, participated at the South Carolina Convention in Myrtle Beach, SC. Sandra F. and Carole K., Alateen Staff Secretary, participated at the Eighth Annual Al-Anon Convention in Danbury, CT.

Second Quarter - Linda McF., Literature Staff Secretary, participated at the Kentucky State Conference. Carole K. participated at the Eighth Annual Connecticut Al-Anon Convention in Danbury, CT. Margaret O'B., WSO Archivist, participated at the 25th Anniversary of the Delaware AA Convention in Rehoboth Beach, Delaware. Barbara C., Assistant to the Alateen Staff Secretary, participated at the New Jersey Area Assembly in Princeton, NJ.

Third Quarter - Ellen D., CPC Staff Secretary, participated at the Minnesota Al-Anon/Alateen Conference (#4). Carole K. participated in the New England Alateen Convention. Margaret O'B. participated in the 13th Annual Kansas Al-Anon/Alateen Conference in Salina, KS and the 3rd Annual Al-Anon Banquet for Intergroup District #1, Merrillville, IN. Ann S. participated in the Rock Island Illinois Area Assembly. Linda McF. participated in the Al-Anon/Alateen Convention in North Platte, NE and the 3rd Annual Reunion in Manchester, NH.

Fourth Quarter - Helen G., Conference Secretary, participated in the 10th West Virginia Al-Anon Conference in Jackson's Mill, WV. Linda McF. participated in the Gulf Coast Roundup in Panama City, FL. Carole K. participated in the 11th Rhode Island Al-Anon Workshop in Warwick, RI. Carole also attended the New York North Alateen Convention, NYNAC, in Watson Homestead Painted Post, New York along with her Chairman, Bridie P. Susan H. B. participated at the Al-Anon Day of Workshops held in Woodbridge, CT.

PROFESSIONAL SERVICES:

Real Estate Brokers - In January, an agreement was signed with a brokerage firm naming the Peregrine White Company as the exclusive broker in our ongoing search for new office space. Their agents compiled an extensive list of office space and escorted the General Secretary and the Controller or the Deputy General Secretary to numerous buildings in the midtown (South) area. Although most buildings were ruled out for a variety of reasons, a lease had been submitted for negotiation from the owner of 1372 Broadway. Through the broker's effort, a meeting was arranged at the WSO with the General Secretary, the Deputy General Secretary, Controller, our attorneys and broker, and the building agent and management representative to work out a major problem in the lease, which prohibited the use of the Al-Anon name on the outer door of the new space and in the directory located in the lobby. After lengthy discussion, the lease was amended allowing Al-Anon to use its name in these key locations. Once the lease was signed, the Controller worked with the firm of Peregrine White to find suitable Shipping Department space. After viewing several sites in New York City and Brooklyn, a 9,000 sq. ft. space in Long Island City seemed ideal. The Shipping Supervisor, General Secretary and the Deputy visited it and agreed the space was airy, light, safe and conveniently located to midtown Manhattan (only 15-20 minutes by subway). Negotiations began.

Legal Services - The lease submitted by the principles of the building at 1372 Broadway had been placed in the hands of the firm of Newman, Tannenbaum, Helpen, Syracuse and Hirschtitt, recommended by John F. After Myrna and Richard met with two attorneys of this firm, negotiations ensued. Following resolution of all issues, the lease was signed by the Board Chairman and General Secretary. Our attorney was then asked to review the contract received from Larry O'Neill, Architect, and after some negotiation, several points in question were agreed upon. The attorneys were consulted once again regarding a problem that surfaced during demolition of space at 1372 Broadway. Approximately 4,000 sq. feet of asbestos were discovered in the ceiling. Upon consultation with our attorney and the landlord, we were assured that The First Winthrop Co. would assume liability for either removing the asbestos or encapsulating it with a new ceiling. The asbestos was subsequently removed. During the fourth quarter, the firm of Newman, Tannenbaum, Helpen, Syracuse and Hirschtitt was engaged to review a lease for Shipping space in Long Island City. Additionally, the firm of Blum, Kaplan, Friedman, Silberman and Beran was consulted with regard to the misuse of our registered trademark by Hazelden.

Architectural Services - In searching for new office space, Architect, Larry O'Neill, outlined the minimum requirements of 14,385 usable square feet consisting of: 5,680 for Service Operations; 3,810 Business Operations; 3,385 meeting rooms and 1,510 for offset, storage and maintenance facilities. In addition, he visited several sites to determine architectural suitability. Sandra F., Deputy General Secretary, worked closely with Larry to develop layout, design, furnishings and decoration for the new offices. Once we signed the lease for 1372 Broadway, several meetings were held with Sandy, Richard, Larry O'Neill and Mike Fitzgerald, Construction Manager. The proposed layout was finalized and the plans filed with the city and with our landlord, The First Winthrop Co. Sandy, Myrna and Richard met with Larry O'Neill and set February 7, 1986 as the moving date. Staff Secretaries, the Office Manager and Supervisors viewed the new premises in the final stages of construction. Richard and Myrna also visited the site during various phases of construction. A visit by the Board of Trustees was set for January 24 following the Policy Committee meeting. Two unforeseen complications occurred with the location of the plumbing for the interior bathrooms and in accessing electrical power from the building, resulting in increased costs.

Auditing Services - Two audits were conducted semi-annually by the firm of Owen J. Flanagan who provided financial statements for the Board of Trustees and the World Service Conference.

Shipping Consultant - The firm of Pressman & Baum Associates was engaged to study our shipping operations in terms of effectiveness and space requirement. They recommended that approximately 10,000 sq. ft. of separate space was needed to house our Shipping Department. Based on the report, previous measures were reinstated within the department to insure safety in receiving deliveries. Other recommendations were reviewed and considered for implementation in designing the new space.

PUBLIC RELATIONS:

In the first quarter, the General Secretary and Deputy addressed a special commission on alcoholism sponsored by the American Bar Association to give verbal testimony on behalf of families of alcoholics. A position paper, entitled "Al-Anon, The Family and the Law," became part of the documentation. Literature packets and position papers were handed out to the 12 commissioners and press covering this event. Subsequently, Al-Anon was contacted to present another paper to the House of Representatives (see CPC report). Additionally, a member of the White House Staff called the Alateen Secretary to try to arrange for Nancy Reagan to visit an Alateen meeting. A group in Long Island, New York is willing to cooperate. The Policy Committee Chairman and Secretary attended the National Association of Children of Alcoholics (NACoA) first annual Conference in Orlando, Florida. Gary Seidler from the U.S. Journal, who coordinated the first NACoA Conference in Orlando, Florida, met with the General Secretary and the Deputy to discuss how Al-Anon can participate at NACoA's second conference in Washington, D.C. without implying affiliation. On August 15, 1985, Margaret O'B. and Sandra F. attended a ceremony at Stepping Stones for the presentation of a special 160-pound marker designating Stepping Stones as a historical landmark. Robert Shear, the Director of the New York State Division of Alcoholism, accompanied by his Assistant, Phyllis Mullaney, presented a wall plaque facsimile of the marker's wording. Also present was Lois' cousin, Ann B. S., Henrietta S., Ann K., members of the Stepping Stones Foundation and Fran H., Lois' secretary. Curtis M. represented the AA GSO. As a follow-up, a series of photographs commemorating this historic event was sent to the WSO. Robert Shear and Phyllis Mullaney were invited to visit the WSO and were given a tour of the office on August 29 with a particular emphasis on the Archives. Mr. Shear proposed the idea of Al-Anon involvement at a national gathering of directors of all state alcoholism programs, and he discussed ways that Al-Anon could cooperate with government agencies. He was particularly interested in the papers presented by Al-Anon to the House of Representatives Select Committee on Children, Youth and Families and to the American Bar Association. Also discussed was the possibility of an Al-Anon Representative from the WSO speaking to the staff at the Division of Alcoholism to acquaint them with Al-Anon as a community resource. On August 28, a volunteer Board member of Narcotics Anonymous in California visited the WSO and AA GSO to gain experience in structure of their annual Conference. He explained they now have almost 5,000 groups and a staff of 15 employees and are experiencing serious "growing pains." Richard and Sandy spoke with him, answered his questions and gave him a set of our four service manuals. He informed us that although Narcotics Anonymous was growing at a rapid rate, Nar-Anon doesn't appear to be experiencing similar development. We learned that adult children are writing to the AA GSO for registration, and because it was apparent that AA needed clarification of Al-Anon's position, we sent a supply of the adult children statement for distribution at their staff meeting. They acknowledged its usefulness in terms of our cooperative efforts. Ellen D. attended The Forgotten Child Conference in Stamford, CT, which focused on young children of alcoholics.

Linda McF. and Sandra F. attended a fund-raising luncheon in New York City for the Hazelden foundation hosted by its president, Daniel Anderson. In his keynote address, Mr. Anderson pointed to Al-Anon as a prime resource for the family. Sandra F. was unable to accept an invitation to attend the Hollywood premiere of the film, "Shattered Spirits," and the Area Public Information Coordinator was ultimately asked to attend in her place.

VISITORS:

During the year, members, their spouses and friends toured the WSO from most of the United States, several provinces of Canada and from such countries as Argentina, Australia, Belgium, Bermuda, Brazil, Costa Rica, Colombia, England, Finland, France, Germany, Holland, Honduras, Ireland, Israel, Japan, Mexico, New Zealand, Norway, South Africa, Spain and Venezuela.



ANNUAL REPORT:

Bridie P., Chairman
Carole K., Staff Secretary

COMMITTEE: Throughout the year committee members included: Bridie P., Carole C., Gregg M., Cathleen H., Mike S., Victor T., Debbie S., and Kelly Ann A. They reviewed material for the Transition pamphlet, revised "Youth and the Alcoholic Parent," worked on a format for the Alateen Fourth Step booklet and design for the Alateen Table Card, discussed committee goals and the 1986 WSC. An Alateen poster and an Alateen slide presentation were worked on with the P.I. Committee.

ALATEEN TALK: The April issue featured a request for Alateen members to submit artwork for a new slide presentation. The feature article for *June* addressed swearing when sharing. The *August* issue asked about Alateen speakers, "How do they come to be?" *October* carried a daily account of Bridie P.'s experiences at the 1985 International Convention. In the *December* issue, Alateen members were informed about material to help carry the message and strengthen their group.

PROJECTS:

Alateen Kit - The Kit, priced at \$3.00, was completed, distributed at the 1985 WSC and mailed to Alateen Coordinators.

Fourth Step Booklet - The Alateen In-Town Committee, planning on a simple format, wants more Alateen input before proceeding.

Transition Pamphlet - Personal sharings were approved by the Alateen Committee along with the presentation, "Al-Anon—A Continuation of Alateen Growth," and were given to Helen C., a free-lance writer.

Table Card - The first proposed design, which the Committee felt was too juvenile, was unacceptable. The artist submitted a new design in January, 1986.

Alateen Slide Presentation - The Committee was asked by P.I. services to develop a manuscript for this slide presentation. The Alateen members on the In-Town Committee met with Pennsylvania Alateens and developed a new manuscript which was accepted by the In-Town Alateen and P.I. Committees. The P.I. Committee will continue with production.

A Letter To My Teacher - The Committee recommended that a letter from Australian Alateens be considered by the CPC Committee for use in contacting professionals in education. This will be included in the CPC kit.

Youth and the Alcoholic Parent - This pamphlet was reviewed, revised and reprinted with final approval given by the Policy Committee.

School Guidelines - These Guidelines were completed in December, 1984. At the next printing, the Traditions will be added for personnel who are unfamiliar with our fellowship.

Combining Literature - The Committee is still considering combining "Al-Anon Sponsor to Sponsor" and "A Guide for the Sponsors of Alateen Groups," following a recommendation by the Board.

COORDINATORS' NEWSLETTER: Letters of welcome were sent to incoming Coordinators. The winter letter carried sharings about Alateen meetings in schools and institutions, group registration and sponsorship. The summer letter featured the shared experiences of Coordinators who had held Alateen workshops and the report-back from the special Alateen meeting held in Montreal.

LONG-RANGE STUDY: The special meeting for Alateen was held July 4th in Montreal at the Queen Elizabeth Hotel. The theme was: How Can We Help Alateen Grow? There were approximately 40 Al-Anon and Alateen members present, including representatives from Alateen Conventions, Alateen Coordinators, Alateen Sponsors, WSO Personnel and interested Alateen members. Issues discussed were: Alateen Conferences, how and where they fit into Al-Anon's structure; Conferences are growing, groups are not; how we can strengthen the groups; Alateen's participation at Assemblies. All suggestions were forwarded to the Long-Range Study Panel and will also be considered by the Alateen Committee.

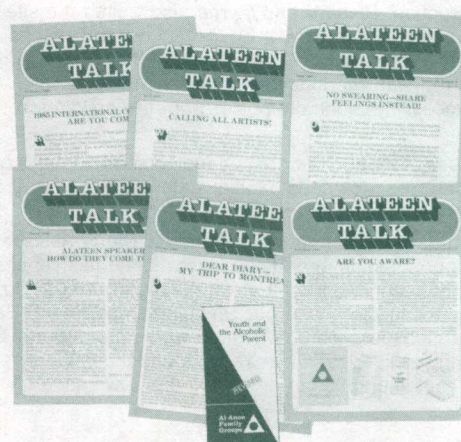
CORRESPONDENCE: There were increased inquiries from Sponsors who feel torn between the Traditions and the law when trying to deal with known cases of child abuse. Inquiries also increased about how to start an Alateen group on Indian Reservations, where Al-Anon is not always available as a resource for Sponsors.

STAFF: Barbara C., the Alateen Assistant, left the World Service Office for a new position near her home. A new Assistant, Marie S., has been hired.

ALATEEN CONVENTIONS:

N.E.A.C. (NEW ENGLAND ALATEEN CONVENTION): The Alateen Staff Secretary and Alateen member from the In-Town Committee attended this Convention on July 12-14. Over 840 Alateen members, Sponsors and those involved in Alateen Service attended. The weekend was well organized, there were no behavioral problems and the meetings were well attended.

N.Y. No. A.C. (NEW YORK NORTH ALATEEN CONVENTION): Bridie and Carole attended this Convention in Painted Post, New York. Featured were the Twelve Steps, which were presented by panels and discussed extensively in small groups throughout the weekend.



ALATEEN SESSION:

Bridie P., Chairman
Carole K., Secretary

The Alateen Committee session illustrated a model workshop conducted with the participation of all Conference members on three sensitive subjects, specifically: members' sharings on abuse; behavior of sponsors; and Al-Anon's role in Alateen. It was hoped this format would prompt more sharings from the Conference and broaden everyone's awareness of the types of issues facing Alateen members, groups and sponsors.

According to Secretary Carole K., individual members who bring sensitive issues to WSO's attention have always been encouraged to handle them at the local level and within the Al-Anon service structure. Recently, however, the volume of calls—from sponsors, concerned Al-Anon and Alateen members, Coordinators and Delegates—has increased, and in many cases by the time WSO has been contacted, damage already has been done. "Members lead with their hearts," said Carole. "Each one knows how to fix it. Strong views are formed, sides taken, and just like home, our younger family members end up in the middle." There comes a point, she added, when fear, frustration and anger take over and program principles are ignored. Then the WSO is called in to take action, to "fix it now!" Each side can quote policy to support its views, and any word of encouragement from the office may be misconstrued and used to fan the flame. Solutions are wanted, not direction.

In response to this need, the Alateen Committee developed a workshop for Delegates to take back to their Areas as a means of fostering communication and minimizing some of the upheaval.

The Committee read excerpts from Alateen and Al-Anon sharings on abuse, sponsor behavior, and Al-Anon's responsibility to Alateen. Conference members were invited to share from their own experiences:

ABUSE:

*If I report an Alateen's sharing on abuse, I feel I'm undermining my credibility as a sponsor.

- We have an 800 number in our Area for anonymous reports of abuse.
- As an Alateen sponsor for ten years, I have relied on the question in Blueprint for Progress, "do you know how to take care of yourself?" I also have used The *FORUM* article on sexual abuse to stimulate discussion. In all cases, I let my conscience guide me.
- A co-sponsor accused of sexual abuse was asked to leave. A group conscience helped.
- We have two rallies a year where issues like all of these can be raised. It helps eliminate a lot of difficulties when Alateens share from their own experiences.

SPONSOR BEHAVIOR:

- Remember, sponsors are recovering Al-Anon members. They are not perfect.
- In one District, Alateen sponsor workshops are held twice a year.
- We have had cases of sponsors attempting to assume parental responsibility and enabling Alateens to misbehave at home.
- We need solid program people to sponsor Alateen; it is not AA's responsibility.
- In my Area, there is simply not enough sponsors. We pretty much have to take what we can get. Practicality demands that we adjust to what's available.
- We have at least two Alateen speakers at anniversary meetings; this helps interest more Al-Anons in sponsorship.
- Rotation of Alateen sponsors helps avoid problems: for example, three alternates can rotate on a three-week basis.

AL-ANON RESPONSIBILITY:

- We are only responsible for what happens between sponsor and Alateens during the meeting. If the sponsor is irresponsible, the meeting should not continue. And what happens after the meeting, is not in our domain.
- If Al-Anon doesn't meet its responsibility to Alateen, someone else will. Perhaps we are in denial when it comes to our children's need for a program.

Alateen Committee Chairman Bridie P. concluded the presentation by reminding Conference members that use of the Traditions and available guidelines helps address and avoid most of the problems discussed. "Fear, distrust and dominance can lessen if we just talk to each other and try to reason out our concerns," she shared. "To us, each one of you is like a candle, and our workshop is the flame of communication." She asked that Delegates take the workshop (copies of which were distributed) back to their Areas, adding "It takes only a spark to get a candle glowing, and together we can bring light and hope to the dark side of a child's life."

ALATEEN REPORT-BACK:

Nina T., Manitoba

SLIDE PRESENTATION: The Alateen slide presentation was considered and the proposed artwork evaluated. Most Committee members supported it, although several felt a more universal look would be preferable.

A GUIDE FOR THE SPONSORS: The Conference approved the Committee's recommendation to remove A Guide For The Sponsors of Alateen Groups from the price list and offer it as a complimentary guideline.

TABLE CARD: The table card will be produced in-house to defray costs.

TRANSITION PAMPHLET: Work continues on the Transition pamphlet with all sharings submitted to the Literature Committee for review.

FOURTH STEP INVENTORY: The fourth Step Inventory adaptation needs more input from local Alateen members, who are requested to send WSO their views on topics, questions and text they would like included in an inventory.

ALATEEN INTERGROUP?: The Committee responded to members' questions about a case involving a separate Alateen Intergroup and whether Alateen is covered by the Traditions. Their comments included the following: the Alateen voice and vote do count; Alateen can form Boards to serve Alateen groups; Alateen is protected by autonomy; and Alateen has the right to decisions developed from an informed group conscience, but reinforces the concept of togetherness. Alateen needs to work with Al-Anon when ever possible.

QUESTIONS:

ALATEEN

Is it appropriate for Al-Anon adult children to identify themselves as "Adult Children" at Al-Anon meetings?

An Al-Anon member may identify themselves as the spouse of, mother of or adult child of, if they choose to.

An Alateen sponsor (male) refused to let a gay (female) co-sponsor. How should an Area handle this?

Talk to each other and reason things out; let there be no gossip or criticism.

ANNUAL REPORT:

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

COMMITTEE: The Committee, which included Lois W., Margaret D., Penny B., Mary S., Doris G., and Ed K., met eight times. In the spirit of rotation, Penny and Mary were notified in November that their term of service was completed.

Discussions centered on ideas for the WSC presentation, archival activities at the International Convention, and the development of the historical book.

WORLD SERVICE CONFERENCE (WSC): The Archives presentation imitated a question and answer radio program, with "Man on the Street" reporter, Ed K., fielding questions answered by Committee members. A souvenir handout featured quotations from past Conferences as well as a list of Conference Chairmen and the years they served. An "In Memorium" section represented deceased Conference members.

INTERNATIONAL CONVENTION: Archives was responsible for coordinating the Pioneers Breakfast, two workshops, one on Archives and the other on service, and interviewing longtime members on tape.

PROCEDURES: Day-to-day responsibilities were carried on by the Archivist. Non-current files from other services were appraised, retained or disposed of.

An index file of Area Archivists was initiated and a set of guidelines for depositing material in the Archives was prepared to aid other in-house services.

OUTSIDE RESEARCH EFFORTS: Time and in-depth information was given to a freelance writer developing an article on the history of Al-Anon for a national magazine and for a researcher doing his doctoral dissertation on Al-Anon.

FELLOWSHIP RESEARCH EFFORTS: Besides filling in-house requests from non-current files, historical data was provided on: origin of Just For Today leaflet; 1980 AA International Convention program; origin of the word "Al-Anon"; 1961 World Service Conference Summary; 1980 edition of *LIVING WITH AN ALCOHOLIC*; early copyrights for books and pamphlets; Bill W.'s talks at the first three World Service Conferences; background on cooperation between Al-Anon and AA; 1968 pamphlet, *Al-Anon Group Impact on Professional Rehabilitation of the Alcoholic*; area or group historical information on Tucson, AZ, Mystic, CT, West Palm Beach, FL, West Chester, PA, Hawaii, Ireland, Nebraska, New Jersey, New Mexico, and in South America, Bucaramanga, Colombia.

HISTORICAL BOOK: With the help of an adhoc committee, a freelance writer was selected to write the historical book approved by the 1985 WSC. Since the Archives Committee does not have Delegate members, the Public Information Committee was chosen to help review the raw manuscript. All comments were shared with the writer. Subsequently, four Policy Committee members as well as the Chairman reviewed the rewritten script. The General Secretary, Deputy and Archivist were involved in a continual review process.

In mid-August, the name, *FIRST STEPS: AL-ANON—35 YEARS OF BEGINNINGS*, was selected by a larger group conscience. A designer was engaged to coordinate the text, graphics and illustrations and a professional copyeditor was hired.

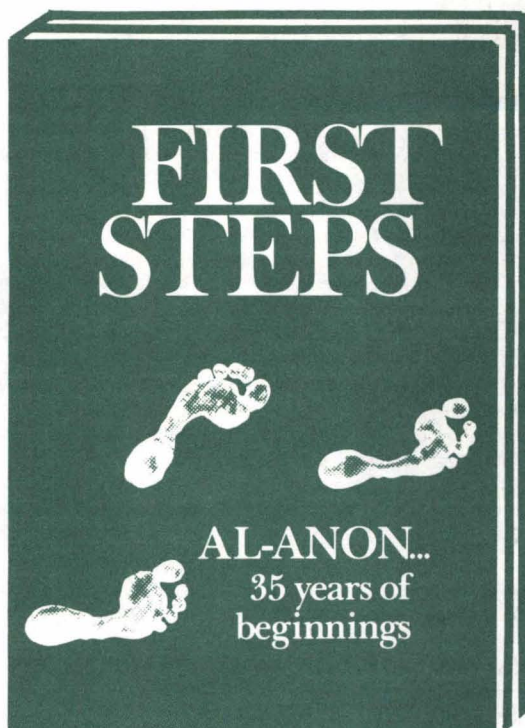
ACCESSIONS: Besides accessioning in-house non-current records, we received from the fellowship: computer list of material in MN (N) Archives; letters of appreciation to General Secretary and Deputy from the White House for testifying before the American Bar Association's Commission on Youth Alcohol and Drugs; "Focus on Family and Chemical Dependency" magazine which includes article on Al-Anon and adult children of alcoholics, prepared by P.I. service; March 1985 news release from National Council on Alcoholism informing Lois W. she is to be honored at their annual Forum; May 1985 letter from AA GSO acknowledging sincere thanks to Al-Anon for their recognition in *INSIDE AL-ANON* on the occasion of AA's 50th anniversary; silver plaque in gratitude from Al-Anon in Mexico to the WSC on its 25th anniversary; copies of early *FORUM* reports from Margaret D., past *FORUM* Editor, as well as February 1954, March 1956, October 1958 and 1968 *FORUMs*; a 1958 pamphlet, *This is Al-Anon*, distributed by Al-Anon Family Groups of Southern California; copy of member's diary during the International Convention; 26 individual, group or area written histories; manuscripts of Norwegian translations of *ONE DAY AT A TIME* and *What Do You Do About the Alcoholic's Drinking?*.

Cassettes of: RSS Regina, Saskatchewan, Canada (1983) and Boise, Idaho (1984); 1985 International Convention; early days in New Mexico by Helen W.; Al-Anon presentation at NACOA Convention, Orlando, FL 2/28/85; Al-Anon & AA in Southern CA and Southwest CO since 1944, (Eddie S.); Al-Anon & AA in Washington D.C. and England since 1947, (Frieda M.); interviews with six longtime members during the 1985 International Convention; reel-to-reel tape of Lois W. and Evelyn C. at Capetown, S. Africa, February 10, 1972; 16 reel-to-reel talks from Lois & Bill W., Bob S. and others. *Photos of:* WSO Christmas 1984; The NPIC office, Ottawa, Canada; Lois W. at Stepping Stones on 94th birthday celebration; Lois accepting NCA award April 21, 1985; Lois at presentation of a historical marker for Stepping Stones from the New York State Division of Alcoholism, August 15, 1985; WSC dinner; 1985 International Convention.



Archives Update

The Archives Committee distributed its historical book, *FIRST STEPS: AL-ANON—35 YEARS OF BEGINNINGS*, to Conference members. The Archives annual report was also corrected to note that the historical book was approved by the 1984 WSC.



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Martha W., ME

When I first started Al-Anon, my world was very small. I was so embroiled in the alcoholic's activities, I wasn't able to see beyond myself. In Al-Anon, I began to see that I wasn't unique, that there were others with experiences and feelings like mine. I felt a strong sense of connectedness and began to wonder if there really was something to this Higher Power stuff. Having been an agnostic, it was very humbling to realize that there may indeed be a spiritual power greater than even the group.

As DR, I started to face my character defects, especially my urge to control. I came to understand that I was the District's Representative, not the District's Higher Power. As Delegate, I've learned more about my limitations and my world has gotten much larger. I have discovered that for me to be most effective, I must choose where my energies will go. The rewards of letting go have been many.

Over the past three years, my sponsor and my home group have been very important. They see me when I'm feeling great and when I'm a mess. I'm just one of the group, someone they love. I'm very grateful for that support.

Olive McC., ONT

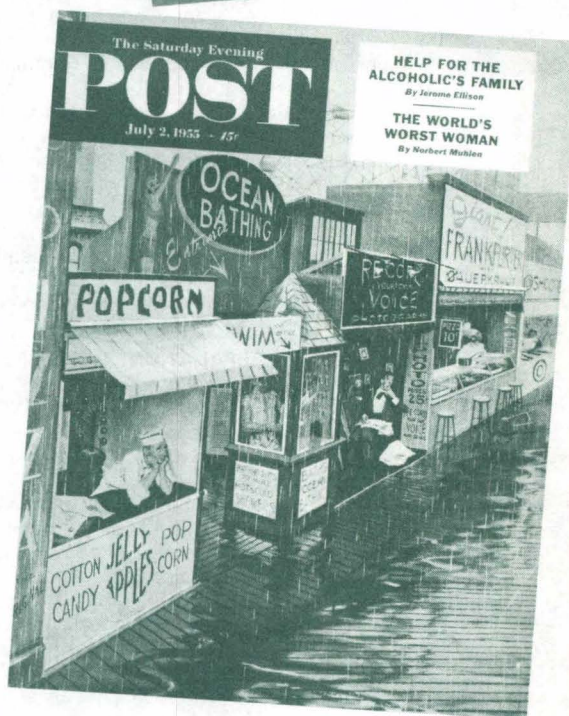
I got started in service 18 years ago as an Alateen sponsor to escape from all of you! In all those years, I never won an election. When no one else wanted a job, I'd volunteer for it.

No one wanted to be Delegate—nor did I, but here I am. I have truly loved it, even though my competitiveness has made it difficult for me to feel really at home with many of you.

I particularly love the adult children groups; I love to see them cooperating within the Steps, Traditions and Concepts. They show me our program does work, it works with understanding.

No one ever offered to be my sponsor and, of course, I wouldn't have dreamed of asking anyone. Then an Alateen girl began sponsoring me and she showed me the difference between holding a hand and chaining a soul.

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ANNUAL REPORT:

Robert D., Chairman
Rita McC., Assistant Chairman
Helen G., Secretary

CHAIRMAN'S MESSAGE: This year we celebrate an impressive milestone—Al-Anon's 35th Anniversary. What a tremendous debt of gratitude we owe Lois, Ann and the early pioneers for nurturing this program which has meant so much to all of us. With this gratitude in mind let us approach our task as guardians and servants with a firm resolve to keep an open mind. To place principles first and to participate, not merely observe. The World Service Conference, the group conscience for all the groups, places a heavy responsibility on us but the special fellowship that seems always to be part of the Conference will make our task much lighter.

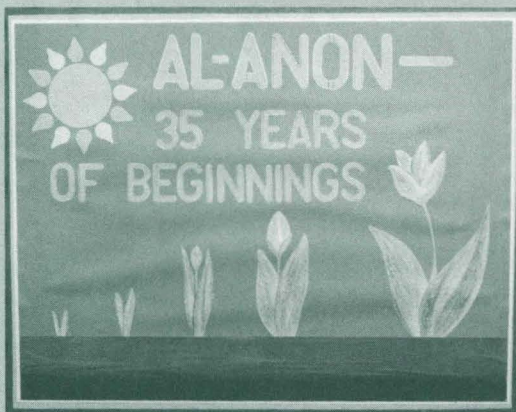
COMMITTEE: The full Conference Committee convened three times; the Interim Committee met four times. The Committee is composed of the Conference Chairman, Assistant Chairman, Policy Committee Chairman, General Secretary, Deputy General Secretary, Conference Secretary and all other Staff Secretaries, Liaison Board member of the Admission/Agenda Committee and the Chairman of the Handbook Committee.

The Interim Committee, is composed of the Conference Chairman, Assistant Chairman, General Secretary, Conference Secretary and the Administrative Staff Secretary to the Executive Committee.

Since the Conference Secretary is presently the Staff Secretary appointed to the Executive Committee, the Policy Chairman has been assigned to fill the vacancy created on the Interim Committee.

CONFERENCE PREPARATION: From January through April, activities focused on the many details required for coordinating the 1985 WSC. Preparations were finalized, including arrangements with the Tarrytown Hilton, the Conference site.

The opening session of the 1986 Conference will convene at 1:00 P.M. on Monday, April 28. Standing Committee Meetings and Workshops have been allotted more agenda time. The theme, "AL-ANON—35 YEARS OF BEGINNINGS," (from the title of the Archives historical book) was selected. Based on appropriate meeting space and costs, the Tarrytown Hilton, Tarrytown, New York, was chosen as the 1986 Conference site.



SUB-COMMITTEES:

Admissions/Agenda - A letter received from the Temporary Chairman of the Alaska Area informed us that several members have formed an Assembly. Guidance and informational material was provided. The Alaska WSD would be placed on Panel 27 to attend the 1987 WSC and serve for three years. At the 1985 WSC, Ginger B. (SC) was elected to serve as 1986 Chairman with Virginia M. (PA) as Secretary. Bob L. (CA-S) was elected Alternate Chairman.

Handbook - Audrey B., RT - US (NW) Chairman of this Committee, met twice this year with In-Town members. All recommendations were reviewed for presentation to the Standing Committee at the 1986 WSC.

The Committee agreed to consider developing a "cartoon" type fold-out sheet to depict the structure.

The Handbook Committee has been expanded to include Cay C., Edwina F. and Ruth L. as In-Town members.

PROPOSED COMBINING OF ADMISSIONS/AGENDA WITH HANDBOOK COMMITTEE: It was suggested that the Admissions/Agenda and Handbook Committee be combined to form one Standing Committee. By so doing, five Delegates could be assigned to Standing Committees which have a heavier workload. At the 1984 WSC, the Admissions/Agenda Committee was combined on a three year trial basis. This matter was submitted to the ad-hoc Committee on Structure for further study.

Hospitality - Volunteers who served in the Hospitality Room were given a set of *FORUM* Favorites with a personalized sticker. Hospitality details for the 1986 WSC will be handled by Deanna Z., Assistant to the Conference Secretary.

CONFERENCE SUMMARY: Over 2,000 complimentary copies of the Conference Summary were mailed to current Delegates for distribution to their Area World Service Committee. Past and present Conference members received a personal copy and a Summary was sent to registered groups.

Martha D. has again agreed to be the Conference Summary Reporter.

CONFERENCE VOTING PROCEDURE: The explanation of the Conference voting procedure, which appears in the General Information section of the Brochure, is being revised for clarification. The procedure will be separated into three categories indicating the three types of motions which arise at the WSC. The Voting Procedure to follow, in each instance, will be outlined separately and the pages numbered accordingly for easy reference.

ASK-IT-BASKET: The Conference Committee agreed that questions, submitted at the 1986 WSC, will be mailed to Conference members after the Conference, allowing Staff Secretaries to research answers. The compilation of past Ask-It-Basket items, along with a cover letter, will be sent to Conference members in January, requesting Conference members to check previous answers before submitting new questions.

MAILINGS TO CONFERENCE MEMBERS: In the first quarter, material was mailed for the 1985 WSC. Subsequent mailings included material pertinent to the 1986 WSC and a complimentary copy of *AS WE UNDERSTOOD*. Contribution slips and printouts were mailed periodically.

ELECTION ASSEMBLIES: In the fall, Panel 23 Areas (1983-85) elected new Panel 26 Delegates; appropriate material was sent. The outgoing Panel 23 WSDs were sent a group photo as well as a letter acknowledging dedicated service.

AREA HIGHLIGHTS: Approximately 1,500 copies of *AREA HIGHLIGHTS* were mailed quarterly with other inserts.

EQUALIZED EXPENSE FUND: A letter was sent to the Area Delegates informing them that the Equalized Expense amount for the 1986 WSC will remain at \$525.00. (\$700 Canadian equivalent.)

WSO DINNER: Fourteen past Trustees attended the celebration of the 25th WSC. As a remembrance, each was sent a complimentary cassette of the Dinner tape.

GREEN LIGHT/RED LIGHT: In an effort to conserve Conference time, Green Light concerns will be submitted by mail so topics can be sorted in advance for consideration during the Red Light session. The sheet explaining the revised procedure was mailed to Conference members in January.

PANEL 26 (1986-88): The names of all Panel 26 Delegates were received; a letter of welcome was sent with appropriate material.

REGIONAL TRUSTEE PROCEDURE: The 1986 WSC will select a U.S. (NE) RT Nominee and a U.S. (SE) RT Nominee. These Areas were asked to submit resumes for Regional Trustee nominees and an alternate to the WSO by January 1, 1986.

By the year's end, the results are as follows:

The Areas and RT Candidates are:

<i>U.S. Northeast Region</i>	<i>RT</i>	<i>Alternate RT</i>
Connecticut	Mary R.	_____
Delaware	No available candidate	_____
Indiana	No available candidate	_____
Maine	No available candidate	_____
Maryland & D.C.	Angela W.	John K.
Massachusetts	Ethel McG.	_____
Michigan	No available candidate	_____
New Hampshire	No available candidate	_____
New Jersey	Margaret A.	_____
New York (N)	No available candidate	_____
New York (S)	William M.	_____
Ohio	John C.	Judith S.
Pennsylvania	No available candidate	_____
Rhode Island	No available candidate	_____
Vermont	No available candidate	_____
<i>U.S. Southeast Region</i>	<i>RT</i>	<i>Alternate RT</i>
Alabama	No available candidate	_____
Arkansas	No available candidate	_____
Florida	Jeanne W.	_____
Georgia	Margaret S.	_____
Kentucky	Marjorie W.	_____
Louisiana	No available candidate	_____
Mississippi	No available candidate	_____
Missouri	James C.	_____
North Carolina	Sue P.	_____
Puerto Rico	No available candidate	_____
South Carolina	No available candidate	_____
Tennessee	Lura L.	_____
Virginia	No available candidate	_____
West Virginia	No available candidate	_____

The names of the Voting Trustees will be drawn at the January Board meeting; the names of the Assembly Areas outside the Regions plus alternates were drawn at the 1985 WSC as follows:

<i>Voting for U.S. (Northeast)</i>	<i>Voting for U.S. (Southeast)</i>
Illinois (N)	Texas (W)
Nebraska	Kansas
Saskatchewan	Nevada
Nevada	*Hawaii
Puerto Rico (1st alt.)	California (S) (2nd alt.)
Louisiana (2nd alt.)	

* Since the Delegate from Utah resigned, the Delegate from Hawaii will participate in the RT nominations as 1st Alternate.

Each voting member will be sent a set of resumes.

OFFICE PROCEDURES: Correspondence and telephone inquiries regarding Area situations were answered on a daily basis. Records continue to be updated; forms revised; Area World Service Committee and Area Newsletter were read and appropriate data noted for Staff Secretaries; articles of interest were excerpted for *AREA HIGHLIGHTS*. 

Conference Update

Helen G., Secretary

Secretary Helen G. reported on the Committee's continued search, in accordance with the 1983 WSC decision, for facilities to house future WSCs in Manhattan if at all feasible. This year's efforts disclosed the following facts and figures: sleeping rooms were invariably more expensive than at the Tarrytown Hilton, with breakout rooms exceeding \$100 per room. The Tarrytown Hilton provides complimentary meeting space and has kept its guest room rates below the agreed upon rate of increase (and well below Manhattan and other Westchester hotels' regular rates).

Helen asked the Conference for some direction before pursuing the site selection process further. The consensus was to put the question to a vote, and a motion to discontinue searching for WSC facilities within NYC was enthusiastically approved.

ADMISSIONS/AGENDA REPORT-BACK:

The consensus of the Admissions/Agenda Committee was to support the Board's proposal that it combine with the Handbook Committee.

HANDBOOK REPORT-BACK:

Doris S., KY, Reporter

The Conference approved the Committee's recommendation that the following text be added to page 10a to the Handbook (under THE BOARD OF TRUSTEES, first paragraph, and to follow the phrase, "The term of office for both Trustees-at-large and Regional Trustees is three years;):

the length of time any Trustee-at-large and Regional Trustee may serve on the Board is two three-year terms which may be consecutive.

Each year in January the Board nominates three Trustees-at-large.

At the World Service Conference, two Regional Trustees are nominated by the World Service Conference Nominating Committee, composed of the Delegates from the respective Regions, Delegates chosen by lot from outside the Regions, Board members selected by lot and the Chairman of the Board.

The names of all nominees, both the Trustees-at-large as well as Regional Trustees, are presented to the Conference for an expression of traditional approval. All the nominees are then elected by the Board of Trustees at its Annual Meeting.

(Note: The existing text that concluded that paragraph will be deleted.)

QUESTIONS:

What are the various factors (criteria) used in setting the time of WSC week? It seemed to me that this is later in April than some.

The Conference Committee discusses the appropriate date for the Conference within the parameters of the Bylaws, taking into consideration holidays which usually fall in April. Our bylaws state that the annual meeting of the Board of Trustees shall be held on the final day of the WSC in April except when special circumstances warrant a change of date of the Conference.

When Area officers are elected to fill an unexpired term, do they serve until the end of this term whatever the length of it or for three years starting from election date?

According to the World Service Handbook, if an officer is elected to complete the remainder of an unexpired term, he may then be re-elected for a three-year term of his own.

What do we do at the Assembly or AWSC if we have only one candidate running for Regional Trustee who is not qualified?

An Assembly Area is not required to submit a candidate if no one qualified is available.

When the need for a caucus arises (such as during the Trustee Regional nominations), only those who have a vote are allowed to participate—Why then did the Chairman of the Conference, the Chairman of the Board participate in the caucus and other WS Conference members gave input?

Only voting members should participate in caucuses. According to the Guidelines, the Chairman of the Board does have a vote. The Conference Chairman, as a Trustee, could be a voting member if his name is drawn at random at the previous Board meeting.

Can Delegates receive copies of the quarterly reports for the Standing Committees?

Delegates receive copies of the quarterly reports of the Standing Committee to which they are assigned.

In reference to "when a Delegate is a Delegate," my chairperson would like suggestions or guidance on "how to make our Area stronger, more active."

The duties of the World Service Delegate as described in the World Service Handbook on pages 29, B, "IN HIS AREA" best suggests how to make an Area stronger and more active.

ANNUAL REPORT:

Rita McC./Jeanne L., Chairmen
Joanne B./Mary C., Co-Chairmen
Patricia H./Ellen D., Secretary

COMMITTEE: Members include Phyllis D., Marylin L., Diane K., Patricia O'G. and Lynne S. The committee met nine times and worked on the film "Al-Anon Speaks For Itself," the pamphlet for professionals, *Teacher Finds Guidance in Al-Anon*, the reprint "Process of Recovery: Al-Anon and the Adult Child," "An Open Letter To My Teacher," the International Convention, the Labor-Management packet, "You Can Render . . ." and "Al-Anon the Family and the Law."

GENERAL OFFICE WORK:

Correspondence - Over 1,400 professional inquiries were responded to with either a personalized or form letter, a CPC pack and additional literature where appropriate. As a result of the Welcome Visitors sheets displayed at exhibits, 2,703 CPC packs were sent. Each professional was placed on the mailing list.

MAILINGS:

AL-ANON SPEAKS OUT 1984-85 and Seasonal Mailing - *AL-ANON SPEAKS OUT 1984-85* and the Seasonal Letter focusing on children of alcoholics were mailed to over 10,000 professionals in January. Included in the mailing were "Did You Grow Up with a Problem Drinker?," "Sponsorship—What It's All About," mini-catalog and the announcement for *AL-ANON FACES ALCOHOLISM*.

AL-ANON SPEAKS OUT SUMMER 1985 - This issue, based on the fellowship survey, was sent in July along with "Getting in Touch with Al-Anon" and the reprint "Process of Recovery: Al-Anon and the Adult Child."

PROFESSIONAL ACTIVITIES:

Testimony for the U.S. House of Representatives - The Secretary responded to a telephone request from the Select Committee on Children, Youth and Families with a six-page written testimony entitled "Alcohol Abuse and Its Effects on the Family" and four packets of literature. The Select Committee intended the testimony for inclusion in a written report to the U.S. House of Representatives.

Association for Supervision and Curriculum Development - Chicago, IL. Alateens from the Chicago vicinity presented a "Meeting on Wheels." The CPC Secretary gave the introduction and the Alateen Secretary handled the questions and answers.

American Association for Counseling and Development - New York, NY. The CPC Secretary attended a workshop on child abuse and counseling techniques.

A Regional Conference on Children of Alcoholics - Newton, MA. The CPC Secretary attended and observed the following: Professionals recognize Al-Anon as an effective community resource and do refer their clients to Al-Anon/Alateen. It was generally felt that adult children benefit from Al-Anon meetings, which give them the freedom to identify and express their needs.

The 17th Annual All-Day Alcoholism Institute - National Association of Social Workers, New York, NY. The Workshops attended by the CPC Secretary included "Treating the Alcoholic Family System" and "12 Step Groups as Therapeutic Agent."

International Center for the Disabled - New York, NY. The CPC Secretary and P.I. Secretary attended two separate luncheon seminars for education as well as for public relations purposes.

National Advisory Council on Alcohol Abuse and Alcoholism (NIAAA) - Washington, D.C. The CPC Secretary attended a meeting and distributed the Al-Anon Survey to the Council members. Prior to this meeting, the Secretary attended a meeting of the liaison representatives to the Council where the Survey was distributed and discussed.

Hazelden - Center City, MN. After attending the Minnesota Al-Anon/Alateen Conference, the CPC Secretary visited Hazelden, met with a staff member of the family program and attended two of the family workshop meetings.

The Forgotten Child - Stamford, CT. The CPC Secretary attended this conference which focused on young children of alcoholics. It was sponsored by The Alcoholism Council, Inc. and the Alcoholism Recovery Center at Greenwich Hospital. Al-Anon and Alateen literature including "Getting in Touch with Al-Anon" was distributed.

ALMACA - The CPC Secretary attended the 14th annual meeting of the Association of Labor-Management Administrators and Consultants on Alcoholism (ALMACA) in Boston, Massachusetts. Sixteen hundred professionals working in the field of Employee Assistance Programs and related occupations attended. Al-Anon was acknowledged by many as a valuable resource.

REVISED MATERIAL:

"Pebble in the Pond" - new text and illustrations of CPC tools; *Four Service Manuals* - included *Cooperating with The Professional Community* where appropriate; *Catalog* - the CPC Kit and the word "semi-annual" for *AL ANON SPEAKS OUT* were added.

AL-ANON AND THE FELLOWSHIP:

Film - The 15-minute film, "Al-Anon Speaks For Itself" was developed to acquaint professionals and the general public with Al-Anon/Alateen. In five segments Al-Anon and Alateen members share their stories: 1) The Way It Was, 2) Going to a Meeting, 3) Getting Better, 4) Getting To Know the Program and 5) Getting on With Life. The film will be available in 16mm and video cassette. The video cassettes will have closed caption for the hearing impaired. Input was given by the Alateen, Institutions and P.I. Staff Secretaries. It was approved by the CPC Committee and five members of the Policy Committee and will be presented at the 1986 WSC. The Committee also discussed ways to maximize the film's use.

Survey - was distributed to the members of 1985 WSC.

CPC Kit - priced at \$3.00 was produced and sent to CPC Area Coordinators. It was distributed to the Delegates at the 1985 WSC.

Teacher Finds Guidance in Al-Anon - The CPC Committee agreed with the Budget Committee's recommendation to utilize it as a reprint rather than a pamphlet. It would then be used in correspondence with educators and distributed at exhibits.

Labor/Management Packet - The Committee agreed with the recommendation to revise enclosures so they will have the "look" of reprints and not be confused with CAL.

"You Can Render . . ." - The Committee agreed that all future printings of this piece should contain the CAL seal and go through the review process suggested by the 1985 WSC.

Reprint - "Process of Recovery: Al-Anon and the Adult Child," reprinted from *AL-ANON FACES ALCOHOLISM*, was distributed at exhibits and included in CPC packs for professionals.

Al-Anon The Family and the Law - After consideration for possible use as a reprint, the committee decided to look for an article dealing with the juvenile justice system.

International Convention - "Professionally Speaking . . ." was the title of the CPC workshop. The exhibit booth from NPIC was sent for display.

CPC Coordinators' Meeting - Prior to the International Convention, an informal meeting of CPC Committee members and CPC Area Coordinators was held. A suggestion was made and subsequently implemented to have a newsletter for Area CPC Coordinators to share ideas and activities.

NEW PROJECTS:

CPC Area Coordinators' Sharings - This first semi-annual (Spring and Fall) newsletter of CPC Area Coordinators was published this fall and sent to Delegates and Area CPC Coordinators.

"An Open Letter To My Teacher" - This mimeograph sheet, written by a teenager from Australia and edited by the Alateen Committee, was included in the CPC pack sent to educators.

Pamphlet for Professionals - Work began on compiling information for this pamphlet. The categories will be business, clergy, education, law, mental health, medicine and general information.


ADDITIONAL ASSIGNMENTS:

Splinter Groups - Between January and August, requests from and about splinter groups were handled routinely. This assignment was turned over to the Archivist in August.

In-House Library - Between January and August, the inventory consisted of 51 fiction and nonfiction books. This assignment was turned over to the International Staff Secretary in August.

NATIONAL EXHIBITS - 1985: National Association of Private Psychiatric Hospitals, Marco Island, FL; Council On Social Work Education, Washington, D.C.; National Assoc. On Children of Alcoholics, Orlando, FL; Assoc. For Supervision & Curriculum Development, Chicago, IL; Northeastern Conference On Alcoholism & Drug Dependence, Newport, RI; American Assoc. For Counseling & Development, New York, NY; National Catholic Education Assoc., St. Louis, MO; National Council On Alcoholism, Washington, D.C.; American Orthopsychiatric Assoc., New York, NY; International Conference On Drugs (PRIDE), Atlanta, GA; National Conference On Alcoholism & The Family, Philadelphia, PA; National Assoc. Of Social Workers, Boston, MA; National Assoc. of Alcoholism & Drug Counselors, Atlanta, GA; National Education Assoc., Washington, D.C.; American Correctional Assoc., New York, NY; Alcohol & Drug Problems Of North America (ADPA), Washington, D.C.; North American Congress On Employee Assistance Program, St. Louis, MO; Assoc. of Mental Health Administrators, Atlanta, GA; American Assoc. for Marriage & Family Therapy, New York, NY; Association of Labor-Management Administrators and Consultants on Alcoholism, Boston, MA; American Public Health, Washington, D.C.; Gerontological Society of America, New Orleans, LA; Southeast Conference On Alcohol and Drug Abuse, Atlanta, GA.

INTERNATIONAL EXHIBITS - 1985: Mental Health 2,000, Sussex, England.

In addition to participation at the above 24 exhibits, literature was sent to the following conferences for distribution: Fifth Annual Northeast Conference on Children of Alcoholics, Los Angeles, CA; Seventh National Conference on Child Abuse and Neglect, Chicago, IL; Southwest Regional Conference on Children of Alcoholics, Albuquerque, NM. 

CPC SESSION:

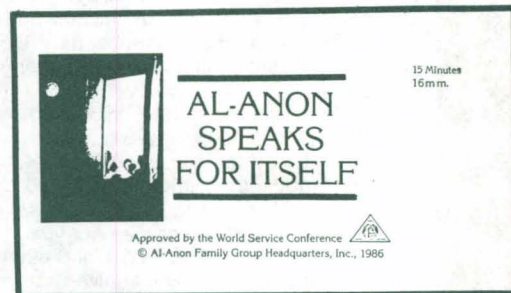
Jeanne L., Chairman
Ellen D., Secretary

Chairman Jeanne L. reviewed the development of CPC's 15-minute film, "Al-Anon Speaks For Itself," beginning with the 1982 WSC decision to produce a film aimed at a fairly diverse audience: professionals; individuals with no knowledge of Al-Anon; and members of the fellowship in support of their CPC, P.I. and Institutions efforts.

It was decided, Jeanne explained, that the film be an authentic portrait of the program, reflecting the heart of Al-Anon and the underlying sense of unconditional love. The producers ultimately chosen, Karen and David Crommie, worked with taped interviews of Al-Anon and Alateen members selected by the Committee. They subsequently re-taped and pieced the interviews into a rough-track audio tape which was submitted for review by the Committee. The completed videotape was finally reviewed by the CPC Committee, the General Secretary and four members of the Policy Committee for Conference approval.

Staff Secretary Ellen D. felt the film will be useful at all levels of service: at groups, District meetings, for Information Services and Areas. It can be shared with the fellowship at workshops and assemblies; it can be screened at open Al-Anon meetings to which professionals and the general public have been invited. She also suggested donating a copy to libraries, schools, doctors, treatment centers, correctional facilities, or parent organizations. "Al-Anon Speaks for Itself" can help carry the message to teachers, the clergy, the media, social workers, counselors and other professionals.

The film was shown to a hushed Conference room. When it was over, the full Conference responded with a standing ovation of thunderous applause and unanimously approved it for distribution. Although the film will not be available for sale until June 1 of this year, each Delegate was given an opportunity to purchase one VHS cassette. The cost is \$25 for 1/2" VHS or Beta II; \$50 for 3/4" V-Matic; and \$125 for 16mm film.



CPC REPORT-BACK:

Sue M., South Dakota

"AL-ANON SPEAKS FOR ITSELF": The Committee discussed issuing a guide for the general public and professionals on how to introduce the film. It would be included with each video cassette or 16mm purchase. A guide would also be provided for the fellowship to use the film in carrying out Institutions, P.I. and CPC service work.

REPRINTS: Have You Tried Al-Anon, Doctor? was approved for reprinting. The Conference approved the Committee's recommendation to remove the pamphlet, A Teacher Finds Guidance in Al-Anon, from the listing of Conference-Approved literature and to produce it as a reprint.

SURVEY: The Conference also supported the Committee's motion that the fellowship be surveyed every three years. It was observed that survey results are particularly valuable when compared against previous survey results.

QUESTIONS:

COOPERATING WITH THE PROFESSIONAL COMMUNITY (CPC)

How, where, when and by whom is the Survey used?

The information from Al-Anon's First Survey is used by the CPC, P.I. and Institutions Staff Secretaries in their service work and in Administrative planning at the WSO. The Survey results were reported to the fellowship via the WSO Newsletters: *AREA HIGHLIGHTS*, *INSIDE AL-ANON*, and *AL-ANON SPEAKS OUT* (Summer 1985). Many Areas, in turn, reported survey information to the membership through their Area Newsletters.

What were the good points of the Survey?

The Survey provided valuable information as a base for comparison as future Surveys are taken. These statistics will reveal trends, changes and growth, etc. in the Al-Anon/Alateen program.

Are there aspects of the Survey that could/should be changed?

Each of the questions listed on the First Survey will be evaluated for its effectiveness. Changes in future Surveys will be made based on information needed to continue serving the fellowship.

TREASURER'S REPORT:

Jane O., Chairman
Myrna S. H., Secretary

COMMITTEE: Committee members Norma McG., Marjorie W., Sandra F. and Richard Keilly met with the Chairman and Secretary before each monthly Executive Committee to prepare a Budget, review cost implications of projects and other monetary concerns. They reviewed appeal letters prepared by the Treasurer and revised the guidelines, "The Seventh Tradition Suggests."

Staff Secretaries submitted their 1986 budget requirements and individual meetings were held when necessary. The Budget prepared by the Controller was submitted to the Board of Trustees in January.

Actions this year included: an increase in the prices of several literature items and the ODAT implemented in July; a shipping consultant engaged to ascertain relocation requirements and survey current operations; a second special appeal sent to groups for relocation funds; recommendations made to several committees to consider consolidating CAL; and an 800 number established for group records information.

CONTRIBUTIONS: The Board of Trustees approved the committee's recommendation to change accounting procedures. For the first nine months of 1985, each individual contribution was acknowledged; but those received in the final three months were included in an end-of-year statement.

REPORT:

In the annual report prepared by our auditor, Owen J. Flanagan, C.P.A., income and expenses for the year ended December 31, 1985 are compared in detail with those of the prior year in Exhibit A.

Total income in 1985 increased by approximately \$533,500 or 16½%, which was almost entirely offset by increased expenses of \$512,000—of which \$390,000 was for relocation—resulting in an increase of net income of \$21,600 over the prior year.

Sales and costs of books and other literature are set forth on a comparative basis for the two years on Schedule 1. Total sales in 1985 increased approximately \$602,000 or 20% over the prior year. A new book, AS WE UNDERSTOOD, contributed \$272,300 to the additional sales, while sales of ONE DAY AT A TIME increased \$197,700, or 21½%, over the prior year. Other literature sales, i.e. pamphlets, increased by \$131,100, or 9%.

The overall 1985 gross profit percentage on literature sales increased 1% over the prior year reaching 74%. On ODAT alone the gross profit percentage improved 6% due to a 10% price increase for half the year and the fact that royalties were no longer paid, partially offset by higher printing costs. That improvement was just about offset by reduced gross profit margins on ALATEEN—A DAY AT A TIME and TWELVE STEPS AND TWELVE TRADITIONS, both due to higher reprinting costs.

Contributions to the General Fund decreased \$7,600 or 1½% compared with increases of 6%, 2% and 18% in the three preceding years.

Forum subscription income—which represents the portion earned through fulfillment—decreased \$8,600, or 3%, as compared with a 13% increase last year. The amount of incoming subscriptions also decreased by \$5,100 or 1½% compared to 1984. In December 1985, subscription fulfillment processing was brought inhouse.

Interest income increased by \$19,000 over the prior year due to our having a larger amount of funds invested.

The 1985 International Convention held in Montreal, Canada provided \$98,600 of net income.

Total operating expenses increased \$191,000 or 7% over the prior year as compared with an increase of 6% last year. Salaries, temporary help and related benefits increased \$178,000 or 12%. Packing and shipping costs increased \$35,500 and occupancy and office expenses increased \$8,300 or 1½% over 1984. The total of all other operating expenses decreased \$30,000, but that was primarily due to the fact that there was no biennial General Service Meeting held in 1985 for which a cost of \$43,100 had been incurred in 1984. Partially offsetting that reduction, however, were \$10,400 of additional expense of the Canadian Information Committee resulting from the opening of a new office; miscellaneous expenses were also higher by \$10,500 reflecting additional volunteer help at the WSO.

In the non-operating category, the principal variation—other than relocation costs—was that in the prior year \$69,200 was spent for a management study, as compared with only \$4,000 of such expense in 1985. As to the total relocation costs of \$610,000 incurred in 1985, \$469,900 was spent for the reconstruction of the premises at 1372 Broadway which had been approximately 75% completed by December 31, 1985. The balance of the costs to that date were for architects' fees—\$39,100, a new telephone system—\$28,800, woodwork—\$22,400 and legal and sundry items totaling \$23,800. Additional costs of approximately \$500,000 are expected to be incurred in 1986 to complete the relocation.

(Treasurer's Report continued p. 25)

SESSION:

Jane O., Treasurer
Richard Keilly, Controller

Treasurer Jane O. outlined factors that had contributed to the gain realized during 1985—in contrast to the loss that had been projected the year before:

- the relocation delay, causing expenses to be spread out over two years
- the unexpected volume of income from The International Convention
- the \$63,000 budgeted for the film was charged against the 1986 budget

Nevertheless, she cautioned Conference members that big ticket expenditures (those over \$50,000) were to be avoided in the near future because of the shrinking income-producing capabilities of the reserve fund. Controller Richard Keilly explained that interest earnings are also down because of the declining interest rate and our reduced investment base (due to relocation expenditures). He described in some detail the factors that led to unanticipated costs relative to the move: revamping the air conditioning system and; supplementing the inadequate electrical and plumbing facilities.

A Delegate asked why the year's free rent as promised had so little impact on expenses. Richard replied that the year's free rent had gone into effect in June 1985, during which time reconstruction efforts were begun. He added that we are contesting certain misrepresentations made regarding the condition of the premises prior to occupancy.

Other expenses discussed were salaries and benefits (including the 7% annual salary increase) and building and occupancy costs. The monthly rent for the office space is \$38,000 with yearly electrical costs at \$72,000.

P.I. Secretary Susan H.B. pointed out the item "Public Information Exhibits" on Schedule 2 is in fact CPC Exhibits, and it was changed.

The Conference voted to approve the Budget Committee's recommendation to discontinue publication of the Conference-Approved leaflet. Al-Anon's WSO; INSIDE AL-ANON Editor Sandra F. noted that a special IA edition will cover the service information formerly included in the leaflet, with the focus broadened and the appropriate items updated. The Conference also approved the 1986 Budget as presented.

BUDGET:

R. Keilly, Controller

For 1986, an excess of expense (or loss) of \$194,000 is expected as compared with income of \$319,500 in the prior year. The loss can be traced directly to the costs of relocating the office. Income of \$296,000 would have been realized if these costs were excluded.

The first part of our discussion will be directed towards income items—and again they are listed on Schedule 1. The first income item is literature sales which are expected to total \$4,074,000—an increase of \$395,000 (or 11%) from the prior year. \$185,000 of the increase is expected to be generated by sales of the new book *FIRST STEPS—35 YEARS OF BEGINNINGS*. Sales of *ONE DAY AT A TIME* are expected to increase by \$140,000 and sales of other literature (which are mainly pamphlets) are budgeted to increase by \$119,000 due in part to income from the new film "Al-Anon Speaks For Itself." Sales of *TWELVE STEPS & TWELVE TRADITIONS* should increase by \$15,000. Sales of *AS WE UNDERSTOOD* published in 1985 are expected to decline to \$210,000 from \$272,000 which is normal after a publication's initial sales year. Sales of all other books will change only slightly from the 1985 results.

The gross profit from literature sales should be \$3,003,000 (73.7%) versus a gross profit of 74.4% in 1985. *FORUM* subscription income is projected to decline by 2.4% due to an anticipated decline in circulation. Interest income will decline due to a lower investment base and declining interest rates.

Overall contributions—regular and relocation combined—are expected to decline. However, regular contributions are being projected at \$560,000, an increase of 10%.

In summary, total income is currently projected at \$3,963,000 which is approximately the amount received in 1985.

Overall expense, however, is projected at \$4,157,000, an increase of \$505,000.

Labor costs should total \$1,830,000 in 1986, an overall increase of 10.7%.

Included under salaries are an overall salary increase of 7%, the full years cost of a position added in 1985 and some additional overtime costs due to the relocation. Employee benefits included many costs mandated by law—unemployment insurance, disability benefits, workman's compensation insurance and social security taxes. The major expense components are medical insurance at \$127,000, social security taxes at \$103,000 and pension plan expenses at \$74,000. The second largest ongoing expense is for building occupancy and in 1986 the cost is projected at \$455,000. The increase reflects higher rental charges at the new headquarters office and new shipping department space in Long Island City. Also, the combined rentable space now totals 32,000 square feet versus 23,000 square feet prior to the relocation. Packing and shipping, postage, telephone, stationery and office supplies, repairs and maintenance increases reflect increased activity at the office. The decline in office services and expenses results from *THE FORUM* circulation records now being maintained by our computer equipment rather than the use of an outside service bureau. *FORUM* printing costs will also decline with a new printer for the magazine. Other printing costs will, however, be higher because of a groupwide mailing of the handbooks and a charge accounting for these costs. A large portion of the costs were previously included in the cost of literature distributed.

A new film, "Al-Anon Speaks for Itself," originally approved and included in the 1985 budget was not completed until 1986 and is therefore included in the current year's budget. Two new TV Spots are expected to be produced at a cost of \$12,000. The cost of Regional Service Seminars will increase with two seminars planned in 1986 versus only one in 1985 when the International Convention was held.

Under non-operating expense is a charge of \$45,000 for the biennial General Service Meeting.

A balance of \$490,000 in relocation and construction costs is expected to be incurred in 1986. Finally, the furniture and fixture account included the cost of some new material—handling equipment for the shipping department.

AL-ANON FAMILY GROUP HEADQUARTERS, INC.

1986 BUDGET

	Schedule 1	
	1985 Actual	1986 Budget
Literature Sales		
FIRST STEPS—35 YEARS OF BEGINNINGS	\$ -	\$ 185,000
AS WE UNDERSTOOD	272,300	210,000
AL-ANON FAMILY GROUPS	87,800	85,000
AL-ANON FACES ALCOHOLISM	101,600	103,000
DILEMMA OF THE ALCOHOLIC MARRIAGE	75,900	79,000
ONE DAY AT A TIME	1,110,800	1,250,000
FORUM FAVORITES	28,200	30,000
ALATEEN—HOPE FOR CHILDREN	39,900	40,000
ALATEEN—A DAY AT A TIME	136,400	135,000
LOIS REMEMBERS	24,800	22,000
12 STEPS & 12 TRADITIONS	219,900	235,000
Other Literature	1,581,500	1,700,000
Income from publications	3,679,100	4,074,000
Cost of Literature Distributed		
FIRST STEPS—35 YEARS OF BEGINNINGS	-	60,000
AS WE UNDERSTOOD	69,100	54,000
AL-ANON FAMILY GROUPS	22,000	22,000
AL-ANON FACES ALCOHOLISM	35,600	31,000
DILEMMA OF AN ALCOHOLIC MARRIAGE	17,800	19,000
ONE DAY AT A TIME	257,900	300,000
FORUM FAVORITES	5,400	6,000
ALATEEN—HOPE FOR CHILDREN	11,000	12,000
ALATEEN—A DAY AT A TIME	35,900	35,000
LOIS REMEMBERS	300	-
12 STEPS & 12 TRADITIONS	50,100	55,000
Other Literature	437,700	477,000
Cost of Literature	942,800	1,071,000
Gross Profit from Literature Sales	2,736,300	3,003,000
1985 International Convention	98,600	-
FORUM Subscriptions & Back Issues	274,600	268,000
Interest earned	180,400	120,000
Contributions—Regular	508,500	560,000
Relocation	173,400	12,000
Total Income	3,971,800	3,963,000
Less Expense (Schedule 2)	3,652,300	4,157,000
Excess of Income (Expense)	\$ 319,500	\$(194,000)

April 17, 1986

	Schedule 2	
	1985 Actual	1986 Budget
Operating Expenses		
Salaries (Inc. Temp. Help)	\$1,350,300	\$1,500,000
Employee Benefits	301,400	330,000
Total Labor Cost	1,651,700	1,830,000
Building Occupancy	171,000	455,000
Packing and Shipping	220,800	235,000
Postage	187,000	205,000
Telephone	22,800	26,000
Stationery & Office Supplies	92,500	105,000
Office Services and Expenses	42,500	21,000
Repairs and Maintenance	31,000	36,000
Travel and Meetings	75,200	85,000
Legal & Audit	12,500	16,000
Printing: <i>FORUM</i>	127,700	95,000
Directories	30,500	28,000
Conference Summary	18,800	21,000
Inside Al-Anon	34,200	37,000
Other	26,900	40,000
CPC Exhibits	22,300	25,000
Direct Conference Cost	75,000	80,000
French Literature Service	75,100	76,000
Film—Al-Anon Speaks For Itself	-	63,000
TV Spots	-	12,000
Canadian Public Information	22,600	29,000
Regional Service Seminars	2,600	8,000
Volunteers Travel & Meals	20,800	20,000
Insurance	12,000	16,000
Miscellaneous	19,200	21,000
Total Operating Expense	2,994,800	3,585,000
Non-Operating Expense		
Management Study	4,000	-
General Service Meeting	-	45,000
Relocation & Construction	610,200	490,000
E.D.P. Installation	24,300	8,000
Furniture & Equipment	19,000	29,000
Total Non-Operating Expense	657,500	572,000
Total Expense (Schedule 1)	3,652,300	4,157,000

April 17, 1986



ANNUAL REPORT:

Fran H., Editor

COMMITTEE: Members include Bo H., Rita McC., Ruth S., Margaret O'B. Guests: Marie S., Marsha T., Georgia H.

The committee met ten times this year. The Chairman of the Board attended the December meeting where she was asked to clarify the following issues: the responsibilities of The FORUM Business Operations Committee; the responsibilities of The FORUM Editorial Committee regarding promotions; the FORUM budget for 1986; the purpose of appointing a staff member to The FORUM Editorial Committee. Responses to these questions are expected early in 1986. At the request of the Alateen Committee, "Our Group is Doing It" was reprinted from the June '84 issue of The FORUM. This piece includes suggestions, guidelines and sharings on the rewards of service for Alateen sponsors. A new FORUM Subscription and Binder Order blank, providing space for gift orders and accounting information, was produced and included in all newcomer packets. A table display to hold FORUM issues and order blanks received conceptual approval and will be produced when it is financially feasible.

Bids were elicited from several printing companies in an effort to cut production costs. Following investigation, Lehigh Litho was selected to print The FORUM commencing with the February '86 issue. The use of this same company for mailing is expected to effect both a time and cost saving.

PROMOTIONS: The trial FORUM Business Operations Committee met and discussed recommendations for promotions to be executed in 1986. To assist in developing effective promotions, a questionnaire was sent to a percentage of subscribers who failed to renew. Preliminary analysis of the responses indicates most recipients of the questionnaire did renew their subscriptions.

EDITORIAL: In 1985 the series "Build a Better Life by . . ." continued with "Understanding and Coping with Guilt" and, in the June issue, "Seeking Solutions to Problems of Sex and Communication and Learning to Speak Up." The July issue, with its cover scene of Montreal, celebrated our First International Convention. A study of one Concept each month was featured. "A Problem of Abuse," August issue, featured questions on how to handle abuse of teenagers in Alateen. The responses were varied and covered all sides of the issue. Because of its importance and the heavy response, we ran double spreads for three months. The sharings from Alateen have not been sufficient to sustain a double spread. We have regretfully had to cut back to one page. The sharings from adult children have reached approximately 12 1/2% of our total sharings. This makes The FORUM an excellent source of support for them.

CORRESPONDENCE: Each incoming letter continues to receive a personal response. One hundred sixty-one complimentary copies of The FORUM were sent to members whose sharings were published in 1985. An index of features was prepared by the Editorial Assistant and published in the December '85 issue.

MISCELLANEOUS: FORUM subscription and circulation figures appear in the Administrative Report



The FORUM Update

Editor Fran H. reported that The FORUM will save the fellowship \$50,000 this year thanks to in-house computerized records and the selection of a more economical out-of-state printer. A copy of "A Meeting in my Pocket" was made available to Conference members to take back to their Areas.

QUESTIONS:

Please reconsider use of poetry by Alateens—it is often the only way some of those teens can share their stories.

Poetry is intensely personal in nature. The writer knows what it means to convey, but each reader will have his/her own interpretation or simply say, "I have no idea what this means!"

We usually thank the Alateens for letting us see their poems and return it with a note that it is our policy not to publish poems or prayers. It is suggested it be sent to the Area newsletter.

Can The FORUM Binder be made three-hole punch instead of spindles?

This suggestion will be passed on to the FORUM Committee.

“

Jeanni P., ARK

After all the years of insidious progressive insanity, the healing process took a while to get started. First, I used the slogans and the Serenity Prayer, then continued to the Steps one day at a time. Gradually, I began to feel things were working in my life and I was changing. The knots weren't so tight and the anger wasn't so frequent. I found keeping quiet in every situation the most difficult, but it gave me the time to listen and think things through.

Service came into my program immediately. It has taught me courage and strength; each step of service has helped me learn the true meaning of unconditional love.

As a Delegate, I have shared precious moments at the World Service Conference, made lasting friendships and disagreed agreeably. These are giant strides to encourage everyone who has lived through the nightmare of alcoholism.

John W., ID

According to my wife, known as Mrs. AA, I didn't marry an alcoholic: I drove her to drink!

I took my wife to her first AA meeting and on the way she told me to go in and say I was the alcoholic. Then I could tell her what went on in the meeting. No dice, I said, and we went in together. I was sent down the hall to the Al-Anon group—all women. They soon informed me that alcoholism was a disease and I never caused anyone to drink. That made my day.

In Al-Anon, you have taught me tolerance. I've learned that sharing is caring, and caring is serving, and serving leads to serenity. Recovery never ends.

Betty F., IL (S)

When I came into Al-Anon, I chose a sponsor because that's what they told me to do. My sponsor told me to get involved in service and I did. My first service activity was washing coffee cups and cleaning ashtrays. When I went to my first district meeting, my sponsor said, "Listen and learn," and gave me a set of service manuals. She told me to read and digest them and always to carry them to meetings. Then if problems came up, I'd have the answers at my fingertips.

When I went to my first Area Assembly meeting, I was scared to death. I found love and understanding. I became GR, then DR, and on up to Delegate. Now as my term is ending, I have sad feelings. But I'm also grateful; service has helped me develop a deeper conscious contact with my Higher Power and has helped me to practice the principles of Al-Anon—becoming a part of the solution rather than the problem.

The key is to keep coming back; it works.

“

Lee S., WY

I firmly believe that you don't graduate from Al-Anon, you don't even get recess. I have seen members who for one reason or another don't come back to meetings. To me, they're only carrying half of the message: the mess.

I have learned that people, places and things are not my problem. I am my problem. I have had to reach out to you people to become my family, and you have become even closer than my family because you truly know where I came from.

I went into service kicking and screaming. But it was service that brought me out of my shell. This program also brought God back into my life, and God gave me the privilege to serve. I can hardly wait to see what He has in store for me next.

Conchita R., PR

When I was three, my parents divorced and I had to live with one relative after another for many years. Sometimes I felt loved, sometimes rejected. All this made me very insecure and shy.

Soon after my husband joined AA, I found Al-Anon. I hadn't realized what all the years of drinking had done to me: by now I had a carload of character defects and my shyness and insecurity had multiplied.

Then something wonderful happened. I was elected by my group to the recently founded Area World Service Committee. Shortly after, the Area Secretary resigned. I said yes when I was asked to replace her. Many yeses have followed.

Before Al-Anon, I felt rejected and tried to please everyone. Through service in Al-Anon, I have found a real purpose in life: to serve others and by helping them, I'm helping myself. In service I found strength and courage, though I still have many character defects. "Recovery never ends."

Cay C., WSO

I'm grateful that recovery never ends. Where on earth would I go if I recovered completely? If I did, I'd have no more defects, like before I came to Al-Anon. I was so miserable when I was "perfect."

As a teenager, my family relocated, going from an area where only English was spoken to one where only French was spoken. What an adjustment! Later, it was being bilingual that got me into service.

I've enjoyed every moment of service, and being Chairman of the International Coordination Committee was the love of my life. It taught me gratitude seeing others struggle with their new service structures and knowing ours was already in place. I learned so much humility, too. I learned that service is humility.

Lorraine K., Sask.

I looked up the word "recovery" and found it to mean: "coming back to health or normal conditions, getting back something that was lost." And I was lost.

When my husband sobered up, I felt "we had arrived." Then I discovered in this one day at a time program that life is not automatically reversed. Change is gradual and growth is often painful.

I have come to realize that recovery is a journey, not a destination. As life keeps changing and creating new opportunities for me to grow, I am grateful to have found this program and the realization that recovery will never end. This realization is a comfort. With my Higher Power in charge, I may not know where He will take me next, but I do know where I've been. He has brought me safely this far, and with loving trust, I plan to allow Him to continue to guide me.

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ANNUAL REPORT:

Rae M. S., Chairman
Ann S., Secretary

COMMITTEE: Ten meetings were held with In-town Committee members. Carol C., Harold H. L., Marge McA., Fran McM., Edythe T., Elizabeth R. and Edwina F. resigned. Development of the leaflet, "Planting A Seed," re-examining goals and new directions were emphasized. Members reviewed the reprint, "The Role of AL-ANON in the Treatment Program of a VA Alcoholism Unit," and made the following suggestions: to revise the cover; remove sexist implications; and recommend its use at CPC exhibits. Institutions Guidelines were reviewed and revisions made to incorporate the Al-Anon presence.

Delegate Members - Throughout the year members helped review and develop all projects. At the WSC Standing Committee meeting, they shared how Institutions work is developing in their Areas through workshops and members' efforts.

INSTITUTIONS MONTH: This project originated with a recommendation made at the 1983 RSS in Regina, Saskatchewan. Beginning November 1985 and continuing into 1986, articles appear monthly in WSO news vehicles to further a worldwide campaign. October 1986 has been selected as a target date and members will be encouraged to bring the Al-Anon presence to as many institutions in their Area as possible.

1985 WSC PRESENTATION: Following the Committee's presentation of "Planting A Seed," a proposed new leaflet, the WSC approved its development. Through a cooperative effort of the WSO Institutions Standing Committee, WSO Staff members and a rewrite by the General Secretary, the "Planting A Seed" went through the CAL process and will be available in January, 1986. It is a concise, informative service leaflet for members. An announcement was developed and sent to those on the advance notice mailing list.

INSTITUTIONS COORDINATORS: New Coordinators received a letter of welcome, an Institutions Service Kit, and other service related material to help them fulfill their responsibilities. Suggested revisions of Guidelines for Institutions Area Coordinators (G-26) were reviewed and approved. An updated list of current Institutions Coordinators' names and addresses has been compiled and mailed enabling them to correspond with each other. Each Coordinator received a letter explaining the revised goals and directions of the Committee.

1985 INTERNATIONAL CONVENTION: Institutions Coordinators coming to the Convention were invited to meet beforehand with the Chairman and Staff Secretary. This resulted in a constructive meeting with 15 Coordinators and other interested members. A report was subsequently mailed to all Institutions Coordinators.

The Institutions Workshop entitled, The Al-Anon Presence Is Alive And Well In Institutions, was well attended and productive.

INSTITUTIONS KIT: Members are currently reviewing the material in the Kit for new Institutions groups.

AL-ANON IN INSTITUTIONS: The issues featured the following: *March*, The Al-Anon Presence; *July*, the new leaflet, Planting A Seed and *November*, Institutions at the International Convention. The November issue was translated into Spanish and the English version was mailed with the Dec/Jan 1985-86 issue of *INSIDE AL-ANON*. A statement of purpose was developed and appears on the last page in the November issue and will also appear in future issues.

COOPERATION WITH OTHER SERVICES: This year the Chairmen and Staff Secretaries for CPC, Institutions and P.I., the General Secretary and Deputy General Secretary met to clarify the overlap of service and distribution of mail from hospitals, treatment centers and correctional facilities. Mail from facility administrators will be handled by the Institutions Service and letters from physicians, written on their letterhead, will be serviced by CPC.

FIELD TRIPS: The Institutions Secretary attended the following:

August 11-15 - the American Correctional Association Congress (ACA) at the NY Hilton. This organization services 65 affiliated agencies in the field of corrections. By special arrangement of the ACA, she also visited a penal institution on Rikers Island, N.Y.

September 20-22 - the Area Assembly in Rock Island, Illinois (N), as a guest speaker, and conducted an Institutions Workshop.

OFFICE PROCEDURES:

Updates and Revisions - Homeward Bound (P-8) pamphlet; Al-Anon/Alateen Institutions Group Meeting Formats (S-22) leaflet; Guidelines for Institutions Service (G-9); Highlights of *AL-ANON IN INSTITUTIONS*—29 years of history (I-7); Guidelines for Area Institutions Coordinators (G-26); acknowledgement letter for newsletter subscription orders and a cover letter sent with the Institutions Kit to new groups when registered.

Mailing List - The CPC mailing list has been divided so the Institutions Service can send separate mailings to hospitals, treatment centers, correctional and other residential facilities. Professional listings accumulated by the Institutions Secretary will be made available to the CPC Secretary for professional mailings.

CORRESPONDENCE AND PHONE INQUIRIES:

Letters were individually answered from - prisoners requesting ODAT books and other material for their families; an Alateen Sponsor in a Juvenile facility about a problem of getting Al-Anon members to respect facility rules and proper dress code; a mother of a boy in treatment asking for a list of meetings in her own state; member/RN requesting group information to start "ACOA" Institutions group at a Red Cross chapter; an Institutions group asking why it receives appeal letters when Institutions groups do not take up a collection; a member requesting policy on a Coordinator in trouble with the law; a professional requesting a group be started in a DWI confinement facility; and members asking for the summary of the Institutions Coordinator's meeting in Montreal.

NEW GROUPS: New Al-Anon/Alateen Institutions Groups have been started in AL, AR, CA, CO, FL, HI, IA, IL, IN, LA, NH, NJ, NY, OH, OK, PA, TX, B.C. and Sask., Canada.

Institutions Update

Last year's presentation became a reality in January 1986. 'Planting a Seed' (P-55), a new tool for Institutions Service, was distributed to all Conference members. Its first printing of 20,000 copies was already sold out and a second order had been placed.

The Institutions newsletter, *AL-ANON IN INSTITUTIONS*, is currently going to all groups meeting in institutions. The Institutions Committee is engaged in activities leading up to Institutions Month worldwide (October 1986). Areas are showing interest, enthusiasm and cooperation.

INSTITUTIONS REPORT-BACK:

Carolyn D., HA

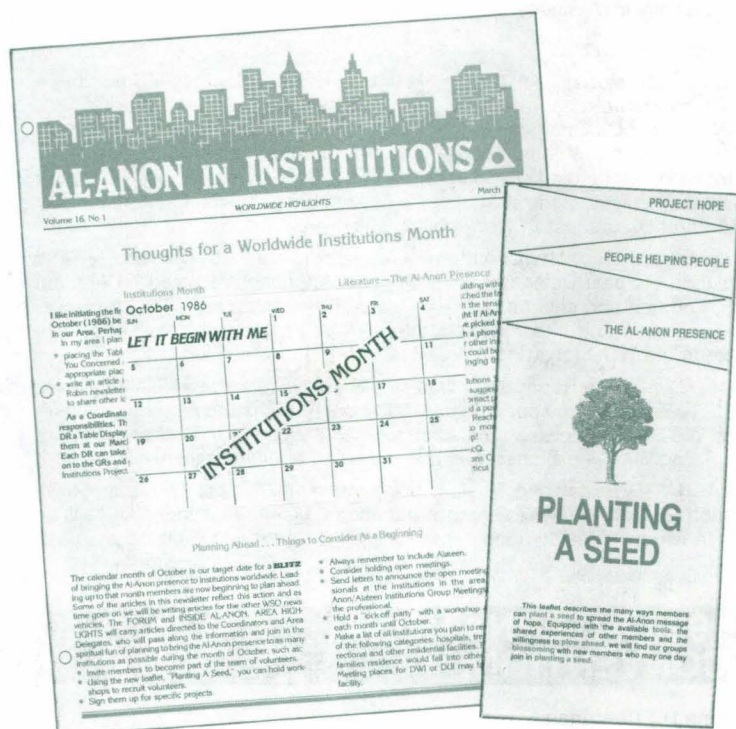
INSTITUTIONS MONTH CALENDAR: The day-to-day calendar of suggestions sent in by Areas for Institutions Month (October 1986) will be included in the July issue of *AL-ANON IN INSTITUTIONS*, which will be sent to Delegates for distribution to all Districts.

QUESTIONNAIRE: A questionnaire is being developed to assess the effectiveness of mailing the newsletter *AL-ANON IN INSTITUTIONS* to all groups meeting in institutions.

COMBINED SERVICE WORKBOOK (Kit): The combined service workbook, approved by this year's WSC, will be available at no charge to all new Coordinators. An Institutions kit will still be maintained for newly registered Alateen and Institutions groups.

PLANTING A SEED: The response to the new service leaflet has been excellent and the feasibility of translating it into Spanish will be explored.

SERVICE SLIDE SHOW: Committee plans to develop a slide film on Institutions service work to be used along with/or without Planting A Seed.



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Skip L., NE

Two years ago when I saw the third-year Delegates, I never expected to be one. I don't know what I thought was going to happen, but I knew I could never be like them. They looked so knowledgeable, confident and self-assured, and I felt so unprepared and insecure. Now I'm a third-year Delegate myself, and I'm still me.

I can't talk about recovery without talking about service because that's where my recovery comes from. The Steps are important for me within myself, but service helps me get out of myself, to make a commitment and to carry out responsibilities whether or not they are convenient. I need to be pushed beyond my comfortable capabilities, to take the risk of being criticized and to take the risk of failing.

The hardest thing I've had to do was to stand for Delegate, to say, "I want to do it." Service has opened areas of capabilities that I didn't know I had, given me feelings of self-worth, chased away fear by walking through it and finding out I was OK. I have failed and gotten up and tried again, had pats on the back or none at all and felt good inside because I carried through on something I said I would do.

Velda W., NV

Before I came into Al-Anon, "Recovery never ends" would have been foreign to me. Over the years, I've come to see that this is a lifelong commitment for me and that it needs to be reinforced with the program because of old habit patterns. Although I do not have the situations I had when I came in, I still have me and the everyday living situations. So I continue to attend meetings and share with newcomers who remind me of what I was once like.

The best thing for my recovery is service. Through service I've learned tolerance and patience; however, I must still work on acceptance, which is a real struggle. My Higher Power helps me in this, showing me when my will is in the way. This is a good reminder that recovery never ends and that it is very easy to slip back into old ways of behaving.

I keep living my life one day at a time, sharing my strength, hope and experience with others and staying involved.

Florence S., NF/Lab

When my spouse found the AA program, I assumed everything would be fine since his drinking had been the cause of all my problems. I'd never heard of Al-Anon until one night after an AA meeting, he said if I didn't start going to the Ladies' Group, he wouldn't go to AA anymore.

I found fault with everything that first year in Al-Anon. I didn't want to be there and I didn't have an open mind. But when I was elected Secretary/Treasurer, I began my recovery program. I worked on my attitude, my character defects, the slogans and the Steps. I soon found that my spouse wasn't my problem, I was.

I know recovery never ends. I've been working on recovery for the past 28 years—well, 27 since the first year didn't count—and I will continue working on it. The Al-Anon program is my life.

Phyllis McL., NY (S)

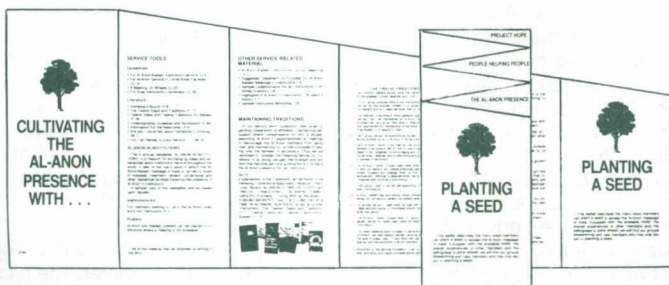
I'm never comfortable explaining any part of myself. Six years ago, I began a journey toward recovery, a trip I didn't want or think I needed. I had perfected the techniques to avoid self-truths.

Al-Anon gave me the awareness of a better life, that a Higher Power and wonderful people would accompany me on this journey for recovery. Although I was isolated from others and from myself, I didn't have to make the trip alone.

I couldn't forget until I could forgive. My Higher Power led me to service where I got lessons: especially lessons in humility, learning to relinquish my position as chairman of the universe. I also learned that group conscience is not simply a phrase, but an actual experience.

I achieved growth through exposing my imperfect self in service. It wasn't the destination but the journey that's been the vital factor in my growth. I may never recover, but I'll always be recovering.

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1985 INTERNATIONAL CONVENTION:

Myrna H., Chairman
Carole K., Coordinator
Mary Ann K., Assistant Coordinator

CONVENTION COMMITTEE: To plan for Al-Anon's first Convention, a committee was established soon after the site was selected, and activities accelerated as the time for the Convention approached. In addition to the Chairman and the Staff Coordinators, the Convention Committee consisted of the Deputy General Secretary, the P.I. Staff Secretary, and a volunteer Trustee.

MAILINGS AND COORDINATION: Two group-wide mailings, including registration forms translated into French and Spanish, were sent in September 1984 and February 1985. All registrants were sent an additional mailing of speakers' questionnaires and Pioneer Breakfast reservation forms. Conference members, past and present, were sent an invitation to the Conference Reunion Luncheon. Trustees and Staff Secretaries were assigned the coordination of workshops during this Convention. Major events were coordinated by: Myrna H. and Sandy F., the five large meetings; Margaret O' B., Pioneer Breakfast; Linda Mc F., Opening Parade; Ann S., Host Committee Reception; Susan H.B., Press Conference and Press Room. Helen G. worked closely with Conference Reunion Chairman on the luncheon. Five members of the support staff worked throughout the weekend with excellence and enthusiasm.

REGISTRATION: For the sake of economy and in the spirit of cooperation, a joint registration was established with AA. Printouts showing all Al-Anon/Alateen registrants were provided. A joint registration packet was provided, comprising our program, *INSIDE AL-ANON*, *The FORUM*, AA material and a listing of all taped Al-Anon and Alateen meetings.

HOSPITALITY: The Convention size and hotel regulations made it impossible to have one hospitality room on the Convention floor with complimentary coffee and snacks. Even with the huge numbers of attendees and the hotel's strict regulations on serving food, the Host Committee did an excellent job of providing hospitality within its limitations. Alternative ways to offer hospitality will be explored for the future.

PRE-CONVENTION ACTIVITIES included: a GSO Reception, NPIC Dinner meeting, Staff meetings with Service Coordinators, and 1985 Convention Coordinators held in a pre-briefing for WSO personnel.

PROGRAM:

Parade and Opening Meeting - The parade opened the Convention and was held at La Place Bonaventure. All overseas registrants were invited to march in costumes native to their countries, and delegates to the 1985 World Service Conference were asked to invite Al-Anon/Alateen members in their Areas to join in wearing whatever costumes were unique to their localities.

Members from 54 countries speaking 23 languages were represented, giving this kick-off meeting a heart-warming view of the international scope of our fellowship. An organist was hired for parade music. The Language of Love meeting, led by the Convention Chairman, followed the parade and officially opened the Convention. Over 6,000 Al-Anon, Alateen, and AA members in attendance had an opportunity to hear talks by members from all corners of the globe.

Other Big Meetings - The Friday and Saturday evening meetings and Al-Anon's Sunday morning Spiritual Meeting, which coincided with AA big events, were better attended than anticipated. At Friday night's meeting, 850 attended; with 2,500 Saturday night at the Queen Elizabeth Hotel. Alateen held its Spiritual Meeting on Sunday morning in a nearby park with a mobile stage unit, sound system and chairs supplied by the city of Montreal. The Saturday afternoon Step Meeting was held at La Place Bonaventure.

Workshops - were coordinated by the staff for Friday's service program while Trustees coordinated the recovery workshops on Saturday. Since the workshop coordinated by Australian GAO was well received and gave greater dimension to the entire Convention, it is hoped other GSOs will consider coordinating workshops at future Conventions.

Alathons - These spontaneous sharing meetings in English, French and Spanish were also introduced at the Convention and coordinated by past and in-coming Trustees.


SPECIAL EVENTS:

Pioneer Breakfast - All 1,700 tickets were sold; if more space had been available, three to four hundred additional seats could have been filled.

Norma Mc G., Chairman of the Board, led the Pioneer meeting. Al-Anon's Co-founder Lois W., along with Timmy W., the first Alateen Staff Secretary, Edythe D., Ontario's first Delegate, and Evelyn C., an early volunteer and retired employee of the WSO, spoke of Al-Anon's beginnings. A sharing by Margaret D., the first *FORUM* editor, was read.

Conference Reunion Luncheon - was coordinated by Simone M. and Yolande G., past Delegates from Quebec. Attendees received an Al-Anon write-on pad and colorful pin cushions in the shape of a hat as souvenirs. Two hundred and fifteen people attended. A donation of over \$1,000 was sent to the WSO following the Convention from excess funds.

Host Committee Reception - was held Sunday, July 5 at noontime. A light buffet was served to approximately 300 local Al-Anon and Alateen members and WSO personnel in appreciation for their hospitality. A leather bookmark depicting Stepping Stones was distributed as a token of thanks.


EVALUATION: Staff and Trustees spent much time in post-Convention evaluations exploring ways to improve our efforts. Members' suggestions will be given serious consideration in planning for the next Convention. 

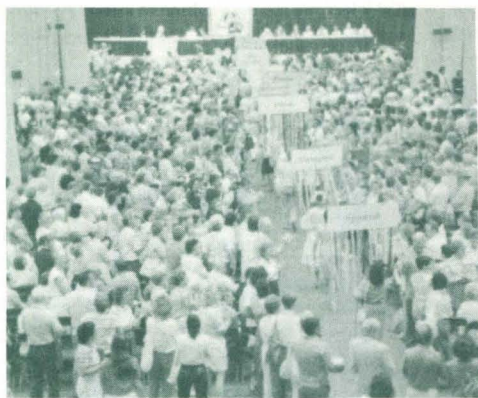
1990 INTERNATIONAL CONVENTION:

Myrna H., Chairman
Carole K., Coordinator
Mary Ann K., Assistant Coordinator

Chairman Myrna H. reported that with the success of the 1985 International Convention behind us, work has tentatively begun with AA on the 1990 International. Although there were some difficulties with housing and transportation, the overall working relationship with AA was a rewarding one and Committee members were pleased to be participating with AA on site selection for the next International. Before proceeding with the plans for the Second International Convention, however, Myrna was in need of the WSO's guidance: should we continue planning to join AA?; should we hold our own convention—in 1991—to celebrate our 40th anniversary? With substantial unanimity, the Conference voted to proceed with plans to hold Al-Anon's Second International Convention side by side with AA for 1990.

During the meetings with AA, Myrna said there was special concern and acceptance for Al-Anon's needs. Of the original eight cities considered, the field had been narrowed down to Houston, Seattle and Vancouver. The final choice will be made in August.

Delegates were vocal in their support of continuing with AA, citing a variety of factors: the 6th Tradition (cooperation with AA); keeping families together; the joy of Montreal; alcoholism is a family disease; and gratitude that AA wants us to participate with them again. 



(Treasurer's Report continued from p. 18)

RESERVE FUND:

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

In July 1976, the Board decided that, under the present conditions, a Reserve Fund balance of \$500,000 was sufficient. The fund balance was maintained at that amount up through December 31, 1978 by taking all investment income directly into the General Fund. 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 then, transfers from the General Fund to the Reserve Fund were authorized by the Board and made as follows: 1979—\$200,000, 1980—\$150,000, and 1981—\$200,000, for a total of \$550,000 which brought the Reserve Fund to its present balance of \$1,050,000. At the 1985 level of operating expenses, a funding objective of 75% would be \$2,246,000.

RELOCATION FUND:

A separate restricted fund was authorized in July 1984 to receive contributions to help defray the costs of relocating the World Service Office before its lease expired in April 1986. Up until December 31, 1985 the total of such contributions received was \$173,420 which, plus interest of \$9,040 earned on the temporary investment of such contributions, covered \$182,458 of the total of \$610,200 of relocation expenses incurred during 1985. ▲

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Jeanne L., WSO

It's so nice to be among other reluctant leaders! When I was asked to be on the CPC Committee, I didn't want them to make a film about my anonymous program. But then an Al-Anon friend said, "They're going to make the film. If you're on the committee, it'll be a good film; if you're not, it'll be awful." So I joined the committee.

My problems were emotional. In Al-Anon, I found a place where I could experiment, where it was OK to be awkward and to complete my adolescence. I was able to be myself. As a member of the CPC Committee, I began to participate more. What a relief to discover that life is not all hair shirts and suffering—it can be fun. In fact, we got more work done having a good time, without aggrandizing our roles.

On the CPC Committee, I had to learn cooperation, trust and to face my own arrogance. I found that my low self-esteem competes with my grandiosity. In this program I also found that love is the greatest healing force of all. Thanks for sharing it with me.

Hank G., WSO

I started attending Al-Anon meetings because a doctor told me I'd die if I didn't. "Go there," he said. "They'll teach you detachment." They did. In fact, I learned detachment so well my wife was screaming for help within three months. I practiced everything I heard in Al-Anon, beginning with tidying up after meetings. From there, I became a GR and then ran an Alateen group. In time, I felt I knew so much, I could step back.

Lois W. used to come to my group and she sat me down one day and actually put me on the P.I. Committee. She's been my role model and I've made a commitment to some kind of service ever since.

I'm grateful for having been allowed to serve, just as I'm grateful for having had an alcoholic wife who showed me Al-Anon. At the same time, I hope that I can be allowed to show my humanity and stumble from time to time, knowing full well that there will always be wonderful people like you to pick me up and put me back on the road to my recovery.

Bridie P., WSO

I came into Al-Anon the way Dorothy wandered into the Land of Oz. I had been caught in a storm and had lost my way. I was hoping to meet the Wizard, someone who would make all my fear and dread go away and to promise me it would never return.

What I found in Al-Anon was other people who had also been haunted by the wicked witch. For the first time, I did not feel alone. I felt comforted and understood.

As GR and later as DR, I became better informed about our Traditions and Concepts. Then at an Assembly, I heard an Alateen member speak. I felt touched and disturbed—disturbed because I recognized my own lingering denial and I realized that our son was entitled to his own recovery program.

Six years ago, I began attending In-Town Alateen Committee meetings and I am grateful for how much I've learned and grown. I stopped looking for the Wizard long ago. He was a fake. The road has been real, however, and the people very real as well.

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INTERNATIONAL COORDINATION:

Rose M., Chairman
Mary Ann K., Secretary

COMMITTEE: In keeping with the spirit of rotation, Rose M. was appointed Chairman of this Committee, replacing Cay C. In addition to the Chairman and the Staff Secretary, the Committee includes the General Secretary, Deputy General Secretary and the Archivist. Several longtime members have been guests at Committee meetings. The Committee will miss Henrietta S. who resigned. The criteria for reprinting Conference-Approved Literature (CAL), developed by the Committee, were subsequently approved by the Board of Trustees. Two issues of the "International Exchange," a one-page bulletin (also translated into Spanish) carries news from all structures and was distributed to all GSOs and Delegates of the International General Service Meeting (IGSM).

Guidelines for the Committee were developed and approved. The Slides of the 1984 IGSM were shown at Al-Anon gatherings in Colombia, Finland, Iceland, Norway, and the U.K. & Eire. Members in the U.S. saw the presentation at the Southwest RSS and the Oklahoma assembly.

1986 IGSM - The agenda was discussed at each of five Committee meetings and the theme, "Working Together In Service," was selected. Elected Delegates will be asked to do presentations along with members of the Planning Committee. General Sessions will focus on the Role of the Board of Trustees, Responsibilities of the GSO, Communication between GSOs, and a showing of the new film *Al-Anon Speaks For Itself*. Presentations will be heard from structures willing to host the 1988 IGSM. Workshops requested by Delegates are as follows: Concepts, Alateen, How to organize a Conference, Archives/Long-Range Planning, Structure and Traditions. A visit to Stepping Stones is scheduled for Friday afternoon, September 12th, the day of registration. All day Tuesday, September 16th, a trip to the WSO is planned, and Delegates will have time to discuss ideas, questions, and concerns with WSO staff. Ed K. agreed to tape this event for Archives and Helen H. will be the Motion recorder. Glorinda P. has been selected as Delegate for the U.S. & Canada.

Inquiries from the U.S. & Canada - Information on meetings in Brazil, France, India, Israel, Korea, Zaire were sent.

1985 International Convention - Twenty-eight members from Brazil, Costa Rica, France, Mexico, Norway, U.K. & Eire and the United States had the opportunity to meet Lois and mingle with translators of Chinese, Greek, Spanish and Flemish literature at the GSO reception on July 4th.

International Directory - A survey about the value of the International section of the World Directory was sent to the GSOs, Information Services worldwide, English-speaking groups in non-English-speaking countries, a sampling of English-speaking groups with no GSO, Spanish groups where no GSO exists and bilingual Spanish groups. Results indicate Directory use is limited (mainly by traveling members), so alternative sources of information are being researched.

Translation Services - Translations of CAL were reviewed by volunteer members in Danish, Flemish, Greek, German, Hebrew, Korean, Polish. A Spanish-speaking member is working on original translations of guidelines.

Literature Requests - Personal responses and literature were sent to those in need of Arabic, Chinese, Finnish, French, German, Greek, Hebrew, Hungarian, Italian, Japanese, Korean, Norwegian, Polish, Portuguese, Thailand, and Vietnamese literature.

Mailings to all GSOs (except Spanish) - One set of guidelines, a daily checklist, Did You Grow Up With A Problem Drinker?, Al-Anon Sharings From Adult Children, The FORUM (December 1984 through December 1985), Alateen's Tell It Like It Is - transcript, Sponsorship, What's It All About, Summary of IGSM, translation order form, Getting In Touch, souvenir of World Service Conference, summary of Ask-It-Basket questions, ALATEEN TALK (June & October 1985), AL-ANON SPEAKS OUT, International Exchange bulletin (April & August), updated list of GSO addresses, Guidelines for Trustees of the WSO, AS WE UNDERSTOOD, Alateen Coordinator Letter - August 1985, a letter inviting all GSOs to elect two Delegates, along with 1986 IGSM Registration and Travel Forms.

AL-ANON INTERNATIONALLY

Argentina - The First National Al-Anon Conference was a "treasured gift of communication. A total of 48 members attended and all decisions reached by substantial unanimity." The Literature Committee Coordinator asked about the combining of CAL pamphlets, and was asked to wait until the 1986 WSC makes its decision concerning consolidation. Questions on Spanish literature in Braille were referred to the GSO in Spain where this project is underway. Reprint permission was sent for the following: Al-Anon Is For

Men, Homeward Bound, It's A Teenaged Affair, So You Love An Alcoholic, What Do You Do About The Alcoholic's Drinking, Jane's Husband Drinks Too Much (cartoon), Digest of Al-Anon Policies, This Is Al-Anon, Why Is Al-Anon Anonymous, Al-Anon Fact File, Al-Anon Family Treatment Tool, What's Drunk Mama?, Al-Anon Sharings From Adult Children, Understanding Ourselves and Alcoholism.

Australia - The GSO circulated the film "Lois' Story" to all their Districts. Since videos are a more practical audio visual tool, the GSO has reproduced the filmstrip "Getting Involved" on videotape. The successful meeting "Aus-sies in Al-Anon," at the International Convention, was the first workshop coordinated by overseas members. Due to the variety of cultures in Australia, the GSO publishes its own list of CAL translations. The GSO sent a copy of a documentary made for Australian TV entitled, "A Drink Away." Al-Anon members cooperated with producers by supplying information on Al-Anon. CAL literature was clearly filmed and as a result Al-Anon Information Services received many Twelve Step calls.

The GSO inquired about the registration of the Al-Anon logo in their country. They thought the triangle and circle was registered in Australia, but learned that for 20 years a firm—completely separate from our fellowship—has been using a green triangle with a circle. Beryl, the General Secretary, wrote the company about Al-Anon's Traditions and they saw no difficulty in Al-Anon using a blue triangle and circle. More information on logo registration will be given at the 1986 IGSM. Mary R. and Elizabeth D. were elected Delegates to the IGSM. Reprint permission was sent for AS WE UNDERSTOOD.

Austria - Details were sent by an English-speaking member on how she was welcomed at the German Al-Anon meetings.

Belgium (Flemish) - The new GSO, which has unified the factions (two GSOs in 1982), has sent their Conference Summary. Reprint permission was reinstated for the 26 pieces published previously.

Belgium (French) - Cooperation with the French GSO in Paris continues to benefit the French Belgium membership.

Bolivia - The slides of the 1984 IGSM were sent to the GSO at their request. This structure may be represented for the first time at the 1986 IGSM.

Brazil - A member queried WSO's policy on: AA members serving beyond the group level, AA members' involvement in the group and anonymity. Guidelines have been translated into Portuguese and new revisions of "What Do You Do About The Alcoholic's Drinking?" and "Al-Anon, You and The Alcoholic" were received. Reprint permission was sent for "Did You Grow Up With A Problem Drinker?"

Chile - An active service-minded member, who relocated to Santiago, requested help in trying to unite the scattered groups by having them register with the WSO. Since there is no service office in the country, the WSO directed her to the most active group in Chile and gave her the name of a member who visited the WSO and expressed an interest in improving services. Shipments of material must be sent in small packages to members' homes since there is great difficulty in receiving bulk mailings.

China - A member from the state of Washington, moving to the Republic of China for a year, requested information about Al-Anon there. At the present time, no groups exist. Two pieces of Chinese CAL were sent along with encouragement to begin a group.

Colombia - With the help of legal counsel, By-Laws have been drafted. The GSO workers look forward to better business practices. The GSO typeset the formerly mimeographed newsletter *RENANCIAMIENTO*. In light of the volcano tragedy, a supportive letter was sent to the GSO in Bogota.

Costa Rica - A member who relocated wrote about forming an adult children of alcoholics group and inquired about two books written by professionals in Spanish for use at meetings. The CAL material was sent along with an explanation of how Al-Anon adult children groups function in the U.S.

Denmark - Increased activity began this quarter with the election of a new General Secretary, Leif S. An updated list of all registered groups was sent with news of their "country" meeting. This seems to be a national business meeting. Leif is in close contact with the Swedish Service Committee. While traveling to Al-Anon meetings in other European countries, he has been able to gain and share service experience. The groups are considering sending a Delegate to the 1986 IGSM. Reprint permission was sent for: Understanding Ourselves and Alcoholism, So You Love An Alcoholic, Living with an Alcoholic (chapter 5, 6, 10, & 12), This Is Al-Anon, and Just For Today.

Ecuador - In response to an inquiry on helping the families of drug addicts, an excerpt from Al-Anon and Alateen Policies' manual was sent.

El Salvador - The newly elected General Secretary requested clarification of their literature distribution boundaries. The International Coordination Committee affirmed the decision to have El Salvador distribute material to the Central American countries. In addition, a special agreement made in 1982 between Costa Rica and El Salvador is still in effect. (The agreement states

that the GSO in Costa Rica will print material not published by El Salvador. El Salvador will then buy those pieces from Costa Rica so both GSOs can realize price savings by publishing in larger quantities.) They requested 50 copies of the Concepts when completed.

Finland - Currently, Finland holds reprint permission on Swedish literature since Finland has given service to Swedish groups in their country for years. GSO members have been in contact with Swedish members and inform us the Swedes are studying the Traditions and Concepts carefully "to get everything going the Al-Anon way." The slides of the 1984 IGSM were shown at the Scandinavian Convention in Gothenburg, Sweden, where Al-Anon members were present from Norway, Denmark, Iceland, Sweden, and Finland.

France - Conflicting information was received from Lone Members and the GSO about listings in the Directory. An English-speaking member, Pat S., is helping out at the GSO. Her letters during this quarter have cleared up some of our communication difficulties.

Germany - The WSO returned the "Twelve Concepts of Service" to the Translating Team with minor suggested corrections. They asked for clarification of the phrase, "passing the buck." Plans are underway for printing before the First German Conference. Through contacts made at the IGSM, the German members invited Ruth P., Delegate from the U.K. & Eire, to speak on the value of a Conference. Jean B., former IGSM Delegate and WSC Representative, was the translator.

Two representatives from the German Conference Committee were sent as observers to the 16th Conference of the U.K. & Eire in preparation for the first German Conference to be held in November 1986. Edmund K. was re-elected Delegate to the 1986 IGSM. Reprint permission was sent for the following: Al-Anon's Twelve Concepts, What's Next? Asks the Husband, How Can I Help My Children.

Ghana - Al-Anon information was sent to a professional in Legon.

Greece - For the first time, members are publishing CAL in Greece. Reprint permission was sent for ONE DAY AT A TIME.

Guyana - A large literature order was sent by a missionary.

Honduras - A member wrote for ways to improve service to the groups in this country.

Iceland - The GSO requested the slide presentation of the 1984 IGSM. They have ordered 100 Norwegian ODATs from the WSO since Norway was unable to fill an order. An English-speaking group on a military base formed and was directed to the GSO for additional Al-Anon contacts.

India - An Information Service has been set up in Bombay. When they asked for reprint permission, it was delayed since a group in 1978 has received this right. The WSO acts cautiously when a transfer of permission is requested. Information and encouragement was sent to groups in Madras, Bombay, Poona. Another letter requesting registration forms from the Information Service in Bombay was sent.

Indonesia - Two inquiries were made about where to find groups and obtain literature.

Israel - Twenty copies of our new translation, "What Do You Do About The Alcoholic's Drinking?," in Hebrew was sent to our contact in Israel.

Italy - The GSO has structured itself along democratic principles found in the Concepts and asked for WSO's experience on group autonomy and selecting service workers, especially Board members. Guidelines for our Board of Trustees and the profile of service work were sent. A Handbook based on the World Service manual was adapted, approved by the National Conference and printed. A copy of the Charter was also received. The National Assembly has expanded to include more members. Communication with the groups has improved. Four bilingual groups were registered this year.

Jamaica - The first group in Kingston wrote to be registered.

Japan - The GSO sent the final installment (\$1,000) on their loan. Eight Trustees serve on their Board and two paid staff members work at the GSO, which serves 27 Al-Anon groups and two Alateen groups. Letters were received from members in Japan expressing concern over financial policies set down for the groups by the Japanese GSO. Members are now communicating with the GSO directly. Several professionals and the editor of *HIROBA*, the Al-Anon Japanese National Newsletter, toured the WSO. In response to a request to send non-English-speaking Delegates to the IGSM with a translator, the reasons why speaking English is a requirement for Delegates were sent to the GSO. Experience showed at the 1980 IGSM, translators were a distraction. In addition, direct quotes from the Concepts on Double-Headed Management were sent to the GSO when they reported the appointment of two General Secretaries. A second request was made to have mailing addresses of all groups in Japan.

Kenya - Two missionaries from different cities inquired about starting an Al-

Anon group. Information was sent on how people in the helping professions can achieve this.

Korea - Groups called "Detachment" and "Wisdom" registered with the WSO and meet weekly in Seoul. Since several members speak English, they have been registered as bilingual groups with the hope members will translate our correspondence and a service structure will eventually be set up. Translation of eight pieces of CAL arrived from Seoul. The two groups have worked on them for a year. The reprint permission process has begun; however, we have not been able to find an Al-Anon member fluent in Korean for review. The translations are for: A Guide For the Family, ONE DAY AT A TIME, Detachment, The Preamble, Purpose and Suggestions, To the Mother and Father, Freedom From Despair, and Understanding Ourselves and Alcoholism. We are waiting to hear from the group in Seoul about where the funds will come from to reprint before giving final permission. Another missionary in Pusan requested information on forming an Al-Anon group.

Malaysia - A new group registered in the last quarter.

Malta - A small Maltese group wrote for registration and described their efforts to reach out to the community and requested literature.

Marshall Island - One new group registered in the last quarter.

Mexico - The WSO has agreed to buy the pamphlets Al-Anon and the Professional, What Next? Asks the Husband, and How Can I Help My Children from the Mexican GSO instead of the WSO printing them. Because a concern had been expressed about literature distribution boundaries, the International Coordination Committee decided to call Mexico and explain that although they are required to sell literature to all who come to them to purchase material, El Salvador remains the primary distributor of Al-Anon literature in Central America. During the WSC, the International Secretary, Archivist and Spanish Services Supervisor met with Delegates from California, Texas, New Mexico, Arizona and the South West Regional Trustee to discuss Mexico's request to serve the Spanish groups which border Mexico, but are in the U.S. Each Delegate planned an individual project to reach out personally to these groups. In lieu of our annual overseas appeal letter, the WSO wrote each group in Mexico asking them to continue to support their GSO since the earthquake did so much damage. Additionally, our General Secretary wrote to the Chairman of their Board asking how else we may help. The GSO responded by expressing appreciation over our concern and reported they continue to function sufficiently with financial support from their groups. Reprint permission was sent for the following: Al-Anon Sharings from Adult Children, Jane's Husband Drank Too Much (cartoon), Alateen Sponsor to Sponsor, Al-Anon Is For Men, Al-Anon/Alateen Institutions Group Meetings, Al-Anon and the Professional, What's Next? Asks the Husband, and How Can I Help My Children.

Netherlands - Group updating was sent by the GSO and they requested all material be labeled "Educational Material" enabling the office to receive it through customs.

New Zealand - Members are reprinting the "Twelve Concepts of Service." It was suggested they use GSO where WSO is mentioned and footnote the original to preserve the history. They are considering reprinting literature and looking into a cooperative effort with Australia. The General Secretary resigned and the GSO moved from Upper Hutt to a new location at C.P.O. Box 1330, Auckland. The new volunteers wrote the WSO requesting help in sorting out responsibilities.

Nicaragua - A Literature Committee has been set up and through our offer of literature on consignment, an order for \$400 was sent.

Nigeria - As a result of an inquiry from a clergyman, a new group has formed.

Norway - The GSO requested a second loan to do the second printing of the ODAT in Norwegian. Our records indicate the first loan in 1981 was not completely repaid. Members in Norway assumed since it was repaid in Norwegian currency, they have completed their obligations. The Controller sent two letters explaining the discrepancy. The International Coordination Committee discussed the possibility of a second loan because of the need expressed. Before the request was submitted to the Board, we asked the GSO for a written financial repayment plan, including the proposed selling price. In the meantime, the WSO supplied the GSO with 22 Norwegian ODATs from our stock to help them through their inventory depletion crisis.

Paraguay - Information on how to work with Al-Anon groups was requested by a large AA group in Asuncion.

Peru - An individual inquiry for Al-Anon groups and literature was received from the wife of an AA member in Arequipa.

Philippines - Information on Al-Anon was sent to a church society.

Poland - Hanna, our Polish contact who lives in British Colombia, visited Poland for three months and reported: "I spoke with many groups about the need for structure. It will be discussed at a Conference in Zahrocym, where

a representative from each group will attend a special meeting. They do not want to be too organized, as it may be suspicious. The AA magazine in Poland is quite impressive and they promise to save two pages for Al-Anon. There is close contact with several Al-Anon members in Germany. The Polish Society is becoming aware of the existence of Al-Anon Family Groups and they beg for literature. There is a tremendous lack of paper and photocopying machines. There is always the fear of government investigation of the underground press." Rather than have the church, Neurological Institute, or government print our Conference-Approved Literature (only authorized printers in the country), consideration is being given to printing material here in the U.S. Before setting up such a project, the WSO needs to know how we can get material into Poland. Mimeographed material has been mailed to four different addresses and we await word on receipt of the literature. Contact with AA's GSO indicates they are working on a similar plan. Two new groups registered for a total of three. The newest group has a member fluent in English and was registered as bilingual. AA's GSO has sent the WSO copies of letters to professionals in Poland and as a result, the WSO was able to make contact with a doctor interested in helping the families of alcoholics.

Portugal - A professional from the Society Against Intoxication by Alcohol has written requesting Al-Anon information. A group that has formed in Lisbon did not provide a return address and could not be registered.

Saudi Arabia - When a group in Bahrain requested literature, it was discovered they were not registered. Encouragement was sent to improve communication with the WSO.

South Africa - Their Conference approved the appointment of two Delegates to the IGSM. The editor of *UNITAS*, the national newsletter, responded to our inquiry about publishing newsletters. This response was printed in the 3rd edition of the *INTERNATIONAL EXCHANGE*.

Annetjie was elected as Delegate to the 1986 IGSM for the second time. Reprint permission was sent for the ODAT in Afrikaans.

Spain - The GSO members are working to have the ODAT printed in Braille. The By-Laws for the Spanish GSO have been accepted by the government. New members of the Board of Trustees have been elected and a contribution of \$670.86 was sent from the GSO for the WSO relocation fund. Reprint permission was sent for the *AL-ANON FAMILY GROUPS* book (formerly titled, *LIVING WITH AN ALCOHOLIC*), *Freedom from Despair*, *A Guide for the Family*.

Sri Lanka - A professional requested information on Al-Anon and a new group subsequently registered.

Sweden - Marie Louise, Coordinator of Swedish Services, reported that 13 out of the 14 groups were represented at a business meeting where it was decided to set up an Al-Anon office. National Committees for Public Information, Finance and Translating were formed and all agreed to separate from the Swedish Council on Alcoholism. Before reprint permission for Swedish literature is transferred from Finland to Sweden, it is essential Sweden meet the criteria for reprinting and be approved by our Board of Trustees.

Switzerland (French) - A French member visited the WSO and brought greetings from the newly formed Service Committee and expressed interest in the service.

A summary of their annual Conference was received written in French. The service members are working with other French-speaking countries and are getting representation from each group.

Switzerland (German) - The members have incorporated Al-Anon and sent copies of their statutes along with minutes of discussions held at their Conference. The GSO has requested information on costs of an IGSM since they are preparing a bid to host the 1988 IGSM. A Delegate, Vreni, has been elected for the 1986 IGSM to attend with Rosemarie. The GSO is reprinting "Why The Concepts," published by the U.K. & Eire.

Taiwan - A relocated member from Australia started a group in Taipei with a Chinese member who had lived in the U.S. A request for Chinese literature was filled and they hope to use this material to expand the group in order to include Chinese-speaking members.

Thailand - The name of a PhD. from the Health Education Department who is interested in Al-Anon was given to the WSO by a former Delegate and a personal letter was sent informing him of our literature in Malaysia.

Turkey - For the first time, we received a letter from a professional in Ankara who wishes to start a group. Complimentary material and encouragement were sent. A member relocated from South Carolina wrote of the isolation found in a country where no Al-Anon group exists as yet.

Uganda - A potential member asked for help in starting an Al-Anon group. The need for the fellowship in this country is great, as was explained in a letter that stated, "... in the city of Kampala alcoholism has hit so hard." Information and encouragement were sent.

U. K. & Eire - A Policy Committee has formed to adapt the WSO policies. They plan to print a digest which will reflect their anglicized spelling, remove American phraseology, add in policies that have been generated by the U.K. & Eire's Conference, and eliminate sections that do not apply to their structure or have not been passed by the U.K. & Eire's Conference. "Our aim, wherever possible, is to retain the wording already in use in the interest of unity." Through the courtesy of the WSO Archives, information about the history of Al-Anon in Eire was sent. There is a presentation planned on the early days of Al-Anon and pioneers in the U.K. & Eire. Reports indicate the First RSS in Eire was attended by 130 members. Sessions were held on "That's the Way The Money Goes," "Concepts, What Are They," and "Handbook." Workshops on Alateen, Literature, Traditions, and Policies were presented. The International Secretary attended the 16th Conference of the U.K. & Eire and participated as one of the spiritual speakers. Slides of the 1984 IGSM were also shown. After the Conference, two hotels were visited with IGSM Delegates as possible sites for the 1988 IGSM. The U.K. & Eire plan to submit a bid to host the meeting. During her visit to the GSO, a simplified plan was worked out to have an updated mailing list of groups here at the WSO.

A printout of all English-speaking groups is now sent twice a year to the GSO so they can direct English-speaking travelers to groups.

Uruguay - A GSO formed to register groups, reprint literature, and distribute WSO news. Mail delays have caused problems and reprint permission forms sent last year were not received. We received a call from a member in Florida on behalf of the GSO. Duplicate reprint permission forms were sent to this member and the GSO for 17 pamphlets. Individual members acknowledged the debt we owe to AA for the "Twelve Steps and Twelve Traditions."

Venezuela - Members are working to improve accounting procedures on orders of literature.

Zimbabwe - A member who relocated asked about reprinting small leaflets since obtaining literature from the U.S. or South Africa is nearly impossible.



International Coord. Update

Staff Secretary Mary Ann K. reported that although there are only three registered groups in Poland, we now have 22 names of members willing to be contacts. This represents a great stride, she said, because of the difficulties in organizing in Poland. A request was made for bilingual members to volunteer as translation reviewers, particularly in Finnish, Italian, Korean, and Polish.

QUESTIONS:

IGSM or IGSM? We changed the description text in Concepts last year and the Annual Reports use a different set of initials; which one is correct?

Officially, the title is International Al-Anon General Services Meeting (IGSM). However, in correspondence and conversations, Delegates from other countries refer to the meeting as the IGSM which seems simpler and less awkward.

NPIC REPORT:

*Sub-Committee of WSO CPC Committee
Joanne B./Mary C., Chairmen
Ellen D., Secretary

COMMITTEE: The committee met four times. Members include Cay C., Susan H-B., Jeanne L. and Gloria P. Joanne B. and Ruth F. completed their terms as Regional Trustees in May and therefore rotated off the committee.

GENERAL OFFICE WORK:

NPIC Office - The relocation of the NPIC office from Winnipeg to Ottawa was smoothly effected with the help of the new office manager, Pat M.

Correspondence - Inquiries received from professionals and the general public were answered with a letter and appropriate literature.

GOALS:

The Committee established goals for NPIC and continues to review them.

ACTIVITIES:

NPIC Luncheon and Press Conference, Ottawa - A luncheon for professionals, including government officials, held at the Chateau Laurier on September 12, 1985, was preceded by a press conference. A considerable number of requests for follow-up information were received and the NPIC mailing list increased significantly.

Expo '86 - It was decided not to participate for two reasons: 1) lack of information due to non-response from Expo officials, and 2) participation would expend an inordinate portion of the exhibit budget.

Magazine Article - A national magazine, *Family Life*, wanted to publish an article based on the history of Al-Anon. Three Al-Anon members, one of whom is a professional writer, will develop the article.

PUBLICATIONS:

AL-ANON SPEAKS OUT, Canada 1985 - 20,000 copies were sent to NPIC for distribution. The yearly mailing, which included *AL-ANON SPEAKS OUT* 1985, "Getting In Touch With Al-Anon" and "You Can Render . . .", was sent to 958 professionals.

AL-ANON SPEAKS OUT, Canada 1986 - The focus will be on the fellowship survey, and publication is targeted for the first quarter of 1986.

Al-Anon as an EAP Resource - This reprint is under review.

Al-Anon and Counseling - The second printing of the French version with corrections was sent to the P.I. Committee in Winnipeg.

EXHIBITS: Canadian Guidance Counselors Assoc., Quebec City, Quebec; Canadian Nurses Assoc., Quebec City, Quebec; International Conf. Alcohol & Drug Abuse (Canada), Calgary, Alberta; Family Service Canada Conference, Sydney, Nova Scotia; National Health Conference, Ottawa, Ontario; TOC ALPHA: '85 National Christmas Conference, Toronto, Ontario. ▲

*For the complete CPC Committee Report see p. 16.

NPIC SESSION:

Mary C., Chairman

NPIC is a subcommittee of Cooperating With the Professional Community (CPC) comprising two Regional Trustees from Canada, a bilingual Canadian member, the volunteer Chairman of CPC, and the Staff Secretaries of CPC and P.I. NPIC meets during Board Week when the Chairman of the Board and the General Secretary attend as ex-officio members.

Chairman Mary C. reported that 1985 was a busy and productive year. NPIC's move to the nation's capital in Ottawa in November 1984 helped achieve their goal for national recognition. From correspondence received, visitors' lists compiled at conventions, periodicals and news clippings, a mailing list of over 850 names was created. Direct requests for Al-Anon/Alateen information were answered with literature, an explanation of the program, and the names of the nearest CPC or P.I. contacts.

NPIC's office has become an important source of information for CPC as well as P.I. work, and as visibility increases so does the office workload. They have already expanded to a four-day work week.

The year's biggest project was the Public Information luncheon and press conference in September, attended by many professionals and culminating in three newspaper articles and exposure on two TV programs.

NPIC participated in five national conventions (in addition to the International in Montreal) and confirmation already has been received for two national exhibits in 1986. In July and September 1986, a national women's magazine, *Canadian Living*, will run features on Al-Anon, based on material in the Newcomer's Packet and Youth And The Alcoholic Parent. An article on the history of Al-Anon is to be published in *Family Life* this summer. ▲

a community resource for professionals

Al-Anon speaks out . . .

SUMMER 1985

FIRST AL-ANON/ALATEEN SURVEY

In 1984 the World Service Office with permission from its Delegates conducted the first Al-Anon Family Group (which includes Alateen) survey. This first was a milestone for us at Al-Anon. Effective surveys are usually conducted every three years to track trends. This would help us serve our members more effectively and sharpen our public information efforts.

In conducting this survey, information was gathered which we felt you, the professional, might find useful and informative. Following is some general information on the survey and some results.

Three percent (3%) of the groups in the U.S. and Canada were polled with a sixty-seven percent (67%) return rate. These groups were randomly selected by an outside company based on the geographic registration of Al-Anon and Alateen groups. The response rate matched this geographic ratio so the need to weight the results was eliminated. The surveys and instructions were given out to the Delegates at the 1984 Conference. They were responsible for distributing them to the pre-selected groups.

- The Al-Anon respondents were overwhelmingly female (88%), while the Alateen respondents were more evenly divided (57% female).
- Most Al-Anon members (71%) have belonged for over one year, and almost one-third (30%) have belonged for five years or more.
- The largest segment of Alateen members (46%) has belonged for between one and five years.
- The mean age of Al-Anon respondents was 43.6, with a majority (54%) falling between the ages of 36 and 55. Most Alateen respondents (71%) were between the ages of 13 and 37; their average age was 14.
- Respondents' relationships to alcoholics differed according to their sex. Most women (83%) reported themselves to be the spouse of an alcoholic while only half of the men (56%) so reported. Nearly all Alateen members were the children of alcoholics, but 27% reported themselves to be the brother, sister or other relative of an alcoholic.
- Most Al-Anon respondents were married—especially the women (72% vs. 58% among men).
- The educational level of Al-Anon members was mixed: about half (49%) had had at least some college.
- Most Al-Anon members were employed, while most Alateen members were students. The most frequently reported employment categories were "executive/professional/managerial" (23%) and "clerical/office" (21%).

Al-Anon Family Group Headquarters, Inc., Box 182, Madison Square Station, N.Y. 10159-0182

Life's Changes:

THE MANY FACES OF AL-ANON

Liz W., MN (S)

Standing here and sharing isn't one of my favorite service activities. I wasn't always fearful being in front of a group; it's one of the fears I developed as a result of alcoholism.

One thing I never lost is my vivid imagination and ability to see pictures in my mind. I see myself as a blank piece of paper, and as I've gone through the stages of living with alcoholism and the stages of recovery, my experiences have been drawn on that piece of paper.

As a daughter, my face showed my insecurities. I was loved yet felt nothing I did or said was quite good enough. I was deeply affected by alcoholic attitudes and behavior, though none was visibly present. This was the perfect face for marriage to an active alcoholic who was desperately trying to control his drinking. And as a wife, I learned to wear the face of loneliness, isolation and hopelessness as I tried to cope with the drinking, a full-time job, home and a small baby.

There was also the sad, unhappy, scared face I wore as I walked down those incredibly long steps to my first Al-Anon meeting and I saw the calm happy faces in the brightly lit room. The faces that greeted me there showed help and hope. They patiently led, pushed and prodded me on the path to recovery.

My face in service is growing, maturing, no longer fearful, lonely or isolated. It is sharing in a plan that only God knows, learning to live through the pain of divorce (after the sober alcoholic chose to leave) and being a single parent. This is a happy, active, fulfilled face. But it has recently been the anxious, nervous and crazy face of a mother experiencing the pain of teenage alcoholism and clinging for dear life to the Al-Anon program.

Finally, there is the face of God, reflected in Alateens who are experiencing joy in recovery and in being young as I never remember being; the face of God reflected in you, experiencing joy in service; and the face of God who has held me securely and allowed me to have any face at all to share with you today.

Sue M., SD

When I came to you, I was a what—and not a very good one. I certainly wasn't a who. I had no personality of my own; I tried to be whatever you wanted me to be. Fear governed my life completely: I was afraid of my husband, afraid of what my family would think if they found out how it really was at our house, and I was afraid of the telephone. Phone calls brought on the same knot of fear that accompanied my husband's arrival home from a day spent in town. After a while, I began to fear myself and my reactions to situations.

I had a terrible rage burning in me most of the time, and the least thing would set it off. I bow my head in shame when I think of how many times I took the brunt of my anger out on the poor cows I used to milk. Yet I am grateful those cows were there because if they had not been, the only others around were our children.

As the drinking continued, I crawled farther back into the shell of anger and hate. And so I grew sicker and sicker. When my husband finally found AA, I also found Al-Anon. You told me gently but firmly that I needed to make some changes in my own life and you encouraged me to use the Twelve Steps and our slogans.

Ten years went by, filled with Al-Anon and AA, in service work and loving it.

But as our family was growing up, other activities became more important than our meetings and we both stopped going completely.

Because I knew in my heart that a slip would surely come, I turned the whole situation over to God, and so I was prepared when it finally came. Thanks to God and my Al-Anon program, I was able to be calm and positive for our family and for me, and I was strengthened. Another ten years have gone by again, and I have come to a deeper love and understanding of the program. I know that it is through my scars of bitterness and rage that I can in turn help a new friend coming through the doors of Al-Anon. And that's what it's all about. And that's why I can now say, I'm a who!

Sara R., WI

Before Al-Anon, I needed to know the results before I would attempt to try anything. The fear of the unknown had a paralyzing effect on me, prompting me to do . . . absolutely nothing! I felt incapable, inadequate and that nothing I'd say would be of any interest, so I kept my mouth shut.

I first came to Al-Anon because that's where the two men from AA who came to pick up my Dad for treatment told me to go. I thought it was a "how to keep them sober" group. My face at those first meetings was pitiful. When it was my turn to say my name, I broke down and sobbed. All through the beginner's meeting, the regular meeting that followed, and for the next six weeks in a row I continued sobbing.

The motivating force in my recovery has been service. When I first came, I was a people-pleaser. I was not a doormat, I was wall-to-wall carpeting and I couldn't say no. And when my sponsor told me it was time to start giving back, I couldn't say no. It was always implied that to keep it you had to give it back, and so my path into Al-Anon service began.

After about a year, I was made an Alateen sponsor and for the next year, there was me and one, maybe two Alateens (never at the same time). I learned how to be patient and I learned some humility. My wall of denial that there was anything wrong with me needed to come down if I was to get better, and it did. Very slowly, lovingly and gently, through the honest sharing of the Alateens.

I was Alateen Coordinator for almost four years and sadly had to let it go. But I learned that when you close one door, God opens another. I became Alternate Delegate and P.I. Coordinator and learned the true meaning of the words wisdom and dedication, reflected in the character of the Delegate.

Then I learned that my service sponsor had died—not just died, but was murdered. Murdered by a young neighbor boy in an alcoholic fog. I was filled with rage and decided to stop going to Al-Anon. I couldn't accept her death and was fed up with acceptance. Then three days later, I was asked to replace my friend as Area Chairman. I accepted. So, it was service that kept me coming back. From that experience, I felt the ugly side of alcoholism, but I also came to see that Al-Anon and Alateen had to go on. I had to go on.

A past Trustee told me that our program is like a three-legged table: the legs are recovery, unity and service. All three legs must be the same length, none longer or shorter than the others, to be steady and balanced. By the grace of God, my table-top is polished and dusted each time I come through your doors. I see the reflection of my face, once scarred and hopeless from the effects of living with alcoholism. Today it is a face full of joy. I have experienced the feelings that are meant in the words, "we build a better life . . . through service."

Ruth L., WSO

Before Al-Anon, I never had an opinion. Growing up in my family, it was safest not to make waves. My mother, in addition to being an alcoholic, was a very domineering woman. I was able to escape from this environment when my Prince Charming came—though it wasn't long before Prince Charming left. After the marriage, he continued to party, and kept it up after two children were born. Finally, I left him and returned home to my domineering alcoholic mother.

I met a second man, and after ten years with no drinking, alcohol eventually came back into my life. I went crazy! I felt he should go to AA, so I'd read to him from the AA Big Book. I finally got into Al-Anon when the neighbors got tired of hearing me screaming. I learned that I didn't have to run the world. You showed me I could turn my life over to a Higher Power.

When we moved to Connecticut, alcohol showed its face again. And I went crazy again. But this time I had a sponsor behind me, a sponsor I disliked from the very beginning. But I never said no to her. And I found that God moves within us even without us.

After a while, I started wondering about the WSO. What did it do? What was it? I visited the 23rd St. office and saw a room full of people who seemed happy. To help understand how it worked, I asked to be on a committee. As a committee member, I discovered I didn't have to have all the answers. Then, when I became a member of the Board, I was very scared, but I learned that Trustees don't have to have all the answers either.

I am just a little part of something big, something wonderful. Something that has brought me back myself and the God of my understanding. Recovery never ends; service is terminal. ▲

Claire R., NM

I remember asking members of my home group if I'd still be eligible to attend meetings if the alcoholic and I were divorced. I was told then that we never graduate, our recovery never ends. I also know that although my term as Delegate ends this year, I'm not about to graduate either, and that I will continue to recover.

I've recovered through each service position I've held. My recovery has been based on listening, open-mindedness, patience and praying for humility. Now it also seems to include allowing others to be the prime doers. I find I love encouraging others in the program.

I know I've only just touched the tip of my recovery potential. I look forward to learning more and applying more of what I learn. I'll be out there continuing to utilize what I've learned as a Delegate, with my sleeves rolled up, with an open mind and a grateful heart, recovering one day at a time through love and service.

Barbara S., MO

Recovery for me has meant growing personally. This I know I have done in all relationships in my life: children, job, education, and as the wife of a recovering alcoholic. It has not always been easy; often the easy way was not the growing way.

I have received many blessings in Al-Anon. Several years ago, when the drinking was present, I found the courage to return to school and earn a degree. I know now my full-time job probably would not have happened without the helpful slogans of Al-Anon. Working, going to school, and attending meetings kept my mind and body too busy to interfere with what another person was doing. All this was possible because you shared your experience, strength and hope with me. Without this, my marriage may have ended at six months. I certainly would not be standing here today.

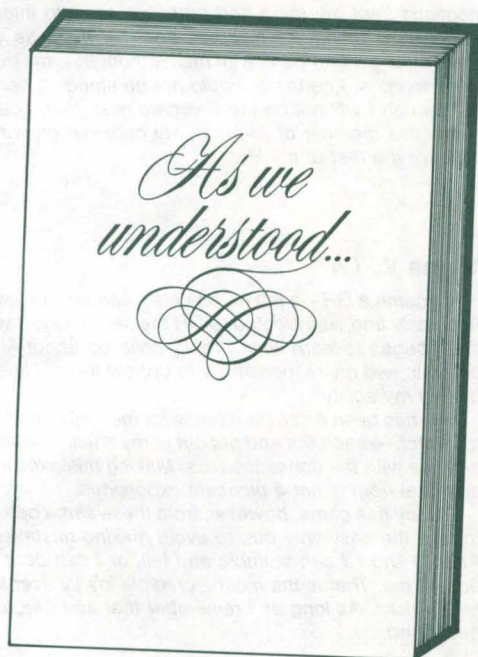
Although I will not be the Delegate next year, I can still be a very grateful and active member of Al-Anon. My personal growth and recovery will continue for the rest of my life.

Marna V., LA

I became a GR—a job no one else wanted—before I had ever attended an Assembly and was elected to DR the same way. It was when I served as DR that I began to learn what I really believed about Al-Anon: its Traditions and policies, and my responsibility to uphold them. I knew I'd need courage and faith in my ability.

This has been a constant battle for me. Serving at Area level has forced me to stretch—reach out and get out of my shell. I've learned to say what I mean and live with the consequences. Making mistakes in front of those you want approval from is not a pleasant experience.

The joy has come, however, from these same battles. The norm for me was to take the easy way out, to avoid making mistakes by staying quiet. In Al-Anon, I know I can stumble and fail, or I can do it just right, and you'll still accept me. That is the most incredible joy I'll ever know. And it comes from taking risks. As long as I remember that and can act on it, my recovery will never end.



ANNUAL REPORT:

Norma McG., Rosemary E., Chairmen
Linda McF., Secretary

COMMITTEE: Three new In-town members have been appointed and four others have been proposed, including a member of an Al-Anon group for adult children. Bill M. was elected Assistant to the Chairman. The committee also consists of:

Hired Writers - To enhance communication and provide first hand committee proposals, freelance writers were invited to attend In-town meetings and take part in discussions of their proposed material.

The CAL process - Conference discussions culminated in a new Policy. Recovery literature will continue its procedure through the Literature Committee, and service material will be Conference-Approved through the Delegate members on the service committee of origin.

TOPICS UNDER CONSIDERATION:

NEW MATERIAL:

A third Volume of FORUM FAVORITES - After discussions with The FORUM Committee, a method for processing recovery material was developed. It was agreed The FORUM would review past magazine articles for inclusion in FORUM FAVORITES and prepare a manuscript for Literature Committee review.

The Spiritual book - AS WE UNDERSTOOD was chosen as the title for the text of shared experience on the spiritual nature of the program. The book made its first appearance at the Al-Anon International Convention in Montreal. Considerable correspondence suggested that the book was well received and was enjoying "as much use as the ODAT." Many suggestions were made to upgrade the binding to a hardcover which could withstand a heavier use than originally anticipated.

Illustrated Traditions - Additional writers and illustrators were consulted to provide manuscripts for committee approval. Patt H. was hired to edit and Nori G. to provide drawings. Myrna will copyedit the shortened version. All approved work will be forwarded to the Delegate members for approval.

Difficult situations - In response to the Conference's vote to compile a work on how the members used the program in difficult situations such as abuse, death of the alcoholic, divorce, and sexual problems, writer Donna M. was asked to attend a meeting to consider the Committee's approach and concerns. The first outline presented was not accepted, and the outline deadline was extended to the January meeting.

Detachment - Material based on sharings has been collected in response to the Conference decision. No writer has been assigned as yet, as the sharings have been scant.

A Pamphlet to draw members to the CONCEPTS - An edited manuscript is being proposed to unify the material first offered in The FORUM on the concepts. The finished work will also contain illustrations from The FORUM.

Simplified Literature - A review and discussion of over 40 responses to a Delegate survey showed little support for creating specialized or simplified literature for North American Indians. The many other suggestions for reaching this population were forwarded to P.I. and CPC.

Specialized Pieces - The Committee and Conference reaffirmed its decision to limit the printing of new specialized recovery material. Conference members cited a "proliferation" of literature along with suggestions to consider consolidation of material rather than printing more.

Indexing - Original indexes have been prepared for the books, AL-ANON FAMILY GROUPS, DILEMMA OF THE ALCOHOLIC MARRIAGE, and ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS. All index topics will be presented for approval before being included in the books. Indexing of all booklets and pamphlets will follow to provide a comprehensive listing of the many reading resources available in existing literature and offer the committee an overall view for consolidation and/or need for new material.

CONSOLIDATION: In response to the Conference and suggestions by the Budget Committee, the Committee discussed the need to review all recovery material in terms of consolidation. After researching distribution figures, the committee voted to support the Budget committee's recommendation to drop the cartoon booklet, Jane's Husband Drank Too Much. Other suggestions are under consideration.

MAJOR REVISIONS:

Information for the Newcomer - New material to provide assurances for prospective members who are also agnostics is being prepared for review.

AL-ANON FAMILY GROUPS book - Having read and compiled all pertinent answers to the question of whether or not to revise the AFG book, Rose M. will chair an input committee and report her findings to the Literature Committee.

Printing the Preamble in all Appropriate literature - The Conference agreed that the Preamble to the Twelve Steps be utilized as a statement of purpose on the copyright page of all literature. It was agreed to use the Alateen Preamble in Alateen pamphlets.

MINOR REVISIONS:


Merry-Go-Round - The manuscript with suggested major changes was *not accepted*. Merry-Go-Round will *not* have any major revisions at this time. In answer to the many requests, the Committee made considerable effort to review this material for sexism. It was agreed not to try to revise existing literature that would suffer stylistically from such changes. Only minor revisions will be proposed.

ODAT Corrections - Bill M. completed a study and reviewed the many suggestions for changes in ODAT. It was agreed to correct *only minor errors, typos and quote sources, etc.*, with the approval of the General Secretary.

The Twelve and Twelve pamphlet - Minor revisions were proposed to the General Secretary.

COPYRIGHTS:

Release Requests - Requests for the use of brief Al-Anon excerpts were granted to authors for use in a church magazine, six texts on aftercare, two Al-Anon convention programs, a novel, and several articles for local newspapers and newsletters.

Research - A document search was begun with the Archivist to prepare a report on copyrights and their renewals. A renewal was sought for original material in the first book THE AL-ANON FAMILY GROUPS. 

Literature Update

PROPOSED NEW MATERIAL: Indexes for **DILEMMA OF THE ALCOHOLIC MARRIAGE** and **ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS** were completed; the second outline for the piece on **Difficult Situations** was accepted; manuscripts for the **Illustrated Traditions** and the **Concepts Pamphlet** will be reviewed.

MAJOR REVISIONS: The Committee received over 200 responses to the questionnaire regarding expansion/revision of the AFG Book.

MINOR REVISIONS: Inaccurate Biblical references in ODAT will be corrected; and minor revisions will be made to **Alcoholism, A Merry-Go-Round Named Denial, A Guide For the Family of the Alcoholic** and **Information for the Newcomer**.

LITERATURE REPORT-BACK:

Skip L., NEB

AFG BOOK EXPANSION/REVISION: The Committee decided to proceed with plans to expand/revise our basic book and will add the following to it: new material on Group Conscience, text from the leaflet **Lois' Story** (which the Conference voted to drop as a separate item), and material on Detachment (approved by the 1984 WSC).

AS WE UNDERSTOOD: A consensus was taken to consider publishing future editions in hardback, which would increase the price. Delegates were asked to further investigate and be ready to discuss this possibility at the 1987 WSC.

CONSOLIDATION: The Conference approved the Committee's recommendations that (P-23) **Jane's Husband Drank Too Much** be discontinued, and that (P-20) **What's Next? Asks the Husband** and (P-12) **My Wife Drinks Too Much**, be consolidated.

QUESTIONS:

At our last District meeting a member brought up the subject of copyrights. She said that AA had lost theirs and wanted me to bring it up at the WSC as to when Al-Anon needed to renew theirs.

The WSO has hired copyright attorneys to assist in preserving and maintaining all copyrights for future members.

Will the spiritual book AS WE UNDERSTOOD . . . ever be done in hard-cover?

Conference members were asked to poll their Areas and bring back their findings on this question in 1987.

How can a reprint be revised? Isn't a reprint to be a "one time only" printing? Re: Al-Anon in VA Hospitals by the Institutions Committee.

Reprints are generally used for their timeliness or their appropriateness in service. They are usually not revised but they have been printed more than once to fill a demand or need.

Do you anticipate a book like ODAT for adult children?

There have been many requests for this. The 1987 WSC will consider an ODAT for adult children along with other requests for adult children literature.

Can AS WE UNDERSTOOD . . . be made into a daily meditation book?

The original book was not designed in this manner, although we have heard from members who use it in that way.

Could we have an index covering all four Service Manuals?

An index covering ALL topics is underway. Service material will also be considered for inclusion.

Can literature be printed on the Twelve Concepts and how to apply them in our lives?

An illustrated pamphlet is "in the works."

How about large print for the people who need large print on books (ODAT)?

Write to the WSO and ask for S-14, a complete listing of many items available for members who are visually impaired.

RED LIGHT SESSION:

Although Conference members defeated an earlier motion to accept the new Green Light procedure for the 1986 WSC (see Opening Session), they readily approved implementing the time-saving recommendation for subsequent Conferences. As in previous years, the first three issues chosen by this year's Delegates for consideration were addressed in Open Discussion; those with fewer votes were sent to workshops; the remainder were either channeled to the appropriate Standing Committee or the Ask-it-Basket.

OPEN DISCUSSION:

1. ADULT CHILDREN OF ALCOHOLICS

- I think it's important that we do not insist that others whose scars may be deeper than ours find recovery in the same way and at the same pace we have. Rather than diluting the Al-Anon message, adult children bring a new strength and richness to our program.
- Horror stories have no place in Al-Anon, and dwelling on one's past is like trying to figure out why the alcoholic drinks. Let's look at the past, let's not stare at it.
- Ours is a fellowship of equals, not a competition.
- The adult children of alcoholics in my Area are begging us not to judge or criticize them but to help.
- I am not an adult child of an alcoholic and I answered "yes" to 16 of the 20 questions in the Did You Grow Up With A Problem Drinker? pamphlet.
- Our Area is finding that adult children groups develop in two categories: healthy and unhealthy, just like the rest of us. If we're having so much confusion with outside groups, perhaps we should consider something else. Al-Adult?
- In my Area, adult children groups are 10% and growing. They want an ODAT reader and are willing to send in their sharings.
- We've had a problem with adult children groups wanting to hold their own workshops.

- I spent the past year studying the situation in my Area and I found a number of things: I saw separatism, affiliation, and I saw some adult children who never attend Al-Anon meetings. So we started an education effort within the groups about what Al-Anon does. We are also reminding Al-Anon members that it's *our* children we're talking about and that many times WE are their problem.
- I'm worried about all the AAs at the meetings. I think we need more solid Al-Anons attending.
- In my Area, I see our program working even with all the AAs present. I'd hate to see the adult children outside the fellowship.
- They're here to stay and we better listen to them. If we provide literature for Alateen, we can provide it for adult children, too.
- They are requesting literature over and over. Two years ago we said no more literature for specialized groups; we reaffirmed that decision last year. But the Literature Committee needs direction. If we continue to quote the 1985 WSC, we have nothing to say to them. They want more.
- I think we better stop using those initials! Let's think more about group sponsorship and Listen, Listen, Listen.
- I think this is a challenge from the Higher Power to gain some new insights.
- Change is always hard and denial is a problem for all of us. There are over 500 of these so-called "specialized" groups registered—we are not talking about a tiny minority. For many of the adult children of alcoholics there is indeed a real difference in their experience of the disease.
- It's not a "problem," it's growth. Our purpose is to carry the message, not to alienate.
- Dominance is the only problem I've seen. It's sure getting us all to read our handbooks!
- Let the solution begin with me. Am I prejudiced? Am I taking their inventory? Our purpose is to give love and understanding.

Because so many Conference members began asking for something concrete to take back to their Area on this issue, an ad hoc committee was struck. Later, during the Conference they returned with a Resolution of Unity that was finally approved after a lively session of collective editing by the full Conference.

(For more on adult children of alcoholics, see Long-Range Study Panel Session.)

"In the spirit of unity, the 1986 World Service Conference affirms its long-standing welcome to adult children of alcoholics. We acknowledge the need they have expressed for the Al-Anon program of recovery. Although the experiences which bring us to Al-Anon may differ, the principles of Al-Anon are universal. Al-Anon offers the Twelve Steps, the Twelve Traditions and the Twelve Concepts of Service and invites all who have been affected by someone else's drinking to participate in the Al-Anon world-wide fellowship."

Some Conference members felt that use of the term "adult children of alcoholics" was a problem, and the committee agreed that it had troubled them initially as well. The more they worked on the resolution, however, the more they realized the term was part of the issue: adult children of alcoholics is what they (in many cases we) are and it is how the groups are registered with the WSO. Some were concerned that the resolution would be used as a welcome rather than a consensus statement.

Speaking for the ad hoc committee, Sara R. (WI) listed the following suggestions as part of the overall plan for addressing this issue:

- Emphasize using the 1984 WSC Statement on Adult Children of Alcoholics. It provides background, information on literature and a closing statement of unity.
- Talk to people who have had difficulties and find out how they are coping.
- Poll Areas for information (see LRSP Session).
- Consider making a Question & Answers sheet compiled by WSO available as another tool to clarify issues.
- Prepare a list of CAL that specifically deals with adult children of alcoholics.

In response to an unprecedented request for clarification, the 1984 WSC approved a statement on Background, Registration, Literature and Unity for Al-Anon Adult Children groups which can be obtained by writing to the WSO.

2. DUAL MEMBERS SERVING BEYOND THE GROUP LEVEL (INCLUDING MEMBERS OF SELF-HELP FELLOWSHIPS OTHER THAN AA):

- Since AA members' primary purpose is to stay sober, their commitment to their program of sobriety would always be stronger than their commitment to Al-Anon.
- I don't see any reason to change this policy. All the to-do about it seems to have subsided anyway.
- Two Districts in my Area are still having a problem with this: AA members are serving as DRs. I'd like some consensus from others on this issue, because on one hand I realize it's important to listen to the minority voice, and on the other, I keep thinking of LOIS REMEMBERS, where it says Al-Anon is not a subsidiary of AA and that AAs should not serve beyond the group level.
- Bill W. said, "Keep the drunks out!"
- But maybe this restriction is an example of taking someone else's inventory. Aren't we interpreting what their primary goal is? Are we scared that someone else will contaminate us. We let people from other Twelve-Step programs serve—in fact, I'm a member of another Twelve-Step program and it certainly doesn't affect my ability to serve Al-Anon.
- We discuss this a lot in my Area, and the general feeling is that if members of other Twelve-Step programs feel a need to serve, they can serve in those programs.
- We have a practical problem with dual members wanting to sponsor Alateen. Because of this policy, NA members can sponsor the group and the AA member cannot. How can this be right? How can we presume to evaluate anyone's commitment?
- Fifteen years ago this issue was brought up and I dissented from the "Keep the Drunks Out" philosophy then and I do today. Keep them out as drunks, yes, but haven't we come of age enough to realize we can accommodate anyone whose focus is on Al-Anon?
- I don't think this policy can be clearer. I have nothing against AAs, but we have to keep our programs separate.
- This reminds me of my first year in Al-Anon. I was concerned about a lot of things and wanted to control everything. I forgot about my Higher Power, but when I surrendered I saw that everything seemed to work better.
- This is a tough issue for me. It comes up with members who after long service in Al-Anon discover they need AA. Are we strong enough to deal with this?
- If you register with WSO, you accept the principles of our program. Do I have the right, though, to take another member's inventory?
- Dual members in my Area are pushing for this, but it's the nature of my illness to react to alcoholic behavior, to yield, and this affects my recovery.
- I was told to read my service manuals when I got into service. I did and I agree with our policy. In my Area it is not a problem. Let's keep our programs separate.
- As a newcomer, I wanted to change the program to fit my needs. My health came when I was willing to change. Let's keep it simple.
- I know of a member who is a recovering alcoholic but NOT in AA. He can serve? And an AA member can't?
- We say that a third of our recovery is service—the leg of the triangle—yet we deprive AA members in Al-Anon of one third of their recovery. If this is an anonymous program, isn't their affiliation with any other program their own business?
- How would AA feel about allowing alcohol in their Conference? Alcohol is an alcoholic's addiction. Well, alcoholics are our addiction and I would feel real uncomfortable having them at our Conference.

The Conference indicated its preference in maintaining the existing policy in a consensus taken following the discussion.

OPEN DISCUSSION—Timely Reprints

- Let's also remember that Claudia Black is our friend. Being friendly with our friends is part of P.I. and CPC work.
- Following the discussion, a consensus on the Claudia Black reprint was sought. The Conference consensus was to remove the reprint from distribution.
- I think the real issue here is recovery vs. service material. Some service material—timely reprints—is getting to the groups and into the hands of newcomers. That can be a problem. Yet, how can P.I. and CPC do their jobs without the necessary tools? If we take away their tools, we're saying we don't want them to carry the message.
 - I have no problem with reprints in general, but the Claudia Black piece sounds like affiliation.
 - Yes, if I were a newcomer, I'd assume there was a connection between her group and ours. It's a good article, too. But it's confusing.
 - Let's not forget that Claudia Black's piece is reprinted from our own AL-ANON FACES ALCOHOLISM.

- But it's a mistake to distribute it now that she's so famous. Let's admit it's a mistake. The end.
- But let's not throw the baby out with the bathwater. Claudia's reprint may not be good timing, but the rest of the reprints are great. They increase our credibility with the professional community and help us carry the message.
- And our survey showed that almost half our membership was referred by professionals.



WORKSHOPS:

Conference members broke into workshop groups to discuss questions not covered during Open Discussion. Their findings were subsequently reported to the full Conference as follows:

IS THE *FORUM* FULFILLING ITS ROLE AS THE VOICE OF THE FELLOWSHIP? HOW COULD THE *FORUM* BE IMPROVED?

Workshop participants agreed that The *FORUM* is indeed fulfilling its role as the voice of the fellowship. They offered a variety of suggestions for improving it: add more humor; encourage more sharings from Alateens and longtime Al-Anon members; develop strategies for broadening the subscription base; cut back on the artwork and try to keep the text from spilling into the illustrations; encourage more sharings from males; try to include longer stories (it was felt some depth had been lost by shortening articles); include guest editorials; edit members' sharings less; publish the calendar section two months in advance; and hold workshops on how to improve The *FORUM*.

EXPERIENCES WITH AND VIEWS ON RAFFLES FOR FUND-RAISING.

It was felt that raffles may be used within the fellowship (reference was made to page 20 in the Policy Digest), but they can also be a source of divisiveness. It is not in keeping with the Traditions to sell raffle tickets outside the fellowship, to print Al-Anon's name on the tickets, or to include the brand name of the prizes given. Most felt that appropriate raffle prizes would be Al-Anon material or homemade articles contributed by group members. It was also noted that because a raffle ticket is a purchased item, proceeds from its sale are not contributions. Groups considering raffles were cautioned to review local laws before proceeding.

WHAT IS YOUR EXPERIENCE WITH COMPETITION BETWEEN SERVICES? HAS IT CAUSED ANY DUPLICATION OF EFFORT OR DOUBLE-HEADED MANAGEMENT?

Discussion on this issue focused primarily on duplication of efforts, especially in terms of Information Services (or Intergroups) and service units within the conventional structure of the fellowship. Tactful communication was suggested as a way to avoid problems, and to remember that participation is the key to harmony. Participants added that communication can be improved at local and Area levels by establishing a liaison between Information Services and the Area. Districts can also be educated to keep the focus on Area Service. Some Delegates felt that more clarity in the guidelines would be helpful.

A DISCUSSION ON CELEBRATING "AL-ANON DAY" WORLDWIDE (OR AREA-WIDE) WITH TV SPOTS AND NEWSPAPER ARTICLES.

Many participants felt that enlarging the celebration to an "Al-Anon Week" or "Al-Anon Month" would probably be more successful. They assumed the term "Al-Anon Day (or Week or Month)" would not be used outside the fellowship, remembering that ours is a program of attraction, not promotion. As a P.I. tool, the celebration would be particularly effective if media broadcasts could be coordinated with newspaper articles. It was suggested that Al-Anon's 35th or 40th birthday would make an ideal occasion for the celebration.

WHAT IS THE POLICY ON AL-ANON BIRTHDAYS?

There is no policy on Al-Anon birthdays, and celebrating one is up to the individual or the group. Although group anniversaries were felt to be more unifying occasions to celebrate, it was suggested that a contribution to the WSO of a dollar for every year in the program would be a thoughtful way to commemorate an individual anniversary.

(Workshops Continued on p. 37)

ANNUAL REPORT:

Marjorie W., Chairman
Sandra F., Secretary

CHAIRMAN'S MESSAGE: The Policy Committee, composed of the Trustees, Chairmen of Standing Committees and the WSO Staff, met four times prior to the Board of Trustees Quarterly Meeting. At each meeting, a thorough discussion about Traditions guided group conscience.

As directed by the 1985 WSC, the Chairman and four Policy members reviewed all material or literature completed by the appropriate committee.

REVISIONS TO THE POLICY DIGEST:

APPROVED BY THE WSC - The following revisions were made to the Policy Digest: a reference added to page 12, I. MEMBERSHIP AND GROUPS; a change in text to page 27, III. WORLD DIRECTORIES OF AL-ANON FAMILY GROUPS; additional wording added to page 13, item 2., Institutions Groups; a change in policy which limits contributions from non-members who are from the immediate family of members, and an added section on In Memoriam Contributions on page 19, I. WSO CONTRIBUTIONS (This motion was referred back to the Policy Committee since it did not pass with substantial unanimity); considerable text change to page 40, item IV. RELIGION/PHILOSOPHIES. The Conference also approved rewording of the entire section beginning on page 25 formerly titled PUBLICATIONS and now titled RECOVERY AND SERVICE MATERIAL. Basically the revision allows for any committee with Delegate members to provide Conference approval, that a distinction be made between recovery and service items and that Policy Committee reviewers be increased from two to four. During the Policy session, a text change was approved to page 31-32 of the Twelve Concepts of Service re: the International Coordination Committee.

TO BE PRESENTED TO THE 1986 WSC: Following the 1985 WSC, the committee reviewed the motion to page 19, I. WSO CONTRIBUTIONS - Regular c., since this motion did not carry with substantial unanimity at the 1985 WSC (50, yes; 39, no; 4 abstaining). A decision was reached to present the revision in two motions: 1) to limit WSO contributions to Al-Anon members only (not their families) and 2) to add a section on "In Memoriam" contributions. These motions and any others developed in January will be presented at the 1986 WSC. The motions and background information will be available in the addenda section of the Conference brochure.

ADULT CHILDREN: During the January meeting, it was decided that the Long-Range Study Panel will consider adult children issues, bringing only Policy questions to the Policy Committee.


A letter was sent to four adult children groups registered with both the WSO and the new organization Adult Children of Alcoholics (ACA) telling them they couldn't be registered with both organizations. Subsequently, all four groups were dropped.

REPRINTS: In view of the concerns expressed at the 1985 WSC, an Administrative Procedure for the Development of Reprints was approved by the Policy Committee after much consideration; a copy was subsequently sent to all Conference members.

Other Policy Concerns:

Several members informed us of an organization in Englewood, Colorado producing a pin with the Al-Anon logo and using the World Directory for solicitation purposes. We subsequently wrote to this organization, gave them copyright release and advised them that the Directory was not to be used for this purpose.

A publisher in Asheville, North Carolina printed an "Aftercare" guide with the name "Al-Anon" on the mailing envelope and pamphlet, implying Al-Anon affiliation. We thanked them for their referrals to our fellowship and asked them to discontinue such use in future printings, pointing out our Tradition of non-affiliation. They replied that it had been a limited "test" mailing and a sample of the corrected format would be sent to us before publication.

Hazelden was contacted regarding a coin featured in their catalog with a butterfly and the word "Al-Anon" imprinted. Following Executive Committee discussion and legal advice, we told them to discontinue the use of this item and to utilize existing stock to fill orders only from the present catalog. We asked them for the manufacturer's name and to send us catalog proof sheets where Al-Anon is to appear. 

POLICY SESSION:

Marjorie W., Chairman
Sandra F., Secretary

The Committee opened the session by proposing text and policy changes to page 19 of the Digest in two separate motions (which had evolved from a rather densely-worded recommendation defeated at the 1985 WSC). Both motions carried with substantial unanimity and will appear in the Digest as follows:

(under I. WSO CONTRIBUTIONS—Regular)

c. Individual Contributions

The limit on all contributions from individual members of Al-Anon and Alateen to the WSO is \$500 per year.

(Deleted is: "... and a one-time contribution from the immediate family in memory of a member is \$500.")

Added in place of *Bequests* will be:

e. Memoriam Contributions


Any Al-Anon or Alateen member may make contributions to the WSO in memory of anyone who is deceased. (see Item c. above)

What this means is that contributions will not be accepted from persons outside the fellowship (regardless of whom they commemorate) and that Al-Anon members' contributions will be accepted in anyone's memory.

The third and final text change proposed by the Policy Committee was a restatement of the section, "Labels," under V. DILUTION OF THE AL-ANON PROGRAM on pages 41-42 of the Digest. It will be repositioned as Item b. with necessary adjustments made as needed in designating other items in that section. The Conference heartily supported this change, now reading:

b. Labels

It is suggested that the use of professional terms, such as "co-dependent," "para-alcoholic," and "co-alcoholic," be avoided since they perpetuate the tendency to focus on the alcoholic.

The paragraph still conveys the same sense as the old version, but the unflattering phrase, "professional jargon," has been removed, and the professional terminology was updated to reflect current usage. 

QUESTIONS:

Can an Al-Anon's story be put on file at Institution (with back to camera) knowing the Institution will be showing the film when they want to?

Yes, this is within the Eleventh Tradition. This situation is similar to an interview with a magazine where you share your personal story and they are free to use it when they want to.

QUESTIONS:

The 1984 Conference voted that the Twelve Concepts are to be accorded the same stature as the Twelve Steps and Twelve Traditions. When are we going to see this and how will it appear?

It already has. The 1984 vote was that as with the Twelve Steps and Traditions it would take $\frac{3}{4}$ written consent of all registered groups to amend the Concepts (not the supporting text). So far there have not been any requests to change the Concepts.

A group was asked to sign a card for a new member who was ordered to Al-Anon by the court. Her husband was ordered to AA. Is this affiliation? Should we sign the card?

The current practice, based on the membership's sharings, is that it is up to each individual to decide whether or not to sign such a card.

(Workshops Continued from p. 35)

IS IT APPROPRIATE TO ACCEPT CONTRIBUTIONS FROM FELLOWSHIP/SPIRITUAL WEEKENDS COMPRISING AL-ANON AND AA MEMBERS?

It was noted that there is a difference between fellowships (conferences and conventions) and spiritual weekends (retreats), and that page 20 in the Policy Digest can provide some guidance. Most felt it was appropriate to accept the funds as long as the number of Al-Anon registrations equalled the amount of donations.

SHOULD WE REVISE THE LITERATURE TO CONSISTENTLY USE HIGHER POWER IN PLACE OF GOD? SHOULD WE DELETE ALL REFERENCES TO "HIM" IN THE STEPS?

According to our Charter, it would take the written consent of $\frac{3}{4}$ of the registered Al-Anon and Alateen groups worldwide to remove "God" or "Him" from the Steps and Traditions. It was suggested that thinking of God as Good Orderly Direction might help some members who have a problem with the term. Two other suggestions were to remember the Serenity Prayer (and the wisdom to know the difference) and that in Al-Anon we take what we need and leave the rest.

ARE WE BECOMING LESS SPIRITUAL BY FOCUSING ON PSYCHOLOGICAL AND SOCIOLOGICAL FACTORS IN AL-ANON?

Al-Anon is a spiritual program and as long as we keep the focus on ourselves and the program principles, it will remain spiritual. Reference was also made to page 26 of AL-ANON/ALATEEN GROUPS AT WORK.

SHOULD WE CHANGE AREA OFFICERS' TERMS FROM THREE YEARS TO TWO?

Everyone agreed that the three year term is excellent: the first year is for learning, the second for implementing, and the third is for passing the message on. Workshop participants were not comfortable with the idea of a Conference filled with only "new" Delegates and "old" Delegates.

(Adult Children continued from Long-range Session p. 43)

- Here's some direction from my Area: use only Al-Anon CAL; don't refer to ourselves with initials; read a statement disavowing specialization; emphasize the Al-Anon Spoken Here placard; take frequent group inventories and groups conscience; and encourage newcomers to attend other groups.
- Last year I made a flip statement about the proliferation of literature. Today I know a little more about this issue and I retract that statement. We need more.
- Are we breaking Traditions by adding our name in front of an existing group?
- Some people's problems are deeper and they need special attention. These meetings give them the intimacy they need. Give them their own committee.
- I'm an adult of an alcoholic, too. But how long can you remain a wounded child?
- Sometimes adult children have trouble sharing with other Al-Anons, and in many cases the non-alcoholic parent is seen as the problem.
- We should stress that if they don't want to use our tools, they shouldn't register with us.
- If we emphasize our differentness, aren't we condemning them to forever being children?
- As a fellowship, we should seek input and then reflect on it. Let's be careful. Our strength is in our inclusiveness.
- I sat in on a workshop with Alateens and adult children. They were begging for Al-Anons to help with structure; they were asking for literature. Last year I opposed more literature, and I have to say I've changed my mind.

(Please see Open Discussion for more on adult children of alcoholics and p. 45 for the previous (1984) WSC statement on adult children.)

ANNUAL REPORT:

Sylvia R., Chairman
Susan B., Secretary

COMMITTEE MEETINGS: The Committee met nine times in 1985. In-town Committee members are: J. Robert A., Patricia G., Richard K., and Joan McC. Long time member, Penny B., rotated and Phyllis M. joined this year.

1985 WSC:

The P.I. Committee presented a skit entitled "The Wizard of Program" illustrating the pitfalls of complacency in P.I. service work. Copies were provided to Delegates for Area use.

The following P.I. Committee recommendations were approved: to create two new TV spots (to be created from the P.I. about-to-be produced Al-Anon film); to produce an Alateen poster; to prepare a slide presentation based on artwork submitted by Alateen members and coordinated with the existing Alateen cassettes "Alateens Tell It Like It Is." It will replace the original artwork submitted by Alateens in Montreal, approved by the 1984 WSC. The P.I. Committee will work closely with the Alateen Committee on this project.

1985 INTERNATIONAL CONVENTION:

Communiques - were sent via Tel-Bec Service prior to the Conference by the P.I. Staff Secretary at regular intervals to the media, social agencies and government organizations.

Press Conference - attended by representatives and the press, radio and TV was held prior to the convention. Personal interviews with Lois W., Bob S. and the P.I. Staff Secretary were held, and articles were published in English and French newspapers. There was extensive media coverage during the convention.

The Press Room - was staffed by WSO, NPIC staff and bilingual volunteers for 12 hours daily from July 2 through July 7.

P.I. COORDINATORS:

P.I. Coordinators Questionnaire - 26 out of 64 coordinators responded. The responses indicated that some of the media work in the local Areas is "slipping between the cracks."

New coordinators were sent a letter of encouragement, the P.I. kit, a list of coordinators' addresses and telephone numbers, and the questionnaire.

P.I. Coordinators Meeting - was held at the International Convention on July 4 to discuss P.I. service work.

P.I. Newsletter - The first biennial issue of Coordinators' Sharings and P.I. information from the WSO was mailed in November to Area P.I. Coordinators.

PRESS CLIPPING SERVICE:

At the request of the Chairman of NPIC Committee, this service now includes major Canadian newspapers. Relevant press clippings are sent periodically to the NPIC office in Ottawa.

GENERAL OFFICE WORK:

P.I. Inquiries - (3,121) were handled routinely or answered personally.

Correction Letters - (181) were sent to publications which either misspelled Al-Anon/Alateen or misrepresented Al-Anon in some way.

Free Offers - As a result of P.I. efforts with national magazines, the following numbers of pamphlets were sent in response to stamped, self-addressed envelope requests from readers: *Choice*, 14; *Dynamic Years*, 13; *Freebies*, 632; *Glen Mary Missions*, 151; *Good Housekeeping*, 84; *Seventeen*, 24; *Teen*, 2; *TV Show*, 4; *Young Miss*, 27.

SERVICE AIDS:

Alateen poster - Aimed at minority youth, this poster was approved by the committee, which recommended it also be produced in Spanish. Further studies are being made for the feasibility of producing it in bus/train size.

Alateen slide presentation - The committee approved a three-part concept submitted by Alateen members in Pennsylvania: 1) What it was like; 2) Understanding the illness; 3) The Alateen program.

P.I. materials - were reviewed for consolidation. A memo sent to the Budget Committee noted pieces deemed necessary for attracting members to the program.

Repeating cassettes - were produced for major health fairs and exhibits aimed at the general public.

Revision of P.I. materials - "Pebble in the Pond" and the Al-Anon/Alateen order blank were revised by the P.I. Secretary, who also worked with the CPC Secretary on revising "Al-Anon and Professionals."

Two TV PSAs taken from Al-Anon film - After review, the Committee unanimously agreed the film's context did not lend itself to the quick, effective delivery necessary for PSAs on television. The P.I. Committee will research this and other options to bring to the P.I. Standing Committee at the WSC.

COOPERATION WITH PUBLICATIONS:

Material and/or interviews were given by the Staff Secretary to 18 publications for articles on Al-Anon, Alateen, alcoholism and its effects on the family and children (of all ages) of alcoholics. They were: *Good Housekeeping*; Project CORK; *Catholic New York* paper; *Scholastics* magazine; Harcourt, Brace & Jovanowitz & with permission to print a simulated Alateen meeting; SUNY Research Foundation; Center for Child Abuse Education; *Glamour* magazine; *Teenage Magazine*; Stroh Brewery Company Newsletter; *NEW YORK Daily News*; *Minneapolis Tribune*; Chelsea House Newsletter with reprint for the mini-poster; *Family Circle* magazine; *Parents* magazine; *Keeping Posted* magazine; *Essence* magazine. Materials and interviews were also given to free-lance writers and graduate students.

The P.I. Secretary gave a personal interview to a free-lance writer who is writing a book on adult children of alcoholics in Al-Anon. She also coordinated interviews with executive women who are adult children of alcoholics in Al-Anon for *Savvy* magazine.

The P.I. Secretary wrote an article entitled "The Al-Anon Group: Calm Space in Stormy Seas" which was published in the January/February issue of *Focus on the Family* with the title "Adult Children of Alcoholics Inside Al-Anon—The Open Fold."

This convention issue was distributed at the 1st National NACA Conference.

Eighteen national and regional organizations have listed Al-Anon as a resource. They are: The Planning Council; Houghton Mifflin Company; Clearinghouse for Occupational Safety and Health; National Health Information Clearinghouse; Children of Alcoholics Foundation; Voluntary Health Organizations; National Referral Center; Pro-Education; County of Delaware Services for the Aging; National Directory of Newsletters; Project CORK; Christian Home; Silver Page Directory; HMO Health Ohio; National Council on Patient Information and Education; World Book, Inc.; National Association of State Alcohol and Drug Abuse Directors; Women's Crisis Center.

COOPERATION WITH THE MEDIA:

Material and/or interviews were given to nine programs or stations for TV and radio: Embassy TV, ABC, *Christopher Close-Up*, WVNY in Vermont, Canadian Broadcasting Corporation, NBC, *On the Air*, and *Sound Documentaries*.

Arrangements were made for the Alateen Staff Secretary to accompany Al-Anon and Alateen members to appear on The Christophers' nationwide talk show, *Christopher Close-up*.

In addition, arrangements were made for CBS to film an Al-Anon adult children's group meeting at the WSO for CBS *Weekend News*.

In cooperation with Canadian Broadcasting System (CBS), Al-Anon literature was sent for inclusion in information kits to station managers, which CBS is putting together, preparatory to their airing of a film called "Adult Children of Alcoholics."

COOPERATION WITH OUTSIDE AGENCIES:

Literature for hand-out was sent to the following: Committee on Women and Alcoholism; Federal Employee Counseling Service; and the NYC Third Avenue Festival. The P.I. Staff Secretary spoke to 300 Federal employees at Federal Plaza.

Information packets were sent to the National Clearinghouse for Drug and Alcohol Abuse in a cooperative effort to provide information to the general public after the national ABC airing of "Shattered Spirits."

At the invitation of the AA Host Committee, the P.I. Staff Secretary spoke at AA's Press Conference in Montreal about Al-Anon's First International Convention.

An article entitled "Al-Anon and the Media: Making a Difference in People's Lives" was written by a P.I. Committee member and published in the April issue of the National Association of Broadcasters' magazine *Radioactive*. This convention issue was distributed at NAB's annual convention and generated positive interest and activity in Al-Anon and Alateen among broadcasters.



Public Information Update

ALATEEN POSTER: The Alateen Poster designed to attract minority youth was completed and is available.

ALATEEN SLIDE PRESENTATION: The P.I. Committee will review the artwork for the slide presentation.

TV PSAs: The P.I. Committee is reviewing work for the two PSAs approved by the 1985 WSC.

CHEMICAL PEOPLE II: At the invitation of the First Lady, the P.I. Secretary attended a White House luncheon and briefing in January 1986 on the Chemical People II Media Project to be aired in the Fall of 1986.

P.I. REPORT BACK:

Claire R., NM

MEDIA APPEARANCES: The first recommendation presented by the P.I. Committee to the WSC was to reinstate the previous long-standing policy permitting WSO staff to be seen full face with name and official title in media appearances without revealing Al-Anon membership. The motion provoked a great deal of discussion (as it had at an earlier Conference) and although approval by a simple majority was achieved, substantial unanimity was lacking, and the motion did not carry. The major obstacles toward reaching substantial unanimity seemed to center on different interpretations of attraction vs. promotion, and the fact that both the CPC and P.I. Secretaries (the Staff most likely to be involved in media appearances) happen to be members of the program.

RADIO PSAs: The Committee recommended that six existing radio Public Service Announcements (PSAs)—already being used successfully at the local level—be accepted for distribution. The tapes were played back to the Conference and promptly approved.

TV PSAs: Material from several producers is being reviewed for the two TV PSAs approved by the 1985 WSC. A dissolve technique will be used.

LONE MEMBER SERVICE:

(Sub-Committee of WSO P.I. Committee)

Ed K./Sylvia R., Chairmen

Ann S./Susan B., Secretaries

COMMITTEE: The Committee met six times to consider discussing Lone Member Service at the 1986 General Services Meeting and Regional Service Seminars; doing P.I. work with lone members; modifying the name of the newsletter; creating a sticker for Information Services; a new masthead design; the Lone Member Letter Box; and hearing and sight impaired lone members. Through Board action, the Lone Member Service was made a sub-committee of the P.I. Committee. Pat G., a member of the P.I. Committee, volunteered to serve as Chairman of the Lone Member sub-committee and to coordinate P.I. efforts for this service. In reaching out to the hearing impaired, an article was written for *INSIDE AL-ANON* to attract this segment to the Lone Member Service. Pat attended a conference on the hearing impaired to further coordinate efforts and submitted a full report to the Committee.

The Committee developed a sticker, flyer and new masthead for use in doing P.I. work with lone members. When the Lone Member Service became a part of the P.I. Committee, it was agreed to reconsider these items researching their possible uses.

INTERNATIONAL CONVENTION: Ann W., former Lone Member Coordinator from California (S), chaired a lone member meeting. Four letters from lone member contacts and one lone member indicated plans to attend the 1985 International Convention. A letter informing them of the "Mail Meeting" and other appropriate information was sent.

OFFICE PROCEDURES: All form letters for Al-Anon and Alateen lone members and lone member contacts were revised. Lone member contacts lists were updated.

The Registration Form for all lone members was revised. A sentence was added requesting permission from the writer to publish his/her letter in the **LONE MEMBER LETTER BOX**.

LONE MEMBER LETTER BOX: The September issue was mailed with a cover letter informing the members of the change in the name of the newsletter and an updated lone member list. The December 1985 issue was the first with the new name and some minor changes in format.

NEW REGISTRATIONS:

Proposed Al-Anon
lone members: 47

Registered Al-Anon
lone members: 28

Registered Al-Anon lone member
contacts: 45

Proposed Alateen
lone members: 16

Registered Alateen
lone members: 8

Registered Alateen lone member
contacts: 11

Lone Member Update

The P.I. Committee is polling all Lone Members to ask them if they would like their name and address made available to any Al-Anon or Alateen member interested in corresponding with them.

QUESTIONS:

Can an Al-Anon's story be put on file at Institution (with back to camera) knowing the Institution will be showing the film when they want to?

Yes, this is within the Eleventh Tradition. This situation is similar to an interview with a magazine where you share your personal story and they are free to use it when they want to.

AREA HIGHLIGHTS:

Judy B., Iowa
Gerry V.S., CT

At mid-week, Delegates met to discuss problems, concerns and successes from their Areas, sharing their experiences and working out solutions together. Some Areas reported groups using the AA Big Book, particularly adult children of alcoholics groups. It was suggested that workshops be held on "Why CAL?" and that we try to educate members with tolerance, remembering we are not policemen. If there are members who wish to use the Big Book for their own personal recovery, it was felt it is their prerogative to do so on their own, away from group meetings.

Many Delegates shared their experiences of things that work including: placing posters—with CAL attached—in local areas; donating our books to high school libraries; holding an "Afternoon in Al-Anon" at AA Conventions; giving meeting guidelines to adult children of alcoholics groups; establishing communication between Intergroups and the Area Assemblies by exchanging information and giving reports to one another; sending Alateens to Al-Anon Conferences; and including in Area newsletters all Handbook changes approved by the WSC.

REGIONAL SERVICE SEMINAR:

Ruth F./Mary Fran W., Chairmen
Susan B./Carole K., Coordinators

COMMITTEE: Following the 1985 WSC, the chairmanship rotated from Ruth F. to Mary Fran W. In August, coordination was reassigned from Susan B. to Carole K. In addition, the Committee consists of the Regional Trustees involved in the previous and future Seminar and the General Secretary or the Deputy, either of whom will be attending the event. In addition to planning the Seminars, the Committee discussed: revision of guidelines, RSS workshop at International Convention, and 1985 WSC presentation.

1985 WSC: Ruth F. gave an overview of the Seminars and Susan gave specific information about past and future ones. Minor revisions in the guidelines were presented and questions answered. The Conference then broke into six groups by Region for discussion about the Seminar being held in that Region.

ARTICLES: Articles announcing the U.S. Southwest RSS appeared in *The Forum*, *AREA HIGHLIGHTS* and *INSIDE AL-ANON*.

GUIDELINES FOR WORKSHOP REPORTERS: The Committee voted to have a more comprehensive statement added to existing workshop report-back sheet, giving reporters more direction.

WORKSHOP AT INTERNATIONAL CONVENTION: The topic "Service Fever, Catch It" was chosen. Participants shared what worked and what didn't work at past Seminars. Five panelists included members from among past Seminars, Host Committee Chairmen and past Trustees.

U.S. SOUTHWEST REGIONAL SERVICE SEMINAR: Albuquerque, New Mexico. November 8-10, 1985. 299 Registrants.

AGENDA: The new RSS Committee Chairman and Staff Secretary met at the WSC to coordinate the agenda from information provided by the U.S. Southwest Delegates.

HOST COMMITTEE: The Host Committee received the registration half of the form for the Registration Kits and name badges. The RSS Secretary communicated on a continual basis with the Chairman and the Host Committee. Minutes of the Host Committee meetings were sent to the WSO. The Host Committee, WSO Staff and Trustees participated in a host dinner planned by the Host Committee.

EVALUATION: 119 forms were received.

STAFF ATTENDING: Sandra F., Deputy; Mary Fran W., Regional Trustee U.S., S.W.; Norma McG., Chairman of the Board of Trustees; Rae S., at-large Trustee; Susan B., P.I. Staff Secretary; Carole K., Alateen Staff Secretary; Ellen D., CPC Staff Secretary. A briefing meeting was held one week before the Seminar with WSO personnel.

HOTEL: A package (including tax and gratuities) for two nights, plus three meals on Saturday and breakfast on Sunday was: \$133.91, single occupancy; \$83.32 double occupancy per person; \$102.24, single occupancy without meals; \$51.00 double occupancy per person without meals. Meal prices (not including tax gratuities) for registrants not staying at the Clarion Four Seasons were: \$3.95, continental breakfast; \$5.25, full breakfast; \$9.00, lunch; \$14.00 dinner. Meeting rooms were complimentary.

MAILINGS: A group-wide mailing including a letter to members, registration/reservation forms, return envelopes, explanation sheets and flyers were sent to Delegates, Al-Anon and Alateen groups, Institutions groups, Information Services and Loners. A confirmation letter was mailed to each registrant. Eight boxes of materials were shipped, including agendas, guidelines, RSS issue of *INSIDE AL-ANON*, *ALATEEN TALK*, *AL-ANON IN INSTITUTIONS*, name tags as well as materials for the registration kit.

TAPING: A letter of agreement was signed with a taper selected by the Host Committee Chairman.

U.S. NORTHEAST REGIONAL SERVICE SEMINAR: A plan was developed for communicating with past chairmen of workshops to draw from their Seminar experience. Letters were sent by the Regional Trustee to the workshop chairmen before they chaired workshops to share all concerns indicated by Delegates in the Region, and thus help chairmen focus and organize their workshops. A memo to the Delegates for inclusion in their Area newsletters was sent by the Regional Trustee.

SITE SELECTION: Three bids from Ohio, New York (North) and Pennsylvania were submitted by Delegates at the WSC. Ohio was chosen as the site and the Seminar will be held at the Baldwin-Wallace College in Berea, Ohio for the weekend of June 20-22, 1986. Rates were set at \$49.95 double occupancy and \$59.45 for single. These rates include a five meal package plan beginning Friday dinner through Sunday breakfast. There is also a \$10.00

registration fee. Carole visited the site in September and met with Susan S., Host Committee Chairman, and with local Al-Anon members interested in serving on the Host Committee. Norma, Regional Trustee and Seminar Chairman, also met with the Host Committee while at the Ohio Assembly.

MAILINGS: The registrations, flyers and cover letter were prepared for January 15th mailing. In November, a letter was mailed to all Delegates announcing the site. Norma also wrote to Delegates within the Region encouraging their financial support of the Host Committee and asking for agenda suggestions.

CANADA WEST REGIONAL SERVICE SEMINAR: October 10-12, 1986 and Marlborough Inn, Winnipeg, Manitoba were selected as the dates and site for the Seminar. Gloria P., Regional Trustee, wrote Delegates in the Region asking for financial support for Host Committee. A Host Committee was formed; Tim P. is Chairman.

ARTICLES: Information regarding all Seminars was submitted to *AREA HIGHLIGHTS*, *INSIDE AL-ANON* and *The FORUM*.

RSS SESSION:

Mary Fran W., Chairman

Chairman Mary Fran W. outlined the development of Regional Service Seminars beginning with the 1979 WSC decision to conduct RSSs in six Regions of the U.S. and Canada as a means of promoting direct communication between WSO staff, Board members, and service people as well as to stimulate Al-Anon and Alateen members' interest in service work.

Final approval for RSSs was given at the 1983 WSC with Seminars continuing on a rotating basis. By October 1986, the third round of Seminars will begin. Nevertheless, many Al-Anon and Alateen members remain uninformed about service work, and Mary Fran expressed the hope that Districts and Areas will encourage members to attend at least one seminar.

Guidelines have been developed on hosting a Seminar and Mary Fran explained how decisions are reached on site selection. Conference members were invited to bring their thoughts and suggestions to the Regional Breakout meetings which followed.

REGIONAL TRUSTEES

John W., Chairman, Conference Committee on Trustees
(Explanation of the 1987 Regional Trustee Nominations)

The procedure for nominating a Regional Trustee, explained John W., begins with the selection process. Every year two of the Regions choose candidates, and every group within that Region has the privilege of recommending a qualified Al-Anon member.

RT candidates submit their résumé, noting qualifications and status, to the Area Assembly or the Area World Service Committee, whichever method the Area has chosen. An advantage, John pointed out, of the Area Assembly is that each local group has a part in the selection process. One candidate is selected and the résumé forwarded to WSO. An alternate nominee may also be selected and that person's résumé is held in reserve should the original nominee become unavailable.

Requirements for Regional Trustee are membership in Al-Anon for five years, availability for three years of service as a Trustee, a history of participation at local/Area levels, and having enough free time to come to New York at least four times a year for quarterly Board meetings, Policy Committee meetings and the WSC. The U.S. NW and U.S. SW Regions are scheduled to submit their RT candidates for the 1987 nominations. The WSO will receive the résumés and after processing them, send a copy of each to all voting members of the respective Nominating Committee of that Region. Current Delegates from a Region constitute the Nominating Committee of that Region.

At the WSC, there are two separate voting sessions with separate Nominating Committees from each Region. Each Committee nominates one RT candidate from their Region, and the names are submitted to the Board of Trustees.

The following names were submitted to the Conference for affirmation and to the Board for formal approval at its Annual Meeting immediately concluding the 1986 WSC:

Marjorie W.: RT U.S. SE
Angela W.: RT U.S. NE



Charlotte G., UT

As I look back over my years in Al-Anon, I see a lot of change in me. I remember my first few meetings, how scared and lonely I was. As you showed me how to work the Steps, I began to gain a little serenity. Then I heard the word service, and my sponsor explained the three sides of the triangle.

In time I became a GR, which I still feel is the most important position in our structure; then DR and Area Chairman. I practiced the Twelve Traditions and found the Twelfth especially helpful. I tried not to influence the voting members of the Assembly and to give them just the facts. For me this was hard—I'd always been a controller.

My road to recovery has taken me to service. You have given me lots of work and lots of love. You taught me acceptance, tolerance and how to let go. I'm glad recovery never ends.

Judie B., Iowa

Al-Anon was my last resort; I had tried everything to get him sober and nothing worked. I thought he drank because there was something wrong with me, and I was afraid people would find out. So I couldn't let anyone get to know me.

I became active in service quite early in the program. I was elected GR and learned that service is a commitment to listen, learn and share. Just as the Steps, Traditions and Concepts have a theme, serving in Al-Anon means: Pass along understanding.

I found personal growth as a Delegate whenever I tried something new or did something I didn't particularly want to do. I found out I'm not perfect, and it's OK to make mistakes. I have found the personal freedom just to be me.

I cannot imagine my life without Al-Anon. As long as I continue to attend meetings, share my experience, strength and hope and to reach out to those who are in need, my recovery will never end.

Gerry Van S., CT

If someone had said, "Recovery never ends," at my first Al-Anon meeting, I don't think I'd be standing here today. The meeting greeter said, "Try us for at least six weeks and then decide if Al-Anon can help you." I figured a six-week course on how to sober him up would be ample.

Although I wanted to cry out my despair, I was determined to show them my inner strength and control by keeping my eyes dry. At the next meeting, I was already crying as they read the preamble, but they cared about me and listened and nodded through my sobs, handing me the box of tissues. After the meeting, they calmed me down with a message of hope. I was soon asked to order and put out the literature even though it would extend beyond my six-week course. They told me not to worry, someone else would take over the job if I left.

I know now that my Higher Power puts people, ideas and thoughts in my daily life that will enrich and add joy, serenity and inner peace. For two-and-a-half years, the God of my understanding has allowed me the opportunity to serve as Delegate. This is truly the experience of a lifetime. I never want my recovery to end. I continue to thirst for the growth, love and gratitude this program has given me.



BOARD OF TRUSTEES:

Norma McG., Chairman

Before presenting Conference members with recommendations requiring their approval, Chairman Norma McG. reviewed the following Board actions that did not require approval by the WSC:

- to honor Henrietta S. for her many years of dedicated service to Al-Anon
- to stagger the terms of the three at-large members of the Executive Committee; and to limit eligibility for reappointment to no more than three one-year consecutive terms with a one year break in service, after which time annual reappointment for no more than three additional one-year terms is possible
- to reprint service manuals every other year; and to print insert sheets during the second year (they may be printed on both sides)
- that at-large members of the Executive Committee become members of the Policy Committee on a three-year trial basis, with full rights of voice and vote, after which time the 1989 WSC will be asked to amend the text under Concept XI
- to suspend printing of the International Section of the World Directory, with several alternatives provided for traveling members
- to send out an annual catalog of Al-Anon books and literature early in the year with *INSIDE AL-ANON* mailings, followed by a supplement announcing new material
- to continue limiting reimbursable expenses for WSO volunteers for travel, food and lodging
- that the positions of Vice Chairman of the Board and Chairman of the Policy Committee not be automatically tied together

The first official Board motion to come before the Conference concerned the proposed expansion of the Regional Trustee plan. The 1985 WSC gave conceptual approval for adding three new Regions. An ad hoc committee comprised of six current Regional Trustees researched their Regions and developed a plan for implementing the expansion, increasing the number of Regions from six to nine.

The 1986 WSC voted to approve the Board's motion to add one Region per year, beginning with the US North Central in 1989, followed by the US South Central in 1990, and Canada Central in 1991. Also approved was the Board's recommendation that no additional Regional Service Seminars be considered until all three new Regions have been added. In the event that a Region has no nominee for RT, the Conference reaffirmed the Board's right, in accordance with the Bylaws, to fill the vacancy until the Annual Meeting of the Board the following year, at which time the Region will be consulted to determine if candidates are available for nomination to complete the remainder of the term.

The Conference did not support the Board's motion that the Bylaws be amended to include a clarifying statement that ex-officio members are entitled to all the rights and privileges accorded other Committee members including voting rights. While Board members observed that their research indicated this practice is customary, Conference members did not feel there was sufficient documentation to support a Bylaw change.

The Conference voted to print the World Directory biennially with the next issue to be printed in 1988. The \$30,000 yearly production cost, however, combined with the Directory's instant obsolescence prompted some Delegates to consider eliminating it completely. An amendment to this effect did not carry and the Conference approved the original motion as presented, agreeing to re-examine the issue in 1987.

Two previous Conferences addressed the subject of having one combined service kit (comprising Alateen, CPC, P.I. and Institutions materials) and the 1986 WSC approved the Board's motion that the comprehensive kit replace each service's individual kit. Each Delegate had an opportunity to examine the new format, priced at \$8.50, and Staff Secretaries reminded Conference members that no material had been deleted—the overlap had simply been eliminated. All new Coordinators will receive one complimentary kit from WSO.

The final motion brought before the Conference by the Board was to combine the Handbook Committee with the Admissions/Agenda Committee on a trial basis. This change, supported by the Admissions/Agenda Committee, was approved.

NOMINATING COMMITTEE

Ruth L./Edward J. K., Chairmen

COMMITTEE: Until the 1985 WSC, the Committee consisted of the Chairman, the General Secretary, Bob D., Ruth F. and Rita McC. Subsequently, it consisted of Hank G., Bob D. and Ruth L. and was chaired by Ed K. Minutes of the meeting were sent to the Conference Committee on Trustees.

1985 WSC: The Committee recommended two nominees to serve as Trustees and one for the Executive Committee. Jane O. was re-elected to a second term as a Trustee and new members were Rosemary E. and Rose M. The Conference also affirmed RT Candidates, Mary C., Canada East and Gloria P., Canada West, selected during the RT Elections.

CANDIDATE SELECTION FOR 1986: After recruiting from staff, volunteers and the Conference Committee on Trustees, a list of candidates for the three at-large Trustees was compiled, based on ability rather than geographical consideration, and subject to Budget Committee review. A recommendation was made to the ad-hoc committee on Structure concerning the length of time a member of the Executive Committee may serve. ▲

NOMINATING COMMITTEE SESSION:

Ed K., Chairman

John W., Chairman, Conference Committee on Trustees

Ed K. explained that the Nominating Committee gathers résumés of potential candidates for Trustee-at-large, reviews the résumés and submits them to the Board. Of the eight résumés received this year, three nominees were selected: Bob D. (second three-year term), Rae S. (second three-year term) and William S. (first three-year term).

Unfortunately, the Conference Committee on Trustees, the recently designated subcommittee of the Nominating Committee, did not have an opportunity to review nominees' résumés due to a problem with communication and was unable to affirm the slate as proposed. Nevertheless, the nominees were approved by the full Conference and every effort will be made, by both the nominating committee and its subcommittee, to insure that communication will be strengthened in the future.

Due to illness, Trustee Sylvia R. was forced to resign shortly before the Conference began. Richard K., selected at that time by the Board, was affirmed by the Conference as her replacement on the Board to serve the remainder of her second term. He also replaced Sylvia as the P.I. Committee Chairman.

The slate of Board Officers presented by the Nominating Committee—Bob D. (Chairman), Gloria P. (Vice Chairman), and Jane O. (Treasurer)—was approved by the WSC.

* **GUIDELINES:** The trial guidelines from the 1985 WSC were revised and distributed to Conference members. (see below)

PURPOSE OF THE SUBCOMMITTEE: Subcommittee members will continue to seek possible candidates from their respective Areas. Their stated purpose is to assist the Nominating Committee in the candidate selection process by either affirming or not affirming the Trustee-at-large nominations. While the committee acknowledged that the Board could, if it chose, nominate without Committee assistance, they asked that they have the opportunity to participate in the selection process.

FUTURE DIRECTION: Subcommittee members voiced strong objections to their exclusion from the nominating process this year and further demonstrated their position by not affirming the Board's selection for Trustees-at-large. Both they and the Nominating Committee agreed to work more closely in the coming year to guarantee that a more constructive relationship will ensue.

* (Copies available. Write to the WSO.)



LONG-RANGE REPORT:

Hank G., Chairman
Sandra F., Secretary

COMMITTEE: The panel met eight times. Committee members include Jane O. (who resigned in the last quarter), Richard J. Keilly, Bob A., John F., Myrna S. H., Helen G. and Margaret O'B. An analytic resource for the Board of Trustees, its direction was reviewed by the Board in April. At the 1985 WSC, the discussion centered on what direction to take and what services to provide to adult children. The consensus was to offer encouragement and support, not to react.

ADULT CHILDREN: At the beginning of 1985, this subject was handled by the Policy Committee, but was later referred to the LRSP. Throughout the year, the panel discussed this topic and decided to develop a one-year plan for presentation at the 1986 WSC. By the year's end, there were a total of 570 groups registered (with 317 proposed groups for a total of 887 groups); last year there were 255 registered.

THE WORLD DIRECTORY: Although the 1985 WSC voted to send the Directories every two years, the Board referred the matter to LRSP for reconsideration since the motion did not carry with substantial unanimity. Based on panel discussions as well as a survey sent to 10% of groups in the U.S. and Canada, a recommendation was sent to the Board to print the Directory biennially and to utilize an 800 number and Getting In Touch to provide interim information.

DUAL MEMBERS: A survey was sent to 71 past Conference members questioning whether the existing policy of dual members not serving beyond the group level should be changed. Forty-three responded as follows: 35 believe the policy should remain as is; six feel the time has come to change the policy and two feel that the policy should be changed in the future. In addition to replying to the questions, many respondents sent substantial commentary which was compiled into a report. The Panel is seeking other ways to research this subject before presentation to the Policy Committee and Conference. The need for an in-depth look is supported by the Concepts, which assure that the ever-increasing "minority voice" of the dual members be adequately heard.

OTHER TOPICS DISCUSSED AT MEETINGS INCLUDED: WSO relocation outside of New York City; non-Al-Anon member participation on committees; WSO's relationship to Canada; utilizing the fellowship survey.

LONG-RANGE SESSION:

Hank G., Chairman
Sandra F., Secretary

At the 1984 WSC, a statement was developed to let adult children of alcoholics know they have a place within the Al-Anon circle of hope. The 1985 WSC felt the statement was sufficient to welcome adult children into the fellowship, yet by the end of 1985, the pain and confusion surrounding this issue had intensified. Instead of the situation sorting itself out, as was hoped, the problems have come closer to the surface.

Not only has the number of adult children of alcoholics groups skyrocketed (from 255 registered groups in 1984 to nearly 1,000 proposed and registered groups by the end of 1985), but the immediate membership in these groups is also enormous: with groups reporting as many as 20, 40, 80, even 100 regular members.

Confusion with another self-help group for children of alcoholics persists, and there is an assumption of affiliation with Al-Anon, which has created difficulties for the Al-Anon membership as a whole. Bewildered newcomers attending both types of meetings continue to bring in outside terminology, literature, and even a different set of Steps and Traditions.

Staff Secretary Sandy F. reported that both adult children within the program and long-time Al-Anon members are pleading for direction. She shared a letter sent to WSO from an adult child of an alcoholic and an Al-Anon member. The following is an excerpt from that letter.

As a grateful member of Al-Anon (17 years), I am delighted, thrilled that WSO wants to hear from adult children. I attended a few ACOAs and left frightened and upset, overwhelmed by my pain and panic. I needed and wanted the protective covering of my Al-Anon program.

Some of us decided to begin an Al-Anon Adult Children group. We kept our meeting true to Al-Anon, abiding by the Steps and Traditions, allowing no outside literature to be used or displayed. Some left, hurt and rebellious, but our trust and hope in the program was worth fighting for.

Today our group is over six months old; it is alive, well, and growing. Many come searching for what they heard was a "softer" meeting. They stay.

What do we need from WSO? Sanction! Not only sanction for individual groups, but sanction for the healing process available in Al-Anon Adult Children programs. Give us books, a daily book, guidelines. Give us something to replace what we must say NO to. Give us something we CAN do, not what we cannot do.

In an effort to respond to this kind of need, the LRSP developed a one-year plan with two major goals:

1. To provide more direction to our adult children membership concerning the Al-Anon approach to recovery.
2. To address the concerns of the Al-Anon membership as a whole regarding the development of Al-Anon adult children groups.

Strategies the WSO could implement in pursuit of these goals include: broadening the scope of the Alateen Committee (on a trial basis) to service children of all ages; offering suggestions for conducting Al-Anon adult children groups; informing the professional community about our groups and how they differ from others; and continuing to attract adult children to our fellowship. Strategies that could be undertaken at Area level include: polling adult children groups (in terms of need for service/recovery materials, ideas for a different name—to eliminate confusion with outside groups—and other service needs); and polling other Al-Anon and Alateen groups for their feedback.

The consensus of the Conference was to try LRSP's plan, agreeing it would help stimulate more concrete efforts at all levels. They were urged to poll their Areas as indicated and to send the results back to WSO; they were also encouraged to share their feelings from the Conference floor:

- In our Area, we don't see this as a problem. It's just something that's growing fast.
- Three pieces of literature isn't enough!
- I've been noticing that the faltering groups are the ones filled with AAs.
- I'm an adult child myself, but aren't we focusing on the problem rather than the solution? Our strength is in our diversity, and as a man in this program, I can really appreciate that fact!

(continued on p. 37)

SHARING CONCERNS:

Rita McC., Assistant Conference Chairman

Immediately following the last order of business on Friday night, Rita McC. chaired the Closing Sharing Session, during which Conference members were given an opportunity to raise unresolved questions or simply to share their feelings about the Conference in general. "The way the Conference unfolds each year," said Rita, "is not in the power of any one person or group—but by the grace of a Higher Power, almost as a spiritual explosion. This session is a place that allows us the freedom to leave the Conference not looking back in anger, nor forward in fear, but around in awareness."

- I think the WSC is Al-Anon at its finest. I love it at my group, my District, and Area. At every level, we do it with love and understanding. I'm glad.
- I want to express my appreciation. I'm glowing again, just like last year. I'm taking so much back with me.
- We really did work together in unity.
- Controversy or no controversy, it's been wonderful!
- I'm concerned about the voting procedures. Why did so many motions result in invalid votes? The chair might have addressed this early in the week. The abstentions bother me too. I know I came here to vote, to be heard.
- Democracy is slow and cumbersome. I'm glad we have it.
- I hope the WSO forgives my constructive criticism. I know I come on strong at times.
- I've seen disunity and unity this week, and through it all, I've seen a lot of love. Thank you all.
- My sponsor told me I'd learn more about myself than I ever thought possible. Well, I've learned so much about myself, I think my Area is in big trouble!
- I hope I've shared a little of everyone from home with all of you this week, and that I can share a little of you with them when I return.
- I think there were times this week when I acted in an un-Al-Anon way. I'm sorry, I love all of you.
- We all have our growing pains and are united in our love for this program.
- It's OK to cry here, just like it's OK to cry at meetings.
- I'm bursting with an enthusiasm to report back to my Assembly. And the funny thing is, you're all just like the folks back there. Let's all give each other a big hug!
- I got such a wrenching feeling this morning when I came into the empty meeting room before anyone else, and I thought, it's all coming to an end. It was such a sad feeling.
- I love the love we show each other regardless of our differences. I'm leaving here with a lot of growth.



SPIRITUAL SESSION:

Ginger B., SC

I was born in a little coal mining town, in Oklahoma, tenth in a family of ten children—with nine years between me and the next one. My parents used up all their child rearing ideas on the first nine and just kind of let me grow. We were poor and moved around a lot; I never stayed around anywhere long enough to make friends so I felt lonely and insecure. I dreamed of faraway places and marrying a tall, dark and handsome man.

I worked my way through college and when the war came, I went to California to work in an aircraft plant. One day I saw an MP who looked just like the man I'd dreamed of and I decided I'd marry him. Three months later, I did.

When the war ended, we moved to South Carolina and when I became pregnant, I prayed for a beautiful son who would look just like his Daddy. God gave me exactly what I prayed for. Eight years later, I prayed for a little girl who'd be just like me, but I got another little boy. I kept him anyway.

I joined the Baptist church, taught adult Sunday school and sang in the church choir. By this time, the drinking had progressed and we had very little money. Finally, he reached his bottom and found AA. He got better and I got worse: I'd lost my excuse. I have always over-reacted to everything; my spouse drank whiskey and my hair turned white from worry; he drank whiskey and I got a stomach full of ulcers—more worry; he drank and I got a ruptured disc in my back—from trying to move a piano. He smoked cigarettes and I got bronchitis. He drank and I lost my job. If there is ever a relapse at our house, you know who'll get cirrhosis!

One day my doctor looked at me and said he'd done all he could, I needed to go to Al-Anon. In Al-Anon, I learned that if the things that happen to me don't kill me outright, there's a lesson in there somewhere for me to become a better person. When my son's marriage broke up and his children went to live with their mother and her new husband (who adopted them), I felt guilty and ashamed. Then one day I grew tired of fighting. I grew quiet and a voice seemed to say, "Don't you know God loves those grandchildren as much as you do and that He knows what's best for them. Why don't you let Him handle this?" Turning my life and my will over to His care means placing myself in the background and allowing God to work through me in all my affairs. It has not been easy.

My younger son married and his first baby was the little girl I'd always wanted. Then came a baby boy. He was born with several minor birth defects, requiring quite a bit of surgery, but it has brought our family so much closer together.

Many times I asked, "Why me, God?" It was only when I got into service work that I found the answer. I've been able to help many people and have visited all the faraway places I'd dreamed of. I asked my spouse if he ever thought we'd be going to so many places because of his drinking. He said, no, it was because of his sobriety.

God has not promised skies always blue,
Flower-strewn pathways all our life through.
God has not promised sun without rain
Joy without sorrow, Peace without pain.
He hath not told us we shall not bear
Many a burden, many a care.
But God has promised strength for the day,
Rest for the laborer, light for the way,
Grace for the trials, Help from above,
Unfailing sympathy, Undying love.

Mary Ann K., WSO

Drinking was not a problem in my home when I was growing up, but I did have a strong impression about alcoholics; actually, about what an alcoholic's wife was like. A neighbor who used to help my mother with cleaning and ironing was called, "Poor Ann." Not Ann, but, "Poor Ann." She had a tooth missing in front and the fact that her husband was an alcoholic seemed to be the reason for the missing tooth and the Poor Ann.

Perhaps because alcohol was not a problem growing up, I knew after two years of my own marriage that it was part of our problem. When our first child was born, she began having seizures immediately. We were not covered by insurance and were wiped out financially. Before this time, God was there for me, but more in a ritual religious sense, at a distance. I knew all the rules of my religion, kept most, but didn't have any real contact with God.

As for the drinking, I couldn't talk about it with friends because I felt too disloyal. I was afraid they'd think, "If he really loved her, he'd stop." Then when I considered going to Al-Anon, I wondered if I'd be like Poor Ann. Would I be Poor Mary Ann? Would the people there have all their teeth?


I came into the program with too much pride. I felt I could figure things out myself, and my struggle with the spiritual part of the program stemmed from thinking I knew it all. I began setting aside a quiet time each day for spiritual reading, which changed my thoughts and some of my behavior. I stopped asking my husband why he drank and focused on changing myself. Within eight months he stopped drinking.

God was gentle with me. My awakening came softly and often at meetings. I was trying to learn detachment, not from people, but from my old behavior. Hardest for me was the Sixth Step: Became ready to have God remove all these defects of character. I had to give up my idea of the ideal family; in trying to live it out, I was forcing a solution.

The pain of loving my husband sober and living together became so great that I knew I couldn't stay with him without more help. He refused anything beyond AA and I was far enough along in my own recovery to know that wasn't enough for me. So after my ten years in Al-Anon and his nine in AA, I asked him to move. I didn't stop loving him that day, but I stopped wanting to love him.

Getting over the hurt and disappointment took time. I leaned on my home group and was able to turn more over to the care of God. I also visited another group where I was able to just sit and cry.

Now I was alone with four children: this was not the family I'd imagined, but up until last September, there really wasn't much I wasn't able to face. With trust in God's will, I felt as if I had all things in place. My daughter with the seizures had greatly improved, and my son had recovered from a nervous breakdown two years earlier. But then he got sick again and this time the breakdown was more serious. He did not bounce back, but was hospitalized for five months. I struggled with the Sixth and Eleventh Steps, wanting to be ready to Let Go and Let God, but not accepting that God's will was going to be so hard. I thought God was asking too much of me. I am still in the process of turning this devastation into a disability. Through it, I have come to a deeper level of acceptance of God's will and a trust in his care.

Someone shared that when living in pain, she used a litany of gratitude to help. Gratitude taken in large doses works. When I say thank you, God, for my friends, for a doctor who cares, and thank you, God, for my son, I find my feelings changed, my spirits lifted. 

In response to an unprecedented request for clarification, the 1984 World Service Conference approved the following statement.

AL-ANON FAMILY GROUPS
groups for adult children of alcoholics

[Reprinted, 1986]

Background

Thirty years ago, when the Al-Anon fellowship was in its infancy, most of those attending meetings were wives of AA members. As word spread that Al-Anon was a practical and successful means to recover from the effects of someone else's drinking, the Al-Anon membership grew in numbers. Along with wives of alcoholics came husbands, parents and children. While each individual brought a unique story to the group experience, a sense of belonging developed as members identified with one another. The principles of the program gave direction to their journey of self-discovery. This history is being repeated as more people find Al-Anon.

Although there have always been adult children in our fellowship, recently Al-Anon has been recognized as a resource for those whose lives had been affected, perhaps years ago, by the alcoholism of a parent. Many of these members felt that they benefited most when they shared at meetings with other adult children of alcoholics. To attract those with similar experiences, they called their Al-Anon groups "Adult Children of Alcoholics," "Children of Alcoholics," and "Sons and Daughters of Alcoholics." The formation of these groups seems to be a response to a need expressed within the fellowship.

Registration

Growth in the registration of adult children Al-Anon Family Groups at Al-Anon's World Service Office has rapidly increased. With this growth, confusion has arisen concerning Al-Anon's policy on registering these groups. Like other groups with a category of membership in the title (parents, men, women etc.) the World Service Office does register them. By doing so we acknowledge their place in the Al-Anon family *provided they keep their doors open to anyone whose life is or has been affected by someone else's drinking and with the understanding that they will abide by Al-Anon's Twelve Traditions.*

The Third Tradition states the principle: "The relatives of alcoholics when gathered together for mutual aid may call themselves an Al-Anon Family Group provided that as a group they have no other affiliation." While members of these groups, as individuals, may belong to other organizations or self-help groups for children of alcoholics, the adult children Al-Anon group itself may only be registered with the WSO if it is *not* registered with any other organization.

Literature

With an increased awareness of the adult children membership in Al-Anon, the need to include their stories in Conference-Approved Literature (CAL) became evident. As a result, existing literature and literature in process includes: a substantially expanded version of the leaflet Adult Children of Alcoholics; a public information piece called Did You Grow Up in An Alcoholic Family? that is designed to attract potential members; and a new pamphlet called Al-Anon is for adult children. In addition several shared experiences are included in the second edition of the book AL-ANON FACES ALCOHOLISM, and many other stories are regularly published in Al-Anon's monthly magazine, *The FORUM*. Adult children are also encouraged to use existing Al-Anon/Alateen literature as tools that were developed for the entire membership.

As the experience of adult children was further incorporated into our literature, the advisability of using material from other sources was questioned. The term "Conference-Approved Literature" identifies Al-Anon's literature produced by its World Service Office. The process of its development is a lengthy one designed to insure that the material has the acceptance of the Al-Anon fellowship as a whole through our World Service Conference. It is therefore recommended that only CAL be used at Al-Anon meetings. This practice maintains the Al-Anon focus, reinforces our unity, and avoids any implication of affiliation.

Unity

Our membership offers a wide variety of experience, most of it indicating that the disease of alcoholism isolated each of us in one way or another. In the recovery process we come to realize that joining together in a spirit of unity insures that Al-Anon will be preserved and passed on to others. As we see the results of our commitment to the program, our common bond is enriched, and we realize that our progress toward recovery is more important than how we came into Al-Anon or whose alcoholism may have affected us. It is therefore our hope that adult children will also attend other Al-Anon meetings where the background of its members is more widely varied. Regardless of our backgrounds, members have found that when we feel the acceptance of the group, barriers fall and the doors of communication open. In that spirit, we welcome the broadest possible participation of adult children in our fellowship, believing that the sharing of *all* our members is vital if we are to complete the Al-Anon circle of hope that extends around the world.

Motions

SUBSTANTIAL UNANIMITY

The MOTIONS below were approved by the 1986 WSC. Following this section, (retaining their official ballot numbers), are the MOTIONS that failed to receive Conference approval.

APPROVED

1. MOTION to approve that the following participants be seated with voice and no vote: Alberte C., Secretary, Publications Francaises—WSO, Al-Anon Member; Teresa M., Supervisor, Spanish Services—WSO, Al-Anon Member; Richard J. Keilly, Controller—WSO, non Al-Anon Member. (yes 90; opposed 2)
3. MOTION to accept the World Service Office Annual Activity Report for 1985 as amended. (yes 92; no 1; abstaining 2)
4. MOTION that The FORUM Report for 1985 be accepted as presented. (yes 94)
5. MOTION to approve the 1985 Financial Report as presented. (yes 94; no 1)
6. MOTION to approve the 1986 Budget as presented. (yes 86; no 3; abstaining 2)
7. MOTION to discontinue publication of the Conference-Approved leaflet, Al-Anon's WSO—(P-28). (yes 84; no 8; abstaining 1; invalid 2)
8. MOTION that a proposed plan for three additional Regions, two in the U.S. and one in Canada, be implemented on a trial basis beginning in 1989 with U.S. North Central; 1990, U.S. South Central and 1991, Canada Central. (yes 83; no 6; abstaining 5)
9. MOTION that additional Regional Service Seminars not be considered until all three new Regions have been added. (yes 91; no 2; abstaining 1; invalid 1)
10. MOTION that in the event there is no RT nominee from a Region, the Board may exercise its prerogative according to the Bylaws by filling the vacancy until the Annual Meeting of the Board of Trustees in the following year. At that time the Board will consult with the Region to determine if candidates are available for nomination for the remainder of that term. (yes 75; no 12; abstaining 6; invalid 1)
11. MOTION to distribute the film "Al-Anon Speaks For Itself" which has been approved by the CPC Committee. (yes 95)
12. MOTION to have Al-Anon's Second International Convention side by side with AA in 1990. (yes 84; no 7; abstaining 2; voided 2)
13. MOTION that the limit on all contributions from individual members of Al-Anon and Alateen to the WSO is \$500 per year; (deleting the words from the Policy Digest and wherever else needed "and a one-time contribution from the immediate family in memory of a member is \$500.'). (yes 81; no 13; void 1)
14. MOTION to amend the Policy Digest that any Al-Anon or Alateen member may make contributions to the WSO in memory of anyone who is deceased. (See item C. above) (yes 90; no 3; abstaining 1)
15. MOTION to amend the Policy Digest and wherever else needed that the use of professional terms such as "co-dependent," "para-alcoholic," and "co-alcoholic" be avoided since they perpetuate the tendency to focus on the alcoholic. (yes 93; no 1)
17. MOTION that the World Directory, because of high costs of production and preparation, be printed on a biennial basis with the next issue to be printed in 1988. (yes 66; no 23; abstaining 5; void 1)
18. MOTION that a combined comprehensive service kit containing material from the P.I., CPC, Alateen and Institutions Services be accepted as a replacement for each of these services' individual kits. (yes 85; no 7; void 1)

19. MOTION that on a trial basis the Admissions/Agenda Committee be combined with the Handbook Committee following the 1986 Annual Meeting of the Board of Trustees. (yes 80; no 12)
21. MOTION that the six already produced PSAs for radio which have been used successfully in local areas be approved by the 1986 WSC for general distribution by the WSO. (yes 75; no 11; abstaining 5)
22. MOTION that "A Guide for Sponsors of Alateen Groups" be removed from the Al-Anon Literature price list and offered as a complimentary guideline. (yes 90; no 1; abstaining 1)
23. MOTION that an amendment be made to the Handbook to include that: "the length of time any Trustees, At-Large and Regional Trustee may serve on the Board is two three-year terms which may be consecutive." (yes 90; no 1)
24. MOTION that an amendment be made to the Handbook to include that: "each year in January the Board nominates three Trustees, At-Large."

"At the World Service Conference, two Regional Trustees are nominated by the World Service Conference Nominating Committee, composed of the Delegates from the respective Regions, Delegates chosen by lot from outside the Regions, Board members selected by lot and the Chairman of the Board.

The names of all nominees, both the Trustees At-Large as well as Regional Trustees, are presented to the Conference for an expression of traditional approval. All the nominees are then elected by the Board of Trustees at its Annual Meeting." (yes 88; no 1)
25. MOTION that Jane's Husband Drank Too Much, (P-23) be discontinued once the inventory has been sold and that this cartoon booklet then be removed from the catalog and order blank. (yes 85; no 5)
26. MOTION to consolidate What's Next? Asks The Husband and My Wife Drinks Too Much, (P-11). (yes 88; no 3)
27. MOTION that the leaflet Lois' Story, (P-43) be included in the AFG book expansion/revision, and that it then be discontinued as a separate leaflet. (yes 81; no 11; abstaining 1)
28. MOTION to remove the pamphlet "A Teacher Finds Guidance in Al-Anon" from the listing of Conference-Approved Literature and produce this item as a reprint. (yes 82; no 9; abstaining 2)
29. MOTION that a survey of our fellowship be conducted once every three years. (yes 70; no 20; abstaining 3; invalid 1)
30. MOTION that the Green Light questions be received at the WSO before the start of the Conference. The Red Light Session can then be held on the first day of the Conference. (yes 82; no 10)
31. MOTION to approve that the Conference Committee discontinue searching for facilities to house the World Service Conference in New York City. (yes 86; no 4; abstaining 2)
33. MOTION to state that, "In the spirit of unity, the 1986 World Service Conference affirms its long-standing welcome to adult children of alcoholics. We acknowledge the need they have expressed for the Al-Anon program of recovery. Although the experiences which bring us to Al-Anon may differ, the principles of Al-Anon are universal. Al-Anon offers the Twelve Steps, the Twelve Traditions and the Twelve Concepts of Service and invites all who have been affected by someone else's alcoholism to participate in the Al-Anon worldwide fellowship." (yes 82; no 10; invalid 2)

Al-Anon Family Group Headquarters, Inc.
P.O. Box 862 Midtown Station
New York, NY 10018-0862

DEFEATED

The following MOTIONS were defeated at the WSC because they either did not receive a majority vote or failed to achieve substantial unanimity by the Conference body:

2. MOTION that we accept a new Red Light/Green Light procedure. (yes 26; no 66; abstaining 3) [Defeated]
16. MOTION that the Bylaws of Al-Anon Family Group Headquarters, Inc. be amended to include a clarifying statement reflecting that ex-officio members are entitled to all the rights and privileges of other members of a committee, including voting rights. [Defeated]
(If passed, this statement would have been added to the Bylaws under Article VII, (Titled, DUTIES OF OFFICERS,) in items #1 and #4) (yes 54; no 39; abstaining 1) [Defeated]
- 17A. MOTION that MOTION 17 be amended to delete all text after the word "preparation" and insert the phrase "be discontinued" after the word "preparation." (yes 48; no 41; voided 4) [Defeated]
20. MOTION that a MOTION be approved to reinstate Al-Anon World Service Office's previous long-standing policy permitting WSO Staff to appear fullface with name and professional title at the media level provided they not reveal their membership in Al-Anon. [Defeated]
Reinstatement of this policy would provide Al-Anon with the ability to carry its own message on a national level and convey an accurate picture of Al-Anon worldwide. (yes 58; no 31; abstaining 2)
32. MOTION that in the spirit of unity, the 1986 World Service Conference affirms its long-standing welcome to adult children of alcoholics. We acknowledge the need they have expressed for the Al-Anon program of recovery. Although the experiences which bring us to Al-Anon may differ, the principles of Al-Anon are universal. We offer the Twelve Steps, Twelve Traditions and the Twelve Concepts of Service and invite all who have been affected by someone else's alcoholism to participate in the Al-Anon worldwide fellowship. (yes 63; no 29; abstaining 3)

