

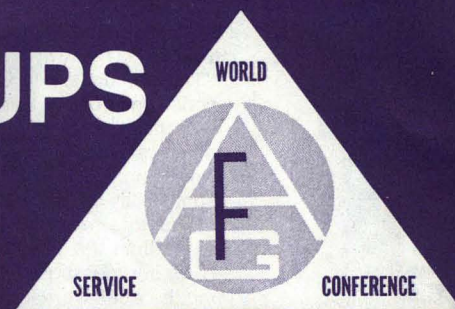
# SUMMARY

## AL-ANON FAMILY GROUPS

## WORLD SERVICE

## CONFERENCE

TARRYTOWN, NEW YORK



APRIL 25—MAY 2, 1987

### OUR CONFERENCE THEME:

#### UNITY OUR STRENGTH

#### WSO DINNER

Conference Chairman Norma McG. welcomed WSO Staff, Board members, Volunteer committee members, all Delegates, and various Al-Anon friends to the traditional WSO Dinner. Lois W., Al-Anon's beloved co-founder, was introduced and welcomed with a standing ovation. After urging everyone to sit down, Lois said:

"Thank you all so much for your appreciation. Anybody can start something, but carrying it out is the real challenge. And all the rest of you are doing that job. You're all founders in your own right, carrying the message. It's a great joy to be with you tonight. Thanks a lot."

The featured speaker was Ruth F., a Panel 12 Delegate from Ontario, Regional Trustee (1979-84), and Conference Chairman (1982-84). "Through Al-Anon," Ruth began, "I found personal freedom—a release—release from the past, from long-held resentments, fears, hurts, loneliness and despair. My yesterdays hold no importance for me now, except as experiences to build upon."

Ruth met her husband when she was 13 and he was 16½. "He had the bluest eyes I had ever seen and the devil was dancing right in them." When they married five years later, her father was opposed, but Ruth felt she would be able to change her husband. She knew he drank, but didn't see it as a problem. Change did come, but it wasn't quite what Ruth had in mind. The more he drank, the more she tried to control and manage their lives.

She recalled her husband's occasional accusations that she pushed him off chairs or down stairs and she would think, "Someday, Buster, I will push you." She did many things she is not proud of, but has been able, through the program, to forgive herself and make amends. She said she remembers feeling bitterness, resentment and even hatred; she felt as if God had forsaken her. No matter how busy she made herself with other activities, fear and uncertainty would creep in, and in the end, her life was ruled by self-pity and fear.

Ruth did all the worrying for both of them and would put the children to bed early so she could "worry in peace." She magnified problems and feared things that never materialized. One evening, after her husband returned home very late—and very drunk—and had passed out on the couch, she was feeling especially desperate, thinking that there had to be a better way to live. She kept her mouth shut and remembered going to do some work in the kitchen, after dragging him to bed. And that is all she remembers. Desperate thoughts crowded out all her reason and the next thing she recalls is bringing a butcher knife just inches from his chest. She was astounded at what she had been about to do and knew the time had come to do something about herself.

(continued on p. 2)

### WHERE TO FIND IT:

<b>Administration</b>	
WSO, Spanish and French Services	4-9
<b>Alateen, Adult Children</b>	10,11
<b>Archives</b>	12,13
<b>Ask-It-Basket</b>	46-48
<b>Conference Committee</b>	14,15
<b>Delegate Sharing</b>	49-52
<b>Cooperating With Professional Community</b>	16,17
<b>Finances</b>	
Treasurer's Report, Budget	18,19,25
<b>The FORUM</b>	20,21
<b>Institutions</b>	22,23
<b>International Concerns</b>	
Intn'l Convention, Coordination	24
GSM	26,27
Al-Anon Internationally	27-29
<b>Life's Changes</b>	
The Many Faces of Al-Anon	30,31
<b>Literature</b>	32,33
<b>Lone Members Service</b>	39
<b>Motions</b>	53, 54, 55
<b>Open Discussion</b>	34,35,37
Workshop	35,37
<b>Policy</b>	36,37
<b>Public Information</b>	38,39
<b>Regional Concerns</b>	
Sharing Area Highlights	40
Regional Service Seminar	40,41
RT Procedure and Nominations (CCT)	15,42,44
<b>Trustees</b>	
Board	41-43
Long-Range Planning	43
<b>Spiritual Session</b>	44,45



## OPENING SESSION:

Conference Chairman Norma McG. opened the 1987 World Services Conference with the following words:

"The World Service Conference is the group conscience of our fellowship and it is charged with the task of serving as guardian of the Traditions and of the world-wide services of the Al-Anon Family Groups. That is a tremendous responsibility indeed, and much will be expected of us this week as we work together to strengthen the unity of our fellowship and to carry our message of hope and recovery. During the week we will laugh together and we will probably cry together, but as we pray together we will be given the guidance and strength to meet the challenge before us."

The first order of business was a recommendation from the Adm/Ag/Hdbk Com to seat, at the 1987 WSC, Alberte C., Secretary PFA; Cay C., Chairman PFA; Teresa M., Supervisor Spanish Services, WSO; Richard Keilly, Controller, WSO (non Al-Anon member); and Marina H., Overseas Representative, Brazil, all with voice and no vote. The motion carried unanimously.

Following the roll call, Board Chairman Bob D. welcomed Conference members, urging all to come forward and speak. "For an informed group conscience," he said, "all views should be heard. And just as it is important that we all speak, so must we listen—listen with an open mind." He directed everyone's attention to Concepts 1 and 2, adding, "Remember. You're allowed to have fun!"

Norma M., the Conference Chairman, reminded Conference members to read the brochure carefully and asked for a vote on deciding Conference issues by closed ballot. The Conference agreed that all but minor decisions would be determined by closed ballot. Norma then briefly outlined the voting procedure, which was clearly described in the brochure, and reviewed the three different sources of motions: from the Board of Trustees and/or the Policy Committee; Standing Committees; and/or directly from the floor.

Bob D. read the Twelve Traditions, with subsequent readings presented during the WSC by: Pat T., AK; Lora G., AR; Mary Ann R., CT; Marilyn B., ID; Gail F., LA; Marie A., ME; Paralea R., IL-S; Frankie S., Ontario-N; Josephine B., NF/Lab; and Henrietta C., NM.

At the opening Session, the Concepts were read by Lois C., NH and Roxy C., NY-S. Throughout the week, Concept readings were given by: Margaret McH., WY; Lois S., UT; Carolyn W., MO; Zelda R., NE; Gwen C., SD; Betty Sue W., SC; Lydia M., PR; Jeanette S., Sask; Dorothy N., NE; and Jean T., IA. ▲



## STANDING COMMITTEES:

Conference Secretary Rita McC. announced Standing Committee assignments for Panel 27 Delegates as follows:

COMMITTEE	PANEL 26 1986-1988	PANEL 27 1987-1989
ADMISSIONS/ AGENDA/ HANDBOOK	AZ Jean H. CO Jim K. NJ Fred McD.	IA Jean T. NH Lois C. NY(S) Roxy C. SD Gwen C.
ALATEEN	AL Dot S. NC Dawnn V. WI Sara R.	NV Dorothy N. NFLD/LAB Lillian G. WY Margaret McH.
CONFERENCE COMMITTEE ON TRUSTEES	ATL PROV Pat L. OR Eileen B. QUE (E) Armand L.	CT Mary Ann R. LA Gail F. MO Carolyn W.
COOPERATING WITH THE PROFESSIONAL COMMUNITY	GA Sharon B. ND Sher G. WA Irene P.	AR Lora G. ID Marilyn B. SASK Jeanette S.
INSTITUTIONS	MN (N) Dick T. MS Robert M. MT Ruby W.	NM Henrietta C. PR Lydia M. SC Betty Sue W.
LITERATURE	OK Carolyn H. VT Cecil H. W VA Jackie E.	AK Pat T. ME Marie A. ONT(N) Frankie S.
PUBLIC INFORMATION	BC/YUK Pat A. MA Don C. VA Anne P.	IL(S) Paralea R. NE Zelda R. UT Lois St.

(WSO Dinner continued from p. 1)

Through God's love and grace, Ruth found AA and Al-Anon people. In Ruth's part of Canada, Al-Anon was in a very rudimentary stage—meeting every other week in members' homes. She knew something kept drawing her back; looking back she realizes it was the warmth of the members and her own belief that she was helping the alcoholic sustain sobriety in AA. She was still the manager and controller, unable to let go.

Al-Anon made Ruth's life outside the home much more fulfilling, but inside it remained difficult. Communication was nonexistent and serious family problems, including deaths and illness, seemed to escalate beyond endurance. Then, ten years of sobriety ended and Ruth had to leave her home. After she calmed down somewhat, she was able to examine her husband's good qualities and began to look deeply within herself. She saw that her husband was essentially a good person and that the real problem was herself—she did not like who she had become. She realized that Al-Anon had made a number of tools available and that it was up to her to accept her challenges.

Together, Ruth and her husband began a new life, with plenty of help from AA and Al-Anon friends. Their programs were put to work and from that time on the garbage of their earlier lives was never mentioned again. "Life can be a delightful adventure or a miserable trip," Ruth said. "Each day we lay the groundwork for a successful tomorrow." She learned to live each moment in the secure awareness that the Higher Power is beside her, that she has the ability to choose her actions and reactions and that projecting makes a hole in her serenity.

Today, meditation and prayer take Ruth's thoughts away from problems and teach her that the solution does not depend on her alone. Where she once thought God had forsaken her, she now knows that He is always present and she can accept His will.

"I learned to keep an open mind and listen, to live and let live. Love is one of the greatest forces, but it can be possessive and smothering. If I let those I love be themselves, it creates confidence and trust." Ruth has learned to accept her own mistakes and those of others as well.

Her relationship with her husband deepened and when he passed away in 1985, their marriage had developed into one filled with love, trust and mutual respect. The sudden change in Ruth's life caused by her husband's death was painful and unexpected. "The future," she said, "can be challenging or frightening. It depends on me." She spent a lot of time with her Higher Power and knew she had to accept her loss, an event over which she had no control. The unconditional love of a small grandchild helped Ruth replace some of her loneliness; letting go and letting God continue to fill her with gratitude instead of self-pity.

"In every sunrise," Ruth concluded, "there is a promise of a beautiful day; in every sunset there is the memory of beautiful moments. My sunset this evening is going to be of the beautiful moments that I have spent with you." ▲



## SHARING SESSION:

Mary Fran W., RT US SW

### Sharing Conference Concerns—Clearing the Air

Mary Fran W. led the Conference in the annual Sharing Session, designed to generate communication about Conference—rather than Area—concerns in a free, open, and loving atmosphere. In this way, potentially negative feelings could be aired before they turned into problems. "We know that resorting to anger and subsequent resentment," Mary Fran said, "not only undermines our recovery, but hampers our ability to reasonably assess logical conclusions in problem-solving. Spirituality exists here as refinement of thought and feeling, and needs to be communicated."

Several Conference members expressed reservations about a recent P.I. press release regarding Al-Anon's birthday, which focused on children of alcoholics. It was felt by some that while this focus may have succeeded as a "grabber," it tended to separate rather than unify the membership. One Delegate suggested that a more appropriate lead-in to the piece would have been "Al-Anon members around the world celebrate Al-Anon's birthday . . ." rather than the copy's "Children of alcoholics celebrate . . ." Another felt that Al-Anon does not need an "angle," and that employing such efforts to get P.I. material published may come closer to promotion than attraction.

Another concern prompted by the same press release was the use of the term "media blitz." Several Delegates were uncomfortable with this phrase and a WSO Staff member replied that while it had been used for some time at the office, the concern would be brought to Committee. She added that the children of alcoholics focus had in fact been successful in getting the media's attention and thus helped us to carry the message.

"Why," asked another Delegate, "aren't we celebrating Alateen's 30th birthday?" and with that, she presented an enormous handmade birthday card to the Alateen Staff Secretary, who noted that the June issue of *The FORUM* and August *ALATEEN TALK* will both feature articles on Alateen's birthday.

Many Conference members expressed dissatisfaction with Group Records with comments ranging from a request for a "District Sort" to questions about the software WSO's computerized operation is using. Later in the afternoon, Bernice C., Group Records Supervisor, addressed many of the Delegates' concerns and mentioned that there are 27,500 groups currently registered. WSO's computer simultaneously handles two other major functions in addition to Groups Records: Accounting and *The FORUM* (along with other subscriptions). Specialized sorts, it was explained, tend to slow down all operations considerably. Delegates with specific group records problems were encouraged to bring their questions to WSO during the office visit later in the week, where they would be immediately addressed.

Other concerns covered a wide range of topics: problems with the CPC exhibit booth; allowing Delegates from long distances to include the Sunday before the WSC in their equalized expenses (see Open Discussion for more on this); problems with adult children concerns being added to the Alateen Committee; a request for the list of Motions proposed at the WSC to be distributed among Conference members immediately following the proceedings; the importance of minority views being heard, and how applause in response to popular positions tends to discourage the free expression of unpopular views; a request for WSO salary ranges, to be used as a reference for relocation decisions; a suggestion that a Concepts banner be designed; a request for space on the back of literature for local information to be stamped; a suggestion that Alternate Delegates be invited to attend the first-year Delegates' Orientation Meeting; and a question about how "major" a publication should be to qualify for WSO using any of its contents as a timely reprint.

A number of these concerns were later brought up at Red Light/Green Light and were covered in either Open Discussion or workshops. (See pp. 34-37)

## THE GEN'L SEC'Y:

Myrna S. H.

These 1986 Annual Reports are a concise yet comprehensive record of the Al-Anon and Alateen activities and events at the World Service Office throughout the year.

In keeping with the principle set forth in Concept One that, "The ultimate responsibility and authority for Al-Anon World Services belongs to the Al-Anon Groups," all Conference members, representing world Al-Anon, will be asked to approve this Report at the 1987 World Service Conference. Before the vote, there is time for Conference members to question and to express opinions, both pro and con, on the activities or actions of the WSO. No question should be left unanswered and no action should be approved if it is found unacceptable to the majority.

Relocating to new quarters within the city of New York brought about several changes. For the first time, the main office was separated from our Shipping and Warehousing operation, which is now located in Long Island City, New York. This separation challenged the WSO staff in the areas of communication, cooperation, reliability and trust. Time has proven that we met the challenge as we continued to provide on-time shipments and services.

As with any business move, there were the usual work disruptions, but in the spirit of Al-Anon, we continued forward, always searching for new tools and better ways to reach out to members and newcomers.

In 1986, Al-Anon produced its first documentary film, *Al-Anon Speaks For Itself*, a new hard-cover book, *FIRST STEPS: AL-ANON—35 YEARS OF BEGINNINGS*, as well as other new service material. There is also a new toll-free telephone number for members seeking meeting information from the Group Records Department, which now lists 27,000 Al-Anon and Alateen groups worldwide.

In September, another milestone was reached when the first permanent meeting of the 1986 International Al-Anon General Services Meeting (IAGSM) brought together Delegates of General Service Offices (GSOs) from nineteen countries. In viewing the struggles and stumbling blocks these young GSOs now face, we had a glimpse of the similar challenges our pioneers faced during the formation and development of our early Clearing-House. All in all it is comforting to know that Al-Anon and Alateen is growing abroad just as it is in the U.S. and Canada with each individual everywhere working together at every level of service to ensure that Al-Anon and Alateen will be there for future generations.

**For Annual Reports  
turn to Page 4**

“Unity Our Strength” was the theme chosen for Delegate sharings. While their talks were given throughout the Conference, you will find these remarks together on pgs. 49-51 at the end of this Summary.

Administration THE WORLD SERVICE OFFICE (WSO)



# 1986 ANNUAL REPORT:

Myrna S. H.

The World Service Office presents a yearly report of its activities to the World Service Conference (WSC), representing the Al-Anon fellowship worldwide. These reports are included in the Conference Summary and distributed to all registered English-speaking groups. An abridged version appears in *INSIDE AL-ANON* which 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 and made available to the Executive Committee, which meets monthly and is empowered to act on behalf of the Board between Board meetings.

## PERSONNEL ADMINISTRATION:

**General Secretary** - Myrna H., 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 and Deputy met with the Staff Secretaries quarterly to establish goals. The Deputy maintained oversight in the implementation of projects and evaluated each Staff Secretary in terms of strategies and end result.

Weekly Administrative Staff meetings included the General Secretary, Deputy General Secretary, Staff Secretaries and Office Manager. These provide a forum for airing staff concerns, coordination of mailing and services, and discussion of unusual letters. The Controller, Assistant Controller, Office Manager and Department Supervisors met monthly to update activities, coordinate business functions and discuss matters of importance to the entire operation.

**Administrative Staff Replacements and New Assignments** - Helen G. retired from the position of Conference Staff Secretary after suffering a mild stroke. Following the 1986 WSC, Rita McC., the 1985/86 volunteer Assistant Conference Chairman, replaced Helen as Conference Secretary and had been assigned to handle the U.S. Northwest geographic area of correspondence formerly handled by the P.I. Secretary, Susan H. B. After the Conference, Susan was appointed Administrative Staff Member on the Executive Committee, thus assuming a broader responsibility.

**Administrative Procedures Manual and Position Descriptions** - Following the Conference, the Deputy revised the Administrative Manual and added a new section on publications plus several new forms. She also reviewed the job descriptions of all Staff Secretaries and developed a standardized format including qualifications for each position.

**Cooperative Efforts** - In addition to regular assignments, all Administrative Staff worked on various other projects: following approval of the proposed combined service kit developed by the P.I., CPC, Alateen and Institutions Secretaries, the Institutions Secretary prepared five samples to display at the 1986 WSC and subsequently became the coordinator of the project now called the Combined Service Kit Workbook. An ad hoc committee of all Staff Secretaries chaired by the International Secretary reviewed the most often asked questions by and about adult children of alcoholics and arrived at uniform responses for dissemination to members. This was later published in *INSIDE AL-ANON* to serve as a guide. The CPC Secretary worked with the P.I. Secretary to prepare an announcement for the new film, *Al-Anon Speaks For Itself*, along with a guide on its multiple uses for inclusion with each

cassette distributed. The P.I. and Alateen Secretaries, along with their volunteer chairmen, worked with the Deputy in developing a report relating to the extent of Al-Anon's responsibility on the issue of child abuse; the P.I. and CPC Staff Secretaries worked with the Office Manager on developing plans and coordinating an Open House on November 15 for the membership; and The *FORUM* Editor met with all Staff Secretaries to brainstorm ideas for the WSO page of The *FORUM*. Throughout the year, Staff Secretaries contributed articles to *INSIDE AL-ANON*, The *FORUM* and *AREA HIGHLIGHTS*.

In addition to committee assignments, each Staff Secretary had subsidiary assignments, rotated periodically to equalize workloads and test the process of future rotation. Below is a chart of Staff Subsidiary Assignments.

Assignment	Staff Coordinator
Regional Service Seminar	Carole K.
AREA HIGHLIGHTS	Helen G./Rita McC.
Getting In Touch Directory	Linda McF.
Information Services	Ann S.
Military Groups	MaryAnn K.
In-house Library of Outside Publications	MaryAnn K.
Cooperation with Splinter Groups	Margaret O.
Lone Member Service	Susan H. B.
NPIC	Ellen D.

**Supervisory Staff** - Monthly meetings were held with Staff Secretaries and Department Supervisors to: improve productivity and coordinate efforts between the service and business operations.

The reporting line of the Spanish Services Supervisor was changed from the Deputy to the International Staff Secretary to provide a direct link between Spanish services and International Coordination.

**Support Staff** - The Office Manager, Joan Hochbaum, non-Al-Anon, reports that a number of staff members left our employ due to retirement, resignations and terminations. Several promotions occurred and new employees were hired to fill vacancies.

Similar computer application in The *FORUM* Circulation and Group Records allowed these departments to interchange manpower in lieu of hiring additional help when a vacancy occurred.

A reassessment of our Secretarial Team staff requirements was in process by year's end. The secretary to the Deputy General Secretary was promoted to senior team secretary to formalize her role as backup to the Team Supervisor.

Cost-effective freelance services were engaged in lieu of filling the vacant position of The *FORUM* Production Assistant.

**Temporary Assistance** - Due to prolonged vacancies, our relocation to new quarters and the computerization of newsletter subscriptions, temporary assistance was engaged throughout the year to avoid interruption in the work flow.

## STAFF CONCERNS:

**Benefits** - The WSO provides a well-rounded benefit program for employees, comprising health benefits, vacation, sick and personal leave, disability insurance, pension plan and other programs comparable to other service organizations and industry. As an encouragement for staff to remain at the WSO, retirees with twenty years of service, who are also over the age of sixty, will be entitled to health care benefits at no cost to them.

Additionally, we were able to provide at no cost to Al-Anon financial consultation to employees enrolled in a Personal Retirement Plan through a representative from an investment firm.

**Salary Plan** - Salary ranges for all positions were adjusted in accordance with our annual salary survey and a salary range chart was distributed to all employees.

**Job Evaluations** - Annual evaluations of staff were conducted by the appropriate department supervisor, including a discussion between employee and supervisor.

**Telephone Training** - After installation of the upgraded telecommunication system at our new quarters, a representative from ITT reviewed the phone capabilities with the staff.

**Smoking Policy** - A policy was developed whereby staff who smoke are required to purchase and use smokeless ashtrays at their desks and in the lounge area. This is to be re-evaluated periodically to determine if it has sufficiently reduced or eliminated complaints by non-smokers.

**Security System** - For office security measures, a button system was installed whereby staff may only enter the premises by punching a numerical code. All guests and volunteers are required to wear a name badge at all times.



**Training and Staff Development** - In-house training programs were coordinated by staff members with expertise in a particular area. They included: a demonstration for Administrative and Supervisory Staff on techniques to rescue a choking victim and first aid; a computer training program for the Administrative Staff outlining the capabilities of our computers; and a seminar on software programs for our word processing equipment. A staff member who attended a seminar on the production of newsletters shared what had been learned. A series of training classes on the "Professional Woman Manager" was held for the Administrative Staff in addition to a seminar by an outside consultant on the process of negotiations with hotels, convention centers and airline travel.

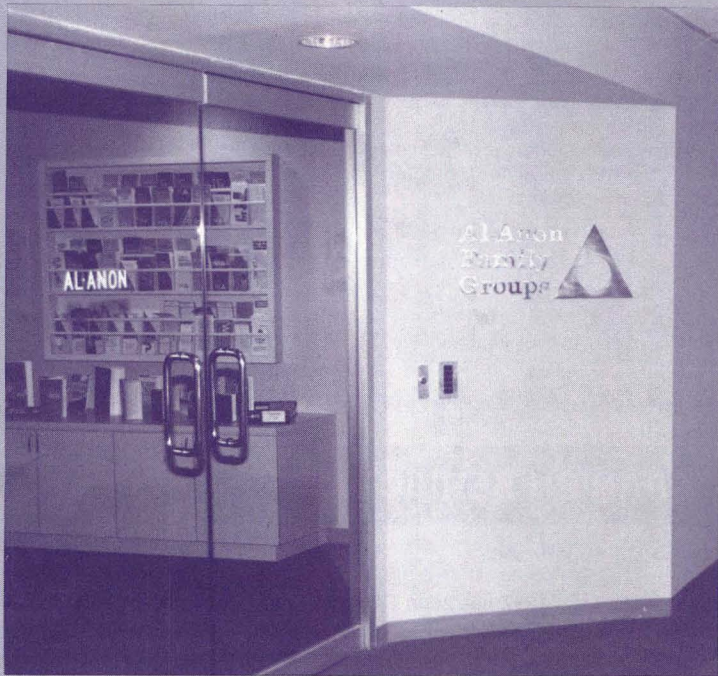
A bimonthly bulletin on issues that Supervisors encounter with their staff was distributed to Supervisors and a bimonthly bulletin, with office and word processing tips for secretaries, was distributed to the Secretarial Team.

Staff also attended the following outside seminars on: conducting performance appraisals; computer usage including the software available for meeting planners; "Today's Professional Secretary"; "Impacting Changes in Health Care Delivery Upon Employee Benefit Plans"; management; the legal and financial aspects of nonprofit organizations; understanding the new tax law; and the role of a president in the nonprofit sector. The General Secretary and Deputy General Secretary attended a six-month study course on Association Management and the P.I. Staff Secretary attended a three-day National Media Conference.

## SPECIAL EVENTS:

**Open House** - An open house for vendors, professionals and other service providers was held to acquaint them with our new offices. Later in the day, a separate open house was held for AA staff.

Approximately 300 Al-Anon members from the U.S. Northeast region attended an Open House on Saturday, November 15 for the fellowship. The day consisted of a welcome session in the morning at a nearby church and afternoon tours of the WSO where guests met the staff and saw the office as it functions on a regular workday.



**Holiday Festivities** - The office was open on Thanksgiving Day for staff and families wishing to take advantage of our excellent view of the annual Thanksgiving Day parade.

Along with our annual December holiday party for volunteers and staff held this year at a nearby church, other celebrations included a Christmas luncheon given by the Business Departments and a New Year's Eve breakfast given by the General Secretary and Deputy. Two days were set aside during the holidays for staff to bring their children in for a visit.

A luncheon was given by our Shipping personnel in Long Island City, allowing the staff to see our new Shipping quarters and visit with their co-workers; and our first annual office picnic was held on a Sunday in August for staff and family members.

**International Al-Anon General Services Meeting (IAGSM)** - Attendees visited the WSO, spent time with the Administrative staff and toured our new quarters.

## OFFICE OPERATIONS:

**Office Relocation** - The WSO relocated to its new home on February 7 and 8, 1986. The first reporting date for the full staff at the new office was February 10. The entire building was under general reconstruction for most of the year causing inconveniences with elevator service and poor access into the lobby area. For several months we were overrun with mice; there were major delays in the HVAC (air-conditioning) system (which still requires modification) and the computers weren't fully operational for several weeks. Aside from initial difficulties, the WSO was fully operational by the end of the first quarter. Our fellowship and staff appears content with the new location.

All maintenance problems were handled by the Controller and Office Manager, while the Deputy worked with the architect on decorating and design modifications. The Deputy consulted an artist to produce a set of six of our most popular slogans in pastels for the entrance corridor. Another artist, working from several photographs, produced an oil painting of Anne B., co-founder, to serve as a companion to the oil painting of Lois W.

**Shipping Department** - The Shipping Department completed their move to Long Island City in April. Systems were developed to allow for a smooth work flow between the WSO and its shipping operation.

**All Staff Memorandum Series** - Thirty-eight memos were distributed to keep staff abreast of relocation activities, new staff, job vacancies, holiday schedules, new office procedures and health and social issues.

**Employee Testing** - As a hiring tool for our Secretarial Team, a spelling test was developed; math tests were administered to Accounting Department applicants.

**FORUM Circulation** - A third computer terminal, installed for processing FORUM subscriptions, and upgraded clerical procedures resulted in a more efficient department.

**Newsletter Subscriptions** - A software program was purchased for computerizing our newsletter subscriptions, thus simplifying the mailing operation.

The three newsletter order blanks for *INSIDE AL-ANON*, *AL-ANON IN INSTITUTIONS* and *ALATEEN TALK* were combined into one form for easier accessibility to members.

**Mail Procedures** - With the move to new quarters, a system for coordinating mail pick-up from our former address and present postal location was developed along with a routing system between the WSO and its Shipping Department. Updated procedures were instituted for opening and distributing daily mail.

**Outside Mailing Service** - To centralize all our outside mailings, including *The FORUM*, we engaged the services of Astoria Press, which is conveniently located in the same building as the printer for *The FORUM* and *INSIDE AL-ANON*.

**Volunteer Assistance** - A small gathering was held to acknowledge our daily volunteers and express our gratitude for their extensive hours of service. Certificates of merit were given to the young people and a thank-you letter to the adults.

Approximately 7,683 office volunteer hours were contributed during the last year; 1,845 of these hours were devoted to administration and 5,838 to support services.

**Purchases** - New purchases included: a stamp for each Staff Secretary to direct and file correspondence sent to Central Filing; a new slide tray, facilitating slide viewing; mail sorting bins to simplify and expedite the incoming mail process; another Mita copier machine met the ever-growing demand and a portable Mita copier for use at the Conference and the International Al-Anon General Services meeting.

## SPECIALIZED SERVICES:

**Services for the Visually and Hearing Impaired** - A member in Indianapolis developed a simplified version of the Twelve Steps for signing into A.S.L. (American Sign Language). A copy of AA's version was sent to this member suggesting she contact other hearing-impaired members to review the two different translations with the possibility of developing a Conference-approved version.

The "Silent" Al-Anon group in Indianapolis developed a simplified version of the Just for Today card, one page of the ODAT and portions of the pamphlet, *This is Al-Anon*, to be used for signing.

Material was sent to a member in Massachusetts requesting literature for the deaf adaptable for signing, and we noted that the film, *Al-Anon Speaks For Itself*, is captioned for the hearing impaired.

A counselor from the Department of Substance and Alcohol Intervention Services for the Deaf at the Rochester Institute of Technology in New York wrote about clients' need for sign language interpretation at Al-Anon meetings. She suggested a voluntary cash fund be set up for professional certified interpreters; alternatives were discussed.



Permission was granted to the Massachusetts Association for the Blind to produce the TWELVE STEPS AND TWELVE TRADITIONS in Braille. The Literature Secretary researched and submitted a proposal to the Budget Committee to produce a large print version of the ODAT. A decision was reached to postpone production pending further research. Four requests were received for visually-impaired material.

Claire R., Panel 24 WSD from New Mexico, did extensive research with agencies in her Area and offered these suggestions: to simply enlarge printed material on a copy machine for the visually impaired; to produce all large-type literature on antique ivory paper; to investigate obtaining a spiral binder system for large print material; to reach out to the many existing agencies that currently serve the visually and hearing impaired to produce Al-Anon material. Currently, we facilitate the reproduction of our material by other agencies only when they contact us.

**Guidelines** - The Literature Secretary now coordinates guidelines. Each Staff Secretary continues to review committee service guidelines and the Literature Secretary reviews all guidelines for style and those not assigned to a specific committee for content. The Deputy remains as final staff approver.

**Other Material** - The following specialized items were sold this year: Alateens Tell It Like It Is, 338; Beginners Cassette Tapes Set, 369; Alcoholism - The Family Disease Cassette, 531; Lois W. And The Pioneers Cassette Tapes Set, 184; Understanding Ourselves Cassette Tape, 556; A Little Bit of Al-Anon Reel to Reel Tape, 9; A Little Bit of Al-Anon Cassette Tape, 177; Al-Anon Speaks For Itself Video Tape, 617; Al-Anon Speaks For Itself Film, 40; Getting Involved with Al-Anon Slides, 7; Getting Involved with Al-Anon Film, 2; Wife TV Spot, 22; Teenager TV Spot, 19; Family Problem TV Spot, 27; Family Picnic TV Spot, 19; Worker TV Spot, 17; Minority TV Spot, 2; 5-30 Second Radio Spots, 147.

**PRODUCTION:** Conway Policastro, Production Manager, reports the following:

**Books Produced** - B-4 DILEMMA OF THE ALCOHOLIC MARRIAGE (12th printing); B-6 ODAT (20th printing); B-7 LOIS REMEMBERS (2nd printing, updated) - order was placed for delivery in late January 1987; B-8 AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS (6th printing); B-11 AS WE UNDERSTOOD . . . (2nd printing); B-12 FIRST STEPS (1st printing).

**General Literature** - Seventy-five pamphlets, leaflets, etc. were produced in 1986 in addition to the four Service Manuals, the Conference Summary and the IAGSM Summary.

**New Items Produced** - K-17 Service Workbook; K-18 Alateen Newcomers' Kit Packet (red holder) - order was placed for delivery in late January 1987; P-57 The Concepts - Al-Anon's Best Kept Secret? - order was placed for delivery in late January 1987; AR-2 Al-Anon, Then and Now, A Brief History - produced in-house.

The *FORUM* - The manufacturing of The *FORUM* has returned to Woodhaven Press.

**Spanish Department** - Spanish versions of P-26 The Twelve Concepts of Service and P-25 The Digest of Al-Anon/Alateen Policies were produced in-house in an 8 1/2" x 11" format using a flexible acetate cover.

**PFA** - The Production Manager visited PFA in Montreal to discuss run-along printing schedules with Alberte C., PFA's General Secretary.

## MATERIAL IN PROGRESS:

**Al-Anon Speaks To You The Professional** - The production manager met with the CPC Staff Secretary and the artist at various stages of the new CPC pamphlet, Al-Anon Speaks To You The Professional, targeted for completion at the 1987 Conference.

**Flyer on Structure** - The Production Manager met with the Conference Staff Secretary to plan the production of this new piece which will be produced in-house and will be ready for the Conference.

**Offset Department** - The total output produced by the in-house department for 1986 is 3,275,316 impressions.

**Mini-Catalog Flyer** - Following a three issue one-year trial of the mini-catalog flyer, the Budget Committee established a new approach for 1986. The catalog had been updated once a year and, in the interim, two catalog update sheets were sent with *INSIDE AL-ANON*.

## SPANISH SERVICES REPORT:

**SPANISH SERVICES:** The Spanish Services, supervised by Teresa M., sent material to the 4,000 groups functioning in 20 Spanish-speaking countries, and the 230 groups in the U.S., Puerto Rico and Canada.

Teresa M., Spanish Services Supervisor, and Ellen D., CPC Secretary, represented the WSO in a National Convention for Hispanic Population in the U.S., sponsored by Cossmho, The National Coalition of Hispanic Health and Human Services Organization. The WSO sent its booth and a complete set of English/Spanish material to give away to the professionals and others. More than 500 professionals asked for Al-Anon information and several have contacted the WSO and expressed willingness to help others start a group at their agency or facility.

Cossmho planners project that in the year 2,000 about 34 million Hispanics will be in the U.S. More people from this ethnic group will be in the U.S. than the total population of most of the Spanish-speaking countries.

**Spanish Newsletters** - *DENTRO DE AL-ANON* and *AL-ANON Y ALATEEN EN ACCION* (with selections from The *FORUM*) were sent bimonthly to all our Spanish groups worldwide. *AL-ANON EN INSTITUCIONES* was sent once this year to all groups; *AL-ANON HABLA CLARO* was sent twice to all our groups and to the professionals.

**New Publications in 1986** - Produced on the IBM PCXT (mechanicals, layouts, proofing and corrections have been performed on each piece produced by our Spanish Services): P-26 The Twelve Concepts; P-25 Digest of Al-Anon/Alateen Policies; I-8 Sample of Institutions Workshop; An Open Letter To My Teacher.

**Major Revisions** - Digest of Al-Anon/Alateen Policies; 1986 order blank; Guidelines G-16, G-15, S-25; Planting A Seed P-55; Al-Anon Sharings From Adult Children; The Al-Anon Focus.

**Minor Revisions** - Guidelines List S-11; A Guide For The Family; Alcoholism, The Family Disease; Did You Grow Up With A Problem Drinker? S-25; Alateen, Is It For You? S-20; Al-Anon and The Professionals; Al-Anon, Is It For You?; Highlights of Al-Anon In Institutions.

**Translations From Other Languages** - French and Portuguese letters and Conference minutes.

Many professional and individual telephone inquiries were answered about the Al-Anon/Alateen program for Spanish-speaking people from the U.S. and overseas.

**New Groups Registered in 1986** - 969 in total.

*Spanish Newsletters* - (total number of copies mailed during 1986 - 71,237)

*DENTRO DE AL-ANON* - 25,857; *AL-ANON Y ALATEEN EN ACCION* - 25,857; *AL-ANON EN INSTITUCIONES* - 4,161; *AL-ANON HABLA CLARO* - 8,931; Subscriptions to our Spanish Newsletters - 4,431; Copies given away - 2,000.

*ALATEEN TALK*, first Spanish issue

## SPANISH SERVICES SESSION:

**Teresa M., Supervisor**

The beginning of 1987 has seen Spanish Services busy responding to the many requests from individuals and professionals for information on forming new Spanish-speaking groups in their cities and facilities. There is now a list of over 900 professionals in the US who have expressed an interest in Al-Anon; each is sent a copy of *AL-ANON SPEAKS OUT* in Spanish.

Most of the Spanish-speaking groups in the US are becoming aware of how important Area and District level representation is for making their voices heard; they have therefore begun electing bilingual GRs who can speak out for Hispanic Al-Anon members.

A number of recent radio and TV interviews have resulted in daily calls and letters to both WSO and the newly-formed Hispanic Information Services Office (ISO) in NYC. Local and national conventions have also been held by the Spanish-speaking fellowship in the US.

Teresa went on to graphically illustrate the "boom" in Spanish-speaking groups with several maps. One indicated the density of Hispanic populations in the US and Puerto Rico (numbering approximately 28 million as of 1987), and the other represented the growth in Spanish AFGs. For example, California has 70 Hispanic groups and established the first Information Service and Literature Distribution Center in 1984. Following their example, the Hispanic groups in New York formed the same service in 1987. More Areas are expected to follow suit before long. According to a 1985 survey from the



National Hispanic Conference on Health and Human Services, some 34 million Hispanic-Americans will be living in the continental US by the year 2000. Spanish services is determined that Al-Anon will be ready to respond to the growth of these communities.

The first issue of *ALATEEN PARA TI (ALATEEN TALK)* was sent in February 1987; it will be published semi-annually and distributed among Spanish-speaking Alateen groups. At present it consists of English sharings translated into Spanish, but original sharings from Spanish-speaking Alateens and their sponsors are expected.

(Continued on p. 13)



## FRENCH SERVICES REPORT:

### FRENCH SERVICES: (Reported from PFA)

The 1986, PFA Board of Trustees met four times and the Executive Committee seven times, studying administrative matters and/or program matters. WSO was notified that Yolande Vigeant's book "Nous, les alcooliques," contained some of our pieces of literature without any attribution.

The annual contract between PFA and the WSO was signed at a meeting held during the 1986 WSC.

The French translations of the Eleventh Step, the Second and the Eighth Traditions were corrected in order to better correspond to the original English versions.

Total sales were slightly higher last year due to the publication of the book, *AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS*; however, careful administration resulted in a decrease of expenses.

PFA's office having considerably expanded, began a search for larger and better suited premises early Spring. By September a 3,000 sq. ft. heated space was found, not far from PFA's present location. The WSO Controller visited the premises and suggested a five-year lease with an additional five-year option. Moving is planned for early February, 1987.

The WSO Production Manager visited in December to determine which literature could be printed in the French versions together with the English. This gives hope that perhaps one day it will be possible to have all Al-Anon and Alateen books in French.

Myrna H., WSO General Secretary, agreed that an Archives service be established by PFA. This service will be mostly centered on the French-speaking groups' evolution, and Areas would be free to organize their own Archives based on the activities of their services.

"A Meeting In My Pocket" has been used to promote subscriptions to The *FORUM*.

**New Publications** - Al-Anon Sharings from Adult Children P-47; An Open Letter to My Teacher CPC-15; Twelve Steps and Twelve Traditions for Alateen P-18; How Can I Help My Children? P-9; Anonymity - Bridge or Barrier (1977 Conference) PI-44; Alateen Sponsor to Sponsor P-51; A Teacher Finds Guidance in Al-Anon P-43.

**Revised** - Al-Anon Family Treatment Tool P-37; World Service Handbook P-27; Al-Anon and Alateen Groups at Work P-24.

**Translations** - *AL-ANON SPEAKS OUT*, Canada 1986 (S-18c); *INSIDE AL-ANON*; The *FORUM*; appeal letters and all communications from WSO to the groups.

**In Process** - *LOIS REMEMBERS* B-7; *ALATEEN - HOPE FOR CHILDREN OF ALCOHOLICS* B-3; *ALATEEN - A DAY AT A TIME* B-10; *AS WE UNDERSTOOD . . .* B-11; *AL-ANON FACES ALCOHOLISM* B-1; Digest of Al-Anon and Alateen Policies P-25; Al-Anon's Twelve Concepts of Service P-26; Al-Anon and Professionals P-34.

**Projected Revisions** - Organizing an Alateen Group G-19; What is expected of an Alateen Sponsor G-17; Al-Anon Information Service G-4; Sponsorship, What It's All About? P-31; Youth and the Alcoholic Parent P-21.

## FRENCH SERVICES SESSION:

**Cay C., Secretary PFA**  
**Alberte C., Chairman PFA**

Publications Francaises (PFA) Inc., a service arm of the WSO located in Montreal, is responsible for translating and publishing all Al-Anon and Alateen literature in French and for servicing French-speaking groups worldwide.

By the end of 1986, there were 532 French-speaking Al-Anon groups in Canada and the US: 468 in the Province of Quebec (as well as four Literature Distribution Centres and one Information Services), 24 in New Brunswick, 29 in Ontario, and 11 in the US. Also registered are: Germany, 1; Tahiti, 1; Belgium, 85; Switzerland, 26; and France, 60. These figures do not include groups registered directly with WSO.

In February, PFA moved to larger quarters. The space had been used as a factory and the subsequent renovations enabled the premises to be divided according to PFA's requirements.

Much of PFA's recent attention has been focused on the needs of Alateen groups, the number of which has considerably declined in the past year, with only 55 currently registered. *ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS* will soon be printed and preparations have begun on *ALATEEN—A DAY AT A TIME*. All other Alateen publications will continue to be revised.

In 1987, the two service manuals will also be produced: Digest of Al-Anon & Alateen Policies and Al-Anon's Twelve Concepts of Service. ▲

## GROUP SERVICES:

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

**800# Numbers** - Toll-free numbers with an 800 exchange were installed in our Group Records Department to provide up-to-date group information for members in the U.S. and Canada. These numbers will appear in the World Directory and will be publicized in *INSIDE AL-ANON* on a regular basis.

The World Directory, by vote of the 1986 WSC, is to be published every other year, with the next issue produced in 1988. The International Directory was replaced by *Getting In Touch*.

All groups in the U.S. and Canada now receive a financial statement every six months showing the dates and amounts contributed to the WSO.

Subscriptions - (subscription issues for the year ending December 1986)

	Total 1986
<i>FORUM</i>	49,337
<i>ALATEEN TALK</i>	2,367
<i>INSIDE AL-ANON</i>	4,599
<i>AL-ANON IN INSTITUTIONS</i>	887

### Groupwide Mailings

Six issues of <i>INSIDE AL-ANON</i>	109,687
Tri-annual Appeal letter	55,499
1986-87 Service Manuals	17,289
1986 Conference Summary	17,611

### Limited Mailings

Six issues of <i>ALATEEN TALK</i>	21,131
Three issues of <i>AL-ANON IN INSTITUTIONS</i>	10,650
RSS Seminar (Northeast)	4,886
RSS Seminar (Canada West)	911
RSS Seminar (Southeast)	3,350
Six issues of <i>DENTRO DE AL-ANON</i>	24,742
Four issues of <i>LONE MEMBER LETTER BOX</i>	3,577
Five Advance Notices	3,380
Three P.I. News Releases	699
Seasonal Professional Mailing	12,008
One issue of <i>AL-ANON EN INSTITUCIONES</i>	4,000
One issue of <i>AL-ANON HABLA CLARO</i>	4,500
Spanish Professional Mailing	500
Spanish Twelve Concepts	174
Two Special Spanish Mailings	875
Two Special <i>FORUM</i> Mailings	49,159
Three issues of <i>AREA HIGHLIGHTS</i>	5,612
Survey on Adult Children Groups in the U.S. & Canada	1,692
Open House Mailing	3,321
One issue of <i>AL-ANON SPEAKS OUT</i>	2,459
Two Personnel Mailings to New York and New Jersey	1,694
Contribution Acknowledgements	17,000



**REGISTERED GROUPS AND LONE MEMBERS**  
December 31, 1986

	1986	1985	
Al-Anon Groups Worldwide	23,079	21,637	
Alateen Groups	3,260	3,028	
Institutions Groups	618	605	
Total Groups	26,957	25,270	
Information Services GSOs	301	286	
Literature Distribution Centers	105	98	
Lone Members	311	285	
	<i>U.S.</i>	<i>Canada</i>	<i>Overseas</i>
Al-Anon Groups	15,093	2,021	6,002
Alateen Groups	2,241	298	684
Institutions Groups	524	37	57
Information Services, GSOs & Intergroups	156	16	129
Literature Distribution Centers	95	10	-
Lone Members	118	3	161

**World Directory** - The three sections of the World Directory for the U.S. and Canada were distributed to Conference members at the 1986 World Service Conference. Directories were mailed to all registered groups in the U.S. and Canada in the month of May. The following were sent to groups:

U.S. (East) and U.S. (West)	14,999
Canada	2,045
GSOs Information Services	250

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

## PROFESSIONAL SERVICES:

**Legal Services** - Early in the year, the General Secretary and Deputy interviewed two copyright attorneys and selected Robert C. Faber of the firm, Ostrolink, Faber, Gerb and Soffen, to handle all copyright and trademark matters. Effective April 25, our Trademark files, obtained from the previous firm, were transferred to Robert Faber. He was consulted in such matters as copyrighting the film, *Al-Anon Speaks For Itself*, the necessity of copyrighting The *FORUM* and newsletters and the protection of Al-Anon trademarks worldwide. He strongly urged that the WSO obtain such protection or have other structures do so in their country. The Budget Committee recommended provisions be made in the 1987 Budget for this protection and referred the matter of having other GSOs register our marks to the International Coordination Committee.

We also consulted Mr. Faber in connection with CBS's portrayal of an Al-Anon meeting on the *Cagney & Lacey* TV show, as the producer wanted written assurance that we would not institute any legal action for having done so.

Pat Slovak, the attorney we use on personnel matters, was consulted on retirement issues and other employee-related questions.

An Al-Anon member who is also a New York State Assistant Attorney General attended the Executive Committee to volunteer his expertise on the subject of child abuse. He also offered his advice to the ad hoc committee working on the subject of abuse.

**Auditing Services** - An audit was conducted by the firm of Owen J. Flanagan, Certified Public Accountant, who will provide audited year-end financial statements for the Board of Trustees and the Conference.

**Architectural Services** - After our move, the Architect, Larry O'Neill, continued consulting with the Administrative Staff to complete projected plans.

**Computer Consultant** - Joan Hochbaum, Office Manager, met with a computer consultant to review our in-house computer system and determine the software needed to more effectively utilize our IBM PCXT System. In addition, the consultant provided training sessions for the Team Supervisor and several team members.

**Magazine Consultant** - The General Secretary met with a magazine consultant, who came highly recommended by the Magazine Publishers Association as he also manages *Guidepost Magazine*. Besides offering many suggestions to improve The *FORUM*'s style, content and promotion, he suggested that we obtain the consulting services of a circulation specialist. He agreed to meet with the Board of Trustees in October and provided further insights for reaching out to the membership and encouraging new subscribers.

## GENERAL CORRESPONDENCE:

**GENERAL CORRESPONDENCE:** Inquiries that were noteworthy among the 1986 correspondence included: requests for information as to how an Al-Anon Convention Committee could raise funds for a state convention; a plea for Al-Anon to adopt the Twelve Promises that are published in AA's BIG BOOK; requests for information about bequests; a question about pictures and films of Al-Anon speakers at open meetings that are shown later with names attached at open or closed meetings; an inquiry about an Al-Anon group's responsibility when sharing facilities with AA; a question about starting an Al-Anon group in a private home; a sharing of how one group encourages group support to the WSO; a contribution from an employer of an Al-Anon member and its subsequent return; a question on how to deal with a church's insurance company asking a group to sign a "hold harmless" release to continue using the space for meetings; an inquiry from a District on whether it was permissible to compile and sell articles of members' sharings as a fund-raising activity for support of an Area Convention; a question about Al-Anon and Alateen being listed in a university's course catalog noting that individual students are required to attend "three self-help group meetings per week during the course of the semester" in order to receive credit; a concern about a group wishing to change its name to that of its deceased founder; use of AA's TWELVE and TWELVE book at Al-Anon Step meetings; a problem of smoking at meetings; concern that a committee had been formed for three groups to purchase literature rather than functioning separately; a request for a national number for a group checking account; a request for the WSO to produce bumper stickers; a question as to how Al-Anon differs from AA; a question about the term "Al-Anonism."

Letters from and about adult children still accounted for the major single source of correspondence from our fellowship and included a copy of a letter from an adult child in New York to ACA suggesting they do not splinter from Al-Anon; correspondence from an adult child member who wishes to write a book for adult children; several letters from professionals asking about adult children and how to start groups; many letters asking for literature particularly an adult child one day at a time book; a question from a member asking whether adult children of alcoholics is endorsed by Al-Anon; a letter indicating a feeling that it was a violation of our 10th Tradition to be interested in ACA; a letter from a member in Australia concerned with groups calling themselves adult children of alcoholics who also asks "can an adult be an adult and a child at the same time?"

## INFORMATION SERVICES:

**INFORMATION SERVICES:** Ann S. reports: Al-Anon Information Service Guidelines G-4 were revised this year; Twelve Al-Anon Information Services registered; newsletters were read and pertinent information relating to a particular service was passed along to the appropriate Staff Secretary.

Correspondence included: how to handle an adult children of alcoholic group that does not seem to be following the Traditions and calls itself Al-Anon; what to do if a person attends and votes at five groups, pertaining to District, Assembly and state issues and whether it counts as five votes; whether the WSO grants a tax identification number for a checking account; a question on the policy regarding a dual member volunteering as a liaison from the group to the Information Services; a letter questioning whether an Information Service should continue contributing to the WSO when groups within the locality claim the Information Service contribution covers their responsibility.

**SPLINTER GROUPS:** Splinter group mail, handled by Margaret O'B., Archivist, continues to be answered with information the writer is seeking, or they are referred to the self-help National Clearinghouse.

**PUBLIC RELATIONS:** Past Board Chairman, Norma McG., the General Secretary, Deputy and CPC Staff Secretary attended the Second Annual NACoA Conference in Washington D.C. This opened the door for improved communication with the NACoA Board and with the new national organization ACA in Southern California. A complete report is on file.

Ann S., Institutions Staff Secretary, participated at the Southeast Conference on Addictions sponsored by U.S. Journal Training, Inc. and the Caron Institute.

The founder of The Other Victims of Alcoholism visited the WSO, viewed the film *Al-Anon Speaks For Itself* and discussed ways to utilize her publication with the professional community to clarify the subject on adult children of alcoholics in Al-Anon. An issue of her newsletter will provide information about the film, other Al-Anon publications and adult children.

The P.I. Secretary and the Deputy General Secretary attended a one-day NACoA Conference in New Jersey; the Executive Director of NACoA spent time with several of the Staff at the WSO; the Director of Hazelden's Educational Materials met with the General Secretary to discuss Al-Anon's forthcoming materials and to review Hazelden's annual purchase agreement.

In response to several telephone calls from different sources, including one from Hazelden's former president, Dr. Dan Anderson, we have notified the appropriate individuals that the WSO would gladly welcome a Soviet



Delegation at the WSO as part of their New York tour. Betty Ford, former First Lady, is honorary Chairman of this project. The delegation will probably consist of highly placed party people interested in instituting prevention programs in Russia, concurrent with the programs of their Temperance Promotion Society, a highly regarded agency in their country.

**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, Bermuda, Brazil, Ecuador, Germany, Ireland, Japan, London, Mexico, Poland, Switzerland and Sweden.

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

As Services Supervisor, Sandra F., Deputy General Secretary, coordinates 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** - Carole K., Alateen Staff Secretary, participated at the 18th Annual Big Deep South Convention; she also participated at the All Texas Al-Anon Convention.

**Second Quarter** - Margaret O'B., Archivist, participated at the New Jersey Assembly; Susan H. B., P.I. Staff Secretary, at the New York (North) Assembly; Linda McF., Literature Staff Secretary, at the Al-Anon/AA Canada/Quebec Conference and also at the New York (North) AA East West Conference; Sandra F., Deputy General Secretary, at the Kawartha District Conference in Toronto, Canada.

**Third Quarter** - Myrna H., General Secretary, participated at the Wisconsin Fall Assembly; Mary Ann K., International Staff Secretary, at the Fourth Annual Al-Anon Convention and Summerfest 1986; Rita McC., Conference Staff Secretary, at the Pennsylvania Area Assembly; Ann S., Institutions Staff Secretary, at the Fifth Minnesota Al-Anon/Alateen Conference and Margaret O'B., Archivist, participated in the 50th NIAFG Assembly.

**Fourth Quarter** - Linda McF., Literature Staff Secretary, participated at the Tennessee Area Convention and the 1986 State Fall Conference; Ellen D., CPC Staff Secretary, at the 20th Annual Connecticut Al-Anon workshop and the New Mexico Fall Assembly and Margaret O'B. shared at the Oklahoma Convention.

## INSIDE AL-ANON (IA) COMMITTEE:

Rita McC., Chairman  
Edwina F., Chairman  
Sandra F., Editor

**COMMITTEE:** The Chairman and Editor met to discuss the development of two issues. Rita along with at least five other Staff Secretaries and the General Secretary reviewed each manuscript before publication.

Following the 1986 WSC, Edwina was appointed Chairman of the Committee, which remains a sub-committee of the Executive Committee. Edwina and Sandra met once to plan for issues through the 1987 WSC. They discussed the existing process of compiling the newsletter, reviewed previous issues and considered new features. A decision was reached to do another survey of 10% of the groups (previous ones had been done in 1980 and 1983) concerning *INSIDE AL-ANON*'s contents before any modifications were contemplated.

Edwina resigned as Chairman of the Committee for personal reasons. Other members of the Executive Committee reviewed the manuscripts of the December/January and February/March issues.

The calendar outlining the contents of *INSIDE AL-ANON* through the 1987 June/July Conference issue was attached to the August Executive Committee minutes for consideration by all WSO Conference members.

## EDITORIALS:

**February/March** - featured an article about relocation; a piece by Norma McG. about volunteers; and article #2 in a series of six on newcomers by Linda McF. (4 pages)

**April/May** - featured a birthday card to Lois and an acceptance message she sent to NACoA; a story about the historical book; an announcement of Institutions Month; article #3 on newcomers; and a service profile on Bridie P. (4 pages)

**June/July** - A proof sheet of the mini-summary of the WSC was mailed to Conference members on May 9, one week after the Conference. The actual issue followed two weeks later. Four letters were sent to the WSO expressing appreciation for both the contents and the fast service. (8 pages)

**August/September** - featured Institutions Month Worldwide; an article on the original artwork at the WSO of the slogans; article #4 on newcomers and a service profile on Sylvia R.

**October/November** - featured a special issue for and about adult children of alcoholics. The lead article, "It's All In The Family," was accompanied by 13 of the most often asked questions, a suggested reading list, the 1984 WSC Statement and the 1986 WSC Resolution. Fifteen thousand extra copies of this special adult children issue were ordered for new group packets sent to adult children groups, and to respond to the continued requests for clarification from members, professionals and the general public. This issue also announced the site of the 1990 International, the Al-Anon/Alateen Service Workbook and the WSO Open House. (6 pages)

**December/January** - featured a report on the International Al-Anon General Services Meeting. The annual WSO greeting took the form of a reprint of an old *FORUM* article by Margaret D.; an article about "Alatot"; an announcement of the Conference theme; article #5 in the series on newcomers; and a service profile on Alice C., the Delegate from Argentina to the IAGSM. (4 pages)

**CORRESPONDENCE:** As a result of the August/September issue depicting WSO artwork of the slogans, a total of 12 letters were received from individual members, groups and one District suggesting reproduction of the artwork into various forms such as posters, letterhead and wallet cards. Additional letters continue to arrive requesting other forms of reproductions such as stationery, etc. Other letters commented on the article, stating it spurred meeting topics and a group in Ohio based an anniversary on the article, dressing up in the appropriate flower and discussing the corresponding slogan.

There have been a total of 139 letters for 981 copies of the special October/November issue about adult children. In addition, a copy of this issue is enclosed along with the response to the voluminous correspondence about adult children.

**INDEX:** Dolores R., secretary to the Deputy, compiled an index of *INSIDE AL-ANON* issues from its inception in January/February 1979 through the June/July 1986 Conference issue.

**SURVEY:** A survey was sent to 10% of all registered English-speaking Al-Anon groups in the U.S. and Canada along with the December/January issue. A report will be given at the March Executive Committee meeting.

**SPECIAL ISSUE OF INSIDE AL-ANON:** There was an RSS issue of *INSIDE AL-ANON* used for Seminars from 1983-1986. The Editor of *INSIDE AL-ANON* suggested that instead of another RSS issue we develop a special issue of *INSIDE AL-ANON* that could be used for wider distribution as well as for Seminars. This new issue was completed and distributed at the 1986 Canada West RSS and replaces the pamphlet, Al-Anon's WSO (P-28), which the 1986 Conference voted to discontinue. ▲

## INSIDE AL-ANON UPDATE

Sandra F., Editor

- The Conference issue of *INSIDE AL-ANON*, which includes the mini-summary, is targeted to be mailed out by Wednesday or Thursday immediately following the 1987 WSC.
- Based on a recent survey to 10% of the groups, *INSIDE AL-ANON* is considering a facelift; more articles about groups will be included and Delegates were asked to pick a group in their Area that could be the subject of such an article.
- Requests from members for features included: news-in-a-nutshell, more material on adult children in Al-Anon and Alateen.
- Readership surveys enable staff to learn what readers want; all were urged to send in ideas.



INSIDE AL-ANON



# ANNUAL REPORT:

**Bridie P., Chairman**  
**Cathleen H., Chairman**  
**Carole K., Staff Secretary**

**COMMITTEE:** Cathleen H. assumed chairmanship following the WSC. Pam H. (an Alateen Sponsor), Alyssha and Carl (Alateen members), and Alex and Ann (Al-Anon members) were new and welcome additions. The Committee established goals for 1986, and the Alateen Committee expanded to include adult children.

Following the 1986 WSC, the Committee worked primarily on preparing, sending and tallying a poll on adult children questions, though still addressing other Alateen and adult children projects.

The addition of Al-Anon adult children members to the Alateen Committee represents a unifying effort in servicing all of Al-Anon's children. Because of the enormous response to the adult children's poll from the Areas, Al-Anon groups and members, the adult children members on the Committee agreed to meet evenings to determine the membership's voice for a report-back to the 1987 Conference.

**ADULT CHILDREN:** The Long-Range Study Plan on Adult Children was read and reviewed by the Committee. The plan called for the Areas to poll their groups and for the WSO to directly poll 10% of the groups.

This Poll and a covering letter were mailed to 10% of all Al-Anon groups in the United States and Canada. A letter was also sent to all Delegates asking them to examine Al-Anon adult children concerns at the Area level.

Staff Secretaries compiled the "13 Questions" asked by and about adult children. It was revised by the Alateen Committee who, at the request of the 1986 WSC, also developed a suggested reading list for adult children. This material was sent to the full Standing Committee for review.

The Committee also worked on a suggested guideline for a meeting format.

Number of groups registered:	
United States	873
Canada	25
Overseas	2
Total	900
Number of groups proposed:	685

**WSC '86 PRESENTATION:** The Committee presented an ALATEEN WORKSHOP ON ALATEEN CONCERNS dealing with Sponsorship, Al-Anon's Role in Alateen, and Abuse (among other sensitive topics). Delegates were encouraged to take handouts of the workshop back to their Areas.



(K-18) Alateen Newcomer Packet

**ALATEEN TALK:** The April issue encouraged Alateen members to write articles and the revised edition of Youth and the Alcoholic Parent was announced. June featured an article on being a Volunteer Institutions Person; in August the subject of abuse was discussed and a workshop on ALATEEN CONCERNS was included. Alateen members and Sponsors have responded to this issue with their experiences and suggestions for future Alateen projects, encouraging the Alateen Committee to continue providing similar guidance. October's feature thanked the Alateen members for responding to the plea for sharings in the April '86 issue, and the new Alateen Table Card was announced. In December, the 1986 International Al-Anon General Services Meeting was featured, including the Alateen Workshop held there. Since inquiries and comments on Alateen Conventions have increased, an article on appropriate behavior for these events appeared in the February '87 issue.

Spanish-speaking Alateen members continue to request the translation of ALATEEN TALK into Spanish, and Delegates from South America and Mexico to the IAGSM echoed that need. The Alateen Committee forwarded the request to the Executive Committee, which recommended an abridged version, beginning with two issues a year. Sharings initially will be taken from the English version of ALATEEN TALK, but Spanish-speaking Alateen members will be encouraged to submit their own sharings for future issues.

**ALATEEN SLIDE PRESENTATION:** The Alateen Committee approved the script and continues to work with the Public Information Committee on this project. Videotaping is being considered.

**TABLE CARD:** A Table Card directing members to the nearest Alateen group was completed and mailed with the December/January issue of IN-SIDE AL-ANON.


**TRANSITION PAMPHLET:** The Literature and Alateen Committees read the manuscript and all comments were reviewed by the Alateen Committee. Before it is submitted for final approval, a freelance writer will rewrite the connecting portions for the Alateen sharings that were already approved by the Committees. The manuscript is due mid-January.

**BLUEPRINT FOR PROGRESS:** After much discussion, a format was developed for the Alateen inventory booklet. It will consist of five categories, each of which will have a cartoon showing positive and negative sides of a trait with three short sharings for each, followed by six questions. At the end of the booklet, an inventory checklist will be included with an individual rating scale from 1 to 5 for each quality. The Committee reviewed the work of one artist and will continue to search further.

**FELLOWSHIP SURVEY:** The Committee agreed with the CPC Committee that the Alateen survey should be separate from Al-Anon's and recommended that the Alateen survey address three areas: 1) The Alateen member; 2) The Alateen group; 3) The Alateen Sponsor. Questions on these topics were submitted to the CPC Service which is doing the preparation.

**ALATEEN NEWCOMERS' PACKET:** Was approved by the Executive Committee with the following pieces selected by the In-town Alateen Committee: 1) Just for Today (bookmark); 2) Alateen, Is It For You? 3) Alateen Do's and Don'ts; 4) Facts About Alateen; 5) Youth and the Alcoholic Parent; 6) It's a Teenaged Affair; 7) Cartoon Book (If Your Parents . . . ); 8) Operation Alateen; 9) Information for the Newcomer; ALATEEN TALK; plus catalog/order blank, ALATEEN TALK and The FORUM subscription forms. Production of the red sleeve and additional pieces needed to complete this project should be in stock by February '87.

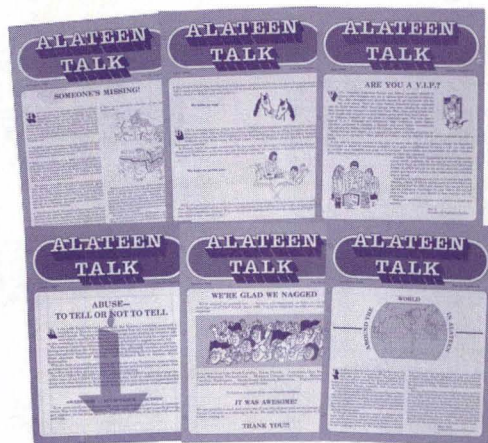
**CORRESPONDENCE:** Support for pre-Alateen, requests for more literature and inquiries about starting younger groups have increased substantially. Inquiries about dual members and their role in Alateen have also increased.

**CONVENTION ATTENDED:** OMIAC (Ohio, Michigan, Indiana Alateen Convention) on August 1-3. 

## Alateen Update

- Staff Secretary Carole K. noted that Alateen Committee member Steven G.'s name was inadvertently left off the Annual Report.
- Adult Children: responses were compiled and would be reported on during the Committee's report-back to the Conference.
- New material: Transition pamphlet (available in August, following review); ALATEEN PARA TI (ALATEEN TALK for Spanish-speaking members).





ALATEEN TALK

## ADULT CHILDREN SPECIAL SESSION:

Following the consensus taken at the 1986 WSC to adopt the LRSP's one-year plan, the Alateen Committee broadened its scope to include the concerns of adult children and by adding three Al-Anon adult children to the Committee.

The first adult children project the Committee undertook was to review the 13 most frequently asked questions by the membership and to produce a printed statement including those questions along with WSO Staff's answers. The Committee also published (Oct/Nov *INSIDE AL-ANON*) a suggested reading list of CAL for adult children as well as introductory material stating CAL's origin.

The Alateen Committee then developed a survey based on the 1986 WSC direction to cover the following: name of the group; literature needs; service needs; and how to provide unity. To obtain the widest view, Delegates were encouraged to poll their Areas. They used several methods to do so: following LRSP's suggested guide; mailing copies of the WSO Survey to groups in their Areas; printing Survey questions in Area newsletters (with responses sent to the Delegates or the WSO); or conducting special workshops to discuss Survey questions and other adult children concerns.

To implement the WSO Survey, a questionnaire was mailed to 10% of all Al-Anon groups throughout the US and Canada with an equal proportion sent to Al-Anon adult children groups. A total of 1,500 forms were mailed, of which 150 were sent to adult children groups to insure their participation. By February 1987, 297 forms were sent back, representing a 20% return. The tabulated results and comments were mailed to all Conference members to examine before the 1987 WSC.

Delegate and individual responses were immediately compiled and compared with the WSO Survey responses. Forty-four Areas sent back 1,636 questionnaires. During the Conference session, the Committee distributed a packet of information illustrating and interpreting the results of both Surveys (with substantially the same figures emerging from both) and with summaries of respondents' additional comments on each question.

Many suggestions were received on how to strengthen Al-Anon unity around the issue of adult children in the fellowship, including group level activities and the direction WSO might take. Petitions from Al-Anon adult children groups, correspondence and phone calls also helped convince the Committee that the membership sought guidance. A one-year plan was therefore proposed, which would involve all service committees in responding to the recommendations advanced by Al-Anon members, and that a continued effort be made to clarify what Al-Anon is to both current Al-Anon members and prospective members.

### Discussion From the Floor

A lively discussion ensued with Conference members expressing gratitude and appreciation for all the work that went into the Committee's presentation. However, there was a sense among many that by focusing so much attention on one segment of our membership, we run the risk of encouraging specialized groups. Reference was made to past Conference positions on the question of specialized groups.

Subsequently, a motion was approved stating that:

... all services currently in place will continue to reach out to include adult children rather than create a new service committee; further, to reaffirm the Motion on Unity of the 1986 WSC. (See Motions, p. 47)

## SURVEY ON ADULT CHILDREN

DELEGATE/INDIVIDUAL RESPONSES AND WSO SAMPLE

	Delegate and Individual Response	WSO Survey Sample
1. NAMING THE ADULT CHILDREN GROUP		
a. I believe the name "Al-Anon Adult Children Group" (or Al-Anon COA, ACOA, etc.) is okay as it is.	80%	76%
b. I believe the name should be changed.	17%	19%
c. No response	2%	4%
d. Not clear	1%	1%
2. LITERATURE NEEDS FOR ADULT CHILDREN		
a. I believe there is already enough Al-Anon CAL for our adult children membership.	32%	21%
b. I believe more CAL is needed.	63%	70%
c. No response	4%	6%
d. Not clear	2%	3%
3. OTHER SERVICE NEEDS		
a. I believe we are sufficiently servicing our adult children membership with existing tools.	42%	35%
b. I believe we need to do more.	47%	53%
c. No response	10%	9%
d. Not clear	1%	3%
4. IMPROVING UNITY IN OUR STRUCTURE		
a. I believe the problems of confusion and affiliation with Al-Anon adult children groups and other organizations will sort itself out with time, and we don't need to do anything extra.	50%	50%
b. I believe there is a serious problem affecting the unity of Al-Anon as a whole.	40%	39%
c. No response	8%	8%
d. Not clear	2%	3%



## ALATEEN REPORT-BACK:

Dawn V., NC

Other matters reported by the Alateen Committee included:

- Responsibility Statement: a version has been completed.
- Transition pamphlet: was forwarded to the Policy Committee for final approval.
- Al-Anon/Alateen Service Workbook: In response to a letter questioning the need for Alateen's inclusion in the Workbook, it was stressed that Alateen is an important part of Al-Anon's service responsibility. There are many in Al-Anon who are unaware of Alateen as a part of the service structure; it was hoped that more material in the hands of the membership would mean more Alateen groups in the future.
- Fourth Step Inventory Guide: The Australia and UK/Eire Alateen Committees were asked to share their ideas for the project; and some material from France was also contributed. It is felt that worldwide participation will give this project a wider view of all Alateen members. There will be personal sharings and illustrations focused on a characteristic, and a numerical rating scale is being considered for a daily inventory.
- Younger Alateen members: Correspondence requesting pre-Alateen information and literature continues to escalate. Most frequent are requests for a large-type A DAY AT A TIME book and a Fourth Step Inventory Guide for younger members. The needs of this group will be re-addressed and findings will be brought back to the 1988 Alateen Standing Committee for further direction.





# ANNUAL REPORT:

**Hank G., Chairman**  
**Margaret O'B., Archivist**

**COMMITTEE:** The Committee met 11 times and included Doris G., Ruth L., Mickey L., Ed K. Following the WSC, Rita C. was appointed Chairman but resigned in May due to personal commitments; Hank G. became Chairman. Lois W. and Margaret D. are still considered members but are not able to attend meetings.

Discussions included: the final stages of the book *FIRST STEPS: AL-ANON—35 YEARS OF BEGINNINGS*; in-house guidelines for depositing material into the Archives; review of several 1985 International Convention tapes; recruiting committee members; short and long-range goals; whether to up-grade the film *Lois' Story* and/or produce a new video on Lois; visiting other Archival facilities; suggestions to the members of the Board of Trustees to visit the AA Archives for an understanding and perspective on the future direction of the WSO Archives; a recommendation to the Board of Trustees for Delegate representation on the Archives Committee.

**AR-2 HISTORICAL SHEET:** Was revised several times and avenues were explored for enhancing its appearance and appeal. It developed into a leaflet produced in-house and was translated into Spanish. One copy is to be sent to every group with the February/March 1987 issue of *INSIDE AL-ANON* and placed on the Supplementary Price List as a giveaway.

**WORLD SERVICE CONFERENCE:** Copies of the new historical book, *FIRST STEPS: AL-ANON—35 YEARS OF BEGINNINGS*, were distributed.

**REQUESTS FOR RESEARCH:** Besides filling in-house requests for information from non-current files, historical data was provided on:

- Copyright information
- Past skits
- First letter to family groups from Lois and Anne
- Twelve Steps and Twelve Tradition Parchments
- Preamble as written in first edition of *AL-ANON FAMILY GROUPS*
- Articles of Incorporation
- 1985 Treasurer's Report
- Clarification on AA's TWELVE and TWELVE not Al-Anon Conference-Approved Literature
- First World Directory
- Profile from Yale Summer School of Alcohol Studies - 1955 (not found)
- Papers written by professionals re: role of Al-Anon in hospital setting
- Early Intergroup information
- July 2, 1955 *Saturday Evening Post* Article
- Reprint: "Oasis called Al-Anon"
- *FORUM* article: "Frog Prince"
- September and December 1977 issues of *The FORUM*
- History of the logo
- *INSIDE AL-ANON* survey
- Third quarter 1985 reports
- 1979 Conference Brochure
- 1975-1976 *FORUMS*
- Group histories - Victoria, Australia; Winnipeg, Manitoba, Canada; Pennsylvania Area; Jacksonville, Florida; Dover and Rochester, New Hampshire; Districts 12 and 13 Washington; Directory information for Arkansas 1952-1960; Mobile, Alabama and outskirts; Brooklyn, New York; Queensland, Australia 1956-1971; and Northern Ireland 1952-1971

**NOTEWORTHY ACCESSIONS:** Besides accessioning in-house non-current records we received from the fellowship:

- Various past issues of *The FORUM* (1963-1977)
- Brown cash book of early Chicago AA Family Group
- Multiple copies of files pertinent to Al-Anon growth in Hawaii
- Enlarged 1969 photo of Lois and Bill, beautifully framed
- Photos of 1986 WSC
- Brochure from Sunshine Conference, St. George, UT - March 1972
- Loose-leaf book plus two cassettes re: Nevada history
- Cassettes: Betty M., Taylors, SC, personal history of Al-Anon, Jean O. early days in Wichita, KS
- Cassettes: West Virginia long-timers panel - Fall Assembly September 6, 1986; RSS, Berea, OH - June 20-22, 1986; RSS, Canada West
- Twenty responses to individual and group questionnaires
- Histories: Calgary, Alberta, and Saskatchewan, Canada (Institutions 1962-1974); written account and a cassette tape of history of Triple A to Al-Anon, Edmonton, Alberta, Canada 1945-1986; newspaper clipping and written account of an Alatot group in Edmonton, Alberta, Canada - 1966

**PROCEDURES:** - In addition to the day-to-day responsibilities carried out by the Archivist, the following activities took place: the Archives room and closet were put in order; the various stages of the final review of *FIRST STEPS* were completed and the book was produced in hardcover. The Archivist photographed AA historical sites in Akron, Ohio and taped the long-time AA member giving the tour. At the Northern Illinois Assembly she gave a presentation on the Area's history. Three meetings were held with Lois' Secretary, Fran H., and a freelance Archivist concerning the cataloging of Lois's papers held at the WSO Archives. The second printing of the book *LOIS REMEMBERS* was assigned to the Archivist for revision. The film, *Lois' Story*, was transferred to video cassette for storage. The full Committee visited the Knights of Columbus Archives in New Haven, Connecticut.

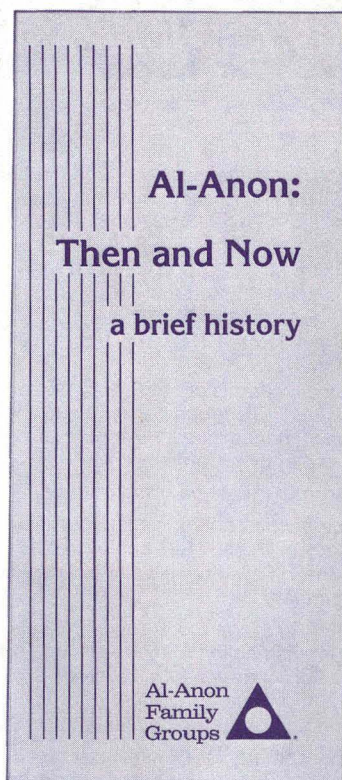
## Archives Update

**Margaret O'B., Archivist**

- "Brief History": This bi-monthly series begun in January appears in *The FORUM*.
- A special flier was designed offering *LOIS REMEMBERS* and *The Pioneer tapes* at a discount for a limited time.
- Area Archives guidelines were revised.
- An Archives sharing bulletin was developed to strengthen the link between the WSO Archivist and Area Archivists. Copies were sent to 55 Archivists in the US, Canada, Australia, UK/Eire, and Mexico.
- Policy Statements have been drafted covering classification of archival material, access and restrictions. Following review and approval by the Archives Committee, the final statement will be shared with Area Archivists for use or adaptation.
- Several drafts for indexing Lois' papers at the Stepping Stones Foundation have been reviewed by the WSO Archivist.





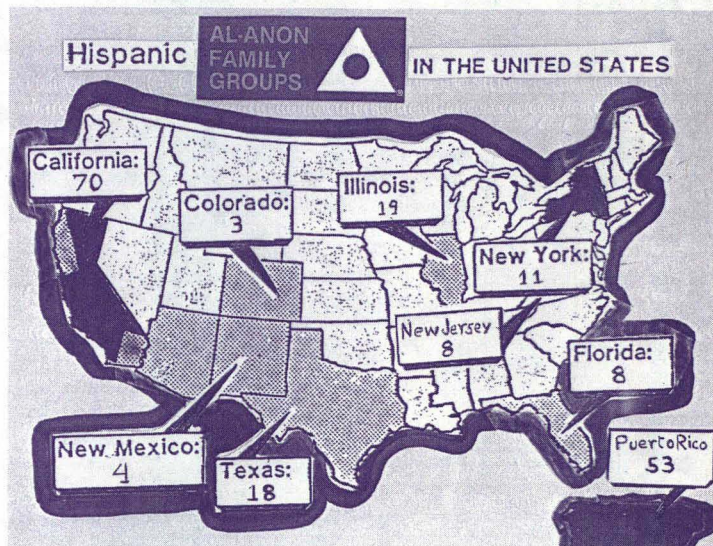


*Al-Anon Then and Now:  
A Brief History (AR-2)*

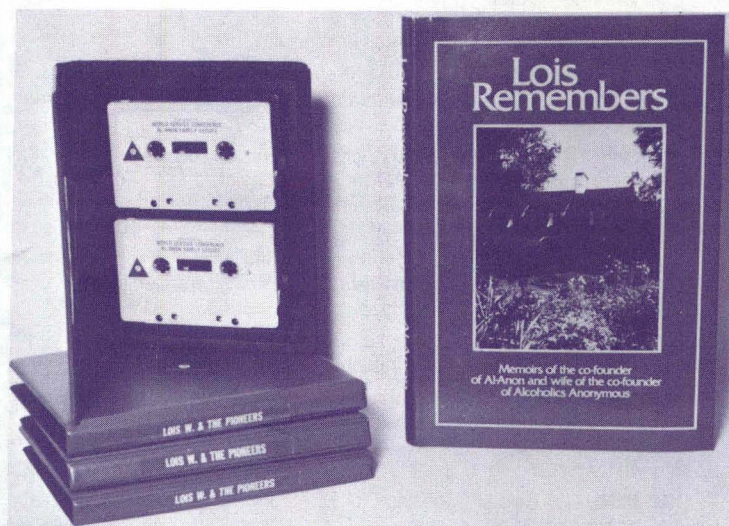
(Continued from SPANISH SESSION, p. 7)

In addition to *DENTRO DE AL-ANON*, *AL-ANON HABLA CLARO*, and *AL-ANON EN LAS INSTITUCIONES* (*INSIDE AL-ANON*, *AL-ANON SPEAKS OUT*, and *AL-ANON IN INSTITUTIONS*), Teresa introduced two new tools: (for recovery) posters of the 12 Steps and 12 Traditions, available in June; and (for service) the Al-Anon and Alateen Workbook in Spanish, available in September. Both were on display for Conference members to examine.

"You, the Delegates," Teresa said, "are our link with the Spanish service member in your Area. Please let them know about our new tools in Spanish. This material can help the Area Coordinators involved with institutions and professionals by bringing the Al-Anon message to those who are in need of our program but can speak only Spanish."



*Spanish Speaking Groups  
in the United States*



*Recorded History*



## ANNUAL REPORT:

Robert D., Norma McG., Chairmen  
Helen G., Rita McC., Secretaries

**CHAIRMAN'S MESSAGE:** Each Spring as we watch with wonder, the little buds form on the plants and trees in the earth around us. Nurtured by sun and rain they grow stronger, blossom and together they spread their beauty for everyone to enjoy; and so it is each Spring at the World Service Conference.

When we come together in April for the 1987 World Service Conference, new ideas and plans will form and projects will blossom as they do every year. Nurtured by God's guidance, the Al-Anon Family Groups will grow stronger enabling us to spread our beautiful message of recovery to many more people throughout the world.

**COMMITTEE:** The full Conference Committee convened three times; the Interim Committee met five times. The Committee is composed of the Conference Chairman, Policy Committee Chairman, General Secretary, Deputy General Secretary, Conference Secretary, all other Staff Secretaries and the Chairman of the Admissions/Agenda/Handbook Committee.

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

After suffering a stroke, Conference Secretary Helen G. was replaced by Rita McC., the former Assistant Chairman.

**CONFERENCE PREPARATION:** From January through April, activities focused on the many details required for coordinating the 1986 WSC. Preparations were finalized, including arrangements with the Tarrytown Hilton selected as the Conference site on the basis of space and cost.

Plans for the 1987 WSC were begun in early June. The 1987 Conference will convene at 1:00 PM on April 27, with the theme, "Unity Our Strength."

## ADMISSIONS/AGENDA/HANDBOOK:

### REPORT:

**Admission/Agenda/Handbook** - In keeping with the 1986 WSC decision, the Admissions/Agenda Committee was combined with the Handbook Committee. Angela W., RT-U.S. (Northeast), was appointed Chairman.

The Committee met three times this year with In-town members: Angela W., Chairman; Margaret O'B., Archivist; Ruth L.; Edwina F. (who resigned due to personal commitments); and the Conference Secretary.

The Committee was also informed that: Alaska has formed an Assembly and will send a Delegate to the 1987 WSC as a Panel 27 member; and the Florida Assembly will petition the 1987 WSC to divide and send a second Delegate to the 1988 WSC.

The revised Handbook was distributed to all Conference members and groups. Angela W., RT-U.S. (Northeast) Chairman, met twice with the In-town members. All recommendations for Handbook revisions were received for presentation to the Standing Committee at the 1987 WSC.

**Cartoon Flyer on Structure** - will be distributed at the 1987 Conference.

**Hospitality** - Volunteers who served in the Hospitality Room at the 1986 WSC were given a copy of the spiritual book, *AS WE UNDERSTOOD*. . . Hospitality details for the 1987 WSC will be handled by Deanna Z., Assistant to the Conference Secretary.

**CONFERENCE SUMMARY:** Over 2,000 complimentary copies 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 all registered groups.

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

**ASK-IT-BASKET:** The Conference Committee agreed that questions submitted at the 1987 WSC will be mailed to Conference members after the Conference, allowing Staff Secretaries time to research answers. The compilation of past Ask-It-Basket items, along with a cover letter, will be sent in January, with a request that Conference members check previous answers before submitting new questions.

**MAILINGS TO CONFERENCE MEMBERS:** Material was mailed in the first quarter for the 1986 WSC; subsequent mailings included material pertinent to the 1987 WSC. Contribution slips and Group Records printouts were mailed periodically.

**ELECTION ASSEMBLIES:** In the fall, Panel 24 Areas (1984-86) elected new Panel 27 Delegates; appropriate material was sent. The outgoing Panel 24 WSDs were sent a group photo as well as a letter acknowledging dedicated service.

**EQUALIZED EXPENSE FUND:** A letter was sent to the Area Delegates informing them the Equalized Expense amount for the 1987 WSC will remain at \$525.00, (\$700.00 Canadian equivalent).

**GREEN LIGHT/RED LIGHT:** Green Light concerns will be submitted by mail so that topics can be sorted in advance for consideration during the Red Light Session. A letter concerning Green Light/Red Light will be sent to Conference members in January.

**AREA HIGHLIGHTS:** Articles submitted by Staff Secretaries, as well as items excerpted from Area newsletters, were edited for publication. Over 1,500 copies were mailed quarterly with other inserts.

**PANEL 27 (1987-89):** The names of all Panel 27 Delegates were received; a letter of welcome was sent with appropriate material.

**STANDING COMMITTEE PRESENTATIONS:** Continuing with the three-year cycle of rotation, Literature, International Coordination and The *FORUM* will present at the 1987 WSC. Other committees will give a five-minute update where appropriate.

**THREE-MINUTE TALKS:** "Sharing Our Strengths" is the title chosen for the talks to be presented by outgoing WSC members.

**STEPPING STONES VISIT:** Arrangements have been made to visit Stepping Stones at the close of the Conference, Saturday, May 2, 1987.

**PROPOSED CHANGE OF CONFERENCE COMMITTEE:** The Board of Trustees explored the composition of the Conference Committee to strike a better balance between volunteers and Staff, going from four volunteers and 12 Staff, to five volunteers and five Staff.

**OVERSEAS PRESENTATION:** In early October, invitations were sent to all Al-Anon General Services Offices to participate in the 1987 WSC. We were notified that Brazil will be sending a Representative.



**RT PROCEDURES:** Areas within U.S. (Northwest) and U.S. (Southwest) Regions were asked to submit resumes of Regional Trustee nominees and Alternate RT nominees by January 1, 1987. The Regional Trustee Plan, other pertinent material and a cover letter were mailed to the Areas proposing candidates for elections at the 1987 WSC. A registered letter was sent to Areas which had not responded, requesting confirmation that they would not present a candidate.

The names of those voting in the election will be placed in the brochure. By year's end, the results are as follows:


The Areas and RT Candidates are:

<i>U.S. Northwest Region</i>	<i>RT</i>	<i>ALTERNATE RT</i>
Idaho	No Available Candidate	
Illinois (N)	Marty S.	
Illinois (S)	No Available Candidate	
Iowa	Helen W.	
Minnesota (N)	No Available Candidate	
Minnesota (S)	No Available Candidate	
Montana	No Available Candidate	
Nebraska	Syntha E.	
North Dakota	No Available Candidate	
South Dakota	No Available Candidate	
Oregon	No Available Candidate	
Washington	Wilma C.	Della D.
Wisconsin	Dolores K.	
Wyoming	Audrey B.	
<i>U.S. Southwest Region</i>	<i>RT</i>	<i>ALTERNATE RT</i>
Arizona	Mary Fran W.	
California (N)	Late Response	
California (S)	No Available Candidate	
Colorado	No Available Candidate	
Hawaii	No Available Candidate	
Kansas	Margaret McG.	
Nevada	Dottie D.	
New Mexico	No Available Candidate	
Oklahoma	No Response	
Texas (E)	No Available Candidate	
Texas (W)	No Response	
Utah	Adean M.	Laverne K.

The voting members of the U.S. (Northwest) Region are the 14 Area Delegates within the Region, four other Delegates and four Trustees (the Board Chairman and three chosen by lot at the January, 1987 Board meeting). The voting members of the U.S. (Southwest) Region are the 12 Area Delegates within the Region, four other Delegates and four Trustees (the Board Chairman and three chosen by lot at the January, 1987 Board meeting).

<i>Voting for U.S. (Northwest)</i>	<i>Voting for U.S. (Southwest)</i>
Pennsylvania	Minnesota (S)
Atlantic Provinces	Illinois (N)
Florida	Ohio
Manitoba	BC/Y
<i>Alternate</i>	<i>Alternate</i>
Texas (N) (1st Alt)	Georgia (1st Alt)
New York (N) (2nd Alt)	Massachusetts (2nd Alt)

Each voting member as well as all other Conference members will receive copies of all RT 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 newsletters were read and appropriate data noted for Staff Secretaries; articles of interest were excerpted for *AREA HIGHLIGHTS*. Individual inquiries and requests for guidance/information from members in service continue to be answered daily. 


## SITE SELECTION SESSION:

**Rita McC., Conference Secretary**

Conference Secretary Rita McC. reported that space had been reserved at the Tarrytown Hilton for the 1988 WSC, with the understanding that the arrangement may be superseded if a more suitable site is found within a reasonable period of time.

Contacts have been made with other hotels in the New York Metropolitan area (including parts of New Jersey and Connecticut) and as a result, a more competitive situation has arisen. Appointments were arranged to inspect the

sites providing complimentary meeting space, lower rates for sleeping rooms and meal functions, easy access to meeting and break-out rooms, as well as convenience to airports. In light of the fact that examining hotels in the metropolitan area would ultimately lead to lower Conference costs, Rita presented a motion from the Board that would grant authorization to conduct a search in the NY Metropolitan area for a site to accommodate the WSC. The Conference approved the recommendation as presented.

Inspection will therefore proceed, and Rita mentioned the names of several facilities in Connecticut and New Jersey which were particularly attractive. She also noted that word travels swiftly in the hotel business and the Tarrytown Hilton had lowered its bid after learning of our efforts to secure the most suitable site for our next Conference. 

## ADMISSIONS/AGENDA/HANDBOOK:

### REPORT-BACK

**Doris S., KY**

The Admissions, Agenda, and Handbook Committees have been functioning as a combined committee on a trial basis for one year. In this capacity, they were responsible for providing input for this year's spiritual speakers, for approving the names of five individuals having voice and no vote at the 1987 WSC, and for distributing copies of a flier on structure entitled, Links of Service, which will be given free to each group in conjunction with the mailing of the Conference issue of *INSIDE AL-ANON*.

The first motion the Committee proposed was to divide the state of Florida into two Areas (North and South), and to have each Area send a Delegate to the 1988 WSC. Florida's 600-plus groups and its significant growth potential (particularly in the Ocala region) were cited as the major criteria for this recommendation. The Conference approved the following motion: "To approve the Admissions/Agenda/Handbook Committees' recommendation that Florida divide North and South. That an additional Delegate be seated at the 1988 World Service Conference. (See Motions, p. 46)

The Conference also approved three Committee recommendations for changes in the World Service Handbook: (See Motions, p. 46)

1. that on p. 3, TERMS USED IN AL-ANON, first paragraph (Area Coordinator), the first word be changed from Any to An. It will read:

*Any Al-Anon/Alateen member, not necessarily a GR, who is appointed by the World Service Delegate or Assembly Chairman, or is elected by the Area World Service Committee, to edit the Area newsletter or to unify one of the Al-Anon special services for an Area, such as Public Information, Alateen, Cooperating With The Professional Community, Institutions or Literature. The Coordinator usually serves for a three-year term. He votes at the Area WS Committee meetings but not at the Assembly unless he is a GR.*

2. that p. 26, Item d. World Service Handbook be amended to read:


b. Same

c. Same

d. *The GR has the responsibility of seeing that the mail from the World Service Office is reaching his group. If the mail is not being brought to meetings by the person who is listed as the Permanent Mailing Address, the GR consults first with the PMA and, if a change is warranted, contacts the WSO to provide an up-to-date Permanent Mailing Address (possibly his own), a telephone listing and other pertinent group information. If the group has a P.O. Box, or if for any other reason the GR is not the group's mailing address, all mail should be referred to him. Although he does not replace the group Secretary, he can explain communications in the light of his understanding of the world Al-Anon picture.*

3. that p. 32, paragraph 6 be amended to include a new opening sentence to read as follows:

*Any Al-Anon/Alateen member, who is not also a member of AA, is eligible to serve as Area Coordinator. Guidelines for Area Coordinators of special services, such as Alateen, Institutions, Literature, Cooperating with the Professional Community, Public Information, are available from the WSO. They are not detailed here because they are constantly being updated to include new experience and development.*

The Conference did not support two recommended changes, one under Conference Structure (p. 13) to include a cross-reference to the second recommendation, under Finances. It was felt that the Handbook is not a book of rules and it should be flexible enough that Areas can modify it to suit their particular needs. Over-clarification of each and every point was felt to be counterproductive. 



## ANNUAL REPORT:

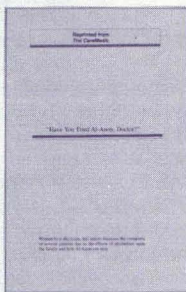
Jeanne L./Mary C., Chairmen  
Ellen D., Secretary

**COMMITTEE:** Members include Patricia O'G., Diane K., Phyllis D., Joe C., Nora F. and Mimi M. The Committee met ten times and worked on the film, the pamphlet *Al-Anon Speaks To You, The Professional*, a number of reprints, sale of books at exhibits, the Second Fellowship Survey, the CPC presentation at the World Service Conference and content band for AL-ANON FACES ALCOHOLISM.

### GENERAL OFFICE WORK:

**Correspondence** - Over 1,800 professional inquiries were answered with a personalized or form letter, CPC pack, and additional literature where appropriate. A total of 1,354 CPC packs were sent to professionals on the Exhibits Welcome Visitors' lists. All professionals were placed on the mailing list for *AL-ANON SPEAKS OUT*.

**Professional Inquiries from Treatment Centers and Hospitals** - Effective January 1986, responsibility for these inquiries was turned over to the Institutions Staff Secretary on a trial basis.



(R-57) "Have You Tried Al-Anon, Doctor?"—a reprint

### MAILINGS:

**AL-ANON SPEAKS OUT** - Winter and Summer issues were mailed to over 11,000 professionals. The Winter mailing included the pamphlet *Understanding Ourselves and Alcoholism* and the Seasonal Letter which announced Al-Anon's 35th Anniversary, the WSO's change of address and reaffirmed the cooperative relationship between Al-Anon and the professional community. The Summer mailing included *Getting In Touch with Al-Anon* and an announcement/order form for *Al-Anon Speaks For Itself*.

**CPC Area Coordinators' Sharings** - Spring and Fall issues of this newsletter were sent to CPC Area Coordinators and Delegates.

### PROFESSIONAL ACTIVITIES:

**National Association for Children of Alcoholics Conference (NACoA), Washington, D.C.** - The CPC Secretary attended meetings, workshops, the film festival and NACoA Day at which the Margaret Cork Award was accepted on behalf of Lois W. Norma McG., Myrna H., Sandra F. and the Secretary met with several officers of NACoA. They also met with the administrator of Adult Children of Alcoholics (ACA). Both meetings were helpful in terms of further cooperation and clarification of these organizations' purposes. The Staff Secretary also made other contacts with the overall result that attending this conference was highly informative and productive.

**Arizona Department of Commerce Luncheon, New York, NY** - The Secretary attended a luncheon/meeting hosted by the Governor of Arizona and the Arizona Chamber of Commerce. She spoke with the Governor about Al-Anon and Alateen in Arizona and presented him with literature.

**National Council on Alcoholism (NCA), San Francisco, CA** - The Al-Anon and AA CPC Secretaries moderated the session, "The Family Afterward." In this session, three members of a family in recovery shared their AA, Al-Anon and past Alateen (presently Al-Anon) stories. Literature was provided. Betty Ford gave the keynote address and was the recipient of the 1986 Gold Key Award. Approximately 20 people attended the Al-Anon meetings which were held each morning.

**National Institute on Alcohol Abuse and Alcoholism (NIAAA), Washington, D.C.** - The Staff Secretary attended a meeting of the National Advisory Council on Alcohol Abuse and Alcoholism and a prior meeting of liaisons to the Council. At each of the sessions, the Secretary spoke of Al-Anon's 35th birthday, the film *Al-Anon Speaks For Itself*, the Alateen poster and growing numbers of Al-Anon adult children groups.

**Preview of Hazelden film, New York, NY** - The CPC and P.I. Staff Secretaries attended a preview of the Hazelden film *Family Matters*. The unscripted 30-minute film illustrates how families of alcoholics, drug addicts and people suffering from eating disorders are affected. In the film, Al-Anon and Alateen were mentioned as a resource for families of alcoholics.

**Southeastern Conference on Alcohol and Drug Abuse (SECAD), Atlanta, GA, December** - The Chairman of the Policy Committee attended this conference as a representative of the WSO.

### REVISED MATERIAL:

Items included Al-Anon and Alateen Groups at Work, Guidelines, Labor/Management Update and Al-Anon and Counselling.

"Al-Anon and Professionals, For Members Working As, For and With . . ." A question and answer was developed regarding members who are professionals handling disclosures of abuse shared by other members at meetings.

"An Open Letter to my Doctor" and "An Open Letter to the Clergy" are being reviewed for revision.

### AL-ANON AND THE FELLOWSHIP:

**1986 WORLD SERVICE CONFERENCE** - The Chairman and Staff Secretary presented the film *Al-Anon Speaks For Itself* and discussed the film's development and potential uses. The 1986 World Service Conference gave its approval for distribution of the film.

**Al-Anon Speaks For Itself** - This film, along with a guide for its use, was packaged and became available for distribution in June. It was produced on 1/2" Beta II, 1/2" VHS, 3/4" U-matic videocassettes and on 16mm film. The videocassettes are closed captioned for the hearing impaired. Producers, Crommie & Crommie, received a gold plaque award for this film which had been entered into a film festival. Guidelines for Al-Anon participation at national conferences were revised to include showing a videocassette of the film at the exhibit booth during the first full day of these conferences. A letter was developed offering a 16mm print, on loan, to film festivals at national conferences.

**Second Al-Anon Fellowship Survey** - The Committee's recommendation that a survey be conducted every three years to keep abreast of trends, changes and growth in Al-Anon was approved by the 1986 World Service Conference. The Committee agreed to have a separate questionnaire for Alateen and worked on both the Al-Anon and Alateen questionnaires. Wolfe, Altshule & Callahan, a research company hired for the first survey, has been engaged once again.

**Proposed pamphlet Al-Anon Speaks to You, The Professional** - The Committee approved the manuscript submitted by freelance writer Pat H. and designed the format and cover. The manuscript was edited and subsequently approved by the General Secretary and the Chairman and four other members of the Policy Committee. It is currently in production.

**Reprints** - The 1986 WSC approved the motion to produce "A Teacher Finds Guidance in Al-Anon" as a reprint instead of a pamphlet. The following reprints were reviewed and approved for continued use: "Al-Anon and Counselling," and those in the Labor-Management Packet-Al-Anon as a Resource. The 1986 WSC voted to discontinue the distribution of the reprint "Process of Recovery: Al-Anon and the Adult Child."

### NEW PROJECTS:

"Have you Tried Al-Anon, Doctor?" - This article which appeared in the *CARE MEDIC* newsletter was approved and produced as a new reprint.

"Alcoholism: The Family Disease" - Production of this proposed reprint was rejected since Al-Anon has a reprint for teachers and confusion might arise because of our pamphlet with this title.



**Band for AL-ANON FACES ALCOHOLISM** - A band was developed for the front cover of this book to provide content information for professionals visiting the exhibit booth at the national conferences.

**Sale of books at Exhibits** - The Policy Committee approved the sale of books at the exhibit booth at national conferences. Procedural guidelines were developed. First sales were made at the Southeastern Conference on Alcohol and Drug Abuse. It was felt that having books available would provide immediate information to professionals.

**ADDITIONAL ASSIGNMENTS:** The CPC Secretary worked with the P.I. Staff Secretary and the Office Manager on the WSO Open House held in November.

**EXHIBITS - 1986:** National Association Private Psychiatric, San Diego, CA; National Association Secondary School Principals, Orlando, FL; American Association of School Administrators, San Francisco, CA; National Convention on Children of Alcoholics, Washington, D.C.; International Conference Drugs (PRIDE), Atlanta, GA; National Catholic Education Association, Anaheim, CA; National Council on Community Mental Health Centers, Las Vegas, NV; National Council on Alcoholism, San Francisco, CA; American Association for Counseling & Development, Los Angeles, CA; Northeastern Conference on Alcoholism & Drug Dependence, Newport, RI; American Nurses' Association, Anaheim, CA; American Probation & Parole Association, Baltimore, MD; National Institute on Alcohol Abuse & Alcoholism, Arlington, VA; American Correctional Association, Las Vegas, NV; COSSMHO, New York, NY; North American Congress on Alcohol & Drug Problems (ADPA), Boston, MA; American Public Health, Las Vegas, NV; Northeastern Conference on Addictions, Albany, NY; ALMACA, Dallas, TX; Gerontological Society of America, Chicago, IL; Southeastern Conference on Alcohol & Drug Abuse (SECAD), Atlanta, GA.

**Literature Only** - In addition to participating at the above exhibits, literature was sent to the following conferences for distribution: Regional Conference on Children of Alcoholics, Portland, OR; Southeastern Conference on Addictions, West Palm Beach, FL; Regional Conference on Chemically Dependent Families, Cleveland, OH; 2nd Annual Western Conference on Alcoholism & Drug Dependence, Pasadena, CA; Rural Institute on Alcohol & Drug Abuse, Eau Claire, WI; Children of Alcoholics - N.W. Region III, Bellevue, WA; Midwest Conference on Alcoholism, Minneapolis, MN; National Association of Social Workers, San Francisco, CA; Children of Alcoholics, Chattanooga, TN; Children of Alcoholics, Phoenix, AZ; Children of Alcoholics, Houston, TX; Children of Alcoholics/IV, Los Angeles, CA; N.E. Regional National Children of Alcoholics Conference on COA, Rutherford, NJ.

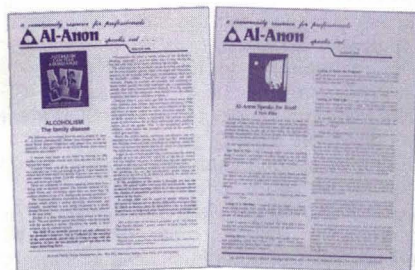
**INTERNATIONAL CONFERENCE:** Brenda M. presented a paper at the 8th Annual Conference of the International Federation of Non-Governmental Organizations for the Prevention of Drug and Substance Abuse, Sydney, Australia. Literature was distributed and in addition, Brenda was interviewed on the TV program, *Today*.



## CPC Update

Mary C., Regional Trustee

- **Al-Anon Speaks To You, The Professional**, a new pamphlet, was completed and distributed to Conference members.
- **AL-ANON SPEAKS OUT** (Winter issue) was sent to professionals on the mailing list.
- **Second Fellowship Survey**, with three separate questionnaires (for Al-Anon, Alateen, and the Alateen group sponsor) is targeted for a May mailing. Delegates were asked to distribute the survey as soon as possible. Each package sent to Delegates contains 20 questionnaires and specific instructions. The deadline for groups in the US is July 15; for those in Canada, August 1, 1987.



AL-ANON SPEAKS OUT—to professionals

## CPC REPORT-BACK:

Jeanette S., Sask

- **CPC Area Coordinators' Sharings:** The name will be changed to CPC Sharings, subtitled to explain that sharings are from Coordinators; a change in color was also supported.
- **AL-ANON SPEAKS OUT:** This newsletter will be redesigned for a more professional look; a statement of purpose is being reviewed.
- **Long-range plans:** Delegates were asked to encourage CPC Coordinators to submit suggestions for CPC goals.
- **National Conferences:** Procedures regarding WSO Staff Secretaries' attendance at national conferences will be reviewed. Members' input is sought by the CPC Secretary.
- **1987 Al-Anon/Alateen Survey:** The Committee recommended that the Conference approve production of a two-sided single sheet leaflet reflecting the results of the 1987 Survey. The motion passed as presented.



*Al-Anon Speaks For Itself*

(AV-10) 1/2" VHS video cassette, (AV-11) 1/2" Beta II video cassette, (AV-12) U-matic video cassette, (AU-13) 16mm film.

## NPIC SESSION:

### NATIONAL PUBLIC INFORMATION (CANADA) NPIC

Mary C., Chairman

Chairman Mary C. explained that NPIC, a sub-committee of CPC, consists of two Regional Trustees from Canada, a bilingual Canadian member, the CPC Chairman and the Staff Secretaries of CPC and P.I. Its purpose is to make the Al-Anon/Alateen program better known on a national level in Canada.

The office in Ottawa acts as a clearinghouse for P.I. activities in Canada. Much time is spent initiating and organizing national exhibits and, more recently, creating and participating in oral presentations for national conferences.

National recognition is growing: NPIC was asked to appear on a nationally televised program called *Lifeline*, and in February, *Canadian Living* (a national magazine) included an insert listing Youth and the Alcoholic Parent as a giveaway. To date, this has resulted in over 350 inquiries, many of which were from professionals working in schools and hospitals.

NPIC's mailing list now consists of 1,500 names (accumulated from correspondence, Visitors Welcome lists compiled at Conferences, periodicals, and news clippings) all of whom are sent the Canadian Bulletin. Direct requests for Al-Anon/Alateen information are answered with literature packets, an explanation of the program, and addresses of the Information Services and Literature Distribution Centres across Canada. A copy of each correspondence is forwarded to the appropriate CPC/P.I. Coordinator for follow-up.

NPIC participated in seven national conferences in 1986 and confirmation has already been received for three in 1987. In October 1987, another NPIC luncheon will be held in Ottawa for members of the professional and business communities. A briefing with the media will precede the event.

(For the N.P.I.C. Report, see p. 29)



## TREASURER'S REPORT:

Jane O., Treasurer

Total income in 1986 increased by approximately \$404,700 (10.8%) which was offset by increased expenses of \$535,200—of which \$482,800 was for relocation—resulting in a reduction of net income of \$130,500 compared with the previous year.

Total sales of books and other literature increased in 1986 by \$445,700 (12% over the prior year). A new book, *FIRST STEPS*, contributed \$96,400 to the additional sales, while sales of *ODAT* and *AL-ANON TWELVE STEPS AND TWELVE TRADITIONS* increased \$188,900 and \$54,000 respectively. Sales of pamphlets and other literature, including the new film “*Al-Anon Speaks For Itself*,” increased \$180,800.

The overall 1986 gross profit percentage on literature sales increased 2% over the prior year, reaching 76.5%. Strong improvements were made in the gross profit margins of *AL-ANON FACES ALCOHOLISM*, 9%, and *AS WE UNDERSTOOD*, 4%, due to reprintings at lower costs. The full effect of last year's selective July price increases was the principle reason for the 4% higher gross profit percentage of pamphlets and other literature.

Contributions to the General Fund increased \$126,400 (25%); an improvement over last year's \$7,600 decrease. Total combined contributions of the General and Relocation Funds were \$58,700 (1%) higher than last year. Investment income increased by \$9,600 over 1985.

*FORUM* subscription income, representing the portion earned through fulfillment, decreased \$6,400 (2%) compared to a 3% decrease last year. The amount of incoming subscriptions also decreased by \$26,100 compared to 1985.

Total operating expenses increased \$450,500 (15%) over 1985, compared with a 7% increase last year. Occupancy and office expenses were a major factor, increasing 47% over last year, which was mainly attributable to the substantially higher rent paid for the new offices during seven months of 1986. Salaries, temporary help and related benefits increased \$123,300 (7.5%). Packing and shipping costs increased \$22,700 (10%) reflecting increased sales. The French literature service expenses remained relatively unchanged. The total of all other operating expenses increased \$40,200, due primarily to the 1986 (biennial) IAGSM costing \$43,900.

In the non-operating category, \$61,400 was spent for the production of a new film, “*Al-Anon Speaks For Itself*.” The total cost of the relocation of the office and distribution center, including expenses of both the General and Relocation Funds since 1984 was \$1,131,200. As the computer system progressed in its installation, related costs of furniture and EDP equipment decreased by \$13,100. The remaining reduction in that category was the \$4,000 cost of a management study paid in 1985.

## 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 then present conditions, a Reserve Fund balance of \$500,000 was sufficient. The fund balance was maintained at that amount up through December 31, 1978 by taking all investment income directly into the General Fund. In January 1978, the Board redefined the objective for the fund to an amount equal to 75% of the prior year's operating expenses, which would have amounted to \$814,000 and in October, 1981, reverted to the original Reserve Fund goal of one year's operating expenses.

Before 1986, additional authorized transfers from the General Fund to the Reserve Fund amounted to \$550,000. During 1986, an additional \$250,000 was transferred and under a revised policy, \$56,876 of investment income was retained in the Reserve Fund bringing its fund balance to \$1,356,876 at December 31, 1986. At the 1986 level of operating expenses, a fund objective of 75% would be \$2,584,000.

## RELOCATION FUND

A separate fund was authorized in July 1984 to receive contributions to help defray the costs of relocating the office. During 1986, \$14,665 of contributions was received and was used to defray that amount of the \$482,800 of relocation expenses incurred during the year. This fund no longer exists, its purpose having been served. ▲

## BUDGET REPORT:

Jane O., Chairman

Myrna S. H., Secretary

**COMMITTEE:** The Budget Committee met eleven times this year. Major activities and recommendations included: pricing the book, *FIRST STEPS* at \$8.50 per copy; the revamping of marketing efforts for new items; establishing prices for the cassettes and 16mm film, *Al-Anon Speaks For Itself*; consideration of costs in producing an Alateen table card and public information posters; the removal of *AL-ANON SPEAKS OUT* (U.S. and Canadian issues) from our price list; a revision to the Seventh Tradition leaflet; consideration of cost containment ideas in view of our deficit year; ideas on increasing the sale of our literature; a decision to continue providing free mailing labels to Areas upon request; providing copies of *Al-Anon Speaks For Itself* to other structures in the appropriate overseas video band; allocating \$2,000 for the installation of an 800 number for P.I. use; considering requests to reproduce the slogan artwork in the corridors of the WSO into posters.

A representative from Merrill Lynch attended one meeting and confirmed the advisability of our current investment policies. The Board was requested to consider ways to increase the reserve fund to reach its goal of one year's operating expense. Consideration was given to a proposal by the subscription consultant to analyze circulation of *The FORUM*; approval of a new lease for PFA; an individual review of each departmental budget; consideration of a 1987 salary range and approval of Spanish Steps and Traditions scrolls. The Committee also provided oversight in the development of the 1987 Budget prepared by the Controller. Other recommendations appear on the individual committee reports. ▲

## SESSION:

Richard Keilly, Controller

The entire budget is listed on Schedule 1 (income items) and Schedule 2 (projected expenses) (see below). Comparative figures for the preceding year are also noted.

For 1987, an excess of income totaling \$399,000 is anticipated as compared with actual income of \$146,200 for 1986.

Literature sales are expected to total \$4,380,000—an increase of \$255,000, or 6.2% from the previous year. Sales of *FIRST STEPS*—35 YEARS OF BEGINNINGS and *AS WE UNDERSTOOD* are expected to decline in 1987. Although *FIRST STEPS*, published in 1986, was expected to decline in sales during its second year, this decline has been larger than anticipated. The non-current portion of the book's physical inventory will be written off (or expensed) during the year. The decline in *AS WE UNDERSTOOD* sales, not originally expected, is based on first quarter results and projections to year end. Sales of other books should show a slight improvement, and sales of additional literature—mainly pamphlets—are expected to increase by \$178,000, or 10.1%.



Gross profits from literature sales should be \$3,296,000 (75.3%) as compared to a gross profit of 76.6% in 1986. Again the gross profit rate will be affected by the write down of the FIRST STEPS inventory; excluding the effects of the write down, the 1987 gross profit rate would have been projected at approximately 76%.

FORUM subscription income is expected to decline somewhat due to a smaller subscription base. Interest income will also decline—to about \$40,000—because of a Board of Trustees' action in October 1986, effective July 1, 1986, which directed that all income from Reserve Fund investment be retained in that Fund. The Board anticipates that this action plus additional transfers to the Fund over the next ten years will give the organization an asset base to equal our current stated objective of one year's operating expense. (Note \$126,000 anticipated Reserve Fund interest at the bottom of Schedule 1.)

The last income item is contributions; an increase of 7.9% is projected.

In summary, net income from all sources should be about \$4,285,000 or 2.9% higher than 1986.

Overall expenses, on the other hand, are expected to decline by \$133,800, or 3.3%, due primarily to relocation costs incurred in the previous year. Operating expenses will, however, increase to \$3,821,000, representing an increase of 10% over 1986 results.

Labor costs should total \$1,910,000 in 1987, an increase of 7.6%. Included in salaries are an overall wage increase of 5% and the possibility of reactivating positions temporarily left vacant during the past year. Employee benefits include costs mandated by law, such as unemployment compensation, short term disability, workman's compensation insurance and social security taxes, in addition to the pension and long term disability plans offered to employees. The major cost components of employee benefits provided are medical insurance (\$135,000) and social security taxes (\$105,000) and pension plan costs of about \$100,000. The second largest ongoing cost

is building occupancy. These costs will total about \$588,000—a substantial increase over the 1986 results. They reflect a full year's cost at both new locations (administrative offices in Manhattan and shipping department in Long Island City). Packing and shipping costs directly reflect the costs associated with literature sales. The basic costs of running the office: postage, telephone, stationery, and office supplies, as well as repairs and maintenance, should increase slightly and reflect continued growth in the fellowship. Travel and meeting expenses will be higher: in addition to normal cost increases, a change in the composition of the Executive Committee will increase travel and related charges.

Legal and audit fees include an estimated cost of \$10,000 for the registration and protection of Al-Anon trademarks around the world. Total printing costs will decline because Directories and service manuals are now printed every other year—the manuals' printing cost is not shown as a separate line item, but was included in other printing costs. The 1986 Budget included a provision for the production of TV spots; the spots will be completed in 1987 and expenses have been re-budgeted for the current year. (Note: please see P.I. Report-Back.)

Included under non-operating expenses are three new classifications—P.I. special projects, Group Survey and a FORUM circulation consultant. P.I. special projects' expenses are mainly those costs which may be incurred if a national TV program deals with the family problem and lists Al-Anon as a resource to be contacted. The group survey last done in 1984 provides information used mainly by our Public Information (P.I.) and Cooperating with the Professional Community (CPC) services. The FORUM circulation consultant will design a system to reach subscribers and potential subscribers in a more cost effective way.

Furniture and equipment expenses include approximately \$13,000 to correct a noise problem in the conference room. The original design chosen because of cost considerations is not able to sufficiently mask the air circulation noise.



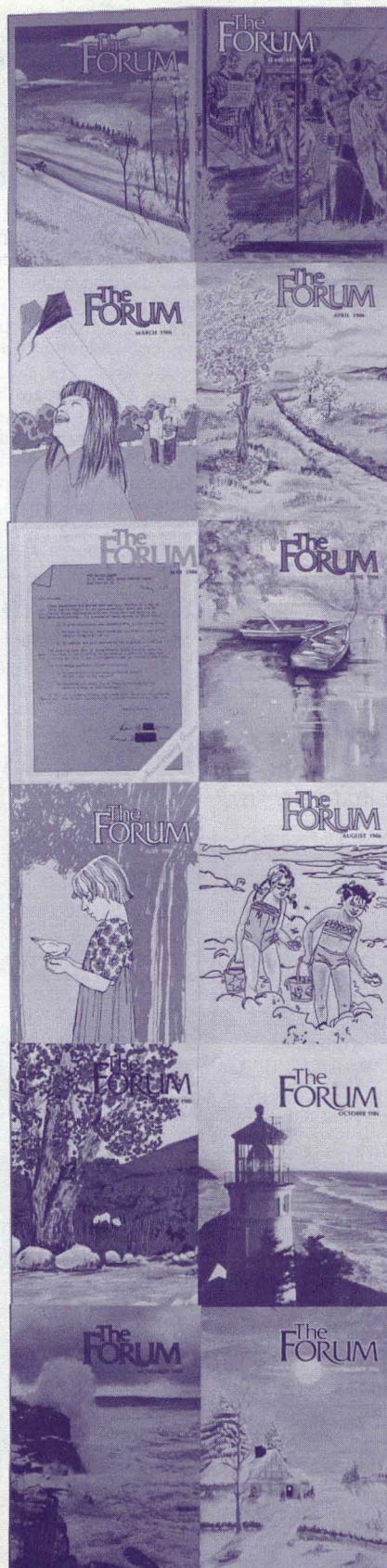
### AL-ANON FAMILY GROUP HEADQUARTERS, INC. 1987 Budget

	1986 Budget	Actual 1986	Schedule 2 1987 Budget
Operating Expenses			
Salaries (Inc. Temp. Help)	\$1,500,000	\$1,441,500	\$1,540,000
Employee Benefits	330,000	333,500	370,000
Total Labor Cost	1,830,000	1,775,000	1,910,000
Building Occupancy	455,000	401,400	588,000
Packing and Shipping	235,000	243,500	265,000
Postage	205,000	209,800	225,000
Telephone	26,000	31,500	35,000
Stationery & Office Supplies	105,000	100,600	110,000
Office Services and Expenses	21,000	17,200	17,000
Repairs and Maintenance	36,000	45,500	51,000
Travel and Meetings	85,000	97,800	118,000
Legal & Audit	16,000	10,700	23,000
Printing: FORUM	95,000	84,200	88,000
Directories	28,000	24,500	—
Conference Summary	21,000	18,300	21,000
INSIDE AL-ANON	37,000	39,300	42,000
Other	40,000	45,600	32,000
CPC Exhibits	25,000	22,100	24,000
Direct Conference Cost	80,000	71,400	75,000
French Literature Service	76,000	74,400	76,000
Film—Al-Anon Speaks For Itself	63,000	61,400	—
TV Spots	12,000	—	12,000
Canadian Public Information	29,000	21,400	29,000
Regional Service Seminars	8,000	7,400	8,000
Volunteers Travel & Meals	20,000	19,000	23,000
EDP Installation	8,000	11,500	9,000
Insurance	16,000	18,100	17,000
Miscellaneous	21,000	22,800	23,000
Total Operating Expense	3,593,000	3,474,400	3,821,000
Non-Operating Expense			
General Service Meeting	45,000	43,900	—
Relocation & Construction	490,000	482,800	—
P.I. Special Projects	—	—	10,000
Group Survey	—	—	10,000
FORUM Circulation Consultant	—	—	12,000
Furniture & Equipment	29,000	18,700	33,000
Total Non-Operating Expense	564,000	545,400	65,000
Total Expense (Schedule 1)	\$4,157,000	\$4,019,800	\$3,886,000

	1986 Budget	Actual 1986	Schedule 1 1987 Budget
Literature Sales			
FIRST STEPS—35 YEARS OF BEGINNINGS	\$ 185,000	\$ 96,400	\$ 40,000
AS WE UNDERSTOOD	210,000	196,800	160,000
AL-ANON FAMILY GROUPS	85,000	68,600	72,000
AL-ANON FACES ALCOHOLISM	103,000	108,500	90,000
DILEMMA OF THE ALCOHOLIC MARRIAGE	79,000	88,000	90,000
ONE DAY AT A TIME	1,250,000	1,299,800	1,450,000
FORUM FAVORITES	30,000	28,400	30,000
ALATEEN—HOPE FOR THE CHILDREN	40,000	46,000	49,000
ALATEEN—A DAY AT A TIME	135,000	134,600	140,000
LOIS REMEMBERS	22,000	21,000	26,000
12 STEPS & 12 TRADITIONS	235,000	274,400	293,000
OTHER LITERATURE	1,700,000	1,762,300	1,940,000
Income from publications	4,074,400	4,124,800	4,380,000
Cost of Literature Distributed			
FIRST STEPS—35 YEARS OF BEGINNINGS	60,000	33,800	45,000
AS WE UNDERSTOOD	54,000	41,400	34,000
AL-ANON FAMILY GROUPS	22,000	15,800	19,000
AL-ANON FACES ALCOHOLISM	31,000	28,100	22,000
DILEMMA OF AN ALCOHOLIC MARRIAGE	19,000	20,500	23,000
ONE DAY AT A TIME	300,000	297,100	340,000
FORUM FAVORITES	6,000	5,600	6,000
ALATEEN—HOPE FOR THE CHILDREN	12,000	13,000	17,000
ALATEEN—A DAY AT A TIME	35,000	37,000	39,000
LOIS REMEMBERS	—	—	7,000
12 STEPS & 12 TRADITIONS	55,000	62,400	66,000
OTHER LITERATURE	477,000	411,500	466,000
Cost of Literature	1,071,000	966,200	1,084,000
Gross Profit from Literature Sales	3,003,000	3,158,600	3,296,000
FORUM Subscriptions & Back Issues	268,000	268,200	264,000
Interest earned	120,000	89,700	40,000
Contributions - Regular	560,000	634,900	685,000
- Relocation	12,000	14,600	—
Total Income	3,963,000	4,166,000	4,285,000
Less Expense (Schedule 2)	4,157,000	4,019,800	3,886,000
Excess of Income (Expense)	\$ (194,000)	\$ 146,200	\$ 399,000

1987 Reserve Fund Interest - \$126,000





1986 editions of our monthly magazine

## ANNUAL REPORT:

Fran H., Editor

**COMMITTEE:** Editorial members include: Georgia H., Marie S., Ruth S., Marsha T., Marion W.

The Editorial Committee met twelve times this year and The FORUM Business Operations Committee met seven times.

Inferior performance and an increase in price by Lehigh Litho resulted in a return to Woodhaven Press for printing of The FORUM magazine. Because Woodhaven had acquired a new Webb press, an equitable price agreement was made possible. A new mailer was also engaged.

Use of the IBM word processor for typing the manuscript-printer copy of The FORUM was started in the fall. The manuscript is submitted in disc and hard copy form to the printer; a process that requires initial accuracy and proofing, but enables quick and easy revisions.

Both the FORUM and Executive Committees are exploring ways to enhance both the content and appearance of The FORUM to generate more appeal and encourage subscriptions. One suggestion, to establish a FORUM Coordinator, will be brought to the 1987 WSC for Delegate response.

Consultation with Wendell Forbes, editor of *Guidepost*, resulted in several recommendations to enhance the appearance of the magazine. Some of these suggestions are being put to practice on a six-month trial basis commencing with the January '87 issue. Other ideas will be implemented when feasible.

**PROMOTIONS:** A text promotion conducted in four low-ranking subscription states resulted in an approximate 8% increase in circulation in those states.

**EDITORIAL:** The year began with a sharing from Australia, "Journey to Serenity," which recounted the trials of a young wife and mother whose husband disappeared for 12 years. She raised her children with the support of her group and was sufficiently recovered through Al-Anon to remarry her husband when he returned. Her serenity came through living the Twelve Steps.

"A Problem of Abuse" was concluded with a four-page spread in the March issue. Generally, the feeling was that reporting abuse was a matter for individuals to decide after careful consideration of the facts.


The May anniversary issue featured the editorial, "The Way We Began," giving a brief history of our thirty-five years and was accompanied by Lois' sketch of herself and Bill at Stepping Stones.

The "Build a Better Life by . . ." series continued in June with three pages of sharings on "Working on Detachment." "Let It Work" recounts the adverse effects of being raised in an alcoholic environment and the remarkable changes brought about through Al-Anon.

Sharings from adult children of alcoholics were featured in nine issues.

In response to readers' requests, an editorial on the Steps was resumed each month.

**CORRESPONDENCE:** All incoming mail receives a personal response. One hundred fifty-six complimentary copies were sent to members whose sharings were published.

An index of features appearing in 1986 was prepared by the Editorial Assistant and published in the December issue. 

### FORUM Update

Fran H., Editor

- **Printing:** The FORUM returned to its original printer because of his expertise and understanding of Al-Anon's needs, his convenient location, and the attractiveness of his bid.
- **Computerization:** FORUM's subscription and editorial operations are both computerized.
- **Major goal:** To be self-supporting, which requires increasing subscriptions from 49,000 to 99,000.
- **Increasing circulation:** One suggestion is to design a new look with "grabbers" on the cover.



## THE FORUM SESSION:

The *FORUM* Committee gave Conference members a broad overview of the magazine including its history, editorial changes, some personal sharings and a look into its future.

The *FORUM*'s first appearance was in 1947, before Al-Anon was officially established. It consisted of a newsletter which was typed, illustrated, mimeographed, collated and mailed out by Ruth G. of San Francisco. This newsletter—truly a labor of love—was called *THE FAMILY FORUM*. In July 1951, it became a pamphlet and continued into the following year.

After the Al-Anon Clearing-House was founded, Lois W. and Anne B. periodically sent each group a letter/bulletin; in January 1954, Henrietta S. became the first paid secretary and edited the first official Al-Anon *NEWSLETTER*, sent at no charge to groups. Annual subscriptions became available through group secretaries for \$1.25. Six months later, Margaret D. was appointed editor, and in September 1954 (Vol. 1, No. 9), the name was changed to *FAMILY GROUP FORUM*. By the end of the following year, 12,210 copies had been mailed.

The name changed again in January 1957 to *AL-ANON FAMILY GROUP FORUM* and appeared in booklet form. The Board of Directors accepted individual subscriptions the next year, and by 1959 the cost was \$1.50 per year; it was raised to \$2.50 in December 1967.

Margaret D.'s wit, clarity and humor created The *FORUM*'s style. Her editorials have become classics and in 1970 they were compiled in a hardback book, *AL-ANON'S FAVORITE FORUM EDITORIALS*, reissued in 1982 as a two-volume paperback set retitled *FORUM FAVORITES*. After 20 years of service, Margaret retired in June 1974 and was succeeded by Louise M., who remained until 1977.

Hildegard M. was introduced at the 1977 World Service Conference, where her first issue (May 1977) was previewed, and Conference members approved the idea of an expanded *FORUM*. At the next WSC, the May 1978 issue was presented, representing a dream come true—The *FORUM* had been transformed into a beautiful magazine. The *FORUM* binder, which can hold a two-year supply of issues, was announced at the 1979 WSC. By this time, circulation had reached 30,891; today it has climbed to just under 50,000.

After serving two months as interim editor, Fran H., *FORUM*'s current editor, was appointed in October 1983.

One *FORUM* Committee member composed and delivered AN ODE TO THE *FORUM*, in which she expressed the many ways The *FORUM* contributed to her own recovery. "Initially," she said, "it was from The *FORUM* that I gained my strength, hope and a modicum of serenity. In the early years it was so difficult to trust anyone and I felt guilty about discussing the skeletons in my closet. The *FORUM* served as an extra meeting for me, and when I couldn't concentrate at meetings because everything ran together in my head, I could read The *FORUM* over and over again until the stories penetrated."

Like the Three C's we use for the disease of alcoholism, the Three C's for The *FORUM* are "it's Concise; it's Comforting; and it's Compassionate."

Another Committee member spoke about the changes The *FORUM* has undergone during her 24 years as an active Al-Anon member. "Always a reader," she shared, "I found The *FORUM* almost immediately. It became and still is one of the most useful tools of my recovery." She noted that as the fellowship grew and matured, so did The *FORUM*, broadening its scope to include sharings from men and young adults, as well as tackling formerly taboo subjects such as sex, incest, child and spouse abuse, and homosexuality. "There is some talk about a *FORUM* facelift," she added, "although it always looked pretty good to me. But so be it. We all need a new look from time to time, and the heart of The *FORUM* is forever beating to the needs of the fellowship."

According to another Committee member, The *FORUM* has consistently been "a meeting in my pocket." When she first came to Al-Anon, confused and anxiety-ridden, she had no Higher Power. She found the God of her understanding in The *FORUM*. "I found the truth," she recalled, "I found a way out of my confusion." She suggested that all Conference members encourage The *FORUM*'s use and recommended using its Round Table Topics for meeting discussions.

The *FORUM* Committee then provided Conference members with scores of ideas for raising The *FORUM*'s profile at the group level, for increasing its circulation and making it a more responsive tool for recovery. It was also noted that unless subscriptions double (that is, reach 99,000), The *FORUM* cannot break even financially and a price increase may be considered. Committee members expressed optimism that this goal will be achieved, noting that the recent Baker's Dozen special offer yielded 1,000 new subscriptions and renewals.

Among ideas offered for increasing renewals were: sending more renewal letters, beginning as early as five months before expiration; surveying current and past subscribers for their likes and dislikes; simplifying the renewal process; and targeting specific regions for subscription drives.

Other suggestions for raising The *FORUM*'s profile at the local level included: making sure that each group has a subscription; lending issues to members; using it for meeting topics; reminding GRs that they are also *FORUM* Representatives possibly having a *FORUM* Coordinator at the District or Area level. Gift ideas were plentiful, with possible recipients ranging from sponsors, friends, anniversary celebrants, new mothers, newcomers who have attended six or ten meetings; it was also stressed that a supply of subscription forms should always be available on the literature table.

The presentation concluded with an outline of ideas the Committee is considering for the future: "Meeting in my Pocket" subtitle; banners announcing each issue's contents; improving the graphics; updating the Alateen page; producing a poster/easel board with a tack to hold subscription forms for use at conferences and conventions; a four-color glossy cover; photos and artwork contributed by members; inserting a blow-in subscription form inside The *FORUM*, thus freeing an additional page for sharings; more theme issues; sharings on service experiences; more humor; and articles from professionals who are also members.

The Committee explained that new subscribers cannot be attracted if The *FORUM* is not visible. Delegates were asked to urge all members to write articles, to send letters listing their likes and dislikes, and to suggest new ideas.

### Discussion From The Floor

- Please don't put any professionals' articles in The *FORUM*!
  - If subscriptions are down, maybe it's because the fellowship simply doesn't like it. It may not be a question of apathy. In my Area, we don't like the promotions or the glitz. We also have a problem with hiring outside consultants. Our own membership can serve as our best consultants. Let's talk to them first.  
(It was noted that the consultant referred to was hired to cull and analyze information provided by the computer.)
  - I'd be willing to work on a questionnaire that could be taken back to include in our report. I think it's important and I think The *FORUM* is in trouble.
  - I think we have to carry The *FORUM* as a loss because of its value. I have to admit, though, that I don't read it as much as I did. Should we expect everyone to subscribe? A questionnaire may show us that it will always be a "problem child" from a financial point of view. It is a service for the membership.
  - Newcomers are our lifeblood. Everyone can benefit from a subscription.
- \* \* \* \* \*

Later in the week a consensus was taken regarding the creation of a *FORUM* Coordinator at the Area level. The Conference expressed mixed feelings—mostly favorable—but Editor Fran H. suggested that the decision be left to each Area. It was suggested that Alternate Delegates can do this work (many Areas already assign Alternate Delegates *FORUM* responsibilities) or an enthusiastic volunteer.



## QUESTIONS:

### THE FORUM

#### 1. Could you print a reminder on the correct spelling of Al-Anon and Alateen and a brief explanation on why?

Thanks for the suggestion. It's time for another reminder in both The *FORUM* and *INSIDE AL-ANON*.

#### 2. A lot of Al-Anon members are not renewing subscriptions as they don't feel it's fulfilling anymore.

Most of the letters to The *FORUM* are complimentary. Members who feel our magazine is not filling their needs should write and explain why. Every negative comment is thoroughly reviewed by The *FORUM* Editorial Committee; constructive criticism is truly welcomed.



## ANNUAL REPORT:

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

**COMMITTEE:** Six meetings were held this year. Steve F. and Carol H. joined the Committee, and Harold L. rotated off to join P.I. For continuity, Marge McA. remained for another year and a letter from the outgoing Chairman, Rae S. and incoming Chairman, Bill S. was sent to the entire Standing Committee.

Members are considering the development of a 10-15 minute slide presentation accompanied by a script or tape to encourage wider involvement in Institutions Service. A temporary working title is, "The Road Less Traveled—Institutions Service." Articles will be placed in WSO news publications asking for tapes and slides. Institutions Coordinators were approached for input.

Carol H. is writing a letter to professionals on the Institutions Service mailing list regarding Al-Anon's terminologies; Steve F. and Carol C. are writing articles for WSO publications on the separation of Al-Anon from treatment center philosophies. Also under consideration are ideas to ease the transition of potential members coming from family treatment programs who use outside terminology at Al-Anon group meetings.

**WSC STANDING COMMITTEE:** At the WSC in April, methods to create enthusiasm and recruit volunteers at the Area level for the October 1986 Institutions Month Worldwide Campaign were discussed.

The Minnesota (N) Delegate, Dick T., reported that his Area sent a questionnaire to institutions personnel on improving Al-Anon service at their respective facilities, which has inspired an ongoing dialogue. The Indiana Delegate, Carl C., reported the formation of a hearing-impaired group at an institution, and asked about providing visual aids for this population.

**CONCEPT TEXT:** The Committee updated the Institutions Service Concept text approved by the Policy Committee.

**COORDINATORS:** Copies of inquiries from professionals in hospitals, treatment centers, correctional and other residential facilities for group or general program information were forwarded for follow-up. Mailings included an updated list of Coordinators' names and addresses; a daily calendar of suggested events for the month of October; and a letter of introduction from the newly appointed Committee Chairman.

New Coordinators were sent a letter of welcome, Area Coordinator Guidelines and an Institutions Kit. They were subsequently sent a Service Workbook to replace the Kit.

**INSTITUTIONS MONTH WORLDWIDE CAMPAIGN:** During October, articles appeared in all WSO publications with suggestions for effectively carrying out this project.

**INSTITUTIONS MEETING FORMAT LEAFLET S-22:** Has been removed from the price list and added to the complimentary list of Guidelines and other aids, S-11.

**AL-ANON IN INSTITUTIONS:** A pilot project was instituted for a one-year trial for all Al-Anon/Alateen groups meeting in institutions as a home group (#119, 219 & 122) to receive the newsletter at no charge. Each group received a letter of explanation with the March issue, and a questionnaire was sent with the November issue to be returned by January 15, 1987. An evaluation will be submitted to the February Executive Committee.

**FIELD TRIPS:** The Staff Secretary attended: the U.S. Journal's 1st Annual South East Conference on Addictions in West Palm, FL and the First Annual Conference for Adolescent Alcoholism and Chemical Dependency at Arms Acres, Carmel, NY, a residential treatment facility. Following a speaking commitment in Minnesota, Ann visited St. Mary's Hospital, toured the facility and visited a group. She also participated in the Hazelden 5-day Family Program, met with the Family Program Director, the head of the Publication Department and the President of Hazelden.

### OFFICE PROCEDURES:

**Revisions** - Material in the current Institutions Kit to accommodate the needs of a new Institutions group, since the original kit has been incorporated into the combined Service Workbook; Meeting on Wheels G-22; Highlights of Al-Anon In Institutions—30 years of history I-7; suggested letter for a local or District project L-10(I); sample letter to be used when contacting local AA Institutional groups L-9(I); sample letter for use when contacting families of AA members in an Institution L-5(I); Institutions Literature Discount Package Order Form PL-5(I); sample Institutions letter to the professionals L-7(I); materials in Institutions Kit I-20; *AL-ANON IN INSTITUTIONS* subscription order form; sample questionnaire for an Institutions Committee Inventory I-6; sample Institutions Workshop I-8 and Guidelines for Al-Anon Institutions Service G-9; Input was provided to update the Policy Digest and Al-Anon & Alateen Groups at Work to reflect the redefined Institutions Service goals.

**Reprint** - The leaflet, "The Role of Al-Anon Groups in the Treatment Program of a VA Alcoholism Unit," was reviewed by the Institutions and CPC Committees. A statement was added reflecting its continued effectiveness.

**Mailing List** - Eighty-two professional inquiries received from various facilities were responded to, mailing cards were made and a packet of appropriate literature was sent.

### CORRESPONDENCE AND PHONE INQUIRIES:

Correspondence and phone calls were routinely answered and follow-up information sent. Some special requests were: Alateen members of a home group that meets in a treatment center wondered about asking teenage patients who disrupt meetings not to attend; information and literature was sent to professionals in hospitals, treatment centers, correctional and other residential facilities; several prisoners asked about corresponding with Al-Anon members outside the prison; guidelines for members who are asked to serve on the advisory board of a hospital; prisoners in Alaska, New Jersey and Maryland asked that Al-Anon meetings be brought to their facilities.

**New Groups** - Sixty-four Al-Anon and four Alateen Institutions groups were registered in: Alabama, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Massachusetts, Minnesota, Missouri, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Pennsylvania, Tennessee, Texas, Vermont, Saskatchewan, Quebec, Canada and West Germany. Twelve Spanish-speaking Institutions groups registered in California, Brazil, Mexico (one in a juvenile center), Texas, Honduras and Central America. Sixty-five Al-Anon and ten Alateen Institutions groups were proposed. ▲

## REPORT-BACK:

**Lydia M., PR**

- **Institutions Month:** The Committee supported continuing Institutions Month as an annual event since it motivated and inspired new volunteers to this service and will review the 1986 calendar to determine future events.
- **Service slide show:** This service tool still under consideration is expected to generate more volunteer interest. Tapes and slides received to date from Areas have been reviewed. A questionnaire will be developed for distribution to all Delegates for further input. Additional tapes and slides are needed. It is hoped this slide presentation will encourage members to become involved in INSTITUTIONS work and bring the presence of the Al-Anon program to the institution.
- **Guidelines:** Instead of combining G-9 Al-Anon/Alateen Guidelines for Institutions Service and G-14 Guidelines for Al-Anon/Alateen service in Correctional Facilities, both guidelines will be sent in response to requests for either. Revisions for G-9 will appear in the next printing and will include the Preamble, Welcome, Closing, Twelve Steps and Twelve Traditions.



## Institutions Update

Bill S., Chairman

- **Institutions Newsletter Survey:** Based on the 153 responses (from the 1200 regular Al-Anon, Alateen and Adult Children groups meeting in institutions polled), the Committee recommended that free Institutions newsletters continue being sent; however the Executive Committee felt that such an action was not warranted.
- **October—Institutions Month:** 1986 was a great beginning and Institutions Month will become an annual event, continuing and expanding with the programs used last year.
- **Slide Presentation, "A Road to Recovery—Institutions Service":** The Committee is at work on this A-V project to be used at all levels of the fellowship. Several Areas have sent in audio as well as visual sharings of their experiences. The Committee hopes to communicate the idea of "They did it! I can do it!" through the project.
- **Long-Range Plans:** stimulating general membership interest in Institutions service; identifying trends in the growth of rehabilitation facilities; examining Institutions Services.
- **Based on the 153 responses to a questionnaire sent to 1200 Al-Anon and Alateen home groups meeting in hospitals, treatment centers, correctional and other residential facilities, who were receiving AL-ANON IN INSTITUTIONS on a one year trial, the Committee requested that the newsletter continue being sent complimentary. However, the Executive Committee felt that the poll did not reflect such an action was warranted.**
- **October—Institutions Month:** 1986 was a great beginning and Institutions Month will become an annual event, continuing and expanding the programs used last year.
- **Slide Presentation, with a working title of "A Road to Recovery—Institutions Service":** The Committee is at work on this audio-visual project to be used at all levels of the fellowship. Several Areas have sent in audio as well as visual sharings of their experiences. The Committee hopes to communicate the idea of "They did it! I can do it!" through the project.
- **Long-Range Plans:** stimulating general membership interest in Institutions service; identifying trends in the growth of rehabilitation facilities; examining Institutions Services internationally; providing appropriate Institutions Service information directly to groups/members; considering implementation of Institutions Service Seminars; encouraging Area Assemblies to hold Institutions Service workshops.

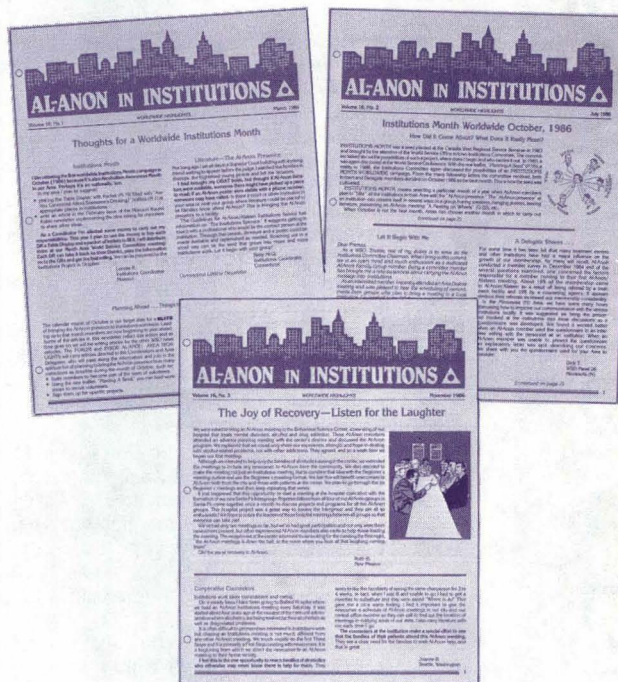
## QUESTIONS:

1. A request was made to start an institutional Alateen meeting at De-Paul Hospital. One stipulation was that at least one staff member (non-Al-Anon) sit in because of violent teens. Can this be allowed?

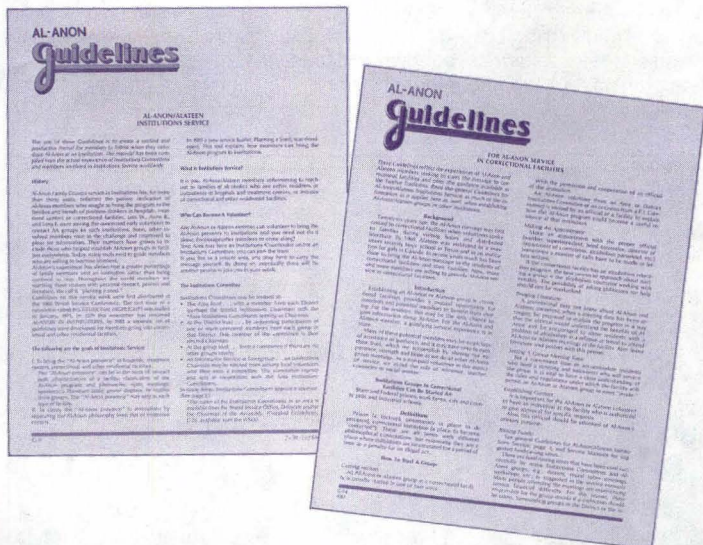
Staff has sat in on occasion, where security was the issue. Very often the institution's person is asked to sit outside the door of the room to respect the members' confidentiality and freedom to share.

2. Can we have an Institutions Coordinator's Sharing Bulletin as the other services have?

Coordinator sharings are put into *AL-ANON IN INSTITUTIONS* newsletter.



AL-ANON IN INSTITUTIONS



Institutions Guidelines, G-9, G-14



## 1985 INTERNATIONAL CONVENTION:

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

Al-Anon's Convention Coordinator, Carole K., made a site inspection tour of Vancouver, B.C. and Seattle, WA in June together with AA personnel and their Convention Consultants. While in Vancouver they toured the University of B.C. and the Exhibition Park. Although the University could accommodate Al-Anon's Convention needs, it was too far from the city limits and the location designated for AA's activities. Seattle's facilities were in the downtown area and seemed adequate for Al-Anon's needs.

Carole did not visit Houston because the presentation indicated there is sufficient room for two simultaneous conventions.

Seattle, WA was then visited by Myrna, the General Secretary, Carole and Mary Ann, Convention Coordinators along with the AA General Manager, the Chairman of the AA Trustees Committee, the two AA Staff Convention Coordinators and the Convention Consultants. Seattle proved most favorable for a simultaneous convention, offering ample space, registration facilities and hotel accommodations. It was therefore recommended to the AA Board of Trustees at its August meeting as the Convention site.

In November, Mary Ann and Carole met in Seattle with AA's Coordinator, Assistant Coordinator, the Convention Consultant and his Assistant. Together they visited every meeting space in the Seattle Center and in the large hotels in the downtown area. Space was allocated so that the two fellowships would not interfere with each other's programs.

On December 15th, a meeting was held at the AA General Service Office with AA's General Manager, Controller, Convention Coordinators, Al-Anon's General Secretary, Controller, Convention Coordinators and Convention Consultants. The meeting was held to affirm the space allocations. Projected areas of concern involving registration, housing and insurance were also discussed.

**APPROVAL OF SITE:** The January Board meeting will vote on the recommendation to 1987 WSC of Seattle as the site.

**TENTATIVE MEETING PLANS:** Al-Anon's tentative meeting agenda, pending site approval, will begin with a Big Al-Anon meeting and possible parade on Friday morning, 9:00 a.m. until 11:00 a.m. in the Coliseum of the Seattle Center. There will be a noontime luncheon held in place of the Pioneer breakfast at the new Convention Center. Most Al-Anon and Alateen meetings will be held in the Convention Center and the Sheraton Hotel. The Westin Hotel will be the site of Al-Anon's Spiritual meeting. The possibility of an Alateen dance was discussed and space was allocated.

## 1990 International Convention Tentative Plans

Cities were visited, meeting rooms viewed, maps scanned and the choice was made for the site of the 1990 International Convention. Seattle, Washington, everyone's favorite, was presented to Al-Anon's Board of Trustees. They in turn made their recommendation to the 1987 World Service Conference. (See Motion #25)

To best accommodate the Al-Anon membership who will be attending the 1990 International Convention, planners of this event have some innovations and additions to add to the joy experienced by those at previous International Conventions.

Registration of Al-Anon, Alateen and AA members will take place at the Seattle Center. For the first time at the registration site, local Al-Anon members and WSO personnel will be able to greet Al-Anon and Alateen members from around the world in our own greeting room.

The Seattle Center has something for all family members besides registration. In addition to the famous Space Needle, the Seattle Center includes an amusement park, mini-shopping mall and meeting space. All clustered in such a way as to give the visitor a campus feeling.

Al-Anon and Alateen festivities will officially begin here at the Seattle Center on Friday morning with an "Opening Parade" at 9:00 A.M., immediately followed by our Big International Meeting. After that, Al-Anon and Alateen members can walk, take a bus or take the monorail to the center of the city and to the new Washington State Convention Center.

At previous conventions, a breakfast was held. As an innovation for this Convention, there will be a Luncheon at the Convention Center Friday at noon.

If a big luncheon is not on your schedule, there are plenty of places to pick up lunch and move onto one of the many workshops that begin at 1:00 P.M. With increased participation from the GSOs overseas, the workshops Friday afternoon and all day Saturday at the Convention Center should give the worldwide feeling everyone looks for at an International.

International Conventions are big and in order to keep the hospitality personal and more available to all attending, the Planners would like to try something new in 1990 and *we need the help of those in the Areas*. Instead of centering the Al-Anon hospitality in one place, as done in the past, we want to encourage Areas from all over the U.S. & Canada to consider taking a suite (at their expense) and setting up hospitality in a variety of hotels throughout the Seattle area similar to the way AA hosts its membership.

In addition to dispersing hospitality, we hope to have "Al-Anon Night Owl Meetings" in a variety of places around the city and outlying areas instead of at one hotel.

A dance at the International Convention was always hosted by AA on Thursday night and Al-Anon members were always welcomed. Why not have an Alateen dance, too? The Saturday night dance would be open to all "program people young at heart."

While Al-Anon's Spiritual Meeting on Sunday at the Westin Hotel will be the formal end to the Convention, the memories of this event never end. We have used these memories, our own and those the membership shared with us, to plan an Al-Anon International Celebration to fit the joy in recovery we have witnessed. ▲



Seattle, Washington, site of the 2nd Al-Anon International.



## LITERATURE SESSION:

"Words, words, words! Put them together and you carry a message; pull them apart and you are probably a member of the Literature Committee!" So began the Committee's presentation, a light-hearted look at the serious business of Literature Committee projects and direction. Using a slapstick volleyball game as a motif, the Committee treated Conference members to a satirical skit that focused on the three factors that determine action on any of the 200-plus suggestions they receive each year: Recovery (portrayed as the front line in the volleyball rotation); the Traditions (the center); and determining matters of need and priority (the back line).

The skit was an unqualified success, provoking laughter as well as a stimulating discussion on the direction Conference members felt literature ought to take.


One Delegate felt that literature has not kept up with the changes that have taken place in the fellowship, and that references to the "wife" or "spouse" of the alcoholic are no longer relevant. Literature emphasizing how the program works rather than how one is related to the alcoholic would be more beneficial, she said. A Committee member replied that efforts to remove sexism from the literature are ongoing since 1976 and reference was made to recent revisions to the 12 & 12 pamphlet.

A suggestion that the title DILEMMA OF THE ALCOHOLIC MARRIAGE be changed to DILEMMA OF THE ALCOHOLIC RELATIONSHIP would be addressed during the committee session later in the day.

A plea for more books-on-tape was voiced (to supplement UNDERSTANDING OURSELVES AND OUR ALCOHOLIC, the 12 & 12 Book, and the Alateen book already available in audio cassette), and a Conference member from an urban area praised the Committee for its sensitivity to minority groups.

The Delegate from overseas noted how important accurate translations are. When reviewing the Handbook, she realized that many of the Al-Anon terms had extremely negative connotations in her language. For example, the word for Board is the same as that for a strict military government (junta); FORUM translates as courthouse, and District as the local police station. Such words do not exactly promote serenity. The Staff Secretary assured her that manuscripts now go through Spanish and French translation services to make sure that words are correctly adaptable to languages other than English and are free of the American idiom.

Many Delegates were eager for copies of the skit, which were available during the WSO visit later in the week.

It was stressed that Conference-Approved Literature traditionally could not be a reprint of work already printed by an outside publisher as that would signify endorsement and affiliation. Traditional suggestions were always welcome and the fellowship was urged to "keep those letters coming." 

## QUESTIONS:

### 1. Does Al-Anon still take the same stand on adopting the Twelve Promises of AA?

See page 56 of the compilation of Ask-It-Basket questions.

### 2. Why weren't the Concepts included in the Twelve and Twelve; are they not as important as the Steps and Traditions?

While no Conference has voted to revise current material and have a 12 + 12 + 12, they have supported a recent glimpse at their importance in The Concepts: Al-Anon's Best Kept Secret?

### 3. "Obedience to the unenforceable"—is this discussed in our literature? Where?

Yes. Al-Anon's Twelve Concepts of Service; AFG book, pg. 66; ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS book, pg. 34.

### 4. Can a tape or film, etc., produced by the WSO be copied or reproduced by an Area and loaned to groups outside the fellowship such as: mental health, hospitals, institutions, businesses, etc.? Is the policy the same as the policy we observe that concerns our (CAL)?

No. All Al-Anon materials are copyrighted. Only brief excerpts are released and these need written permission from the WSO. The cassettes and video cassettes should not be copied for local use.

*(For More Literature Questions, See p. 47)*



## INTERNATIONAL COORDINATION:

Rose M., Chairman  
Mary Ann K., Secretary

### FOURTH INTERNATIONAL AL-ANON GENERAL SERVICES MEETING (IAGSM)

September 12 - 15, 1986

Theme: Working Together In Service

At the IAGSM the following structures participated:

Structure	Delegate	Presentation
Argentina	Alicia C.	Role of board of Trustees
Australia	Mary R. Elizabeth D.	
Belgium (French)	Patrick C.	
Brazil	Suzanne V. Marina L.	Different Countries-Similar Problems Keynote Speaker at Opening Breakfast
*Denmark	Leif S. Alison L.	
Finland	Marita H.	
France	Simone L. Pat Sza B.	
Germany	Edmund K. Barbara S.	
Iceland	Sigridur T. Ingolfur K.	Communication Between Structures
Italy	Fernando M.	
Mexico	Olga J. Maria Rocio C.	Role of the GSO
New Zealand	Jessie G.	
*Norway	Siri R. Johannes K.	Different Countries-Similar Problems
Switzerland (German)	Rosemarie P. Vreni G.	
**U.K. & Eire	Ruth P. Sheila A.	Communication Between Structures Role of the GSO
U.S. & Canada	Gloria P. Bob D.	Role of Board of Trustees

\*attending for first time

\*\*preparing a bid to host the 1988 IAGSM

Workshops on Alateen, Archives/Long-Range, Concepts, Traditions, Structure and Organizing a Conference were chaired by Delegates.

The following motions passed at the IAGSM were presented and approved by the Board of Trustees:

- That the number of voting Planning Committee members at the IAGSM never exceed 1/3 the number of Delegates.
- That it is essential the IAGSM Delegates be fully informed on all activities of the General Service Office in their country. It is suggested they be invited to attend Board and/or other appropriate meetings during their term of office in order to reflect their structure's current thinking and service needs.
- That an Admissions Committee be formed on a trial basis for the IAGSM. Its members to consist of Delegates and members of the International Coordination Committee.
- That an ad hoc committee be appointed by the IAGSM Chairman to develop guidelines and procedures for the Admissions Committee (trial). The results will be reported at the 1988 IAGSM.
- That the wording of the Twelve Concepts of Service Manual, as stated on page 3, remain as in the original form and not be changed for reason of national structure.
- That the 1988 IAGSM be held in the U.K. & Eire. In the event of an emergency, that it be held in Switzerland.
- That the 1990 IAGSM be held in the United States.

A bus ride to Lois's home began the informal sharing after registration on Friday. Deanna Z., Hospitality Chairman, along with several volunteers from the Stamford area, kept the Hospitality Room open for Delegates and guests several hours during the day and in the evening after the sessions. On Sunday morning, some free time was left on the agenda for informal sharing and church services. A brochure contained general information about the IAGSM, the International Coordination Committee's annual and quarterly reports, an outline of each country's structure as it exists today (provided by that country), and a roster of Delegates and GSO addresses. The WSO taped the IAGSM and a written summary was prepared. Bill S. and Ruth S. became members of the Committee and attended the IAGSM.

The November's Appeal to overseas GSOs was approached in a new way. In lieu of contributions, GSOs were asked to research cost of registering the Al-Anon, Alateen and triangle with a circle logo in their respective countries. Assuming all or a portion of the registration expense would relieve the WSO of this cost. Our attorney suggested that the trademarks be registered in the WSO's corporate name and we license each GSO to use them.

**Mailings to Delegates** - Included all material and information necessary to attend IAGSM as well as permission to use participant's photos in a slide presentation.

**Mailings to GSOs** - New material, literature and copies of the IAGSM Summary were mailed to Delegates.

**Literature** - Requests were sent for Chinese, Croatian, Filipino, Flemish, Finnish, French, German, Greek, Hungarian, Icelandic, Italian, Korean, Japanese, Norwegian, Polish, Portuguese, Punjabi, Russian, Spanish, Swahili, Swedish.

**Translating Services** - New translations were reviewed in the following languages: Danish, Dutch, Finnish, Flemish, German, Greek, Polish, Hebrew, Hungarian, Italian, Japanese, Korean, Norwegian, Russian, Swedish, Vietnamese.

**Meeting Information** - Sent to members going to Austria, Canary Islands, Chile, Dominican Republic, Denmark, Finland, France, Germany, Ghana, Japan, Malaysia, Philippines, Sweden.

**New Groups** - Information, encouragement and registration forms were sent to the Bahamas, Carolina Marshall Islands, Dominican Republic, East Africa, Guam, India, Italy, Philippines, Poland, Portugal, Saudi Arabia, Turkey, Uganda, and a German-speaking group in Quebec.

**Lone Member Service** - Information was sent to potential members in England, Jamaica, Kenya and the West Indies.

### AL-ANON INTERNATIONALLY:

**Argentina** - In an expression of gratitude, the GSO returned to the WSO the travel expense check issued for their Delegate's air fare and assumed all of her travel expenses. The Delegate spent four days prior to the IAGSM at the WSO discussing matters with various staff. The summary of the First General Service Conference was received along with the first printing of Argentina's Handbook. Reprint permission was sent for Al-Anon's Twelve Concepts of Service.

Members from the GSO asked the WSO to coordinate efforts of other Spanish-speaking countries interested in translating and reprinting ALATEEN—A DAY AT A TIME.

**Australia** - This GSO is the first to reprint AS WE UNDERSTOOD. Although they moved to larger quarters, their mailing address remains the same.

In a small meeting during free time at the IAGSM, an agreement was worked between Australia and New Zealand to have the New Zealand GSO buy the ODAT from Australia because of the lower exchange rate.

The WSO is working in cooperation with the GSO to send an Al-Anon representative to the 8th Conference of the International Federation of Non-Governmental Organizations for the Prevention of Drug and Substance Abuse.

The GSO asked adult children of alcoholics members to share their stories through their magazine, AUSTRA-LINK, which will then be passed on to the Literature Committee at the WSO.

**Belgium (Flemish)** - This structure was not represented at the IAGSM because their resources were used for literature production. Since Flemish and Dutch are similar, members at the GSO are working closely with the Netherlands GSO to insure a non-competitive agreement for the sale of literature in each country.

The GSO notified us that meetings are set up with representatives from the five Intergrups who then bring back the message to the groups they serve thus avoiding individualized mailings to each group.

Reprint permission was requested for: Understanding Ourselves and Alcoholism, Al-Anon Is For Men, What Do You Do About The Alcoholic's Drinking? and Al-Anon, You And The Alcoholic.

**Brazil** - Marina H. will represent the GSO at the 1987 WSC. The GSO has added an active Nominating Committee to its structure chart.

**Caroline Marshall Islands** - A member from Oregon returning to the island of Palau asked for information on starting a group there. Literature in Japanese, English and Palanan is needed.

**Colombia** - The GSO did not send a Delegate to the IAGSM due to the English-speaking requirement.

The GSO completed their By-Laws in January. Reprint information was sent for ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS and Youth and the Alcoholic Parent.

**Costa Rica** - Because of difficulties buying literature from the WSO, the GSO requested permission to buy material from Mexico following completion of payment to the WSO for material on consignment. Permission was granted for one year after which the results will be reviewed.



**Denmark** - Two Delegates represented this structure at the IAGSM. Since this tiny structure is very young and the treasury low, the Delegates paid for their part of the Equalized Expense Fund and will make arrangements to be reimbursed. Following the IAGSM, the GSO members in the Scandinavian countries have written of the unity brought about through their sharings with each other. Their most recent publications are *How Can I Help My Children?* and *What's Drunk, Mama*.

**Ecuador** - An inquiry from a doctor in Quito was answered.

**El Salvador** - Members from the GSO reported that after the earthquake, the only building standing in a three-block radius was the GSO; literature stored at their printers was also saved. The newly elected Board of Trustees requested 50 copies of the Twelve Concepts of Service in Spanish.

In spite of the difficulties of the country, a contribution was received from the GSO.

**Finland** - The reprint permission for Swedish material was transferred from Finland to Sweden with the understanding that Sweden not print any material already published by the Finnish GSO. The two GSOs are working in close cooperation to avoid duplication of efforts.

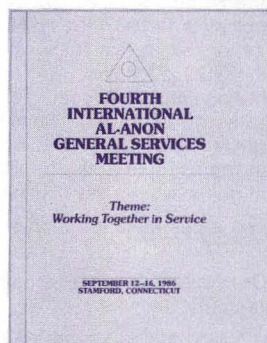
The translation for *ALATEEN—A DAY AT A TIME* was reviewed in the U.S. and returned to the Finnish GSO.

**France** - The GSO is considering a move to larger quarters.

**Germany** - The Twelve Concepts of Service was distributed at the First German Conference in November. Because of budgeting constraints, no representative of the WSO was able to attend.

Reprint permission was requested for excerpts from *CAL* in German to be included in the German edition of *WOMEN WHO LOVE TOO MUCH*. The GSO is listed as a resource in this German translation.

Reprint permission was sent for *Al-Anon Spoken Here*.



*IAGSM Summary*

**Ghana** - WSO answered a clergyman's inquiry about Al-Anon and was referred to AA to answer his question on alcoholism.

**Guam** - An administrator of the Superior Court of Guam requested information on how to start an Alateen group. Guidelines and Al-Anon contacts on the island were sent.

**Honduras** - Two Peace Corp volunteers requested information on starting groups in Trujillo Colon and La Paz.

**Iceland** - Legal counsel has been sought regarding difficulties with the payment to a professional translator for the ODAT.

**India** - The first Information Service has been formed in Bombay. The first Alateen group, in Calcutta, has registered. Professionals have requested Al-Anon information from Bangalore, Madras, and Tenali.

**Italy** - *Al-Anon and Alateen Groups At Work* has been published. Reprint permission was sent for *Three Views of Al-Anon* and *What Do You Do About The Alcoholic's Drinking*.

**Japan** - The two General Secretaries of Japan visited the WSO with a translator and explained some of the difficulties their members have with the concept of contributions. They requested that the WSO not answer the members who write directly with concerns about the GSO, but first write the GSO. They now have 44 Al-Anon groups registered; two English-speaking. They agreed to send an updated list of the groups.

Reprint permission was sent for *My Wife Drinks Too Much*.

**Korea** - During his visit to the WSO, Morty K., the priest who introduced Al-Anon in Korea, reported on the two groups meeting in Seoul. They average about 50 members and one group has taken responsibility to reprint *CAL*. There are now eight translations in progress. Culturally, difficulties still exist when family members (all women so far) want to organize for any purpose. Knowledgeable about Traditions, Morty is making every effort to keep the Al-Anon groups separate from his church ministry.

**Malaysia** - Information about Al-Anon was sent to an individual who saw Al-Anon's name on the leaflet *Just For Today*.

**Mexico** - Since the earthquake, service members have secured a new P. O. Box and telephone number for their GSO. A layout of the new office was received.

The WSO has ordered 1,000 copies of the following material: *How Can I Help My Children?*; *What's Next? Asks the Husband of the Alcoholic*; *Al-Anon and the Professional*; *Planting a Seed*; and *Al-Anon Sharings From Adult Children*. The WSO is purchasing other material from this GSO and, if feasible, from the GSO in Spain.

Reprint permission was sent for: *Al-Anon Sharings from Adult Children*, *The Al-Anon Focus*, *Planting a Seed*, *Al-Anon Spoken Here*, and *Lois' Story*.

**Netherlands** - Two copies of the *Merry-Go-Round Named Denial* were sent in Dutch. This GSO is working with the Flemish-Belgium GSO to cooperate on the production of material that can be read by members in both structures.

**New Zealand** - A complete set of guidelines was sent to the GSO to maintain and improve service originating from their new location in Auckland.

Their Board of Trustees has decided to continue to buy literature from the WSO instead of Australia.

**Nigeria** - Information on Al-Anon and how to start a group was sent to a member in Lagos.

**Norway** - In an effort to be self-supporting, the GSO has decided to withdraw its request for a second loan to print the *ONE DAY AT A TIME* in Norwegian. Translations for *Alateen*, *Is It For You?* and *Youth and the Alcoholic Parent* were corrected and sent back to the GSO.

**Pakistan** - An Al-Anon member informed us of another self-help group she started which includes alcoholics, drug addicts and their families called "Sukoon."

**Paraguay** - Congratulations along with information was sent to the members who have recently formed a new GSO in Asuncion. The WSO sent one TV and radio spot, a copy of each Spanish piece of literature and the service manuals.

**Peru** - Information on how to start a group was sent to a missionary in Moquegua along with other Al-Anon contacts in the country.

**Philippines** - Several letters of interest were received about beginning groups in Lapu City and Cebu.

**Poland** - Since it is impossible for the Polish groups to produce any form of literature within the Traditions, the WSO has sent the mimeographed material we produce here to three contacts. In a special project during the latter part of 1985, three names of professionals, who are also Al-Anon members, were given to the WSO by our translators in British Columbia. We sent bulk copies of literature as a trial effort to determine if material could be received without difficulties. All three shipments arrived without problems. As an interim plan, the WSO will send a bulk shipment of mimeographed material to these members several times a year until they can produce their own literature.

Two psychiatrists from the cities of Poznan and Warsaw spent a day at the WSO. Dr. Danuta has been the moving force behind the Polish members who are trying to organize under difficult circumstances. Through correspondence, the WSO is encouraging the groups to form a structure.

Hanna, our Polish translator in British Columbia, is sending a rough translation of the Twelve Steps & Twelve Traditions of Al-Anon to Polish members to be typed in Poland. They will then send it to the WSO to be reviewed and copied and then sent back to Poland in bulk. Although this present system for producing literature is difficult, those in Poland will search for other means to reproduce material while adhering to the Traditions.

Two contacts, one in Poznan and one in Warsaw, now handle all correspondence and inquiries for Poland which reports 42 groups.

**Portugal** - The criteria for reprinting literature were sent to a group in Lisbon.

**Samoa** - Information on how to start a group was sent to Pago Pago.

**South Africa** - Additional information was requested from the GSO on their loan request to reprint the ODAT in Afrikaans.

**Spain** - Although Spain was not represented at the IAGSM, they sent a history of their structure to be included in the Delegate's brochure and half of the translation of the Twelve Steps & Twelve Traditions.

Reprint permission was sent for *Living With Sobriety*, *DILEMMA OF THE ALCOHOLIC MARRIAGE*, *ONE DAY AT A TIME IN AL-ANON*, and *Alcoholism the Family Disease*.

**Sweden** - Marie Louise, Coordinator of Services, visited the WSO for two days and reported that 24 groups are now meeting in Sweden. On April 1, the service office was opened in Stockholm.



**Switzerland (French)** - The WSO received word that ALATEEN—A DAY AT A TIME has been translated. Efforts were made for coordinating with Publication Francaises in Quebec.

**Switzerland (German)** - Correspondence reports cooperation of the German-Swiss and the German members within the German structure. A German-Swiss member held a "Concepts" weekend where topics such as voting at the Conference, leadership and authority were discussed. Policy questions were answered about affiliation, publishing literature, and group funds.

**Taiwan** - An individual was sent encouragement and group information on the group contact in Taipei. This group has chosen the name Plum Blossom Group because "it is a beautiful and tough flower. Like Al-Anon, it flowers in the middle of the coldest winters."

**Tanzania** - A professional, who is also a member, visited the WSO and left the first translation in Swahili.

**Turkey** - A doctor visiting the WSO was put in touch with another professional in Turkey who had asked for Al-Anon information. She was eligible for membership and on her return trip, plans to start a group in Anakra.

**U.K. & Eire** - A system was worked out between the GSO and WSO for simplifying group recordkeeping and an exchange of group listings was confirmed during a meeting prior to the IAGSM.

Permission was granted for distribution and to have the GSO's address spliced into the film *Al-Anon Speaks For Itself*.

**Uruguay** - Two doctors from Montevideo visited the WSO. Reprint permission was sent for: Al-Anon Is For Men; Operation Alateen; Al-Anon Family Treatment Tool; Alateen Do's and Don'ts; excerpts from Al-Anon, You and the Alcoholic; Detachment; Al-Anon, Is It For You? and Alateen, Is It For You?; Just For Today (Al-Anon), Just For Today (Alateen); Al-Anon and Alateen Groups at Work; and Digest of Al-Anon & Alateen Policies.

**Venezuela** - Information on what the WSO sends new groups and how we keep in contact with groups was passed on to the GSO. Since this structure could not provide a Delegate to the IAGSM, they asked if one of the Spanish-speaking countries could find a member to translate the Summary for all the Spanish-speaking countries unable to attend.

**Zimbabwe** - A group wrote about a change of address and the difficulty buying literature from South Africa. The group has been active for 22 years.

## QUESTIONS:

### INTERNATIONAL COORDINATION

**1. Would it be possible to have P-4 in Spanish translated into English to serve as an excellent handout?**

P-4 (Alcoholism the Family Disease) is available in English.

**2. Would it be possible to translate the following pieces of literature into Spanish? B-1, B-7, B-8, B-9, B-11, B-12, P-2, P-12, P-20, P-31, P-42, P-43, P-45, P-46, P-47, P-52, P-55, S-6, S-9 and S-24.**

The production of each new book and pamphlet in Spanish is considered by the Budget and Executive Committees. With less than 200 Spanish-speaking groups in the U.S. and Canada as of 1987, the WSO is investigating ways of working with other Spanish-speaking GSOs to produce additional literature. The pamphlets P-45 The Al-Anon Focus and P-20 What's Next? Asks the Husband plus excerpts from P-2 Al-Anon, You and the Alcoholic is already available in Spanish.

## SESSION:

### INTERNATIONAL COORDINATION:

**Mary Ann K., Secretary**

**Marina H., Overseas Representative**

International Coordination Secretary Mary Ann K. gave a slide presentation which highlighted the events from the Fourth International Al-Anon General Services Meeting (IAGSM) held in September 1986. The International Delegates were clear, Mary Ann reported, that the meeting would be called IAGSM, rather than shortened names such as GSM or IGSM.

Mary Ann noted that IAGSM Delegates were not afraid to share their service mistakes, hoping to learn from them and to continue to have the courage to share difficulties when they arise.

The process for choosing London as the site of the 1988 IAGSM was reviewed; the focus of the Fifth IAGSM will be on Unity, as well as reaching out still farther to those suffering from the effects of alcoholism in a loved one.

Marina H., Brazil's Delegate to the IAGSM, spoke to the WSO on "Unity our Strength" based on her structure's experience. The concept of strength through unity, Marina explained, has been underpinning Al-Anon's growth in Brazil from the beginning. "We feel today that Al-Anon in Brazil is far stronger as a result of its efforts to unify itself and to unite with Al-Anon worldwide."

She outlined Al-Anon's history in Brazil, from its beginning in 1965 through the registration of the GSO in 1973, to Brazil's participation in 1980 at the First Trial IAGSM—the same year the Four Service manuals were translated, approved and published. In 1983, the first Board of Trustees was established with members representing five Regions and the metropolitan area of São Paulo, where the GSO is located.

Currently, there are 676 Al-Anon and 72 Alateen groups registered in Brazil; there are 21 Area Delegates, 18 Information Services, and 92 pieces of Conference-Approved Literature. They have held nine General Services Conferences and have been represented at the IAGSM four times.

Recent achievements and goals include the following:

- Translation of AFG By-Laws is complete; revision of Brazilian By-Laws in progress.
- Translation of Al-Anon's Governance Study is complete and application of some of its conclusions is underway.
- Registration of the Al-Anon logo and the names Al-Anon and Alateen is complete.
- Active GSO Committees include: Executive, Budget, Literature, Conference, Policy, Alateen and Nominating. Plans are underway to establish P.I., CPC, and Institutions Committees.
- New editions of the World Service Handbook and Al-Anon and Alateen Groups at Work have been published; the adaptation of the Policy Digest is being finalized, after which revision of Al-Anon's Twelve Concepts of Service will begin.

"Our goal," Marina shared, "has been to conform as closely as possible to the accepted structure and purpose of Al-Anon worldwide. We are doing this not because the 'Home Office' of a great corporation has directed us to, but because we have seen the benefits of unified efforts and know that for Al-Anon to be truly effective, it must be unified throughout the world. By uniting our efforts, we know we can continue to operate within the Brazilian reality and be better equipped, better informed and fortified by the strength and purpose and love of all the others."



## NPIC REPORT:

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

**COMMITTEE:** The Committee met four times. Members included Patricia M., Susan H-B., and Gloria P. Having completed their terms, Cay C. and Jeanne L. rotated off the Committee.

### GENERAL OFFICE WORK:

**Hours** - The NPIC office is now open four days a week, Monday through Thursday from 9 am to 4 pm.

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

**Literature** - A supply of literature was donated for a National Defense Military Course.

**Updating Information** - The NPIC office sent a letter to Delegates requesting updated information on names and addresses of Coordinators, Information Services and Literature Distribution Centers. Responses were received.

**Al-Anon Speaks For Itself** - A 16mm copy is available to the membership on a rental basis. The cost is \$50 Canadian Funds.

**Media Contacts** - The office manager provided information including a description of the pamphlet Youth and the Alcoholic Parent to a representative of the *Canadian Living Magazine*.

The office manager received three contacts and gave an interview on Al-Anon's history for an article which appeared in the October 24, 1986 issue of the newspaper *Ottawa Citizen*. This interview was the result of the press release on FIRST STEPS which NPIC sent to Canadian newspapers.

**Exhibit Booth** - For a period of six months, beginning August 1986, the office manager monitored the number of free national exhibits for possible Al-Anon participation. This information together with budgetary considerations will be used to determine the need for a second exhibit booth. As of December 30, 1986, participation in two Conferences would have been possible if a second booth were available.

### GOALS:

The Committee agreed that Al-Anon should participate in and present papers to as many Conferences as possible.

### ACTIVITIES:

**World Service Conference** - The Chairman gave a ten-minute talk on the history of NPIC, its goals and the activities of the past year.

**NPIC as a CPC Sub-Committee** - The Committee agreed that a three-year trial period as a sub-committee was reasonable length of time and recommended that the question of NPIC status be brought to the 1988 WSC. Development of this concept should begin in 1987.

**Selling Books at Exhibits** - One copy of AL-ANON FACES ALCOHOLISM was sold at the Family Service Canada 4th Annual Conference.

**1987 Luncheon for Professionals** - The luncheon will be held on October 8, 1987 at the Chateau Laurier in Ottawa.

**Expo 86** - The WSO inquired about the possibility of renting exhibit space for a limited time. Because of no response by Expo, plans for this activity were discontinued.

### PUBLICATIONS:

**AL-ANON SPEAKS OUT, Canadian Bulletin 1986** - Ten thousand copies were sent to the NPIC office for distribution. The yearly mailing to over 800 professionals included AL-ANON SPEAKS OUT and the Al-Anon Fact File.

After a study of sales and the recommendation of the NPIC Committee, the Executive Committee agreed that all present, past and future publications of WSO would be available at no charge from the NPIC office.

Over 8,000 copies of the 1985 and 1986 issues were sent to our members for use in CPC Service Work.

**AL-ANON SPEAKS OUT, Canadian Bulletin 1987** - This issue, which focuses on children of alcoholics, was compiled and is in production. In the future, the content for this yearly bulletin will be discussed during July Board week with the aim of having a completed manuscript for October Board Week.

**"Al-Anon, The Family and The Law"** - multiple copies of this paper were sent to a coordinator for a presentation to lawyers.

## QUESTIONS:

### COOPERATING WITH THE PROFESSIONAL COMMUNITY

#### 1. What is the criteria for an organization or meeting to qualify for the WSO exhibit booth?

The criteria is that the conference is national or regional in scope; conference attendees are in one or more of the helping professions (teachers, social workers, EAP personnel, etc.); the local Al-Anon representatives' evaluation of a previous year's conference warrants participation, and that a large number of registrants are expected.

### EXHIBITS:

Canadian Guidance Counselling Association, Vancouver, British Columbia; Conference on Violence in Contemporary Canadian Society, Skyline Hotel, Ottawa, Ontario; Canadian Nurses Association, Regina, Saskatchewan; Family Service Canada 4th Annual Conference, London, Ontario; Second International Congress on Women's Health Issues, Halifax, Nova Scotia; TOC ALPHA, Toronto, Ontario; North American Congress on Employee Assistance Programs, Toronto, Ontario.

A COMMUNITY RESOURCE

**Al-Anon SPEAKS OUT...**

CANADIAN BULLETIN 1986

In 1984, Al-Anon Family Groups, which includes Alateen, conducted its first survey for the purpose of serving our members more effectively and sharpening our public information efforts. Three percent (3%) of the groups in Canada and the U.S. were polled with a sixty-seven percent (67%) return rate. These groups were randomly selected based on the geographic organization of Al-Anon and Alateen groups. The response rate matched this geographic ratio so the need to weight the results was eliminated. From this survey, information was gathered which we felt you, the professionals, might find useful. Following are some general statistics:

- The Al-Anon respondents were overwhelmingly female (88%), while the Alateen respondents were more evenly divided (57% female).
- 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 17; 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 (50%) 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 education 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%).
- Nearly half of Al-Anon members (45%), and almost one-third of Alateen members (31%) reported that they had received treatment or counseling either prior to or since coming to Al-Anon/Alateen.

**Other Treatment/Counseling Received**

	Al-Anon %	Alateen %
Received Treatment/Counseling Prior To Coming To Al-Anon/Alateen	40	21
Non-Religious/Therapist	20	14
Psychologist	15	8
Therapist	10	5
Medical	5	7
Other	5	7
Treatment played an important part in directing respondents to Al-Anon/Alateen	21	18

**Have Received Treatment/Counseling Since Coming To Al-Anon/Alateen**

	Al-Anon %	Alateen %
Non-Religious/Therapist	14	5
Psychologist	10	15
Therapist	10	5
Medical	5	7
Other	5	7
Treatment played an important part in respondents' recovery	18	24

• Psychological counseling was generally considered the most helpful.

• Prior counseling/treatment was considered by many respondents to have played an important part in directing them to Al-Anon/Alateen. "Post Al-Anon/Alateen" counseling/treatment was considered by nearly all respondents to have played an important part in their recovery.

If you wish to be placed on our mailing list for this newsletter or desire information regarding its contents, please let us know.

NATIONAL PUBLIC INFORMATION (CANADA), P.O. BOX 403, STATION J, OTTAWA, ONTARIO K2A1H4, CANADA

S-ENC-1004-1-86

Canadian Bulletin



# Life's Changes:

## THE MANY FACES OF AL-ANON

Carolyn D., HA

*I was born and raised in the Philippines during the period when parents always knew best. Those who obeyed without question were called "good" children. I was one of them.*

*I grew up with definite beliefs which motivated my behavior as a human being. For example, I believed that I was superior, and I felt I had to be perfect. I set standards, and when performance was poor, I criticized, blamed or covered up. It was this attitude which kept me in denial for thirteen years. I'd heard about Al-Anon in 1964, but didn't come to you until 1977, a total wreck mentally and emotionally.*

*Despite my superiority, I still felt that I didn't count; that others were more important than I. It led me to feel guilty about saying No and made me a people-pleaser until I became wrapped up in my troubles and had isolated myself completely.*

*At my first meeting, I was able to admit and accept that I was powerless over alcohol and that my life was unmanageable. I walked into that room looking and feeling hateful, mostly toward myself. I truly believed that I'd driven my husband to drink. Knowing I hadn't was a weight off my soul.*

*Something else happened to me at that meeting. I felt the presence of a special kind of warmth and understanding. I felt a kinship with those who shared. They described my fears, my guilt, my broken goals and dreams. But they all looked happy! I knew then and there that I wanted what they had.*

*I went home and read the literature they gave me. One message stood clear: "Accept the reality of the disease of alcoholism, detach from it and start concentrating on your actions—they are what will make or break you." The pamphlet, *What Do You Do About The Alcoholic's Drinking?*, clearly identified many of the defeating maneuvers I had used to try to stop the drinking.*

*I went to meetings faithfully, and in between, I went to Open AA meetings; I chose a sponsor; and I continued to read CAL. As I worked and lived the Twelve Steps, used the Serenity Prayer and the slogans, I was slowly given the gift of a new way of life. I began to feel good, to appreciate myself as a person.*

*The love and strength I get from the meetings is unexplainable. My sponsor tried to explain. She said, "Al-Anon is the instrument by which God reveals the beauties of His people to chosen ones."*

*She compared it to a feast where God has spread the table and presides.*

*I was in the program three months when my husband decided to join AA. For six years, we worked our programs individually, side by side. It was wonderful. Then, like a thief in the night the slip came without warning. I went through feelings of anger and disappointment, and eventually I let go and let God handle the situation. In the meantime, my commitments to service kept me busy. This is a joy in itself. I gained courage to make choices and decisions; it was OK to make mistakes.*

*The disease progressed from bad to worse. Many attempts at sobriety failed. Finally, God made me aware that my acceptance was really enabling, in capital letters. I prayed for courage. I asked him to leave, fully aware of the possible consequences. That day, I understood for the first time what it means to love someone enough to let him go. And dear God, it hurts to let go!*

*I had another revelation in store: there was another woman. It hurt twice as much because she belongs to both AA and Al-Anon and was one I'd often shared with. I felt betrayed and humiliated. Your love and strength uplifted me. You reminded me that I was dealing with the disease of alcoholism, not the sick alcoholic. Compassion was in order.*

*I am still in the process of healing. I hope my face is that of someone who "came to believe." You see, I have kept my feelings of self-love and self-respect during this crisis. Al-Anon works.*

Ruby W., MT

*I grew up in the midwest during the Depression. I don't know for sure when the terrible feeling of worthlessness began, but by the time I was in my teens, I had become so shy and withdrawn that it was very hard for me to communicate with anyone outside the family.*

*When I was 19, I met a young man I thought was going to take me away from all that. He had lived in places like California and Hawaii and could talk beautifully. I hadn't been more than 40 miles from my home.*

*After two weeks, we were married and I thought we would live happily ever after. I didn't know it then, but do now, that he was probably an alcoholic. He never held a job for more than two weeks at a time, and when he drank he would go berserk. We had been married three years and had two children before I divorced him, and I was filled with a lot of bitterness that I carried into my next marriage.*

*I met my new husband in California and what attracted me was that he seemed the exact opposite of the first. I never gave it much thought, but everything we did seemed to involve drinking. We were married just before Christmas that year and our first fight was on Christmas Day. My first thought was that I had married yet another maniac! Anyway, it blew over until the next crisis.*

*Our first child, a daughter, was born right after our second Christmas. By that time, the drinking had started to get out of hand. He would stop off at the bar on the way home from work. At first, he would be a couple of hours late, but it got so I never knew when to expect him. And then there were times when he didn't come home at all. As the drinking progressed, so did my sickness. I became obsessed with trying to keep him sober.*

*He expressed a desire to have a son of his own and I thought, "That's why he drinks—he wants a son!" I presented him with a son and you guessed it. The drinking got worse and I got sicker. I could hardly function by that time. Every waking moment was filled with dread or fear, and my sleep was filled with nightmares.*

*Two years later I came to you with a face filled with hate, fear, despair and bitterness, and you gave me hope. And even though my husband had still another eight-and-one-half years to drink, things were never again as bad as they had been. I started trying to do some of the things the program suggested, and to my surprise, things did get better. I never again went looking for my husband in bars. I started sleeping at night while he was out, rather than lying awake, worrying, or pacing the floor and anxiously looking out the window.*

*You told me the only person I could change was me, and I started trying, with the help of my Higher Power, to improve myself. I wasn't able to go to many meetings at first. But I had a few pieces of literature and the chapter to the wives from the AA Big Book. I literally wore out this material.*

*At first I had a hard time identifying with the people at the meetings but I could certainly identify with the literature. I shudder to think what my face would be like today if I had married the kind of person I was looking for, someone who would have just taken care of me, instead of an alcoholic. I've only progressed when I was forced by necessity to do so.*

*We've had a lot of good years. We've also had a lot of problems, both before my husband found sobriety and in the last 23 years, since he's been sober. But the program shows us how to deal with them, one day at a time. My Higher Power has never failed me. If I do my part, He always does His. He's not always given me what I've wanted, but He has given me what I've needed.*



During my childhood, alcohol was present in my home only during holidays—strictly as a “toast.” My father disapproved of it. Yet, because both of my grandfathers drank excessively, I recently came to realize that I have been affected by the disease all my life. With this knowledge came the understanding of the constant criticism, negativity, anxiety, and fear which dominated my early childhood and adolescence. As the child of two affected parents, I had fun only when I was out of their house. I felt drawn to fun-loving people.

My self-esteem was always low and I craved approval. I know today that I was loved, but as a child, criticism prevailed and no matter how I tried, I never measured up to others’ expectations.

Unfortunately, it never occurred to me to stop and set realistic goals for myself. I was always too busy doing what I thought others expected of me. Approval was invariably my motive. I was the perfect candidate for an alcoholic marriage.

The marriage began well. We were broke so there was never any money for alcohol. His alcoholism was controlled and as far as I could, I loved him. He was my exit ticket, my knight in shining armor. But my story soon developed into an unhappy one, with incidents of abuse and even attempted murder.

When I arrived at the doors of Al-Anon, I was in a state of extreme mental anguish and spiritual bankruptcy. I was unable to see that my capacity to give to others was exhausted. My objective was to learn what I could do to make this man stop drinking. I also assumed there was something I wasn’t doing right and Al-Anon would help me improve. I walked away from the meeting that first night with hope and with a feeling that the answers to my questions could eventually be found in this group. I was so accepted; I was home.

Abuse became quite a problem. I had no strength to do anything about it except to pray to God. Then the abuse stopped for two years. In the meantime, I was getting lots of the program, attending five to seven meetings each week. When the abuse resumed, I knew I’d have to do something. One night, he began strangling me. I was losing consciousness and said to God, “If this is what you want, I’m ready to go.” He let go. Later I realized God must have had a reason to keep me around, and I became ready to repay my gratitude.

Becoming involved in service work at the end of my first year in Al-Anon was my salvation. I was encouraged to become GR of a small, floundering group and was given support by the DR, who was also my sponsor. As I read the service manuals and studied the Steps and Traditions and asked questions of other members, I became knowledgeable in the ways of Al-Anon. I also came to find solutions to the problems in my personal life.

I learned in Al-Anon that I had the right to questions. My questions may be dumb, but they’re mine. I found I also had the right to choose. I never had that ability before; I was too scared to be wrong. Now I’m not as afraid of being wrong, and I see that the important thing is having the right to decide for myself.

I am now in my second marriage. It’s difficult to accept how good it is; and it’s difficult to accept someone as good as my husband. I needed the program to accept that joy. I never felt as if I deserved to have fun, or to wake up and have a good day.

I no longer feel the need to adjust my life solely to gain the approval of others. I have learned to set standards for myself and Al-Anon gives me the strength and courage to stand by my convictions.

#### Sandy F.

When I first came into Al-Anon, I was broken, confused, physically sick, and spiritually bankrupt. Yet, I could have told you how to fix my alcoholic husband. At my first meeting, I heard my story repeated by the twelve women present, but I still thought I was different. Once again in Al-Anon, I learned that all of us are the same and all of us are different.

My life in Al-Anon has four distinct faces; four different times when there were dramatic turns and changes took place. When I was going through these changes, they were never apparent. It’s only in retrospect that the broad brush of God’s plan for me became visible.

The first phase was at my first meeting: I immediately felt there was hope. My spirits would lift at every meeting and whenever I used the phone. I had to spend almost a year just dumping feelings; I couldn’t stop focusing on my husband and I constantly spoke about him. I couldn’t even begin to grasp Step One.

My breakthrough was quite dramatic. At this point, I was not only boring my group with long recitals of what my husband did or didn’t do, but I would also run to his sponsor with daily updates. He would repeatedly ask, “But how are you feeling, Sandy?” and I would continue to tell him what my husband was doing, adding, “How in the world can I feel when my husband’s lying there drunk on the couch?” One day, he turned to me in exasperation and asked, “Tell me, if Joe had hemorrhoids, would you take Preparation H?”

Something had finally gotten my attention and I truly took Step One. I understood my powerlessness over my husband and others I had empowered in my life.

This led to a new face and a new block of growth. I worked the Steps in earnest, particularly Step Four. During this time, I was like an animal being let out of its cage, experiencing freedom for the first time in my life. I made great personal progress and began to read poetry again and go to the theatre. I lost weight and graduated from college. I was flying high. I became very involved in service work and touted the Traditions to anyone who would listen. All the energy I’d put into my husband and others, I now put into fixing other Al-Anon members and groups, setting people on the right path. I became very impatient with people who were stuck. I was insufferable.

My next face came as a result of a tragedy in my life, one I learned about during the 1979 WSC. God brought me the news of my sister’s imminent death while I was with you at the Conference. With her death, all griefs surfaced; I finally cried for my father who had died when I was ten years old. A lifetime of denial came crashing down.

I guess my story was a rough story—my husband was violent, there were police at my house, orders of protection, a repossessed car, the sheriff at the door. But then things seemed to get better. We were financially solvent, my husband and I had a loving relationship and yet for me this was the truly rough part. I went through emotional turmoil, sleepless nights, anxiety attacks, unexplainable fears. And then the anger came, furious repressed anger. I didn’t know where to put it all, anger leaked out from every pore. It came up from my toe nails. I was angry with everybody I came in contact with. All the anger for what I perceived as a lifetime of rejection poured forth.

Most of this anger was directed at my husband. He had been sober for about eight years in AA and I couldn’t bear to have him near me. The anger was so intense that I spoke of divorce, although murder would have been more accurate. I also felt too embarrassed to come to my Al-Anon group and tell them what I was feeling. I had been smug for so long and now I had to crawl back and ask for help. I learned another strong lesson then: I never had to hold back in letting others know where I was at. They accepted me as much as when I was riding on that pink cloud. It was my group who gave me permission to grieve and to vent the anger. They only suggested that I make no rash decisions while I was in this state. Slowly, an entire adolescence crept back into focus. I faced the years of denial and was able to pay the price for having lived a life of fantasy. The anger wore down.

The next turn happened quite undramatically. I was at a meeting and I finally heard the words in the Eleventh Step for the first time: “God as we understood Him.” At this time, I reclaimed my childhood faith and learned that denial is not selective: when you block out the bad, you block out the good as well.

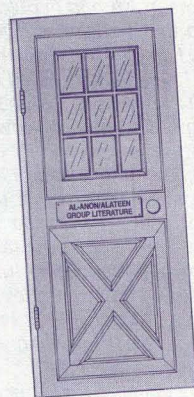
I was able to capitalize on some of the positive aspects of all the turmoil. I released my husband from filling the role of my father. I was no longer the animal let out of the cage, ready to fix the world. If the highs I’d sought were not quite as intense, I was compensated by more peace than I had ever known. I was now able to present a unified face to the world. For so long, I’d presented a face I thought would earn me approval and acceptance.

This happened a few years ago; I’ve had many highs and lows since. Sometimes old faces peek through: the child wanting approval, the fixer, and the intense Sandy who doesn’t believe she’s giving the situation enough attention unless she gets hysterical. But I believe I always stand on a turning point. Sometimes the turning points are gradual and we sit on a plateau. It’s only in retrospect that we realize changes have taken place. If I had to define this period, I would say I love more intensely than ever, which may be a fringe benefit from having dealt with so much repressed anger.

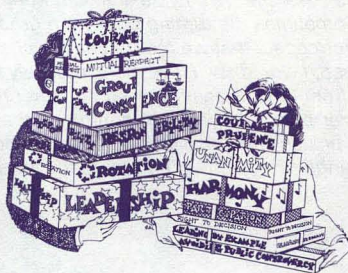
Another paradox: I tried to control all the events in my life, to avoid any change unless I personally could effect it. Today I welcome change, knowing that change brings growth. I feel ready for the face of tomorrow.







### The Concepts Al-Anon's Best Kept Secret?



Catalog of CAL  
and new literature, (G-31)  
and (P-57)

## ANNUAL REPORT:

Rosemary E., Chairman  
Linda McF., Secretary

**COMMITTEE:** The Chairman explained Committee responsibilities and rotation policies to the four newly appointed members of the In-Town Committee whose names were submitted for Board of Trustees confirmation. Rosemary commended George C. and Bill M. for staying on to help consolidate the men's pamphlets. Peggy L. acted as temporary Chairman in Rosemary's absence. In-Town members also include Carole M., Guy G., Florence C. and Greg M.

### TOPICS UNDER CONSIDERATION:

**Consolidation** - The Committee concurred with the WSC's vote to stop production of the cartoon booklet, Jane's Husband Drank Too Much; the Lois' Story leaflet will be consolidated into the proposed revision of AL-ANON FAMILY GROUPS with other chapters covering detachment and group conscience; a new single piece will use material from My Wife Drinks Too Much and What's Next? Asks the Husband of the Alcoholic. Further recommendations for consolidation will follow completion of the overall topical index which will reflect the degree of emphasis on program subjects in the literature.

**Requests for Material** - Suggestions for new material and/or reprints of existing material for adult children of alcoholics were discussed. The Committee turned down ideas not supported by the Traditions and agreed, following the Long-Range Study Panel discussion at the WSC, to encourage original sharings from adult children Al-Anon members via direct appeals through WSO newsletters and The FORUM. A bank of sharings will be gathered in anticipation of a Conference-approved decision to create more material of this nature.

Among other suggestions discussed: changing the preamble to the Twelve Steps; removing and/or adding words to the Steps; changing titles and/or texts to make material less stereotypical or sexist; adding to the existing literature; editing down or removing certain pieces from the list entirely; printing more, printing less; more material for men, the divorced, and those in relationships other than marriage. Ideas were suggested for material on blame, validation, resentments, fear, consistency, faith and/or no faith. Many ideas were turned down if they centered on supporting or rejecting a particular outside therapy or philosophy or had been printed by another publisher. Others were not given top priority. Ideas that do have Committee support will be presented for approval at the 1987 WSC.

**Reviewing and Tracking Projects** - New review sheets were developed to share Committee members' comments on proposed material, including the Conference decision on which the item is based, a brief history of prior actions taken, the current and specific assignment and questions to evaluate the appropriateness of length, language and appeal to the membership. Feedback was sought for review sheet revision and will be assessed at the 1987 WSC.

A tracking report was developed to show the progress of 25 projects under consideration by the Committee. Their progress and proposed print dates are noted as well as the source of the Committee assignment and/or requests for action. The report is updated annually for the full Standing Committee.

**Plans for the 1987 WSC Literature Session** - The In-town Committee voted to prepare a lighthearted skit with the working title, "The Dilemma of the Literature Committee."

### COMPLETED PROJECTS:

**The Concepts: Al-Anon's Best Kept Secret?** - was the title chosen for this 16-page self-cover pamphlet with introductory and reprinted material from the 1981 issues of The FORUM magazine. The original illustrations and the cover design were provided by a member, Carolyn McC. Presented in a larger-than-usual size, it is double-folded to fit in standard literature displays. The new piece was given advance notice and will appear in a catalog update.

**Information for the Newcomer** - A new paragraph was approved to clarify the spiritual nature of the program and how it can also appeal to agnostics.

**ONE DAY AT A TIME** - Minor revisions were made to correct the birthplace of a quoted author and Biblical references.

**The Twelve Steps and Traditions** - Minor revisions were made to reduce male and female sexist or stereotypical language in this small booklet.



## PROJECTS IN PROGRESS:

**Illustrated Traditions** - All new rough draft drawings by a member were reviewed by the entire Committee. The larger drawings depict the positive nature of each of the Twelve Traditions with a smaller cartoon figure representing the negative. The object is to create easily recognizable ideas supported by clear and concise text.

**Expansion/Revision of the AL-ANON FAMILY GROUPS book** - Rose M. served as Chairman of an input committee which surveyed the fellowship to affirm/reject a major rewrite of this basic book. The 200+ responses received from Delegates, Trustees and Area members in the United States and Canada led to the formation of a second input committee led by Peggy L. Several months were spent reading all pertinent material and the resultant suggestions will be submitted to the Committee for approval/disapproval prior to any recommendations made at the 1987 WSC.

**Difficult Situations** - A second outline was prepared by a member who is a freelance editor. While many circumstances are covered, the material will focus on positive attitudes used by members to overcome negative situations.

**Overall Topical Index** - An additional indexer (also a member) was hired to index the many program topics already covered in recovery pamphlets and leaflets. The topics have been reviewed by the Committee and approved with minor revision to be included in a booklet for members planning programs or searching for a particular shared experience. Three hardcover book indexes were completed: DILEMMA OF THE ALCOHOLIC MARRIAGE, ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS and AL-ANON FAMILY GROUPS.

**Alcoholism—A Merry-Go-Round Named Denial** - After extensive study, it was decided that only minor revisions to reduce sexist language would be proposed.

**A Guide for the Family of the Alcoholic** - Minor revisions will be proposed to maintain the literary character of this item.

**ONE DAY AT A TIME** - A suggestion for major revisions and/or a more modern book for use by adult children, men, younger members, etc., will be on the agenda for the Standing Committee meeting at the WSC. The In-Town Committee discussed adding a disclaimer to the current foreword of the ODAT to help readers note the changing nature of our fellowship rather than changing the existing material.

**DILEMMA OF THE ALCOHOLIC MARRIAGE** - Several suggestions for either a change of title or a major change in the text will be discussed at the WSC Standing Committee meeting.

**The Preamble to the Twelve Steps** - The full Committee reviewed and turned down a suggestion from Switzerland to change the Preamble, noting that the current version is based on ideas expressed in Tradition Five.

**Living With Sobriety: Another Beginning** - The In-Town Committee voted to retain the title of this work.

## OTHER ASSIGNMENTS:

**Literature Coordinators** - All lists were updated. Each newly appointed Coordinator was sent a complimentary package of soft-covered literature to help them familiarize Area members with CAL and other materials compiled and distributed by the WSO for group use.

**Copyrights** - Requests for the use of brief excerpts to be quoted in outside texts were granted to several authors of textbooks, newspaper articles and professional journals and appropriate releases were signed by the General Secretary.

A full report was compiled to record all documentation and records of all Al-Anon/Alateen copyrighted materials and their renewal dates, including the new film *Al-Anon Speaks For Itself*.

**Guidelines** - All guidelines reprinted during the year were proofed for style, consistent with that in other material.

**Conference Summary** - All proofing, copyediting and dummy preparations were completed prior to printing.

**Getting In Touch** - Updating was coordinated, special correspondence and text written and proofed for the 1987 version of this directory of Information Services worldwide.

**Catalog of CAL** - The entire catalog was reorganized and updated with new materials printed and/or produced during 1986.

**Standard and Supplementary Price Lists** - Major catalog revisions were followed by changes in the S-15 and S-11 price lists. The full list of CAL S-16 will now appear in numerical order. Several items were transferred to the Supplementary price list S-11 and will be offered without charge as service aids. All changes are noted on the bottom of the S-16 list.

Guidelines and other service aids now available are listed on S-11 as are reprints (given the prefix "R") of Al-Anon and other material sources.

**Catalog Updates** - Two catalog updates were prepared to announce items produced between printings of the catalog. They were used as group-wide announcements in *INSIDE AL-ANON*.

**Advance Notices** - are produced and/or coordinated for every new recovery or service item and are mailed primarily to those who order in bulk or require this information.

**Al-Anon Literature Distribution Centers: Update** - Literature registration and information centers have been maintained by the WSO for over six years. Numbering 105 to date, these centers help the business arm of the WSO by accepting bulk orders for local redistribution. They appear to be thriving and are assisting Districts and Areas with funds for P.I., CPC and Institutions Services. In addition, many have been able to contribute excess funds from sales of CAL directly to the WSO.

Centers are provided with unlimited supplies of catalogs, order blanks and complimentary display material to enhance their work. Many are themselves arms of District or Information Services, while others are independent distributors. Some are staffed by volunteers while others require the assistance of paid help. In countries other than the United States and Canada, General Service Offices are designated as literature distribution centers. All receive advance notice of newly developed recovery and service items and additional correspondence to familiarize them with WSO listings and ordering procedures. Together, they were responsible for one-tenth of total sales. Personnel from these centers have assisted new centers by sharing their experiences through WSO guidelines.

**When the Cupboard is Bare** - In response to a Budget Committee request, guidelines were developed to assist groups when ordering literature. Literature Coordinators helped gather input, an outline was proposed and approved and a manuscript is now being written.

## Literature Update

Linda M., Staff Secretary

- **Minor revisions: two more Biblical references are being corrected in the ODAT.**
- **1987 edition of Getting in Touch is available (light blue). In order to be listed, Information Services must provide a mailing address—a phone number is not sufficient.**
- **CAL—Is The Cupboard Bare? has been completed and will be distributed with INSIDE AL-ANON.**

## REPORT BACK:

- Progress reports were given on the status of the Illustrated Traditions, the indexing, and the "Difficult Situations" manuscript. All are nearing completion.
- The Committee was *not* prepared to recommend any revisions to the ODAT Book at this time.
- The Committee will recommend that the Budget Committee reconsider its decision to discontinue the Steps and Traditions Banners. The suggestion to print the Concepts on Banners was also discussed.
- The Committee did *not* feel that a pocket-sized version of the 12 Steps and 12 Traditions Book was needed.
- The Conference approved the following motions put forward by the Literature Committee: that all future bindings of the AS WE UNDERSTOOD Book be in hardcover and that our basic book, AL-ANON FAMILY GROUPS (formerly titled LIVING WITH AN ALCOHOLIC), be substantially revised and expanded. The revision will reflect a more modern perspective, less concerned with alcoholism and more devoted to Al-Anon sharings. As all submissions from the membership will undergo thorough review by the Committee, a three-year target date is projected.

(For LITERATURE SESSION, See p. 25)



## OPEN DISCUSSION:

Sandy F.

Sandy F. described the new procedure for processing green light questions initiated this year: Delegates were asked to send WSO their questions before the Conference; these were then collated, categorized, and listed as submitted (occasionally similar questions were consolidated, but every effort was made to preserve the original wording). The subsequent list was distributed among Conference members, along with a ballot sheet for indicating which questions were of special interest. Those receiving the most votes were dealt with in Open Discussion; the rest were discussed in workshops or, when necessary, channeled to the appropriate Committee for consideration.

### 1. ALTERNATIVES TO WSO STAFF MEDIA APPEARANCES


- We need people to give a true representation of Al-Anon at the media level. The question is, should people who are not part of the fellowship do it? If not, who?
- It seems to me we don't have to do anything. We can let go of it. Let go of the media.
- AA has non-AAs speak for them at the level of media: I think they're called Class A Trustees, not bound by anonymity, who can speak in behalf of AA.
- The Staff could always appear in disguise, as long as they clarify that they are in disguise.
- I don't think we should compromise our Traditions to accommodate the media.
- Aren't there non-Al-Anons working at WSO who could speak in our behalf? (General Secretary, Myrna H., replied that there are non-members employed by WSO for clerical functions, but they are not qualified to carry out this tremendous responsibility.)
- Last year's motion on Staff appearances is not under discussion. The question is alternatives.
- Even if we could thoroughly articulate our program at the media level, there's still no guarantee that we'd be able to clear up the confusion that exists.
- Our Traditions make our program clear, and like a good mommy, we have to keep saying NO.
- There are lots of confused and misinformed professionals out there. This can draw us into controversy—even if our motive is self-defense we cannot and should not be drawn into public controversy.
- At our Area Assembly, the message was loud and clear: No Staff Appearances at the level of media. We did not explore alternatives, but we will start looking at them.

- My Area is completely opposed to breaking the 11th Tradition—for any reason. We don't care much for dark glasses and wigs, either.
- My Area did explore alternatives: we support the idea of "Class A Trustees."
- Information Centers and local level P.I. Committees could do some of this work for us.
- Our P.I. people have already been asked to do public service spots—backs to screen, garbled voices—which will air at 2 AM.
- I think it's clear that there are mechanisms in place that we can use. We cannot forget the newcomer—the idea of fudging with the Traditions can be shocking to the newcomer.
- How about using our "Meeting-on-Wheels" for media/professional use?

### 2. AA MEMBERS SERVING BEYOND THE GROUP LEVEL

- Adult children groups are particularly interested in this question. And today we have so many OAs, NAs, and all kinds of other As who do serve beyond the group level. All of us belong to some organization or other . . .
- I'm very comfortable with our present policy. It has nothing to do with antagonism to AA—just with our special relationship with alcoholics.
- In rural areas, we are still overshadowed by AA. I think the policy should stand.
- In my Area, a dual member resigned and finally acknowledged the wisdom of our ruling.
- If we aren't careful, we'll be subordinate to AA. A firm NO is required. They can direct their efforts to AA service.
- Remember what Bill W. said. "Don't let the drunks take it away from you!"
- I've heard the hypothetical case of an adult children group with all dual members. But even they can be represented.
- We're not saying AAs can't be members of our program. They are just not invited to be in our service structure.
- When this question comes up, I refer to the Handbook and say, Let your conscience be your guide.
- Our relationship with AA is a special one. OAs, NAs, GAs are a different matter.
- Our problems are with the alcoholic, not the overeater, the gambler, etc.
- We have a GR who is a dual member; he simply doesn't vote at our Assembly. His group has chosen to give up its vote in order to allow him to serve. Our Area is very much in favor of continuing with our current policy.
- Our Assembly looked at this question in detail. The other 12-Steppers are a separate issue as far as we're concerned.
- In our Area, there is an adult children group with all AA members. They wanted to be represented at the Assembly, so they asked a long-standing Al-Anon member to represent them there.

### 3. SPECIALIZED GROUPS

- This has been addressed so much with the adult children discussions, I don't think we want to talk about it anymore!
- Maybe we shouldn't devote so much attention to filling the needs of special groups. Let's not forget how much time, energy, and funds we've already given.
- The WSO should follow the rules according to our Policy and quit registering all these groups with special names. Our policy specifically advises against this practice. What is WSO doing to discourage it? (WSO replied that it sends the same letter to each prospective group. (See Workshops, #1 Adult Children . . .))
- Our first Tradition is about unity; the other eleven tell us how we can maintain that unity. Groups can do what they like according to their own autonomy. But Al-Anon as a whole does not have to support that autonomous action.
- Our experience is that we talk to groups that have given themselves a special label. They often say that they register that way so they can recruit members. But they don't have to be registered that way at all.
- I think much of this boils down to an education process.
- If it works and it's Al-Anon, people will come through the door. 



## WORKSHOPS:

### 1. ADULT CHILDREN AND THE ISSUES SURROUNDING IT

Several workshop participants believed a previous WSC decision was in existence not to have specialized groups, noting their discomfort that such groups, including adult children of alcoholics, continue to be registered. Others shared the WSO registration policy which is to register any group that calls itself an Al-Anon group provided that as a group it has no other affiliation, that the group abides by Al-Anon's Twelve Traditions and that it is open to any Al-Anon member. It was suggested that we show the same guidance, love and support for adult children that we do for any other Al-Anon member. Special attention and segregating various segments of the membership is not productive. We can make adult children aware of the tools we have available for them and clarify the principles of the program. One workshop felt that we should stop using the name adult children and simply call everyone Al-Anon; another asked if this was really a problem or if it was essentially a newcomer issue. It was also suggested that the Literature Committee develop a generic ODAT, however it was noted that fewer people voted to bring the subject up at Open Discussion this year, supporting the contention that it is working itself out.

### 2. ROTATION OF STAFF SECRETARIES AT WSO

Mixed feelings were expressed on this question. On one hand, it was felt that rotation of WSO Staff Secretaries would tend to enhance skills, inspire creativity, minimize burnout and prevent overspecialization; on the other hand, some expertise would be sacrificed as Staff Secretaries moved on to other assignments, and the work flow would be disrupted. Gradual cross-training was suggested as an alternative, as well as the possibility of rotating assistants.

### 3. BROADENING INTEREST IN THE FORUM AND INCREASING ITS USEFULNESS

Several Delegates shared current activities already used to raise interest in The FORUM, such as selling individual copies (at 25¢) and including FORUM issues in groups' lending libraries. Other suggestions included: accepting payment in Canadian currency; more concentrated efforts from Delegates to encourage sharings from the membership; focusing more on The FORUM in WSC reports; and improving The FORUM's content by reducing the "New York flavor" and providing more articles on recovery rather than identification.

One workshop discussed the possibility of including FORUM sharings and all newsletters in a singles magazine with a free copy sent to each group.

### 4. THE SUGGESTED STARTING AGE FOR ALATEEN

It was shared that Alateen for preteens works for some and not for others. Also discussed was the problem of sexual abuse by Alateen Sponsors and that we all have a responsibility to recognize that it can and does happen.

### 5. WSO STAFF TAKING EDUCATIONAL COURSES

All agreed that continuing education helps keep the staff vital and makes better workers.

### 6. THE VALUE OF A FREE COPY OF INSIDE AL-ANON RATHER THAN THE FORUM TO ALL GROUPS

The workshop felt that INSIDE AL-ANON is probably of more value to groups because it contains current information and covers all areas. Sending a free copy of both, they suggested, could increase subscriptions.

### 7. WHETHER FUNDS FROM A DISBANDED GROUP SHOULD BE USED FOR ANOTHER GROUP IN THE SAME CITY OR TO START A NEW GROUP

Workshop participants suggested that the DR should discuss the matter at a District Meeting. They also felt that the funds would be best used to start another group.

### 8. IF THE ALTERNATE DELEGATE ATTENDS THE WSC BECAUSE OF A TEMPORARY PROBLEM EXPERIENCED BY THE DELEGATE, WHO SHOULD GIVE THE WSC REPORTS THROUGHOUT THE YEAR?

The feeling was that the spirit of the Conference would be better conveyed by the individual who attended.

### 9. THE VALUE OF PRODUCING A PAMPHLET WITH SEVERAL WEEKS OF ODAT DAILY READINGS

It was shared that there is already sufficient literature and no value was seen in producing such a pamphlet.

### 10. ENCOURAGING SERVICE

Suggestions included: taking new people along on trips to workshops and making them feel needed; if a member shows a little interest in service work, they should be shown how to get involved and assured that it is OK to make mistakes; be enthusiastic; have faith; and give each what was given to you.

### 11. THE FORUM EDITOR AS A SUSTAINING TRUSTEE

The consensus was, "If it works, don't fix it." The FORUM provides a link to the fellowship.

### 12. REVIEW PROCEDURE FOR GREEN LIGHT CONCERNS

It was felt that the new procedure is working well and there is no need to change it at present.

### 13. WSO REGISTRATION POLICIES

The workshop participants reported that there was considerable discussion on this question. They wondered if the criteria currently in place are sufficiently inclusive and suggested that the Policy Committee revise registration criteria so as to reduce the special labeling of groups, e.g., Gay Men's, Adult Children, etc.

### 14. ELECTION OF TRUSTEES

The World Service Conference does not *elect*, it *selects* Trustees, as stated in the Policy Digest and our By-Laws. The Board has legal authority and thus has the final approval. No one was aware of the Board ever having denied the selections made by Conference members.

### 15. REVISIONS TO ODAT BOOK

ODAT is a special and classic publication, the workshop reported, and any major change has to get Conference approval. Minor changes, to reflect more current thinking, are under consideration. Because ODAT remains our best selling book, it was felt that no drastic revisions are necessary. The consensus of the workshop was to support only minor changes.

### 16. CONFERENCE INVENTORY USING WARRANTY FIVE AS A GUIDE

It was suggested that before each WSC, Conference members be sent a reminder to review Warranty Five. It was also recommended that both sides of an issue be presented before any discussion or action takes place.

### 17. A LARGER-TYPE ODAT

Workshop participants felt that an informal survey might be taken to assess the need for and interest in producing either a version of ODAT for the visually-impaired or for a single-volume larger-type edition for easier reading.





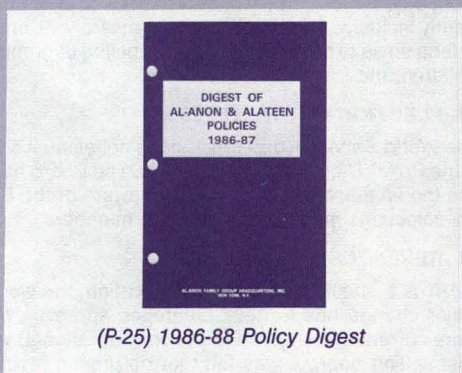
## ANNUAL REPORT:

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, the Traditions guided group conscience.

The Chairman and four Policy members reviewed all material or literature completed by the appropriate committee before it became CAL.

As reported to the 1986 WSC, the Board suggested that the three at-large members of the Executive Committee attend the Policy Committee to broaden the base of group conscience and enhance effectiveness.



(P-25) 1986-88 Policy Digest

### REVISIONS TO THE POLICY DIGEST:

**APPROVED BY THE 1986 WSC** - The following revisions were made to the Policy Digest: a text change to Page 19 under I. WSO CONTRIBUTIONS—Regular, items c. and d. which limits contributions from non-members who are from the immediate family of members and an added section on Memorium Contributions; a text change to Page 42 under Item V. DILUTION OF THE AL-ANON PROGRAM, b. Labels reflecting a change in the descriptive text of the existing policy.

Based on unresolved issues at the April meeting, the Committee recommended two Green Light questions to the 1986 WSC—a discussion regarding the use of raffles as a fund raiser and a question on dual members.

**TO BE PRESENTED TO THE 1987 WSC:** A revision will be suggested under GROUP FUNDS noting that insurance can be considered a groups' expense. Also recommended: removing unnecessary and offensive terminology under DILUTION OF THE AL-ANON PROGRAM; and a reference regarding bequests under FINANCES.

These motions and another regarding FUND RAISING will be presented at the 1987 WSC. The motions and background information will be available in the addenda section of the Conference brochure.

**Other Policy Concerns:** The Committee also felt that the WSO should clarify for those handling the estate of a deceased person its policy of accepting bequests only from members, but that it is no longer necessary for the WSO to research the decedent's Al-Anon membership.

A Concept text change for the Institutions Committee was approved, which will be presented by the Board to the 1987 Conference.

A discussion was held concerning a request from Delegate members of the P.I. Committee to poll the members through *INSIDE AL-ANON* about staff appearances at the media level. Since the 1986 WSC had reached a decision on this subject, the Policy Committee agreed *INSIDE AL-ANON* was not the appropriate vehicle. It was suggested this topic be discussed again at the P.I. Committee and then at the Standing Committee Meeting at the WSC.

The Committee also discussed anonymity in photos, sketches and audio visual presentations. It was suggested that each situation dealing with photos and sketches be handled individually and with caution. Concerning audio visual presentations, the following suggestions were recommended: 1) if a presentation is for sale, where Al-Anon has no control over distribution, actors or backlighting should be used; 2) since the distribution of service presentations are limited to the fellowship, it is safe to use members; however, an appropriate Anonymity Statement should appear on the cassette or film.

## POLICY SESSION:

Marjorie W., Chairman  
Sandy F., Secretary

The Policy Committee presented several recommendations for text changes to the DIGEST OF AL-ANON/ALATEEN POLICIES, beginning with:

(p. 21, V. USE OF GROUPS FUNDS, a) to read as follows:

a. *Rent and other related expenses*

Our Tradition of self-support suggests groups pay rent *and, when required, pay for other related expenses such as utilities, insurance and maintenance* for their meeting space.

(Note: italicized material is new.)

This revision does not reflect a change in policy; it is informational for those groups experiencing difficulties in defining group expenses. The Conference approved the motion.

An amendment to page 19, FINANCES; I. WSO CONTRIBUTIONS—Regular; was also approved as submitted by the Committee:

f. Bequests

The WSO may accept a one-time legacy from an Al-Anon member in any amount up to \$5,000. *Contact the WSO for details.*

A motion to delete several sentences on page 42, V. DILUTION OF THE AL-ANON PROGRAM, d. Drugs/Narcotics/Sedatives was not approved. The proposed deletion states:

An Al-Anon group cannot take on all the personal problems of its members. Rather than attempting to resolve the problems of the whole world, referral to appropriate sources of help may be suggested to those in need. Although the Committee felt that the material was redundant, duplicating information on page 42, VI. FAMILIES WITH RELATED PROBLEMS, Conference members preferred leaving the statement as is.

A lengthy amendment to the section on Fund Raising was reworded several times. The revision suggested that the section include District & Area as well as Group Fund Raising and specifically addressed the subject of raffles. Comments were heard from those who generally agreed with the Policy Committee that it was needed to advise the fellowship to check the legality of selling raffles in their respective Areas, to alert the membership of the pitfall of selling raffles outside the fellowship; others noted that Al-Anon's name should not appear on raffles and that brand names not appear on raffle tickets. There was particular concern that the suggested wording on the proposed revision not allow for raffles of items such as a Forum subscription or literature which are generally accepted at the group level. The Conference Chairman asked an ad hoc committee to rework the revision, but it was ultimately tabled for further revision and will be brought up at the 1988 WSC. ▲



## **P.I. REPORT-BACK** *continued from page 39*

A motion was presented that stated:

The P.I. Committee recommends that the four Al-Anon and Alateen PSAs created for use on television be shown to the entire 1987 WSC in order to gain the widest possible group conscience regarding: 1. their appropriateness for public viewing; and 2. their usefulness as a tool for fostering awareness of Al-Anon and Alateen among those in need.

### **Discussion From The Floor**

The P.I. Committee responded to questions regarding their decision not to use clips from our film *Al-Anon Speaks For Itself* for the TV public service announcements, noting that the film did not lend itself to editing out effective and dynamic 30-second spots. Conference members also requested an explanation for the decision not to show the new PSAs, representing a year's worth of Committee work. The Chairman of the Board replied that all standard procedures for new material had been followed and only items approved by the Policy Committee were viewed by the full Conference. The minority appeal was heard and the motion to show the new PSAs was defeated, with 37 in favor and 55 opposed.

In light of the Conference vote to support the Board's decision not to produce or distribute the four new TV spots, members of the P.I. Committee spoke of the many requests they receive from TV stations and P.I. volunteers for new, updated spots. They pointed out the lack of a 1988 budget line and offered another motion that two to four new TV PSAs be developed and produced (with no specific budget amount). The vote of 56 in favor and 36 opposed (with one abstention) did not represent a  $\frac{2}{3}$  majority and was not binding on the Board of Trustees (see MOTIONS, p. 47).

Discussion on the issue of Staff appearances at media level centered on interpretations of the Eleventh Tradition and perceptions of our obligation to ensure that its full spirit and intent are upheld. Several alternatives for reaching out through the media were suggested, including AA's practice of non-member Trustees appearing on TV. Others addressed the differences between revealing professional identity and remaining anonymous (not revealing membership). Several Conference members referred to the ongoing discussions reported in the Annual Reports for Policy (see Summary, p. 00 and P.I. (see CPC, p. 39).

A background statement was presented from the floor expressing concern that a prior administrative policy supporting full-face media appearances of Staff had not been formally approved by the WSC and would lead to confusion regarding Al-Anon's views on anonymity. The background statement was followed by a motion (#19) which stated:

that the 1987 WSC strongly supports the decision of Al-Anon's Board of Trustees, from the vote made at the 1983 WSC, that World Service Staff, when functioning in their capacity as paid staff, adhere strictly to the provisions of Al-Anon's Tradition Eleven and always maintain personal anonymity at the level of press, radio, TV, and film.

The vote was 59 in favor, 29 opposed (with 5 absentions). Because this did not represent substantial unanimity, the motion did not carry.

## **QUESTIONS:**

**1. What is the difference between a professional or outside agency presenting their views as an Al-Anon meeting guest and participating or leading an Al-Anon workshop? Should we be encouraged to hear professionals/outside agencies on a workshop (Al-Anon) program?**

As outlined in the Digest of Al-Anon/Alateen Policies, under Speakers from the Helping Professions, outside speakers may divert us from our focus of recovery. This should also hold true at workshops. There may be occasions where a professional may help members in their Institutions or CPC service efforts; this exception should be carefully reviewed and considered by the Area.

**2. At a holiday, the members of a group have a covered dish dinner prior to the meeting and exchange small gifts. Is this within the Traditions?**

Within our Traditions, members often hold social events. Such events help us to celebrate recovery and fellowship. It is suggested that these gatherings not replace a meeting and if they are held in conjunction with a meeting (before or after), all members are invited to attend.

**3. Can Information Centers post flyers and posters that are not just Al-Anon related? (i.e. such as AA and Al-Anon Women Only Conferences).**

The Digest of Al-Anon/Alateen Policies states that "Al-Anon newsletters and bulletin boards not be used for publicizing activities of other organizations, the possible exception being AA."

**4. Al-Anon Groups at Work, page 28 under Anonymity . . . stresses principles above personalities to assure that no one uses Al-Anon for profit, prestige or power." Yet on page 33, Policy Digest under Anonymity, we find "An Al-Anon may write an article about the fellowship for local or national publications and may be financially remunerated." Aren't these two statements contradictory?**

The distinction of "using Al-Anon for profit, prestige or power" refers to Twelfth-Step work and to payment for attendance at Al-Anon meetings. Professional writers utilizing their Al-Anon experiences in their work are being paid for their experience as a writer, not as an Al-Anon member.

**5. Regarding two-third votes on an important issue, can the minority request that an issue be opened until the "no votes" count be two-thirds or better?**

This suggestion can be raised when voting procedures are discussed.



## ANNUAL REPORT:

Sylvia R., Chairman  
Richard K., Chairman  
Susan H. B., Secretary

**COMMITTEE MEETINGS:** The Committee met ten times during the year to discuss the P.I. poster for Alateen; the Al-Anon film; *LONE MEMBER LETTER BOX*; proposed PSAs for TV; WSC and recruitment of minority Al-Anon members for the Committee; an Al-Anon Month Worldwide; staff appearances at the media level; the Alateen Slide Presentation; Al-Anon meetings on computers; 1987 WSC; Long-range goals for P.I.; 1987 budget; minorities in Al-Anon; Alateen questions from 1986 WSC; P.I. work and the Traditions; Information Services and P.I. work; coordination of a videotape library at the WSO; Statement of Purpose for the *LONE MEMBER LETTER BOX*; the new reprint "The Open Fold—Adult Children of Alcoholics Inside Al-Anon."

**NYNEX PROJECT FOR U.S. NORTHEAST:** The P.I. Secretary worked with a volunteer from the N.Y. Metropolitan Al-Anon Intergroup to provide telephone numbers of Al-Anon Information Services to be listed in NYNEX Directories in the northeast United States.

**ATTRACTING MINORITIES:** The P.I. Committee is preparing a paper to present to the Long-Range Study Panel on this topic.

**STAFF APPEARANCES ON LEVEL OF MEDIA:** The Delegates of the P.I. Committee prepared an article voicing their opinion on the importance of having visibility at the media level, mainly TV. This article was read to the Policy Committee. It was suggested that this issue be discussed at the Standing Committee meeting at the WSC.

**AL-ANON ON COMPUTER:** An Al-Anon member who wrote to the WSO about holding meetings on computer was invited to the July P.I. Committee meeting. This idea was turned over to the Policy Committee, which suggested that the P.I. Committee, along with the member, create guidelines for Al-Anon meetings on computer.

**P.I. NEWS RELEASE:** A news release was sent to Information and Service Coordinators (P.I., CPC, Alateen, and Institutions) about *Christopher Close-Up's* salute to AA on its 50th anniversary in an ABC nationwide broadcast in which AA, Al-Anon and Alateen members were interviewed. Viewing schedules for the areas involved were also sent and local Information Service telephone numbers were provided for the metropolitan area. A news release on the CBS network film *Under the Influence*, depicting the effects of a husband's alcoholism on his family, was sent to Information Services and Service Coordinators. The airing time, originally slated for March/April 1986, was changed to the fall and an updated release was sent encouraging P.I. Coordinators to contact local stations for Al-Anon tag-ons. A brief questionnaire for data on telephone calls received after the film was sent to all Information Services and 80 feedback sheets were received.

**PRESS RELEASE:** A press release on Al-Anon's 35th birthday and historical book *FIRST STEPS* . . . was sent to 1,000 major newspapers in the United States, as well as to the office manager of NPIC, with a cover letter, Fact File, Guidelines for the Press and Getting in Touch.

**P.I. COORDINATOR'S NEWSLETTER:** The spring issue was mailed in May along with the press release, its cover letter and a P.I. Coordinator's list.

**AL-ANON MONTH WORLDWIDE:** As a result of an idea from the 1986 WSC, the Committee placed articles in *INSIDE AL-ANON*, *AREA HIGHLIGHTS*, and *The FORUM* designating May of each year (Al-Anon's birthday) as the targeted month. The P.I. Committee suggestions were condensed onto one calendar for the month of May 1987. Each day of the month will list suggestions for P.I. work. This was sent with *INSIDE AL-ANON*.

**GENERAL OFFICE WORK:** Telephone and written inquiries from various individuals were routinely answered and follow-up material sent. Personalized responses were made where special attention was needed.

As a result of P.I. efforts, readers of the following magazines were sent pamphlets in response to requests accompanied by stamped, self-addressed envelopes: *Dynamic Years*, *Freebies*, *Glenmary Missions*, *Good Housekeeping*, *Life Studies*, *Parents*, *Teen*, *Seventeen*, *Ms. Magazine*, *Redbook*, *San Francisco Focus*, *Changes*.

## SERVICE AIDS:

**Al-Anon film "Al-Anon Speaks For Itself"** - Input was provided on the guide sheet to accompany each cassette and on the announcement flyer.

**Alateen poster, "Is Alcohol A Problem In Your Family?"** - This poster was produced in English and Spanish in sizes 11" x 14" and 6 5/8" x 8 1/2". The announcement was mailed to those on the advance mailing list.

**Alateen slide presentation** - Artists were contacted to submit bids for the graphics. The script, by the P.I. and Alateen Staff Secretaries, was based on existing Alateen materials and was approved by both P.I. and Alateen Committees.

**Proposed reprint "The Open Fold—Adult Children of Alcoholics,"** *INSIDE AL-ANON* - It was approved by the Executive Committee members and five Policy Committee members. Thirty thousand were printed for use in P.I. and CPC service work and general use within the fellowship.

**PSAs for radio** - The six PSAs for radio were approved by the 1986 WSC.

**PSAs for TV** - Performance Designs Production Company was engaged to produce four new PSAs. The script drafts were written by the P.I. Committee Chairman and edited and reviewed by the full P.I. and Alateen Committees. The PSAs should be completed before the 1987 WSC.

**The Traditions As They Apply to P.I. Work** - Guidelines on Traditions 1 - 6 and how they apply to P.I. service work were submitted by members to compile a sheet for use in P.I. work.

## COOPERATION WITH OUTSIDE AGENCIES:

**The White House** - At the invitation of Nancy Reagan, the Staff Secretary attended a luncheon at the White House for a briefing on the First Lady's media project "Chemical People, II." She also met and talked with the Presidents and Executive Directors of PBS, NCA and NIAAA. The airing of "Chemical People, II," originally scheduled for May 7th, was moved to the winter of 1987.

**National Committee for Prevention of Child Abuse (NCPCA)** - The P.I. Staff Secretary, the Deputy General and CPC Staff Secretary met with two NCPCA board members to discuss cooperative efforts between Al-Anon and NCPCA. Input was provided for a *Marvel Comic* on "Spider Man."

**The National PTA and March of Dimes** - Information was provided for a joint effort on parental education, listing Al-Anon and Alateen as a resource in their issue: *Alcohol: The #1 Drug of Abuse* (November '86).



## COOPERATION WITH THE MEDIA:

Material and/or interviews were given to the following radio and/or TV programs/stations:

*Large as Life* (WYNY Radio); *John Gambling* (WOR Radio); *Off the Street* (WWDJ Radio); *Children's Journal for Parents* (National Public Radio); *Essence* TV; *Dr. Ruth Show* (Cable TV); PBS TV; KLJB-TV; *Hour Magazine* (syndicated TV show); *Cagney and Lacy* (CBS TV). Both the *Phil Donahue Show* and *CBS Morning News* withdrew invitations to the Staff Secretary when our policy of backlighting was explained; however, our telephone number was listed at the end of the *Phil Donahue Show* and 203 telephone inquiries were logged.

**ABC film, *Shattered Spirits*, follow-up:** One Area Al-Anon Information Service received 120 calls; other Areas reported similar responses.

**CBS film, *Under the Influence*:** The Staff Secretary spoke with the scriptwriter and provided information about Al-Anon for the announcement listed in *TV GUIDE*. The WSO supplied 300 packets of literature for Community Involvement Kits which CBS sent to station managers in the U.S. The WSO received several inquiries from stations for information about Al-Anon/Alateen literature and a 900 number for Al-Anon was flashed after the film in NY, NJ and CT. A message was recorded by the Staff Secretary at the sound studio to be played to callers. Follow-up was done with Al-Anon Information Services.

## COOPERATION WITH OUTSIDE PUBLICATIONS:

Material was sent and interviews given by the Staff Secretary to the following:

*Current Consumer & Lifestudies*; *Guide* magazine; *Redbook* magazine; *Self* magazine; *Essence* magazine; a participant in the National Association of Voluntary Action Scholars Conference; Merrill Publishing Company for a supplement to the teacher edition of a high school textbook; *Alcoholism and Addiction* magazine; *Plough* magazine; the Frost Publishing Group; *Scholastic* magazine; *Guidepost* magazine; *LIFE*; *Ms.* magazine; *San Francisco Chronicle*; *Washington Post*; *Reno Gazette Journal*; *San Francisco Focus*; *U.S. Journal*; *WORLD YOUTH FOUNDATION* newsletter; a writer with the *New York Times*; a writer preparing a book on adult children of alcoholics titled *GROWN UP TOO SOON*, and another for a book called *NEW CRUSADERS—MARCHING AGAINST ADDICTION*.

## P.I. REPORT BACK:

Don C., MA

- The Committee commended a member's working paper, *Al-Anon Reaching Out to Ethnic Populations: How Can We Do It Better?*, which will be forwarded to LRSP for review and discussion.
- The new 800 number for P.I. efforts will be used in national magazine articles, press releases, in response to national TV and radio requests, and with Al-Anon TV and radio PSAs. Callers will be sent literature and referred locally for meeting information and 12 Step work.
- The Committee agreed that any recommendations regarding Staff appearances at the level of media would not be timely. Alternatives will be explored to ensure visibility at the media level.
- The new Media Kit contains CAL, a poster, guidelines for the press, suggestions for TV and radio station managers and copy for the PSAs. The Kit can be adapted for radio or TV.
- The Committee presented a Minority Appeal in response to the Board's denial for the four new PSAs produced for TV to be shown to the Conference. The \$12,000 budget had presented financial constraints which prompted the use of fellowship members in the production. They felt that since those filmed were portraying pre-recovery situations, and were not identified as actual members, their anonymity was not jeopardized. The Committee stressed it was not challenging the Board's ultimate decision to deny approval to show the spots; it was, however, supporting the right of the full Conference to view the material. The Committee added that the spots represented the collective work of many individuals over one year's time and that previously established precedent had been followed in using program members as actors (as in 1982). They also expressed hope that feedback from the WSC would assist them in future projects.

(Continued on p. 37)

## LONE MEMBER SERVICE:



1986 Issues of LONE MEMBER LETTER BOX

(Sub-committee of P.I. Committee)

Richard K., Chairman

Susan H. B., Secretary

**COMMITTEE:** The Committee discussed the *LONE MEMBER LETTER BOX*, reaching the hearing and visually impaired lone member as well as attracting lone member contacts for this population.

A Statement of Purpose was approved to be included in all issues of the *LONE MEMBER LETTER BOX*. The Committee also approved a new paragraph for the registration letter for lone member contacts emphasizing the confidentiality of the newsletter with non-members and reminding members who are also professionals to respond to correspondence as Al-Anon members rather than professionals.

**ARTICLES IN AL-ANON PUBLICATIONS:** An article was submitted for the May issue of *THE FORUM* urging members to become lone member contacts and encouraging hearing-impaired members to be part of the Lone Member Service. This resulted in 36 members requesting to be lone member contacts; also four members asked to be registered as lone members. In order to compile a list of hearing-impaired members, the Lone Member Service Coordinator asked that these members write to the WSO. Two articles were submitted to *AREA HIGHLIGHTS*. One provided information about the Lone Member Service and asked members involved in service to request more information from the WSO; the other asked members to write if they knew of any hearing-impaired member who could benefit from the Lone Member Service.

As a result of an article Pat G. wrote for *INSIDE AL-ANON*, many responses were received from members willing to become contacts for hearing-impaired lone members.

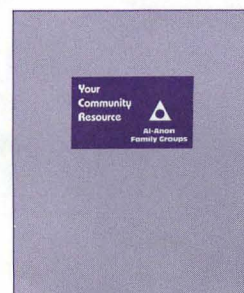
**REGISTRATION:** It was decided that upon registration lone members will receive the four service manuals.

**POLL:** One hundred fifty-five responses were received from the poll sent to Al-Anon/Alateen lone members and lone member contacts to determine if the present system of contacting lone members was adequate. The majority were in favor of change in the present system for contacting lone members and having individual members indicate their desire to have any Al-Anon/Alateen member contact them.

**LONE MEMBER LETTER BOX:** The March, June, September and December issues were mailed to all lone members and lone member contacts.

### NEW REGISTRATIONS:

Proposed Al-Anon Lone Members: 83  
Registered Al-Anon Lone Members: 21  
Registered Al-Anon Lone Member Contacts: 108  
Proposed Alateen Lone Members: 17  
Registered Alateen Lone Members: 10  
Registered Alateen Lone Member Contacts: 6



K-19 Media Kit



## AREA HIGHLIGHTS:

Topics discussed at the Sharing Area Highlights Meeting included the following:

- **Conventions**—One Area has a Personal Growth Weekend; another has three weekends a year in different Districts, with each responsible for setting up the format and planning workshops; some Area Conventions are planned two years in advance; several Areas have convention coordinators.
- **Alateen**—There was some discussion as to whether or not Alateen Conventions are under the jurisdiction of the Area AFG. AAs serve on some Boards and one Area cited "questionable others" on another Board. There was mention of an Alateen Sponsor with forty counts of sexual abuse, and several suggestions were put forward to help deal with this problem: that Sponsors be approved by the prospective Sponsor's home group; that all GRs have the Alateen statement on responsibility; and that the Alateen Committee's workshop on abuse (1986 WSC) be used.
- **Encouraging service**—It was suggested that the AWSC be held immediately before the Assembly, making it a weekend for all members; that one District adopt another and participate in a joint activity; that AWSC meetings be held in homes (on a rotating basis) to enhance members' sense of comfort and ease; that Delegates visit groups on a weekly basis; that traveling coordinators visit Districts; that AWSC meetings be restructured to include workshops and concise District/Coordinator reports.
- **Directory**—One Area has published its own (very accurate) Directory and has a Directory Coordinator.
- **Area Assemblies**—Several Areas print all motions passed by the Assembly on paper that can fit into the Handbook binder; another Area moves Assembly sites to different Districts, with each hosting District providing bed and food.

### RSS Update

Mary Fran W., Chairman

- **RSS for Canada East will be held at St. Mary's College, Halifax, Nova Scotia, June 10-12, 1988.**

## REGIONAL SERVICE SEMINAR:

Mary Fran W., Chairman  
Carole K., Coordinator

**COMMITTEE:** In considering the workload of the current RSS Coordinator, particularly preparatory efforts for the 1990 International Convention, the Committee agreed to rotate coordination of the Seminar with the Staff Secretary handling the geographic correspondence of the Region hosting that Seminar.

Region	Date	Staff Coordinator	Regional Trustee
U.S. Southeast	Spring '87	Ann S.	Marjorie W.
U.S. Northwest	Fall '87	Rita McC.	Audrey B.
Canada East	Spring '88	Linda McF.	Mary C.
U.S. Southwest	Fall '88	Ellen D.	Mary Fran W.
U.S. Northeast	Spring '89	Margaret O'B.	Angela W.
Canada West	Fall '89	Susan H.B.	

The Committee will try to accommodate requests for a particular area of service sending the appropriate Staff Secretary or the volunteer chairman of that service. The General Secretary and Deputy will also attend on a rotating basis. This system will be implemented on a trial basis for the next six Seminars with Carole retaining oversight of all Seminar concerns.

The WSO received a letter from England about an RSS they held. Our flyer (with some minor changes) and our format were used.

**REGISTRATION:** It was decided that roommate assignments will no longer be the WSO's responsibility. The Committee recommends that each member be prepared to find his/her own roommate for future Seminars. It was also suggested that a cut-off for deposit refunds be established with an RSS hotel or college.

Based on the recommendation of several Areas, registration will be handled directly by the Host Committee of each Region, who will secure a P.O. Box for handling registration mail. Registration forms and return envelopes will continue to be printed and mailed by the WSO. The Host Committee will receive all monies and turn over the \$10.00 registration fee from each registrant to the WSO.

**RSS GUIDELINES:** The revised guidelines will include the transfer of more responsibility to Regional Trustees and Host Committees from the WSO, thus alleviating many problems. Additional changes will be made after the U.S. Southeast RSS, where registration changes have been implemented for the first time.

### 1985 U.S. SOUTHWEST REGIONAL SERVICE SEMINAR:

Mary Fran W., Chairman  
Susan H. B., Coordinator

Clarion Four Seasons Hotel  
2500 Carlisle North East  
Albuquerque, New Mexico  
November 8-10, 1985

**REGISTRATION:** Two hundred ninety-nine members attended and shared that they learned a great deal which they were eager to bring back to their groups. The Delegate from New Mexico said her Area received a great boost by hosting the Seminar.

**WSO PERSONNEL WHO ATTENDED:** Sandra F., Deputy General Secretary; Susan H. B., RSS Coordinator; Carole K., Alateen Secretary; Ellen D., CPC Secretary; Norma McG., Chairman of the Board; Mary Fran W., RSS Chairman; Rae S., Trustee-at-Large.

### U.S. NORTHEAST REGIONAL SERVICE SEMINAR:

Norma McG., Chairman  
Carole K., Coordinator

Baldwin-Wallace College  
120 Grand Street  
Berea, Ohio 44017  
June 20-22, 1986

**REGISTRATION:** Total number of registrants was 294. Reservations involving roommates caused some problems. Many phone calls between the WSO, Host Committee and the Al-Anon members involved finally resolved the concerns.



**WSO PERSONNEL WHO ATTENDED THE SEMINAR:** Myrna H., General Secretary; Norma McG., Regional Trustee and RSS Chairman; Gloria P., Canada West Regional Trustee and Chairman for next RSS; Bob D., Chairman of the Board; Fran H., *FORUM* Editor; Linda McF., Literature Secretary; Carole K., RSS Coordinator and Alateen Secretary.

**AKRON:** Archivist Margaret O'B. attended the trip to tour Akron for archival purposes.

**REPORT-BACK:** For the first time the workshop report-backs took only three to five minutes. For this Seminar the name was changed from "Workshop Report-Back" to "Workshop Highlights."

An evaluation meeting on Sunday, after the Seminar, was attended by six members of the Host Committee, the Chairman of the Board, the Regional Trustee from Canada West, the Ohio WSD and the Chairman of the Seminar. Unlike other evaluation meetings, the Host Committee used the time to discuss their planning problems and made recommendations for future Seminars. A copy of their comments was sent to all Regional Trustees.

#### **CANADA WEST REGIONAL SERVICE SEMINAR:**

**Gloria P., Chairman**  
**Carole K., Coordinator**

The MARLBOROUGH Inn  
331 Smith Street  
Winnipeg, Manitoba  
Canada R3B 2G9  
October 10-12, 1986

**REGISTRATION:** The total number of registrants was 205.

**WSO PERSONNEL WHO ATTENDED:** Sandra F., Deputy General Secretary; Carole K., RSS Coordinator; Ann S., U.S. Southeast RSS Coordinator; Rita McC., Conference Secretary; Rosemary E., Trustee-at-Large; Bob D., Chairman of the Board; Marge W., U.S. Southeast RSS Chairman; Gloria P., Canada West RSS Chairman.

**ASK-IT-BASKET:** Answers were provided by a panel of Trustees, Delegates (past and present) and WSO personnel rather than solely by WSO.

**REPORT-BACK:** The number one attraction was the WSO sharing on Friday night, followed by the Sharing of Service Concerns. The new Ask-It-Basket panel format was well received as were the film, *Al-Anon Speaks for Itself*, the skit and the "Delegates, Links of Communication." Late Saturday night, an unscheduled French-speaking Al-Anon meeting was held, resulting in the formation of a French-speaking Al-Anon group.

#### **U.S. SOUTHEAST REGIONAL SERVICE SEMINAR:**

**Marjorie W., Chairman**  
**Ann S., Coordinator**

The George Washington Inn  
500 Merrimac Trail  
Williamsburg, VA 23185  
March 6-8, 1987

**REGISTRATION:** In line with the new registration procedure, the Host Committee is receiving both the reservation form and registration fee. The reservation form and check are given to the hotel and the registration form and fee are forwarded to the WSO periodically. The number of registrants to date is 105.

**WSO PERSONNEL SCHEDULED TO ATTEND:** Myrna H., General Secretary; Marjorie W., U.S. Southeast Regional Chairman; Ann S., U.S. Southeast RSS Coordinator; Rita McC., Conference Secretary; Audrey B., U.S. Northwest Chairman; Mary Ann K., International Secretary; Bob D., Chairman of the Board and Rose M., Trustee-at-Large.

#### **U.S. NORTHWEST REGIONAL SERVICE SEMINAR:**

**Audrey B., Chairman**  
**Rita McC., Coordinator**

**BID SELECTION:** Fifteen bids were received from the Northwest Region. The cities considered were: Omaha, NE; Des Moines, IA; Cedar Rapids, IA; Portland, OR; St. Cloud, MN; Fargo, ND; and Billings, MT.

After lengthy discussion, it was decided to consider Red Lion Inn in Omaha, NE as first choice and the Airport Hilton in Des Moines, IA as the back-up site. In early January, Rita and Audrey intend to visit the first recommended site. The final decision will be presented at the RSS meeting in January 1987.

Letters were sent to all Areas submitting bids, notifying them of the choices and thanking them for their bids.

## **RT NOMINATIONS/CCT:**

**Sue K., OH Chairman, Conference Committee on Trustees**

The Board of Trustees has the legal authority to act as the guardian of our fellowship. There are two types of elected Trustees on the Board: Regional and At-Large. The only difference between the two is their nomination process.

Regional Trustees come from specific geographic regions defined by the WSC. There are currently six Regions: two in Canada and four in the US. Each Region contains a number of Areas, which select candidates for Regional Trustee the year before the Regional nomination process at the Conference. The Region nominates a candidate at the Conference who is then elected by the Board at the annual meeting immediately following the Conference.

The US (NW) and (SW) Regional nominations were scheduled for this year's Conference; RTs from Canada East and West will be nominated at the 1988 WSC, so Delegates representing those Regions will start their selection process in June 1987. Information packets were distributed among the appropriate Canadian Delegates to take back to their Areas. Points to consider in choosing a nominee included: qualifications and background of the candidate; time requirement; and the selection process utilized. RTs may serve two three-year terms which may be consecutive.

A candidate must be an Al-Anon member with five years continuous membership and activity at both local and Area levels; have an understanding of Traditions and a broad view of Al-Anon's policies; the ability and willingness to make decisions concerning the business aspects of worldwide operations and policy; and a background in accounting or business administration or law (helpful, but not obligatory). Ineligible are employees of Al-Anon services or current Delegates.

The minimum time requirement for an active Trustee can be 50 service days per year: every Board meeting, the Policy Committee meeting, and the WSC. They must be prepared to accept responsibility for chairing and serving on any World Service Committee, some of which meet monthly. Quarterly Board meetings in January, July, and October usually involve three to five days. They receive no payment for service on the Board, but are reimbursed for expenses. A Trustee does not hold office in Assembly or Service Centers while serving on the Board, but may serve in any office of an Al-Anon group except GR.

Each Area within a Region should select a candidate, but this is not compulsory. An alternate may also be selected who would automatically take the Trustee's place in the event of resignation or death. There are two methods for selecting a candidate:

AWSC nominees may be selected via résumés from each District and presented by the DR, or  
Area Assembly reviews résumés submitted by the DR and selected by the GR.

The Chairperson or the Delegate notifies the groups of the method to be followed in selecting the candidate. The World Service Handbook Procedure provides guidelines to follow for written ballots, two-thirds vote, and the drawing of lots if voting fails.

Using the form provided by WSO, a concise biography or résumé of the candidate covering professional, business, and Al-Anon qualifications should be forwarded to the WSO before January 1. If no candidate is selected, the WSO should be notified by the same date. Final selection of the RT nominee will be made at the 1988 WSC.

RTs selected at the 1987 WSC were: Mary Fran W., U.S. (SW) and Audrey B., U.S. (NW). Their nominations were later confirmed at the Board meeting, May 2, 1987.

#### **RT Update**

In addition to those Delegates voting in their respective regions, at each Conference WSC members outside a Region are selected to vote in the following year's R.T. process. Voting in 1988 will be:

<b>Canada West</b>	<b>Canada East</b>
Gail F., LA	Marie A., ME
Carolyn W., MO	Lydia M., PR
Jean T., IA, alternate	Jean H., AZ, alternate

At the January Board meeting in 1988, members of the Board of Trustees will also be selected along with the Chairman of the Board to join in the voting.

(See p. 42 for Conference Committee on Trustees)



## BOARD OF TRUSTEES:

**Bob D., Chairman**

As indicated in the Conference Committee on Trustees report-back, the WSC supported the Board's recommendation to extend CCT's trial period for three years. (See CCT Report, p. 43)

The Conference endorsed the Board's motion to restructure the WSO Conference Committee on a trial basis, beginning May 3, 1987, to create a balance between WSO Staff and Delegate members. It will now comprise: the Conference Chairman and Secretary; the Admissions/Agenda/Handbook Chairman; three other current volunteer Conference members, preferably former Delegates; the three Staff Secretaries who make Conference presentations for that year; and the Deputy General Secretary.

Considerable discussion regarding the question of substantial unanimity preceded the vote; how to define it, when to define it, and who actually defines it. Page 40 of the Concepts of Service was referred to, and it was agreed that following each vote, Conference Chairman Norma McG. would indicate whether or not substantial unanimity had been achieved.

Three more motions were presented and approved: one to add Delegates to the Archives Committee on a three-year trial basis; one (passing unanimously) to hold Al-Anon's Second International Convention in Seattle, Washington, July 5-8, 1990, concurrently with AA's; and another to add the words "locally, nationally, and internationally" to the introduction section of The Twelve Concepts of Service, p. 6, to read:


these general principals can, of course, be used to good effect throughout our entire structure *locally, nationally and internationally.*

The Conference also approved another text change to the Concepts, p. 29 Item 5, replacing the original text with the following:

*"Institutions Committee: This Committee develops and communicates methods members can use to bring the Al-Anon and Alateen presence to the families and friends of alcoholics who are in hospitals, treatment centers, correctional and other residential facilities. It also seeks to help members differentiate between the Al-Anon philosophy of recovery and that of the treatment center approach. Such clarification helps to uphold our Traditions thus avoiding dilution of the Al-Anon program.*

Soon after Al-Anon Family Group Headquarters was formed, AA encouraged Al-Anon to contact the families of patients, inmates and residents requesting help. This resulted in a beneficial correspondence with many of these AA families, carried on by one of our early volunteers. Later, the work lagged for several years for lack of an available interested volunteer chairman, until 1967 when an Institutions Committee formed with a permanent Staff Secretary.

Although we took our early lead in developing service work within institutions from AA, it later became apparent that a different approach was needed since there are more alcoholics confined to institutions whereas the families are usually the visitors.

Great care is taken to preserve anonymity while aiding the family or friends to contact an Al-Anon or Alateen home group. As this AA member bears the stigma of being an alcoholic and an inmate or resident, the family may be relieved to find that alcoholism is a disease and the effects of alcoholism are often a contributory cause of the relative or friend being confined to a hospital, treatment center, correctional or other residential facility." (91) yes; (2) no (See MOTIONS, p. 54) 

## NOMINATING REPORT:

**Rae S., Chairman**

**COMMITTEE:** The Committee met in July to discuss the findings of the ad hoc committee on Nominating Procedures, to review the existing guidelines and to establish a system of communicating with the Conference Committee on Trustees. The Nominating Committee guidelines were amended and a tracking system set up with the General Secretary's executive secretary for an exchange of candidates' resumes between the Nominating Committee Chairman and the Delegate Chairman of the Conference Committee on Trustees. The Committee also discussed procedures for finding candidates; if and how an interview process of candidates should be conducted; and the reasons for disapproval of a candidate. During the quarter, five resumes for Trustee candidates have been received and passed along to the Nominating Committee and the Conference Committee on Trustees.

The Committee also met in October and the following was reviewed: the two ex-officio committee members, the Chairman of the Board and the General Secretary will vote at Nominating meetings; however, the General Secretary will abstain from voting for nominees. Suggested changes were made on the Conference Committee on Trustees guidelines. Guidelines were developed to create a reasonable time frame for finding candidates, reviewing resumes and making recommendations to the Board. The WSO Committee Members and Trustees profile was revised, a second page was added incorporating the annual time requirements for potential Trustee candidates only. The time requirements necessary to be an effective member of the Board was also discussed; active members can look forward to 50 days of service per year.

Edwina F., an At-Large member of the Executive Committee, resigned and the Board unanimously appointed Audrey S. to complete Edwina's unexpired term through the 1987 WSC. The Board approved the invitation of six At-Large Trustee candidates proposed by the Nominating Committee to meet informally during dinner on Friday evening, January 23rd; the Board will then vote on the slate of Trustees during their quarterly meeting the following day. Criteria for disapproval of potential Trustee candidates was discussed and will be developed further.

## CONFERENCE COMMITTEE ON TRUSTEES (CCT):

**Sue K., Chairman**

Chairman Sue K. participated in the ad hoc committee on nominating procedures which met in Berea, Ohio at the recent Regional Service Seminar. The following Conference Committee on Trustees (CCT) recommendations were made:

- CCT remain on a trial basis for three additional years.
- Nominating Committee (Nom Com) guidelines should be revised to reflect CCT input.
- Establish a joint timetable for CCT and Nom Com.
- Use uniform résumés.
- Candidates to be replaced following the January Board meeting will be chosen from names already reviewed by CCT, and CCT Chairman will be notified by phone of any changes.
- Efforts should be made to act within system to disapprove candidate before WSC; should serious concerns emerge from WSC, procedure must be developed to *confidentially* convey such information to Nom Com.
- Include someone from WSO on Nom Com.
- Long range goal: investigate changing by-laws requiring all Nom Com to be Trustees.



Several of these points were addressed at the July Nominating Committee meeting.

Criteria for acceptance of a candidate were: service experience and/or expertise that could benefit Al-Anon as a whole. A lack of both would constitute non-acceptance. Final determination, however, always rests with the Board of Trustees.

The CCT supported the Board's motion to extend the Committee's trial period for an additional three years, which the Conference also approved. CCT guidelines, which had been amended without CCT members' participation, were subsequently reconsidered with input from the CCT Chairman.

## NOMINATING SESSION:

**Rae S., Chairman**

Chairman Rae S. opened the session by quoting from Concepts VI, IX and XI to clarify the objectives of trusteeship and the Nominating Committee's responsibility in strengthening the service structure. She acknowledged the efforts of the ad hoc committee on nominating procedure and added, "The Nominating Committee is not a secret society. You, the fellowship, select the candidates by submitting resumes that are reviewed and approved by both the Nominating Committee and the Conference Committee on Trustees." She suggested that Regional Trustee nominees not elected might be resubmitted as candidates for Trustees-at-Large.

The Committee's chief concern, however, was that not enough résumés were being submitted. As of October 15, 1986 (the cut-off date for accepting résumés) only 11 candidates' names had been received. "We need to hear from all the Areas," Rae said, "in order to have the opportunity to make our slate the most effective leaders to act as future Trustees." ▲

## LONG-RANGE SESSION:

**Bob D., Chairman  
Sandy F., Secretary**

Chairman Bob D. explained that LRSP works only in an advisory capacity, studying issues and then recommending various actions; it is not a Standing Committee, nor does it take any action itself. During the past year, the Panel responded to the 1986 WSC's decision to develop a one-year plan for dealing with the issue of Al-Anon adult children, and consequently invited the Alateen Committee to assume responsibility for the plan's implementation.

Other LRSP projects included: reviewing long-range plans with various service committees on a monthly basis to stimulate goal-setting and problem-solving; brainstorming on high priority topics (such as office technology); and exploring factors involved in relocation. Bob explained that although our new office has a ten-year lease, it is not too early to start considering the future, adding that planning for our recent move began too late. He then called upon John F., a committee member who is chairing a task force on relocation, to discuss the subject.

Relocation goals were expressed in terms of a five-year plan, during which time data will be gathered, refined, and updated. A geographically representative committee will examine these findings and bring special insights from their own Areas so that by 1992 we will have a clearer idea of what Al-Anon is, where it is going and what its demographic composition is. Staff and office operations will also be analyzed to determine if any functions can be separated from the central administrative office. It seems unlikely, the Panel noted, but it may develop that certain functions can operate just as effectively in lower-rent areas.

A discussion period followed with questions from the floor covering a variety of topics. One Conference member felt that the Panel might be more dynamic if it comprised fewer Executive Committee members. The chairman agreed, stating that broader representation was being sought and suggestions for new Panel members were under review. Technically, the Board examines the Panel's composition on a yearly basis.

In answer to a question about Panel recommendations, it was noted that past Conference decisions are researched to more effectively track the membership's views on issues, and background information gathered is made available in the Panel's reports. ▲

## LONG-RANGE REPORT:

**Robert D., Chairman  
Sandra F., Secretary**

**PANEL:** The Panel consists of the General Secretary, the Deputy, Controller, Archivist and the Administrative Staff members on the Executive Committee. Jane O., Bob A., and John F. serve as volunteer members, along with Hank G., although he relinquished his chairmanship following the 1986 WSC.

The Panel continues to get direction from the Board of Trustees which reviews all topics for discussion.

**CURRENTLY UNDER CONSIDERATION:** Non-Al-Anon members on the Board; structure of the WSC; present and future membership surveys; dual members; dual additions; review of all committee goals. The following new topics were added: location of the WSO; the Service Structure; attracting minority groups; anonymity and the public.

**ADULT CHILDREN:** The Panel met twice to refine the goals for adult children and prepare for the 1986 WSC presentation. The presentation will clarify the Al-Anon approach to recovery and address concerns of the Al-Anon membership as a whole regarding the Development of Al-Anon adult children groups.

A draft of goals and background information was approved by the Board at its January meeting.

At its April meeting, the LRSP finalized its one-year plan for presentation to the 1986 WSC on, "The Adult Children Issue," which the Conference endorsed. Alateen Services will now handle adult children issues.

**SERVICES FOR CANADA:** During the 1986 WSC, members of the Panel met with the Regional Trustees from Canada, Gloria P., Mary C., and Cay C. to discuss ongoing Panel agenda items concerning our relationship with Canada. It was decided that individual groups in Canada would be encouraged to purchase directly from Literature Distribution centers and that we retain the Canadian bank account established during the 1985 International Convention, enabling the WSO to accept Canadian Funds.

**OTHER LRSP TOPICS:** The Panel studied the impact of new technology on WSO operations and submitted several suggestions to other committees for exploration. For example, a questionnaire was developed to poll 10% of our groups to determine the feasibility of phoning in literature orders with credit cards. This plan was forwarded to the Budget Committee for implementation.

Other Panel activities this year included brainstorming the long-range plans of the Conference, P.I., International and CPC Committees, and relocation of the WSO at the expiration of our current lease. John F. will head a task force, which will ultimately include other members from the Area, to research and gather data. ▲




## SHARING CONCERNS:

### Conference Wrap-Up

Following the last order of business on Friday night is the time when all Conference members are invited to share their feelings about the week's events. Mary Fran W. welcomed everyone to come to the microphones, "to come together, to reflect, to think, to feel, and to comment." For nearly an hour, Conference members shared from their hearts in an emotional and inspiring session.

- Let's all reach out to the person next to us and say, "I trust you."
- I'd like to say, "I trust you" to all the WSO Staff. I trust all the Conference members and I believe in the Concepts.
- Fifteen years ago I came to Al-Anon and all I could see were grandmas. I'm not yet 40 and already I'm a step-grandma. I'd like to thank the WSO for treating me like the princess I've always wanted to be.
- I do trust the staff, the Board, and the WSC. We don't always agree, but I know it's necessary for my growth that I express my disagreement.
- This has been the best week of my life. I'm so glad I ran for Delegate.
- Why was I chosen from the thousands? I don't know. You tolerated me. I admire the WSO Staff for listening to the same stuff, year in, year out.
- I've gotten so much strength and motivation from this week. Just what I needed.
- We each come with the responsibility to be ourselves, whatever role we have. "From the clash of differing opinions, the spark of truth arises." Although we haven't always agreed, there's been love. The rough spots are valuable.
- Anything worthwhile I've ever done has been hard. Otherwise, I don't grow.
- God gives us what we need when we need it. All of you have my love, trust, gratitude, and respect.
- This year has been a learning experience. I feel a sense of peace. To all new Delegates, I'd like to say what I say to newcomers: "Keep an open mind, be willing to change, and love each other."
- Sometimes I think a Delegate is an Al-Anon that's sicker than others and God gives us this opportunity to get better.
- I know God doesn't make mistakes, but when I was made Delegate, I thought He'd made His first. We're all chosen people here. My first year, I was on a pink cloud; my second year, not so much. This year, I feel that trust and unity have prevailed.
- I'm amazed at how smoothly this Conference was run and I'm grateful to the WSO for the preparation that obviously went into this.

- I love being the Delegate, but I know I have to give someone else the opportunity.
- I'm grateful for the wisdom I've gotten from all of you. Change means growth—changed attitudes mean recovery.
- I've learned so much about tolerance.
- I thank all the first-year Delegates for letting me see this through their eyes.
- This year has been a maturing process for me. When I first came here, I'd built pedestals. I'm grateful for the opportunity to knock down those pedestals and let the idols crash. We are all equals here.
- I thank the Board for keeping me on my toes and I thank the WSO for knowing what's best for me sometimes before I do myself.
- When I came in to Al-Anon, you said it was a healing program, one day at a time. I used to say, Why me, God? Now I know why—to be here. It's what God intended and it still works.
- I think everyone should put their right hand on their left shoulder and their left hand on their right shoulder. Now give yourselves a great big hug and share that love with someone else. 

## SPIRITUAL SESSION:

### Dee L., TX-W

*I came through the doors of Al-Anon on September 19, 1978. I didn't want to come, but my Higher Power knew I was ready. I had finally hit a bottom, there was no way out.*

*I grew up in a small town in south Texas, an only child until my mother's sister was killed and her daughter came to live with us. With only ten months between us, we were raised as twin sisters. My mother was a heavy drinker, which led to the usual problems that occur in a home influenced by alcohol.*

*I always knew I was different. I believed I could never be as smart or as pretty (or as anything) as you. I judged my inside by your outside.*

*When I was 14, my sister left to live with her father. I felt abandoned. Life became difficult and the next year, when my parents separated, I felt abandoned again. I was taken to live with my grandmother, who was also raised in an alcoholic home and was married to an alcoholic. Our personalities were similar and you can imagine how we communicated: not very well.*

*My mother eventually found work and sent for me. That year, Hurricane Carla destroyed everything we had. I'd kept praying—praying for anything and everything. I prayed I would change, that my mother would change, that you would change, that everything would change. And change it did.*

*I met a guy who thought I was smart and pretty and just what he'd been looking for. He was just what I'd been looking for. We married one week after my high school graduation: I was 17 and he was 19. I said, "If you ever want to run me off, just start drinking." Ten months later, we had our son and two-and-one-half years later, our daughter.*

*Life was great. Of course, I had married one of those charming, fun to be with and cunning alcoholics. He was hand-picked, never had a chance. Our disease progressed in the usual way. By 1977, life was becoming unbearable, and although I knew what was happening, I could see no way out. Mental and physical abuse occurred on both sides.*

*A terrible crisis arose on September 17, 1978 and he went to AA the next day. He said there was something I could do too, but I didn't want to go; I just wanted him out. But this is where a special relationship began to develop between me and my Higher Power. He had always heard all my prayers and now was the right time and place for me to change. I surrendered.*

*When I walked through the Al-Anon doors, my new life began. Here are some of the miracles I've since experienced: a mother I could not communicate with is now one of my best friends; a sister I felt betrayed by has my deepest love and empathy; a father I never understood is now allowed to be himself; and a husband I'd learned to hate sometimes and dislike most of the time is now my friend in the deepest sense. I stay in our marriage because I want to, not because I have to.*

*I have come to recognize the disease of alcoholism and know today not to be mad at a disease. Al-Anon has given me the right to be me, has taught me to grow, one day at a time. Service work is the icing on the cake; its rewards are immeasurable. I've met people from all over the country and all over the world.*

*I no longer question why I was chosen. I am where I am, doing what I am supposed to be doing, when I am supposed to be doing it. To those who are envious of others in service, I can only say: If you want what I have, you have to do what I did to get what I've gotten. I still see a lot I want, but I know when I'm spiritually ready, I will receive it.*



There was nothing new or unique in the way I came to Al-Anon. I was fortunate to have come into the program while my wife was still drinking. She had been in and out of AA for two years and could not stay sober. I learned that Al-Anon worked whether she did or did not stop drinking. After experiencing the lessons of Al-Anon and using its principles, I gave my wife enough space to choose sobriety for herself. She has been sober for over twenty years.

Alcoholism is the method that God used to get me to a program that taught me the purpose of life was to learn and practice living on spiritual principles, with a spiritual dependency rather than a dependency on people, places and things. Alcoholism and the misery it caused was the bait that God used to get my attention and change my life. The Twelfth Step promises that we will have a spiritual awakening—it says nothing about the recovery from alcoholism. Alcoholism is the problem; the spiritual awakening is the solution. In my life, I try to work with the solution.

We had a normal alcoholic home and marriage that progressed over some 22 years, and included all the things that anyone in this room has experienced emotionally. We played all the games of denial. I became a yeller, angry at everyone. I would tell her to leave; she would come back, promise to be good, and by the next week the process would begin all over again. If she was gone too long, I'd try to find her. Sometimes I'd punish her with several days of the silent treatment.

One night, she was passed out and I was wondering whether I should kill her, kill myself, or kill both of us. I've learned that when we get crazy thoughts, God gives us crazier thoughts to protect us. In my case it was: "What will the neighbors think?"

My wife had been going to AA periodically, without any success. I finally started going with her, to "help" her. I'd listen to the speaker, and nudge my wife to make her aware of the important points. I'd lecture her on the talks we'd heard. Her only defense was to drink more.

I was finally introduced to Al-Anon. It took a while before I actually chose to be in Al-Anon rather than simply around it. It eventually sank in that there were some answers here based on a spiritual power and energy that I had rejected all my life. One day I was sitting in the backyard and said a prayer of desperation to a God I did not believe in, trust or want anything to do with. I simply said, "Help me." The prayer was immediately answered with a peacefulness and sense of comfort. It was the first time in my life I had ever recognized that a prayer had been answered. It made me aware that there was Something. The second prayer I said was "Teach me to believe," and things started to happen to my belief system.

I made a decision to allow my wife to take a drink, to sit back and see what would happen. She took the drink. At that moment I was freed from my obsession to control her drinking. Since then I have never tried to interfere with her choice. I gave her the freedom and I was also freed. She then went into the worst period of drinking in her life and I didn't interfere.

I also became willing to give up the marriage in order to reestablish new priorities in my life. I told her she could no longer stay in the house if she continued to drink. I was not trying to control her drinking; I no longer cared. She hasn't had a drink since that time. My own peace of mind and my emotional comfort became my first priority. When I am emotionally comfortable and at peace with myself, I am in tune with my Higher Power.

The things that make me emotionally uncomfortable are my defects of character—those things that interfere with my ability to love: myself, others and life itself. They include guilt, regrets, resentments, hate, self pity and depression. All are caused by not loving something—self, others or God.

One of the first things my wife and I did after sobriety was to make a commitment to our respective programs. She puts AA before me and I put Al-Anon before her. Our priorities are now clear and indisputable. We respect each other's priorities and now trust one another, having worked through jealousy, envy and fear. We are willing to give up the marriage for the commitment to the program and as a result have a happy and contented marriage.

Part of my commitment to Al-Anon is not to say "no" to an Al-Anon request. Initially I was a people-pleaser and did things just to please others. My willingness to say "yes" in the program enabled my Higher Power to gently but firmly bring situations into my life for my growth. I have found that the best way to take good inventory of oneself is to get into service; service reveals our defects of character.

Service revealed to me my fears, but it also taught me that all I have to do is try. I am responsible for the effort; God is responsible for the results. Service taught me the primary purpose of serving on a committee is actually to give me the chance to work the Al-Anon program with others and to maintain the unity that then guarantees that the Higher Power will help us accomplish our goals.

Service taught me that in every group there will be the dissident—many times myself—which helps me learn to love. Service revealed to me my impatience with and intolerance of others and gave me opportunities to have God correct these defects. Service has taught me responsibility and integrity; it has given me the courage to speak up when it may not be popular to do so. It has taught me that it is alright to be the lone believer on an issue. I know that all major changes start with that one lonely person in the crowd.

Service has taught me purpose in life and in living. It has shown me that there are more important things in life than jobs, money and prestige; that love and service have a much higher priority than material achievements.

I believe the main lesson I've learned in service is that there is purpose in life and that every single incident has meaning. Not only is everything OK, but every experience is a spiritual one. I used to accumulate bad experiences to validate the feeling that I was no good. I don't have to anymore. I can accept goodness in my life without backing into it and questioning it. I have learned the "nowness" of life: I am a human being, not a human has-been or a human will-be.





## 1987 WSC ASK-IT-BASKET QUESTIONS AND ANSWERS:

### ALATEEN

#### 1. How do you handle an Alateen member who worships satan?

See the Three Obstacles to Success in Al-Anon. Obstacle one is *Discussions of Religion*. "Al-Anon is not allied with any sect or denomination. It is a spiritual program, based on no particular form of religion. Everyone is welcome, no matter of what affiliation or none. Let us not defeat our purpose by entering into discussions concerning specific religious tenets."

#### 2. What are the duties and responsibilities during an Al-Anon/Alateen Conference?

There are guidelines available for Alateen Conferences (G-16), For Al-Anon/Alateen Area Conventions (G-20), and For Al-Anon/Alateen Participation in an AA Area Convention (G-7).

#### 3. How can you discourage an Alateen Sponsor from teaching rather than steering a meeting?

In Operation Alateen it says, "If the members are dissatisfied with the Sponsor and/or the Sponsor is dissatisfied with the group, a group inventory should be taken. The pamphlet Alateen Sponsor to Sponsor says, "A Sponsor may take part in these discussions, suggesting the positive use of the program, sharing his/her experience on the topic, always being careful, however, not to monopolize the meeting."

#### 4. May a teacher (who is an Al-Anon member) hold an Alateen meeting during school time? (Is she then an Alateen sponsor or a paid member of the school?)

This member needs to make this decision using the Traditions as a guide. There are also guidelines available for Alateen Meetings In School (G-5).

#### 5. Why not use the artistic talents of Alateens to meet many of our needs without having to commission persons outside the fellowship as we have in the past for posters, etc.?

The WSO often appeals to Alateen members for artwork and we do use most of the material. There just isn't enough. Many drawings depict drinking and drugs rather than the Alateen view of the Al-Anon program.

#### 6. Will there be any guidelines specifically covering the issue for Alateen Sponsors of "when to say no"—the difference between caring (guidance) and control?

The guideline, What's Expected of an Alateen Sponsor, and the pamphlet, Alateen Sponsor to Sponsor has a great deal of information on Sponsoring. Again, two Sponsors to a group usually helps as another adult can see when one of the Sponsors crosses that fine line of giving guidance to controlling.

#### 7. Some Alateens are asking for subscriptions to an Area newsletter they want to start. Since they are French-speaking members, they do not have Alateen sharings. What are Al-Anon's responsibilities in this? Should we oversee? Should they have a sponsor (Al-Anon) on their committee?

Any event, project or meeting held in the name of Alateen needs Al-Anon sponsoring.

#### 8. What is the legal responsibility/liability of an Alateen Sponsor conducting a school meeting during school hours with the presence of a school counselor? Without a school counselor present?

There are guidelines available for Alateen Meetings In School (G-5). It is also suggested that local laws be considered.

### BUDGET

#### 1. Would it be possible to place the 800 number: 800-344-2666 on the front of the Getting In Touch With Al-Anon pamphlet with the notice to call "between 8:00 AM to 4:00 PM E.S.T.?"

The above 800 number is for members only while the Getting In Touch pamphlet is for the public at large.

#### 2. Approximately what percentage of sales are made on Al-Anon literature: a) sold outside the fellowship? b) inside the fellowship?

The WSO does not maintain such records since we are legally required to sell to the general public. In addition, individuals may purchase literature directly without disclosing Al-Anon membership. It appears that approximately 13% of our sales are from large volume distributors. Even this projection could be misleading since our own members may ultimately be the consumers of these suppliers.

#### 3. Would it be possible to have Merry-Go-Round Named Denial included in the Newcomers Packet?

A review of choices for newcomers did not include this piece as it was bulky and would increase the cost substantially. Many groups do offer the Merry-Go-Round Named Denial or other literature in addition to the Newcomers Packet.

### CONFERENCE

#### 1. Does a written policy or statement exist in our literature that suggests the GR chair group administrative meetings?

The chairman of the group acts as chairman of the Steering or Advisory Committee (business or group conscience meeting) as outlined in Al-Anon/Alateen Groups At Work.

#### 2. May a GR in one group be an alternate GR in another group?

This is not recommended since the alternate GR may from time to time fill in for the GR who would not be able to vote for more than one group at a time.

#### 3. How is financial support handled when Area Officers are elected from past DR's?

Financial support would then be an Area expense.

#### 4. Can an Al-Anon Round-Up or Convention be called a Conference or is there a rule that there is only one Conference in Al-Anon—the World Service Conference?

It is generally agreed that the word "conference" refers to business gatherings and is usually reserved for the WSC. Round-ups and conventions are for fun and fellowship would therefore be a more appropriate term.

#### 5. When a DR becomes Area Chairman, can they resign as DR and still be Chairman?

It is up to Area autonomy. However, the Area Chairman retains a vote at the Assembly only if he or she remains GR of the group.

#### 6. Can the most frequently asked questions to the World Service Office be printed in the Handbook?

Most frequently asked questions are found in the Policy Digest, World Service Handbook or Al-Anon/Alateen Groups At Work. Questions of a general nature are found in the Ask-It-Basket compilation received annually by WSC members.



**7. Can we have the duties of the Assembly members expanded to include Coordinators?**

Duties of Coordinators vary from Area to Area; check the appropriate guideline for Area Coordinators.

**8. Our Assembly only allows GRs, Coordinators, Delegate and the Chairperson voice and vote at the Assembly meeting. By not allowing all members' voice, are we going against Concept V or any other Concept or Policy?**

According to the Handbook, each group has one vote at Assembly through the GRs. Other participation is decided upon by the Assembly based on such factors as size and agenda items to be covered.

**9. Why have the WSC dates been scheduled for the last week of April for three years in a row (1986, '87, and '88)? According to the By-Laws (Article X; Meetings), there must have been special circumstances for the 1986 and 1987 dates?**

See page 25 of Ask-It-Basket compilation.

**10. Why can't AREA HIGHLIGHTS be made available on a subscription basis? Is there some background as to why this is a problem as this question is not a new request?**

See page 14 of Ask-It-Basket compilation.

**11. Can we have a clearer, more detailed description of Delegate and Area Chairmen's duties? (The World Service Handbook is unclear.)**

Please send all suggestions for clarity and expanded duties of the Delegate and Area Chairman to the Handbook Committee.

**12. Can the World Service Handbook and other manuals be printed in large size like Brazil's?**

The 1987 WSC voted to retain the current size of the Handbook and other manuals.

**13. Who receives AREA HIGHLIGHTS?**

AREA HIGHLIGHTS is sent to Delegates, Past Delegates, Coordinators and newsletter editors.

## LITERATURE

(For More Literature Questions, See p. 25)

**5. Why was CAL taken off the regular order blank and put on the Supplementary Order Blank?**

Based on a decision at the 1986 WSC, some Conference-approved service items will no longer appear as CAL in future printings and were moved to the S-11 listing because they are now complimentary.

**6. When was the policy passed by the Conference "that reprints have the CAL logo, but not the Conference's approval?"**

Reprints do not carry the CAL logo—they carry the triangle used to identify Al-Anon material. (See Digest of Al-Anon/Alateen Policies under section, Timely Reprints.)

**7. Why can't we have the order #, i.e., P-1, M-2, etc., printed on the back of each pamphlet printed by the WSO so re-ordering will be easier?**

Catalog numbers are being moved to the back panel of all pieces.

**8. Can we have more focus on parents, friends and children of and not always spouse of alcoholics or Al-Anon principles and not situations?**

Our literature is written by our members and as our membership changes, so do the sharings submitted. Now literature and revisions reflect a greater diversity of family relationships.

**9. Can we cut down on the "advertisement" for tapes, books, etc. for a newcomers' package?**

Catalogs and order blanks are included as a convenience for new members.

**10. Would it be possible to see a pamphlet on "How To Pick A Sponsor" called "Sponsorship" come back?**

The revised Sponsorship pamphlet carries a section on how to pick a Sponsor as well as how to be one.

**11. Would it be possible to update ONE DAY AT A TIME to reflect a wider range of relationships of Al-Anons to alcoholics?**

The 1987 WSO Literature Standing Committee reviewed several suggestions but decided not to recommend any changes in this very popular text.

**12. How close are we in having an index printed?**

We hope to provide an overall index of Al-Anon/Alateen material by the end of 1987.

**13. Is the Twelve and Twelve Banner available?**

They are currently out of stock. The Budget Committee is currently reviewing other economical ways to display the Steps and Traditions.

## POLICY

(For More Policy Questions, See p. 37)

**6. The wife of an AA not actively attending Al-Anon meetings for several years donates a gift for raffling at our Area Convention and identifies herself as an Al-Anon member. Since we should not accept donations from outsiders, how can we refuse on the basis of non-membership if membership is self-determined?**

If this person feels she has been deeply affected by alcoholism and considers herself a member, it would be difficult to refuse on the basis of "non-membership."

**7. In the Policy manual, page 19 under FINANCES, item C. [Individual Contributions]—does this include group contributions and personal money spent in service?**

It refers to contributions only. Members are to be reimbursed for money spent in service which they can, as an individual, subsequently contribute to their group.

**8. An adult children's group would like to know specifically where, when and who started the ruling of (membership wise) who can and can't hold office. That is dual members like AAs, NAs, OAs, GAs, etc., and also being Al-Anon members?**

The policy applies only to members who belong to both Al-Anon and AA. When adopted at the 7/16/68 Policy Committee meeting and approved at the 1969 WSC, dual members were discouraged from holding any office at the group level. In 1973, the WSC voted that the policy refers only to the office of GR and left it to group autonomy as to holding other offices in the group. The 1976 WSC voted on the current position which states that "Al-Anon/Alateen members who are also members of AA are eligible to hold office within their Al-Anon or Alateen groups . . ." but "do not hold office beyond the group level . . ." The Admissions Committee, at the 1977 WSC, voted to refuse admission to a Delegate who holds dual membership in Al-Anon and AA. This policy was also discussed and reaffirmed at the 1986 and 1987 WSC.

**9. In Digest on page 27 under IV. OTHER PUBLICATIONS, it's difficult to define "brief" excerpts. We are having members come in with all sorts of books (Bibles, religious books, philosophical, etc.) and reading "brief" excerpts at meetings.**

Your suggestion will be brought to the attention of the Policy Committee.

## PUBLIC INFORMATION

**1. Can something be said in the Loner's mailbox about tapes available such as: Twelve Steps and Twelve Traditions, etc.?**

The P.I. Committee will consider this for future issues of the LONE MEMBER LETTER BOX.



## GENERAL

### 1. Any suggestions for deaf Al-Anon members?

They are eligible to join the Lone Member Service for sharing with others through the mail. Also, a group may try to find someone to help with signing at meetings.

### 2. Can there be more discussion and guidelines for Information Services and Information Service Liaisons?

Guidelines are developed from shared experiences of our membership. All suggestions for revisions to the existing guidelines, sent to the WSO, are reviewed and considered for inclusion in subsequent printings.

### 3. Can it be possible to have the job descriptions of the World Service Office added to the World Service Handbook?

The World Service Handbook refers to Area Structure; job descriptions of WSO Staff refers only to WSO administration and would not be relative to the Area Structure.

### 4. District #14 from Washington would like to suggest a 24-hour 800 phone number and a directory printed with Area phone numbers or District numbers—not the individual groups (which change too often)?

The WSO is currently in a trial period for a Group Records and P.I. 800# and is also considering other requests such as this.

### 5. A Group/District/Area has a speaker. Is it within the Traditions to give this speaker a gift of appreciation?

It is a common practice to provide flowers or small gifts to speakers in appreciation; only offering payment above the speaker's expense for attending the event would violate Traditions.

### 6. Concerning the Management (Governance) Study, we made quite an investment in this study. Can the WSC receive a written follow-up status report of each recommendation with a brief note on action taken, not taken, etc.?

Since the study in 1984, the Annual Reports have reflected the implementation or disposition of the suggestions. By 1987 all of the recommendations have been considered, modified or implemented.

### 7. What is the tradition behind the grapefruit on the podium at the WSC?

The "tradition" of the grapefruit began during a WSC in the early 1970's. Following some "bitter" interaction between Conference members, the grapefruit was placed on the podium as a reminder to avoid such interaction and as a symbolic recipient of any bitterness.

### 8. Will you please distribute the Management Study to all incoming Conference members?

This suggestion will be forwarded to the Conference Committee.

### 9. Should an Al-Anon adult children GR attend at least one Al-Anon meeting a week?

Al-Anon adult children meetings are Al-Anon meetings. All members attending special interest groups, however, are encouraged to attend meetings where the experiences are more varied.

### 10. How do you handle the problem of an AA member sponsoring an Al-Anon member or a male Al-Anon sponsoring a female Al-Anon member? How much program do you have to have to be a sponsor?

It is suggested that a member choose an Al-Anon sponsor to work the Al-Anon program of recovery, and that members select sponsors of the same sex. See Sponsorship, What It's All About, for further suggestions.

### 11. Exactly what is meant by "Area experience" on the Trustee-At-Large résumé form?

Area experience refers to service involvement beyond the group level. This would include volunteer efforts at the Information Service or World Service level. Clarification is underway by the Nominating Committee.

### \*12. Couldn't résumés of Regional Trustees not elected be submitted to the Nominating Committee for Trustee-At-Large candidates?

After the Conference, candidates may resubmit the Trustee-at-Large Profile. Profiles must be received prior to August 14, 1987, in order to be considered. Also any member can recommend a Trustee-at-Large candidate to the Nominating Committee.

### 17. Concerning the Directory, it is important not only for people traveling, but for those of us who man the telephones at the Information Services. Would you please not discontinue the publishing of this Directory?

The Directory is published every other year by vote of the WSC. There is an 800# in the Group Records Department that can be used to obtain interim information.

### 18. Is the WSO still interested in Area Assembly meeting times? Who compiles or tracks this in the WSO?

The WSO does not maintain records of Assembly meeting times.

### 19. Can Al-Anon members use Al-Anon meeting lists to solicit the individuals and encourage or register their attendance at an outside agency's presentation in how to do the Twelve Steps?

Al-Anon meeting lists are to be used for making referrals to Al-Anon and for other Al-Anon purposes only.

### 20. In Tradition Four, why is "AA as a whole" included? How could an Al-Anon group affect AA as a whole?

Because of our unique relationship with AA, the public at large sometimes confuses the purpose of both fellowships and our Traditions suggest we be mindful of the impact of this interaction.

### 21. Can Al-Anon clarify somehow what adult children of alcoholics' meetings are meant for? I am finding now that some people are attending this meeting because they came from a dysfunctional family (their parents were not alcoholic). They even want to rename the Al-Anon group to Dysfunctional Children.

Al-Anon adult children groups are for family members of alcoholics only. There is another organization named A.C.A. (known as Adult Children of Alcoholics or Adult Children Anonymous) in California which members of dysfunctional families not affected by alcoholism can attend.





## UNITY OUR STRENGTH:

**Sue K., OH**

*Like you, I am a recovering family member. You are like me. We are different; we are the same. We are Al-Anon—sharing an understanding, feeling a strength, and receiving a priceless legacy from those who have gone ahead—responsible to those we serve to continue to provide hope for those that follow.*

*My willingness to be a part of the whole, to obey or conform to the unenforceable is the insurance policy that provides my children and their children with this same opportunity: to feel loved and loveable, to feel hope rather than despair, to find peace in the midst of strife, to accept only acceptable behavior, to know a way of life that brings joy, and to show gratitude for life through actions.*

*I thank those in service who freely gave this program to me when I was suffering from a soul sickness, who breathed life into me by living Steps and Traditions, and who guided me into action.*

*The WSC Delegate experience has given me a broader vision of the fellowship, a feeling of belonging to a North American—no, worldwide—home group. The Conference has allowed me to experience the Serenity Prayer on a new level—with my new Al-Anon family. Real joys and sorrows, gaining acceptance, courage and wisdom; to see the humanness we all possess, and to feel the spiritual connection as principles rise above personalities and bring faith in the Concepts. To know that we really do love in a very special way. The more we seem different, the more we seem the same.*

**Liz W., MN-S**

*All my life I've felt I had to be strong, that I had to carry on, no matter what; that tears weren't allowed. I reached Al-Anon's doors and saw women who were really women. They shared their tears, their feelings, and they were unashamed in the sharing. By needing to be strong, I kept secrets and was hindered in the process of growth.*

*In my marriage, I wanted to lean; alcoholism prevented that. I took care of everything and I was strong. In Al-Anon, I learned to surrender to a Higher Power, to acknowledge my powerlessness, and in the process was set free.*

*I also learned that strength requires humility and checking my motives. My greatest strength lies in doing, for in doing, I'm healing from the scars of alcoholism. The Dilemma of the Alcoholic Marriage tells us the one who sees the problem is the one who must work toward its solution.*

*Being strong, I never trusted. Al-Anon set me free to be myself and in being myself, I learned there are many people to trust. There are also good, caring people in public service who really have the individual's best interests at heart.*

*I have the opportunity to add to the greatest strength—the humility we search for in the Al-Anon program.*

**Pat S., KS**

*I came to this fellowship 20 years ago, bankrupt of any feelings but despair. I couldn't handle life any longer and was afraid I'd end up in an institution or commit suicide. I had all the negative emotions and felt surely something must be wrong with me to cause my mother and husband to drink as they did.*

*I had married my husband very young and we were blessed with two sons and a daughter. It was not until the first two were grown that we found the program. From the first meeting, my group became my strength and Al-Anon became my life. They gave me hope, taught me to be silent. They made me realize I had a life to live and gave me the strength and courage to start living it. They taught me how to laugh and gave me back my faith in God.*

*I feel those of us in the program are the chosen ones and those of us active in service are twice blessed. When I was in Al-Anon about a year, I was asked to be GR and later served on our Area Committee. The Area Committee taught me to be loving and patient instead of impetuous; they helped me realize nothing is forever in Al-Anon or in life—time changes things. They gave me the opportunity to share my strength with others.*

*Coming here and sharing with all of you has been my greatest gift. Because you shared so willingly and abundantly with me, I have a much greater degree of humility, love and concern for my fellow man. It has been a time of great spiritual growth for me.*

**Virginia M., PA**

*The Al-Anon Fellowship has taught me to cope with the devastating disease of alcoholism. For this I am respectfully grateful. As each member has shared their experiences, strengths and hopes, they have been examples of how the tools of the program work. These tools can work for me, too, if I put them to work in my life. I have taken the letters in "Sharing Our Strengths" to say thanks to the fellowship and God for all that has been given to me.*

*S—Self-respect: today I can accept that I am valuable.*

*H—Humility: I can't, GOD can, I'll let Him.*

*A—Attitudes, positive ones.*

*R—Recovery of a better me.*

*I—Identifying my feelings.*

*N—Newcomers: opportunities to pass on Al-Anon's principles.*

*G—Growth: physical, emotional and spiritual.*

*O—Open-mindedness: practicing Listen and Learn.*

*U—Understanding: leading to compassion.*

*R—Relief: I didn't cause it; I can't cure it; I can't control it; but I can learn to cope with life's problems.*

*S—Space for daily prayer and meditation.*

*T—Trusting God to give me Good Orderly Direction.*

*R—Responsibility for only my own actions.*

*E—Emotions: I have choices as to how I respond to them.*

*N—Natural: a new freedom to be an honest me.*

*G—Gratitudes—Al-Anon has made me aware I have a ton of them.*

*H—Honesty, Humanness, and Hope.*

*S—Sponsorship: the opportunity to "Share My Strengths" with others.*

**Jo Anne McL., TN**

*Just over 14 years ago, I very willingly attended my first Al-Anon meeting. My husband also joined AA—thank God! For so many years, I was obsessed with getting him sober. Then at my first meeting, someone took me by the hand and said, "Honey, you come in this room with us. This is a program for you. Let the alcoholics in the other room take care of your husband. He's not your responsibility." I thought, How wonderful! He's not my responsibility! For so long I'd thought it was my duty as his wife to make him better. It was a great relief for me.*

*The only way I could repay Al-Anon for what it had given me was to be willing to serve wherever I was needed. That's very little to give when I know what you have given me. Attending Al-Anon meetings regularly and serving at group, District and Area levels, I have been given treasures in my life I never dreamed possible.*

*When I came into Al-Anon, the only people I really cared about were my two children, my husband (I didn't like him, but I loved him dearly) and the rest of my family. I had no feelings for anyone else. You taught me to care; you taught me to share.*

*Along with Al-Anon, my Higher Power has given me a strength to handle whatever life may bring.*

**Ed K., WSO**

*My strength came to me in the Al-Anon program. The sharing of your strength with me was my growth from the very beginning—on a group, District and State level, then on to the WSC as a Delegate, and finally as a Trustee-at-Large. I would listen, discuss and form an opinion for the benefit of Al-Anon as a whole (I hope and pray) and so vote when a vote was required.*

*I feel that the investment of my time in working the Al-Anon program has paid me dividends in many facets of my life well beyond the original investment.*

*It is with a bit of sadness that I leave this assembly, knowing that I may never see some of you again. My prayer for you and future Conferences is that God grant us the Serenity to Accept the things we cannot change, the Courage to Change the things we can, and above all the Wisdom to Know the difference.*

## DELEGATE SHARING:







**Mikell L., MD/DC**

*Seventeen years ago, I came to Al-Anon bankrupt in all areas of my life. I was scared of the people I met and had a terrible time understanding all the phrases they used—GR, DR, etc. When I was given my first job in Al-Anon, I started to feel I belonged and was trusted.*

*The more I got involved in service, the more I learned about myself and the Al-Anon program. I became the group secretary, responsible for getting speakers, ordering the literature, taking care of the treasury, making the coffee, setting up the room, and anything else that needed doing. I became very good at first things first, easy does it, let go and let God. I found that while using the slogans to get my Al-Anon work done, I was also learning how to apply them to my living situations.*

*When I forgot Easy Does It, I ended up a GR, DR, Area Treasurer and Conference Treasurer all at once. I was well enough by then to say Enough is Enough. I could not do all those jobs and do them well. When I approached my Area Assembly to admit what I saw as a weakness and say I had to resign from at least two positions, I realized that my strength was showing through. In the past, I could never have given up, given in, or quit anything I tackled.*

*After going through several years filled with pain, I decided to let my name stand for Area Delegate. I felt a very strong need to give back to Al-Anon what I had received. Today I truly believe what we say in the program, "We can't keep it unless we are willing to give it away." I know through sharing my strength at the group, District, Area and now the WSC level that I have gotten back much more than I have given.*

**Nina T., Manitoba**

*I first became involved in the fellowship before it was called Al-Anon. It was a Wives' Group—"Hi, I'm Nina and I'm the wife of an alcoholic." I was 19 years old and newlywed. When Al-Anon began a year later, I attended both groups. I was eager to take on the various jobs within the group and do public information when asked. At that time—early 60s—the service structure of Al-Anon was in its infancy in Manitoba, virtually unheard of in my home town.*

*I took an extended sabbatical from Al-Anon after several years when my husband began "social drinking." It was not a slip, but rather a mutual decision. Anything was better than what we had.*

*I completely immersed myself in trying to understand my husband, in being a mother to four kids, and working as a laboratory technologist. I was mystified by whatever "ism" was eroding our family life. I did not believe it was alcoholism—and there were other issues, such as child abuse. Denial is cunning and powerful.*

*When I eventually returned to Al-Anon, I was angry, overextended and thoroughly burned out. With help from the program, I tried to keep an open mind, to regain my spontaneity, to relax, and to become aware of my choices.*

*The service structure was somewhat more developed, but in the throes of growing pains. Others recognized in me leadership talents, and in spite of myself, I became involved in service, kicking and hollering all the way. It has been a joy.*

*When I left the Conference last year, I knew I was going home to separate from my marriage. I need not tell you how difficult this has been. It was my fellow Al-Anons who allowed me to carry on with the duties of Delegate and the business of living.*

*Subsequently, strength grew in me and I have been able to pass along some of that strength to others. Now, isn't that what Al-Anon is all about?*

**Ruthe O., TX-W**

*I was born a princess and was cared for since the day I came into this world as an invited guest. I was totally unprepared, naked, without money, and had made no reservations. I did not know that the only rule was not to criticize the guest list.*

*Everyone knows a princess must have a prince and I searched for a long time before I finally found mine. He was tall, dark and handsome, wearing silver armor and riding a white horse. A few years later, he turned into a drunk, riding a jackass. When he fell off, I fell right behind him. And you know what's behind a jackass; I sat and wallowed in it.*

*Shortly afterward, I was introduced to Al-Anon. I was loved when I was unlovable; I was accepted when my behavior was unacceptable; I was taught by example. Al-Anons shared their experiences, strength and hope. It was suggested I return the love and support I received by giving it away. After entering service as the Alternate GR, I found a power greater than myself. The Steps took on greater meaning and finally I was able to share strength with others. I was also able to support and love my husband and children.*

*My family are alive and well today. The drunk is no longer there. He truly is a prince among men and the silver is now in his hair. The princess is also gone. In her place is a growing individual able to accept strength when offered and to give when needed. I am learning to trust and to love and I know now that humility is not controlled arrogance. I also know that the only consistent thing in my life is change—growing in this program one day at a time.*

**Maxine K., IL-N**

*When things were really bad in my life and I needed help to get me through the day, I selfishly started an Al-Anon meeting in the downtown area. There are now noon meetings five days a week. Was that sharing a strength? I think so.*

*I first got into service as a GR and attended District Meetings. I learned so much from others' sharing their strengths that it gave me the courage to share my newfound knowledge and strength at my home group. I continued my service activity.*

*It seems to me that in sharing my personal weaknesses, they eventually proved to be my strengths. And, in sharing these at meetings, there came a sense of unity and love in the fellowship that I never experienced before. For example, I had a lot of anger at God for not sobering up my husband: I practiced Let Go And Let God and in God's time, sobriety came. An Al-Anon member said that my husband had the disease of alcoholism, but what was my excuse. Here, Detachment worked. I also tended to overreact with too much talk; then came the understanding of the phrase, A Closed Mouth Gathers No Foot. Life was painful and serious until I learned to lighten up and live joyously. Easy Does It and One Day At A Time gave me the release to share with enthusiasm and joy.*

*I have gratitude for the old-timers, or seasoned members, who shared their strengths and kept Al-Anon there for me. Now it is my turn, as a seasoned member, to keep Al-Anon there for anyone who wants it.*

*After my husband's death, I went through a period of soul-searching: did I still belong in Al-Anon? The answer came in remembering one of the first things I heard in Al-Anon, over 20 years ago: Al-Anon would not cure my husband's alcoholism, but it could help me. It did and it continues to do so.*







**Carl C., IN**

*Time is one of the greatest gifts I received in this program. Before Al-Anon, my time was spent 24 hours a day looking out the window, pacing the floor, full of anger, stress, fear, distrust, threats and hate.*

*In Al-Anon, God gave me the gift of time. I was able to put First Things First, which gave me freedom I had not thought possible. I didn't have to wait for the elevator, I could take the steps. Twelve of them, one at a time.*

*Time gave me other gifts: change of attitude; powerlessness; feelings; forgiveness; love of service and joy because of service. By having a changed attitude and knowing I was powerless over someone else's drinking, my feelings for another human being gave me a forgiveness in my heart. I could love my wife again.*

*I do not regret the past; I look forward to the future each and every day. Service is a joy to me and I am grateful for the strengths I have gotten through Al-Anon and my service activities.*

**Buck D., FL**

*When I arrived in Al-Anon, I had nothing to share and didn't think anyone else had anything to share with me. I was what Simon and Garfunkel describe as "A Rock and An Island"—"A rock feels no pain and an island never cries." I saw this now as a result of the role models of my youth—the soldiers and cowboys in the movies were my heroes.*

*I was not only unable to share when I first came into the program, but I was unable to touch, or to speak to a crowd of more than one without coming apart, or to admit to any fears. It was the sharing of women in Al-Anon that transformed me and renewed my maturation process, which had been suspended for the previous 20 years, due largely to a closed mind.*

*To the women in the fellowship, who were willing to be vulnerable and to openly share their emotions, feelings, and strengths, I attribute the tearing down of the wall that helped me maintain my posture as a rock and an island. From them, I learned that if I listened, I would always find someone with something important to share and that I had something important to share as well.*

*I have changed significantly. With the discovery of each defect, another fear is acknowledged and growth begins anew. The rock now feels pain, the child within that was stifled now comes alive with few inhibitions and the island is now capable of tears.*

*I am most grateful for those of you who shared your strengths when I arrived and for those of you who now allow me to share mine. How blessed we are.*

**Connie B., MI**

*I received strength and courage when I let go and let God, allowing the program to sink into my heart and trusting that this was the way to a brand new beginning.*

*My most beautiful and powerful strength came to me through the Third Step, when I made the commitment to turn my life and my will over to God. Through Him, I was better able to work the Steps for a good recovery. Through the program and my experience in service, I learned how to forgive my father for the cruel treatment I'd suffered in my youth, and also others who had caused me great pain. I learned to forgive myself, and I know that God has forgiven me for whatever pain I inflicted on others.*

*Becoming Delegate took a lot of strength and courage. I come from very humble beginnings: a severely abused daughter who suffered many fears and rejections. The disease of alcoholism took my dreams of a happy marriage away from me. Then when my husband passed away, the unity of love and strength was ministered to me. Thank God for AA and Al-Anon for their support.*

*I'm glad I've been given the opportunity to see the work that goes on at WSO. I have love and admiration for the staff and the many Delegates who bring a better Al-Anon and Alateen to others.*

**Edie S., DE**

*It is through my program that I've been given the strength to stay in my marriage and also to make the changes in me. I have changed and my husband has responded to the changes in me.*

*Service got me out and involved and helped me take the focus off the problem. I'll always be involved in service. I have grown more through service work than anything else.*

*I need the commitment in service, the sharing of my strengths with others to keep the focus on me.*

**Doris S., KY**

*Eighteen years ago, I was desperate and had hit my bottom. I had three young children, an actively drinking husband and I thought I had nothing to live for. I felt frustrated, helpless and had little or no hope.*

*When God led me to this program, I began to realize that the others could identify with the pain and fears I was having. They gave me strength by showing me loving concern and care, exactly as I was, desperate and tearful. I was shown how to work through the 12 Steps, with the help of God, my sponsor, and other Al-Anon members.*

*I was told in order to keep what I had, I also had to give it away. This led me to service, a growing and sometimes painful experience. I had always wanted everything to run smoothly and when it didn't, I was ready to quit and give up. Each time, God sent me the right person to straighten out my thinking by sharing their experiences with me. It was always just what I needed to hear.*

*After serving and growing as DR, I was elected Delegate. I learned that God has given me strength to do things I never dreamed I was capable of doing. So far, my journey through this program has been more beautiful than words can express. My Higher Power has taken me by the hand and led me every step of the way. I am looking forward to continuing on this journey, one day at a time, sharing with others God's gifts of strength, hope and courage so generously given to me in Al-Anon.*

**Dorothy I., Ont**

*When I first saw the topic, Sharing Our Strengths, I thought it would be easier to share my weaknesses. How could I talk about strengths without sounding as if I was bragging?*

*My program has been put to the test on several occasions during the past three years. Shortly after returning home from my first Conference, I had to move to a city 200 miles away; then my mother died very suddenly. I had very little strength left, but my good Al-Anon and AA friends shared theirs with me.*

*My strengths are real. I am continually changing and growing, and by practicing Step Ten with a daily inventory, I can see these changes. I am not the woman I want to be and I'm not the woman I ought to be, but by the grace of God, I'm not the woman I used to be.*

*In the past year, I have really been able to let go and let God handle situations beyond my control. By practicing the 12 Steps and Traditions, I have been able to consider principles instead of personalities. As Delegate, I have tried hard not to know everything about everything. I have done a lot of listening and directed problems to the proper authorities—the groups themselves or the ultimate authority, the God of my understanding.*







**Yolanda (Penny) M., RI**

*Before I came to Al-Anon 12 years ago, I followed my spouse to AA meetings for four years. One day his sponsor suggested I try Al-Anon.*

*I had been the victim of physical and mental abuse, but I was praying with all my heart to God for His strength and help. For the first year and a half, I went to a meeting almost every night of the week. I was working a 9 to 5 job, had two children in college, two in high school, and would dash home, fix dinner and run to a meeting. I needed the program desperately and was beginning to feel better.*

*My spouse had 11 years sobriety when our situation began to get worse. I continued with the program even more desperately. I started a 12-Step program, became GR, worked at all the workshops. I was growing.*

*I was asked to take the State Chairman job, but I said no. I did not think I was qualified, but was told: "No one could go through what you're going through and come through the way you are." I could not see my growth, but others could. I accepted.*

*I shall not forget the pain I went through the night I chaired my first meeting as State Chairman. My spouse had asked me for a divorce. My sorrow was unbearable. I asked for forgiveness, for my part in the relationship, but he would not accept it. There was another woman. I clutched my program closer.*

*Al-Anon asked me to run for Delegate. I accepted. I began this program with a need. I went on to gratitude and I pray I will finish with loyalty. It has been a privilege, an education, and a life-saving program for me.*

**Barbara L., CA-N**

*I needed this program at the embryo stage because I was born into alcoholism. My father was a high pocket drunk; always provided for his family, never missed a day's work, but when he had a day off—look out! He never physically abused us, but he had a terrible temper and there was a lot of emotional trauma. Both parents were very critical. I was an only child and had no one to share the blame with.*

*When I decided to marry, I picked the exact opposite of my father, thinking by doing so, he would never have a drinking problem. Ha! After 13 years of marriage, two beautiful children and brutality, my husband left us. That same day, I brought my mother home from a mental hospital; she'd fallen apart after my father died. I knew I couldn't live like that anymore.*

*I fought the program for three months, then I hit my bottom and had a spiritual awakening. I took my first three steps and I became open-minded and teachable. After eight years of Al-Anon, I married again. He was a sober alcoholic with four years' sobriety. When we had our first argument, he ran away. I hit another low and went back to Step Four. When he came back, I knew he wasn't right for me.*

*I heard somewhere, keep doing it till you get it right, so I married for a third time. We fought and loved and adjusted, and we have a wonderful marriage. He has 14 years sobriety this month—of course he's an alcoholic—what else? and I have 20 years of active Al-Anon.*

*All of you—at the group level or World Service—are my strength, the tools of my Higher Power.*

**Barbara R., Quebec W.**

*Last year, as a replacement for our Delegate who died two weeks before the WSC, I arrived full of fear, completely unprepared, totally convinced God had goofed. The love, care and concern I received at the 1986 WSC deeply changed my life. In this past year, I have grown and so many of my big fears have died.*

*The strengths you've shared gave me the courage to be myself a bit more, to discover that problems are but chances to learn and grow, that Delegates are not creatures from another planet and that the WSO Staff are also earthlings! I learned, through sharing myself a bit, that I also have strengths and talent and a lot to give. It is not necessary to be perfect to serve.*

*Service in the fellowship has saved my sanity many times, but never more than this past year, when my husband's alcoholism reached a new high. I now know that far from goofing, God knew just how to handle me. He kept me so busy and involved in service that I really kept hands off. Sobriety is now part of our lives and we are both growing and learning.*

*I have come a long way: from "Reluctant Delegate" to "I wouldn't have missed this for the world," from Delegate to soon-to-be ex-Delegate.*

*I can't wait to see what's next.*





The motions below were approved by the 1987 WSC. Following this section (retaining their official ballot numbers) are the motions that did not receive Conference Approval.

1. To approve the following participants be seated with voice and no vote:  
Cay C., Chairman, Publication Francaises—WSO Al-Anon Member  
Alberte C., Secretary, Publication Francaises—WSO Al-Anon Member  
Teresa M., Supervisor, Spanish Services—WSO Al-Anon Member  
Richard K., Controller—WSO Non-Al-Anon Member  
Marina H., Representative from Brazil—Al-Anon Member  
(UNANIMOUS)
2. To approve the 1986 Annual Reports (92) yes; (2) no; (1) abstaining
3. It is moved that the annual *FORUM* Report be accepted (93) yes
4. To approve the 1986 Annual Financial Report (89) yes; (1) no; (2) abstaining
5. That the Conference Committee on Trustees remain a Trial Committee for an extended three-year period (90) yes; (2) no; (1) abstaining
6. That the 1987 Conference support the Board of Trustees RECOMMENDATION that the WSO Conference Committee be restructured on a three-year trial basis beginning May 3, 1987 to include the following: the Conference Chairman and Secretary; the Admissions/Agenda/Handbook Chairman; three other current volunteer Conference members, preferably former Delegates; three Staff Secretaries who will be making Conference presentations for that year and the Deputy General Secretary x(86) yes; (6) no; (1) abstaining
7. The Policy Committee RECOMMENDS to the 1987 WSC the following amendment to the Digest of Al-Anon/Alateen Policies, pg. 21 under V. USE OF GROUP FUNDS, a. Rent  
A. Rent and other related expenses  
Our Tradition of self-support suggests groups pay rent and, when required, pay for other related expenses such as utilities, insurance and maintenance for their meeting space (90) yes; (2) no; (1) abstaining
9. The Policy Committee RECOMMENDS to the 1987 WSC the following amendment to the Digest of Al-Anon/Alateen Policies, pg. 19 under FINANCES; i. WSO CONTRIBUTIONS, Regular; f. Bequests: The WSO may accept a one-time legacy from an Al-Anon member in any amount up to \$5,000. Contact the WSO for details (85) yes; (4) no
10. WITHDRAWN
11. The CPC Committee RECOMMENDS to the 1987 World Service Conference that a Conference-Approved leaflet be produced to reflect the results of the 1987 Al-Anon/Alateen survey (85) yes; (6) no; (1) abstaining
12. To approve the Admissions/Agenda/Handbook Committees' RECOMMENDATION that Florida divide North and South. That an additional Delegate be seated at the 1988 World Service Conference (92) yes; (1) no
13. That Page 3, Paragraph 1 under TERMS USED IN AL-ANON in the World Service Handbook be amended to read as follows: An Al-Anon/Alateen member, not necessarily a GR, who is appointed by the World Service Delegate or Assembly Chairman, or is elected by the Area World Service Committee, to edit the Area newsletter or to unify one of the Al-Anon special services for an Area, such as Public Information, Alateen, Cooperating With The Professional Community, Institutions or Literature. The Coordinator usually serves for a three-year term. He votes at the Area WS Committee meetings, but not at the Assembly unless he is a GR (90) yes; (2) no
16. That Page 26, Item d. of the World Service Handbook be amended to read as follows:  
d. Mailing Address at the WSO  
The GR has the responsibility of seeing that the mail from the World Service Office is reaching his group. If the mail is not being brought to meetings by the person who is listed as the Permanent Mailing Address, the GR consults first with the Permanent Mailing Address and, if a change is warranted, contacts the WSO to provide an up-to-date Permanent Mailing Address (possibly his own), a telephone listing and other pertinent group information.  
If the group has a P.O. Box, or if for any other reason the GR is not the group's mailing address, all mail should be referred to him. Although he does not replace the group Secretary, he can explain communications in the light of his understanding of the world Al-Anon picture (74) yes; (15) no; (3) abstaining
17. That Page 32, Paragraph 6, first sentence in the World Service Handbook under AREA WORLD SERVICE COMMITTEE be amended to read as follows: An Al-Anon/Alateen member, who is not a member of AA, is eligible to serve as Area Coordinator. Guidelines for Area Coordinators of special services, such as Alateen, Institutions, Literature, Cooperating With The Professional Community, Public Information, are available from the WSO. They are not detailed here because they are constantly being updated to include new experience and development (82) yes; (11) no
21. To approve the 1987 Budget (88) yes; (3) no; (1) abstaining
22. To approve the Literature Committee's RECOMMENDATION that all future bindings of the AS WE UNDERSTOOD book be in hardcover (80) yes; (11) no; (1) abstaining
23. To approve the Literature Committee's RECOMMENDATION to substantially revise and expand our basic book AL-ANON FAMILY GROUPS. (formerly titled LIVING WITH AN ALCOHOLIC) (88) yes; (4) no



24. That Delegate members be added to the Archives Committee on a three-year trial basis (91) yes; (1) no
25. That Al-Anon's Second International Convention be held in Seattle, Washington, July 5-8, 1990, to be held concurrently with AA's International Convention (92) yes
26. To add the words "locally, nationally and internationally" to the introduction section of Al-Anon's Twelve Concepts of Service, page 6, to read: these general principles can, of course, be used to good effect throughout our entire structure *locally, nationally and internationally*. (91) yes; (1) no

27. That the original text be replaced by the following text, Concepts Manual, Item 5:

*"Institutions Committee: This Committee develops and communicates methods members can use to bring the Al-Anon and Alateen presence to the families and friends of alcoholics who are in hospitals, treatment centers, correctional and other residential facilities. It also seeks to help members differentiate between the Al-Anon philosophy of recovery and that of the treatment center approach. Such clarification helps to uphold our Traditions thus avoiding dilution of the Al-Anon program.*

Soon after Al-Anon Family Group Headquarters was formed, AA encouraged Al-Anon to contact the families of patients, inmates and residents requesting help. This resulted in a beneficial correspondence with many of these AA families, carried on by one of our early volunteers. Later, the work lagged for several years for a lack of an available interested volunteer chairman, until 1967 when an Institutions Committee formed with a permanent Staff Secretary.

*Although we took our early lead in developing service work within institutions from AA, it later became apparent that a different approach was needed since there are more alcoholics confined to institutions whereas the families are usually the visitors.*

*Great care is taken to preserve anonymity while aiding the family or friends to contact an Al-Anon or Alateen home group. As this AA member bears the stigma of being an alcoholic and an inmate or resident, the family may be relieved to find that alcoholism is a disease and the effects of alcoholism are often a contributory cause of the relative or friend being confined to a hospital, treatment center, correctional or other residential facility."* (91) yes; (2) no

28. WITHDRAWN

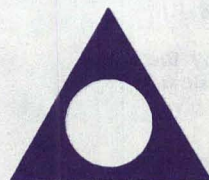
29. We move that all services currently in place will continue to reach out to include adult children rather than create a new service committee; further, to reaffirm the MOTION on Unity of the 1986 World Service Conference (87) yes; (2) no; (3) abstaining
30. In Digest of Al-Anon/Alateen Policies, Page 32, II. Anonymity, first paragraph, participants, e.g. *not full face, but with back to camera, or silhouette*. Delete the rest (87) yes; (6) no
32. That the 1987 World Service Conference grant authorization to the WSO Conference Committee to conduct a search within the Metropolitan N.Y. area for a site to accommodate the World Service Conference recognizing that the Metropolitan N.Y. area also covers a radius that includes portions of N.J. and CT. (91) yes; (1) no



The following motions were defeated at the WSC because they either did not receive a majority vote, a  $\frac{2}{3}$  vote or a vote count showing substantial unanimity by the 1987 Conference body. For background or indepth discussions of the issues surrounding motions and their intent, note the page numbers for the text that follow the word DENIED.

8. The Policy Committee RECOMMENDS to the 1987 WSC the following amendment to the Digest of Al-Anon/Alateen Policies, pg. 42 under V. DILUTION OF THE AL-ANON PROGRAM, d. Drugs/Narcotics/Sedatives: Delete the following two sentences: An Al-Anon group cannot take on all the personal problems of its members. Rather than attempting to resolve the problems of the whole world, referral to appropriate sources of help may be suggested to those in need (44) yes; (48) no; (1) abstaining DENIED (See Policy, p. 36)
14. That Page 13, Paragraph 4 under CONFERENCE STRUCTURE be amended to read as follows: When a GR becomes a DR, he fulfills both functions unless the Area Assembly chooses to have its groups elect new GRs to replace those who have taken on the duties of DR. (\*) See page 19, Item 3, FINANCES (32) yes; (60) no; (2) abstaining DENIED (See Handbook, p. 15)
15. That Page 19, Item 3, first sentence under FINANCES be amended to read as follows: The DR's expenses to attend the Assembly are paid for by his group provided he remains a GR of his group (44) yes; (45) no; (2) abstaining DENIED (See Handbook, p. 15)
18. The P.I. Committee RECOMMENDS that the four (4) Al-Anon and Alateen PSAs created for use on television be shown to the entire 1987 World Service Conference in order to gain the widest possible group conscience regarding:
  1. Their appropriateness for public viewing; and
  2. Their usefulness as a tool for fostering awareness of Al-Anon and Alateen among those in need (37) yes; (55) no; (1) abstaining DENIED (See P.I., pages 39, 45)
19. The 1987 World Service Conference strongly supports the decision of Al-Anon's Board of Trustees, made after the vote of the 1983 World Service Conference, that World Service Staff, when functioning in their capacity as paid Staff, adhere strictly to the provisions of Al-Anon's Tradition Eleven and "always maintain personal anonymity at the level of press, radio, TV and film." (59) yes; (29) no; (5) abstaining DENIED (See Policy, p. 36; P.I., p. 39; Open Discussion, pages 34-35)
20. The Public Information Committee RECOMMENDS that two to four new PSAs for TV be developed and produced in 1987 with a budgeted amount to be set aside for production. As in the past, development of these spots will be undertaken in close cooperation with the Alateen Committee, and with the understanding that scripts, storyboards and production techniques will be discussed and reviewed by members of those two Committees, five members of the Policy Committee and by senior WSO Staff at appropriate intervals (56) yes; (36) no; (1) abstaining DENIED (See P.I., pages 38, 39, 45)
31. Based on reaffirmation of nominee for Trustee-At-Large by the Nominating Committee and the WSO Board of Trustees, the Board respectfully requests that the World Service Conference be given the opportunity to give traditional approval to the nominee.  
 The WSO Board of Trustees further requests that the World Service Conference be given an updated resume profile containing information previously known to and discussed by the Nominating Committee and the WSO Board of Trustees in order to provide for a better informed World Service Conference (51) yes; (39) no; (3) abstaining DENIED (See Nominating Committee, p. 42, Conference Committee on Trustees, p. 45)





Compiled and Distributed by:  
**AL-ANON FAMILY GROUP HEADQUARTERS, INC.**  
P.O. Box 862 Midtown Station  
New York, NY 10018-0862