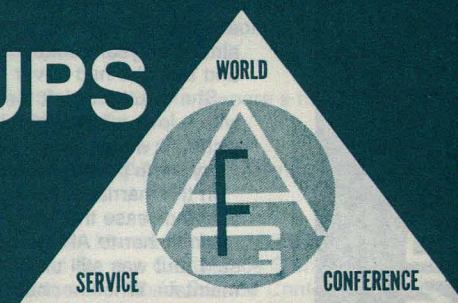


SUMMARY

AL-ANON FAMILY GROUPS

WORLD SERVICE

CONFERENCE



STAMFORD, CONNECTICUT

APRIL 25-30, 1988

OUR CONFERENCE THEME:

The Conference— Democratic in Thought and Action

WSO DINNER:

For the 1988 World Service Conference, the traditional WSO Dinner, also attended by Past Trustees was held Sunday night before the Opening Session. This agenda change enabled Conference participants and Dinner guests to enjoy the speaker, the meal, and meeting one another in a leisurely fashion without having to rush back to the General Sessions Room.

Conference Chairman, Norma McG. welcomed WSO Staff, current/past Trustees and Delegates before introducing Al-Anon's co-founder Lois W., who shared a few words:

"It's such fun to be with you all today. I'm sure you will have a wonderful visit with each other. Thank you so much for inviting me and I'll see you again next year!"

Norma recalled the Spring of 1960 when Panel 1 Delegates attended the first WSC. "Since that time," she said, "WSC members have come together each Spring in a spirit of love, gratitude, and anticipation." She added that special gratitude was extended to Al-Anon's early Pioneers, and individually introduced past Trustees, Delegates, and WSO Staff who were in attendance.

"The Conference is the principal guarantor of our survival," Norma remarked. "As members of this 28th Conference, the responsibility is ours—to preserve this program and strengthen our growth and unity worldwide. We will put aside our personal desires, surrender our personal will, and open ourselves to the will of the God of our understanding."

Norma's inspiring message was vividly underscored by the Dinner speaker, past Trustee Rosemary E., who began by recalling the experience, strength, and hope shared at previous Conferences. Listening to other speakers had lifted her spirits, she said, and had kept her going.

Rosemary described her participation in another self-help group, one that only shares "experience, advice, and articles." At a recent meeting of this group, one article in particular generated a good deal of controversy. Rosemary was able, she said, to detach from the emotionally-charged shouting match that ensued by using the principles of Al-Anon. "I try to apply spiritual solutions and not to judge what others should or should not do."

She discussed growing up in a home where there was no active alcoholism, but where the effects of the "generational disease" were very much in evidence. Although Rosemary's mother had moved 3,000 miles to escape the alcoholism in her own family, she had carried the effects with her. Very little emotion was displayed in Rosemary's family and she learned that if she did enough good, she would become good. Because her mother was critical and controlling, Rosemary's relationship with

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her was not close and she suffered from low self-esteem.

At 17, Rosemary decided to become a nun and chose to concentrate on nursing. Sickiness, she explained, had always been a running theme in her family—her father was frequently ill and she herself continues to be afflicted by a seriously debilitating illness. In the course of her studies, she attended an Open AA meeting where the speaker's talk (still distinct in her mind after almost 20 years) made her realize she had never done anything for herself and that she had never really loved herself.

She eventually left the convent and immediately sought to fill up the void with a love relationship. Within two weeks, she met her future husband, an alcoholic whose family suffered major drug and alcohol problems. But Rosemary wasn't aware of his alcoholism until after they were married.

In the marriage, her own behavior became so affected by her husband's active disease that she finally made the decision to see a psychiatrist, who referred her to Al-Anon at once. She absorbed some of the program, she said, but was still unwilling to give up the control she had worked hard to maintain. When her husband complained that he drank because she went to Al-Anon meetings, she stopped going for two and a half horrible years, full of pain and insanity.

She begged God for help and found Al-Anon for a second time. This time, she said yes to the program and actively involved herself in service. Five months later, when her husband became sober, Rosemary found she needed Al-Anon more than ever. She had become as controlling and critical as her mother had been. She knew she had to work the program more diligently, and focused on sorting out her feelings about God.

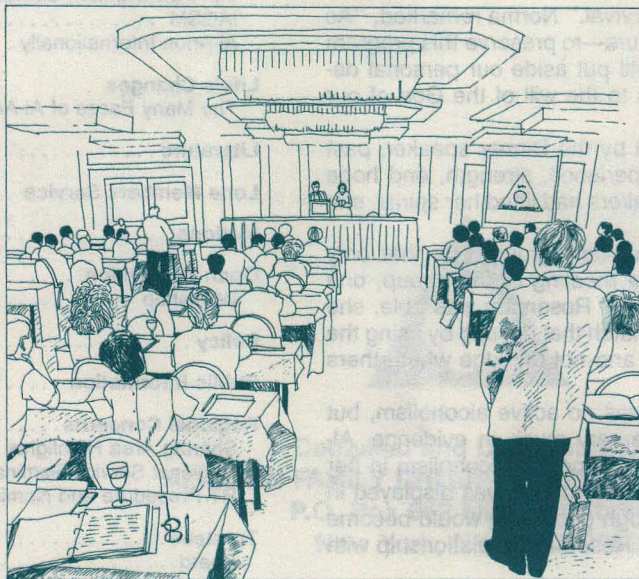
Rosemary's service commitment grew stronger, but she became very ill again, so ill and medicated that she was barely able to use the telephone. However, she was able to reach out to her Al-Anon friends, who were always there for her and helped her through difficult times.

After a second try at psychotherapy, Rosemary was able to confront her desire for a child, and in July 1985, she and her husband adopted a Korean baby boy. It soon became evident that in addition to hyperactivity, he suffered from a number of other problems, both emotional and physical. Again the program and her Higher Power provided Rosemary with strength and guidance.

Other crises seemed to surface all at once—her mother's fatal illness, surgery and a job loss for her husband—and Rosemary regretfully had to resign her position on the Board of Trustees. She was able, however, to spend time with her mother, establishing a new relationship, and both were able to say they loved each other.

Rosemary told the story of the two marathon runners who were neck-and-neck as the race ended. One—the winner—literally collapsed across the finish line. Seconds later, the other leapt across, got down on his knees and thanked God. "It reminds me of my own choices in life," Rosemary concluded. "I can use my program, get down on my hands and knees and thank God, or I can run as fast as I can and fall flat on my face."

Following the Dinner, a reception was held, during which all Conference members, Past Trustees and their guests had the opportunity to informally share on a one-to-one basis. The WSC Opening Session began Monday, April 25 at 8:30 AM. ▲



OPENING SESSION:

Conference Chairman, Norma McG., opened the 1988 World Service Conference by welcoming the Al-Anon Overseas Representatives from Germany, Anne W-P. and Helga von T. She also made a special point of welcoming the Delegates representing the newly divided Areas of Florida North and South.

Angela W., Chairman of the Admissions/Agenda/Handbook Committee presented the first Conference motion to seat the following non-voting participants at the 1988 WSC:

Cay C., Chairman PFA

Alberte C., Secretary PFA

Teresa M., WSO Spanish Services Supervisor; Anne W-P. and Helga von T., Overseas Representatives, Germany; Richard Keilly, Controller WSO (non Al-Anon member)

Before calling the role, Norma encouraged all Conference members to participate. "If there is anything that you don't understand," she said, "please don't let it go by or leave the room wondering what you missed." She then read the following prayer:

Keep us, Oh God, from pettiness, let us be large in thought, in word, in deed.

Let us be done with fault finding, and leave off self seeking.

May we put away all pretense and meet each other face to face, without self pity and without prejudice.

May we never be hasty in judgment and always generous.

Let us take time for all things; make us grow calm, serene, gentle.

Teach us to put into action our better impulses, straightforward and unafraid.

Grant that we may realize it is the little things that create differences; that in the big things of life, we are as one.

And may we strive to touch and to know the great common human heart of us all
—and—

Oh God, let us never forget to be kind.

After roll call, Chairman of the Board of Trustees Bob D., welcomed all Conference members, with some special words for new participants. "It's an exciting week," he said, "and it will get better!" He read the Traditions, with subsequent readings presented during the week by: Margaret N., TX (W); Claude K., TN; Caroline O'M., RI; Phyllis O., Quebec (W); Mary C., PA; Margaret M., Ontario (S); Virginia S., FL (N); Hester B., CA (S); Bidge B., TX (E); and Sheila M., AK.

The Concepts were then read by Mary A-T., CA (N) and Dan C., DE. Throughout the week Concepts were read by: Mary Ann S., FL (S); Judy P., HI; Mary Jane M., IL (N); Jan K., IN; Marilyn B., ID; Kari H., KY; Marie R., Manitoba; Beatrice R., MD/DC; Mary G., NY (N); and Suzie C., OH.

Carolyn W., MO, read the Warranties, which were subsequently presented by: Mary Ann R., CT; Lora G., AR; Marie A., ME; Gwen C., SD; and Roxi C., NY (S).

Norma reviewed the voting procedures, urging all Conference members to read the detailed outline in the brochure. She noted that motions may originate in several ways: from the Board, the Policy Committee, Standing Committees, or from individual Conference members. Motion forms were made available and Norma stressed that all motions should be carefully and clearly worded before presentation. Each motion, she explained, would be read, a second requested, and discussion invited. If necessary, the motion would revert back to the originator and seconder

to respond to any suggested changes. The motion recorder would then identify the motion number, reread it, and ballots would be marked, collected and tallied.

Special note was made of the year's Motion Log, included in the brochure, allowing Conference members to record the motion topic and outcome of each vote. Norma stated that as Conference Chairman, it was her decision that motions would carry by substantial unanimity, which equaled a $\frac{2}{3}$ majority, or at least 65 votes. She added that any Conference member had the right to challenge whether or not vote outcomes in fact reflected substantial unanimity. The Conference agreed that all motions would be determined by closed ballot.



STANDING COMMITTEES:

Conference Administrator, Rita McC., announced Standing Committee assignments for Panel 28 Delegates as follows:

COMMITTEE	PANEL 27 1987-1989	PANEL 28 1988-1990
Admissions/ Agenda/ Handbook	IA Jean T. NH Lois C. NY (S) Roxy C. SD Gwen C.	FL (S) Mary Anne S. HI Judy P. MAN Marie R.
Alateen	NV Dorothy N. NFLD/LAB Lillian G. WY Margaret McH.	CA (N) Mary A-T. TN Claude K. TX (E) Bidge B.
Archives		IL (N) Mary Jane M. IN Jan K.
Conference Committee on Trustees	CT Mary Ann R. LA Gail F. MO Carolyn W.	DE Dan C. TX (W) Margaret N. ONT (S) Margaret M.
Cooperating With The Professional Community	AR Lora G. ID Marilyn B. SASK Jeanette S.	CA (S) Hester B. KY Kari H. RI Caroline O'M.
Institutions	NM Henrietta C. PR Lydia M. SC Betty Sue W.	KS Jean W. MD/DC Beatrice R. PA Mary C.
Literature	AK Sheila M. ME Marie A. ONT (N) Frankie S.	MN (S) Kit B. OH Suzie C. QUE (W) Phylis O.
Public Information	IL (S) Paralea R. NE Zelda R. UT Lois S.	FL (N) Virginia S. MI Coreta (Skeet) J. NY (N) Mary G.

SHARING SESSION:

Marjorie W., RT US SE

Sharing Conference Concerns—Clearing the Air

Marjorie W. opened the annual Sharing Concerns session by reiterating the theme, "The Conference—Democratic in Thought and Action." She noted that although democracy can be slow and cumbersome, we are fortunate to have it.

Conference members were urged to listen, but to participate as well, and to feel free to ask for information. Marge reminded everyone that the way we carry the message measures our recovery and our willingness to share. The absence of fear, she continued, is reflected in our ability to express personal views. While feelings are neither good nor bad, it is our responsibility to deal with them in a constructive way.

"Coming together is a beginning," Marge said. "Working together is progress, and staying together is success. So let's share and clear the air."

Trustee Nominations

A number of Conference members expressed concern about Trustee nominations, referring in particular to the election of a nominee whom the 1987 WSC had not approved. It was suggested that although the Board had exercised its legal prerogative, the action did not reinforce the concept of "democratic in thought and action." Others noted the difficulty in arriving at an informed choice when adequate information was unavailable. "We often don't know what information we lack," one Delegate observed. "And how can we ask for what we don't know if we don't know?" It was also shared that Regional Trustees reflect the Areas' choices (not the WSO's), while At-Large Trustees reflect the Nominating Committee's.

International Voice

Other comments related to the lack of international input at the WSC, that Overseas Representatives participate with voice only and cannot vote. It was noted that the 1988 International Al-Anon General Services Meeting (IAGSM) will consider this question in August. Moreover, the Board has created an ad hoc committee whose long-range goal is to examine how international issues can best be addressed. For example, although overseas structures have their own national conferences which vote on various matters, there is no mechanism for linking up these conferences—the IAGSM is itself a sharing rather than decision-making meeting.

Manual Additions

Conference members also discussed additions to our manuals, which are printed so as not to disturb the pagination in the existing material. They are prepunched and can be added to the binders, which hold all the manuals. These additions, it was stated, will be absorbed in the printing of next year's manuals.

Anonymity

The question of anonymity was also raised, specifically with regard to a full-face picture of Lois W. which appeared in a magazine dealing with drugs and alcohol. It was explained that the reporter (an Al-Anon member) who interviewed Lois had assured her that all safeguards would be preserved. After the picture was published, Lois was naturally upset and the Board wrote a letter expressing our position on anonymity.

Public Service Announcements

The P.I. Committee's PSAs, which were not approved by the Board for screening at last year's WSC, were also discussed. One Delegate referred to the Conference request that no more money be spent on them and asked how allocations were made for subsequent revisions. It was clarified that motion passed by the 1987 WSC was that no new PSAs be produced. The Executive Committee and the Board approved additional expenses only for editing the existing material.

WSO Title Changes

Conference members also discussed WSO title changes which, it was observed, more accurately reflected the actual job descriptions. This matter was subsequently included as a Green Light topic and later discussed in workshop sessions.

Group Names

WSO's Group Records Supervisor Bernice C. attempted to respond to numerous questions about her department; however, most of the questions raised related mainly to WSO group registration policies, and were extensively examined during the Open Discussion. Bernice was thanked by several Conference members for the helpful improvements in Group Records based on implementation of suggestions from the 1987 WSC.



THE GEN'L SEC'Y:

Here are the 1987 Annual Reports of Al-Anon and Alateen activities generated by the volunteers and staff of the World Service Office. In keeping up with today's technology, you will notice their new look; they have been typeset in preparation for the 1988 WSC Summary, eliminating the interim mimeographed version you have received in the past.

These reports are to be approved by the World Service Conference during the Annual Report Session. At that time, each committee will have the opportunity to answer your questions and bring you up-to-date on its activities. To keep this portion of the Conference agenda within the allotted time frame, it would be helpful to have your questions sent to the WSO in advance of the WSC. We will reply by letter and then provide our responses at the Conference in the event others have similar questions. As in the past, we urge you to let no question go unanswered.

In going about our daily WSO activities our primary goal, as set forth in Concept Eleven, is ever before us: "We are trying, both directly and indirectly, to reach more of the families of those 25 million alcoholics who today inhabit the world. In order to accomplish this, it will be necessary to provide knowledge and to generate public goodwill towards Al-Anon everywhere."

There are many ways we set out to meet this challenge: to enlighten professionals so they will make referrals to our fellowship, a pamphlet was produced by the CPC Service, titled, *Al-Anon Speaks to You, the Professional*; to attract the younger segment of our population, the P.I. and Alateen services produced a new video titled, *Alateen Tells It Like It Is*; and, to encourage Alateens who are approaching adulthood to go to Al-Anon meetings, the pamphlet, *Moving On*, was developed by the Alateen Service.

More than ever before, Al-Anon and Alateen have been receiving public recognition as leaders in the self-help community by television producers and other media professionals. And, when the American-Soviet Dialogue was initiated on the subject of alcoholism, Al-Anon, too, was invited to participate as a primary community resource. As a result of Al-Anon's increasing recognition, we see more and more newcomers finding their way to our meetings.

The Al-Anon membership, always eager to help one another, are sparking members' interest in *The FORUM* as a viable tool of recovery and are providing their personal stories for the development of new literature that addresses problems with the openness and candor of today's society.

With the evident need to continually plan for Al-Anon's future, the WSO volunteers and staff have made several internal improvements. At the beginning of 1987, all major phases of the ADL Management Study, undertaken several years ago, were well in place. By the year's end, phase two of the study, which suggested grouping of like services and consideration of Staff rotation, began in earnest. Several longtime Staff members were reassigned, testing rotation, and one Staff Administrator is now handling two similar assignments (CPC/Institutions).

The 1988 World Service Conference has, as always, the opportunity to evaluate Al-Anon and Alateen's goals and set direction for the future. As the 1988 theme, *democracy* reminds us, we, as Conference Members and trusted servants, can move ahead with confidence remembering that the final authority belongs to the groups and to the individual members we serve.

1987 ANNUAL REPORT:

Myrna H., General Secretary

The World Service Office presents a report of its activities to the World Service Conference (WSC), representing the Al-Anon fellowship worldwide. These reports are condensed for 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; establishing business policies of the WSO; estimating revenue; administering service to the membership; publishing and distributing Conference-Approved Literature; approving the quarterly and annual reports submitted by the General Secretary and each WSO committee. The Executive Committee, which meets monthly, 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 manage-



ment, 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 and day-to-day supervision for WSO's services to the fellowship.

Controller - Richard Keilly (non-member), Business Manager of the corporation, prepares the budget in conjunction with the Treasurer and the Assistant Controller. He has oversight of WSO's business operations and provides financial assistance 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 Archivist and the Secretary/Coordinators of Standing Committees.

The General Secretary and Deputy met quarterly with the Staff Secretaries to establish goals. The Deputy maintained oversight in the implementation of projects and evaluated each Staff Secretary in terms of strategies and results.

To coordinate efforts, weekly Administrative Staff meetings were held with the Service Staff to provide an avenue to discuss concerns, enhance coordination of procedures and to review unusual mail. The Controller, his Assistant and Department Supervisors met monthly with the Service Staff to update activities, coordinate business functions and discuss other matters of importance.

Administrative Staff - Fran H. terminated her employment in June. Rita McG., Editorial Assistant, has been processing The *FORUM*'s manuscripts since then, working with the Editorial Committee for content development. Following Susan H.B.'s resignation in the third quarter, Alateen Secretary, Carole K., was transferred to the P.I. assignment (and also to complete Susan's unexpired term on the Executive Committee). Claire R. assumed temporary responsibility for Alateen Services until Linda McF.'s appointment as Staff Secretary. A new Literature Secretary, Geri H., was also hired.

In planning ahead for future service expansion and to begin exploration of phase two of the Arthur D. Little Management Study recommendations concerning rotation and clustering of like assignments, a reorganization plan was developed. CPC and Institutions Services are now being overseen by Ellen D., with assistance from Claire R. A new Staff position was established and Ann S. was named Group Services Coordinator responsible for operational aspects of Regional Service Seminars, outreach to visually/hearing impaired and other duties. Following Board approval, new administrative titles will be put into effect as of January 1, 1988 for clarity and to conform with the work assigned: Executive Director, Deputy Executive Director (terms already used outside the fellowship) and Staff Administrators. Various support staff titles were also changed.

Ellen D., CPC Secretary, was on disability for the major part of the second quarter. Ellen worked on the 1987 Al-Anon/Alateen Membership Survey and handled correspondence from home; other work was kept up-to-date with part-time help from the previous CPC Secretary, Pat H.

Efforts have been made to limit committee meetings to eight per year, with Staff Secretaries and chairmen appointing task forces to research and develop special projects as necessary.

Cooperative Efforts - In addition to regular assignments, all Administrative Staff worked on various other projects: the P.I. and Alateen Staff Secretaries worked jointly on the PSAs and the Alateen video; all Secretaries worked on the proposed group form letter; and the CPC Secretary, Archivist, Acting Alateen Secretary and Literature Secretary reviewed procedures for splinter groups. Throughout the year, Staff Secretaries contributed articles to *IN-SIDE 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 Secretary subsidiary assignments.

Assignment
Regional Service Seminars
AREA HIGHLIGHTS
Getting In Touch Directory
Information Services
Military Groups
In-house Library of Outside Publications
Cooperation with Splinter Groups
Lone Member Service
NPIC

Staff
Coordinator
rotated
Rita McC.
Linda McF.
Ann S.
Mary Ann K.
Mary Ann K.
Margaret O'B.
Susan H.B./Carole K.
Ellen D.

Support Staff - The Office Manager, Joan H. 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.

In keeping with the changing nature of technology, the Secretarial Team was reorganized eliminating the word processing category since all secretaries hired today are expected to utilize this technology.

Temporary Assistance - Due to prolonged vacancies and backlogs in the Group Records, *FORUM* Circulation and Secretarial Team, temporary assistance was engaged from a "temp list" maintained at the WSO to avoid the higher cost of using temporary agencies.

STAFF CONCERNS:

Benefits - The WSO provides a well-rounded benefit package for employees comprised of health and disability insurance, vacation, sick and personal leave, pension plan and other programs comparable to other service organizations and industry. As an encouragement for staff to remain at the WSO, retirees over the age of 60, with 20 years of service, will be entitled to health care benefits at no cost to them.

Additionally, we provided (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 Description and Evaluation - A standardized job description for all WSO employees was developed to facilitate grouping personnel in grades based on responsibility and to measure job performance. Annual evaluations of all staff were conducted by supervisors, involving discussion between the staff member and supervisor to clarify performance needs and strengths.

Smoking Policy - Smoking is now allowed in designated areas only.

Staff Recognition - Staff with over 30 days accumulated sick leave were acknowledged. Cash awards were given for referring a candidate for employment and for suggestions which improved productivity.

Security System - To improve security, a staff member was assigned as a security guard for early morning hours; special badges with the Al-Anon logo were prepared for the Trustees and Executive Committee members and other badges continue to be given to all volunteers and visitors; a sign-in sheet was developed for all staff, visitors and volunteers.

Training and Development - Staff attended seminars and courses that included: Leadership for Women; Effective Communication; Writing Skills; Dealing with Alcoholism and Drug Problems Among Employees; New Immigration Laws; Understanding Hearing Loss; Archival Techniques; Desk Top Publishing; Conducting Surveys; Managing Cash Flow; International Travel; Producing Newsletters and various other seminars sponsored by the New York and American Society for Association Executives.

Seminars were also conducted in the office on fire safety and employee benefits. The Archivist attended a week-long seminar to keep abreast of the latest archival techniques.

The General Secretary and Deputy, after more than a year of study, took an 8½ hour test on all phases of association management granted by the American Society of Association Executives and became Certified Association Executives (CAE).

The General Secretary attended two classes during the fall semester at Norwalk College on Contract Law and Marketing.

SPECIAL EVENTS:

Holiday Festivities - Our annual December holiday party for volunteers and staff was held at a nearby church. Several pioneers, including Lois W., Henrietta S., Mary S. and Penny B. graced the event. Several departments within the WSO had holiday parties for their co-workers. Two days were set aside for staff to have their children visit.

Other festivities earlier in the year included: a breakfast for staff and volunteers in celebration of St. Patrick's Day, the second annual picnic for the staff and their families, the office was open on Thanksgiving for staff and their families to view the Macy's Thanksgiving Day Parade from our excellent vantage point.

OFFICE OPERATIONS:

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

Mini-Shipping Department - Two large storage rooms were built to allow for better organization of space and increased efficiency.

Secretarial Team - The Team Supervisor developed a buddy system for channeling work and telephone calls when staff are absent. Each team worker has a pending folder containing a list of assignments. A style sheet was also distributed for typing quarterly reports. Although there was turnover in the team and difficulties were experienced in recruiting secretaries, a solid team had been built by year's end.

Filing Procedures - Following an in-depth study by our Filing Supervisor, departmental files were purged with appropriate material sent to Archives. The Team Supervisor implemented a central filing system to include all material (e.g. newsletters, guidelines, forms, etc.) used by staff in the Service area. Starting January 1st, a subject file (e.g. dual membership, smoking at meetings, etc.) will be maintained in the Service area. Provisions for dual access will be provided by Central Files. This system should also aid in the accessioning of archival material since a subject file will point to a trend on a particular issue.

Office Procedures Manual - This manual, developed by the Office Manager, outlines general practices for handling mail, telephones, orders, tours, etc.

800 Readyline Number - This line, for use by the general public through newspapers, magazines and broadcast through TV and radio, is being channeled to an agency which handles media response calls.

New Equipment/Systems - A special telephone for conference calls was installed. A desk top computer and printer were purchased for forecasting and processing financial reports more efficiently. All mailing cards were converted to the in-house IBM computer, and mailing labels will now be generated more quickly. A computerized name tag program was purchased.

Volunteers - Volunteer assistance provided services in the Shipping Department and elsewhere when needed. Approximately 6,280 hours were devoted to support services and 2,060 to administration.

Office Flood - As a result of major flooding due to demolition work on the eighth floor, we encountered severe water damage. Since the repairs were not completed by the owners of the building as promised, a claim was submitted to our insurance carrier.

Complimentary Literature - The procedure for obtaining complimentary literature was revised, and any new literature announcement order blank will be sent with subscription renewal letters to inform members of new items.

SPECIALIZED SERVICES:

Services for the Visually and Hearing Impaired - Requests were received for material in Braille, large print and on cassette. The State Services for the Blind in St. Paul, MN was given permission to produce ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS, ADAT and the AFG book on audiotape. The Hawaii State Library for the Blind and Visually Handicapped was also given permission to transcribe, Al-Anon Is For Adult Children of Alcoholics, in Braille.

The FORUM article (July) for the hearing impaired resulted in questions and comments from readers. The first hearing impaired Alateen group was registered—it is signed by an Alateen member. Several nonprofit organizations for the hearing impaired such as Telecommunication Exchange and SHHH expressed interest in broadening that population's access to Al-Anon.

Throughout the year, communication about the hearing impaired mushroomed concerning such subjects as: finding interpreters at meetings, requests for CAL using the vocabulary of American Sign Language and the use of assistive listening devices. The Group Services Coordinator was assigned the development of services for all physically-impaired potential and existing members.

PRODUCTION:

Conway Policastro (non-member), Production Manager, reports the following.

Books - ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS is in its 11th printing, with PFA running French along with the English version; LOIS REMEMBERS, 2nd printing (updated); DILEMMA OF THE ALCOHOLIC MARRIAGE, 13th printing; TWELVE AND TWELVE, 8th printing. The 15th printing of the AFG book was delivered and the 1st printing of the large print ODAT was begun and will be available in 1988. The 22nd printing of ODAT was completed and the 8th printing of FORUM FAVORITES is due in late February 1988.

New Material - Al-Anon Speaks to You, the Professional; CAL—Is the Cupboard Bare?; The Concepts: Al-Anon's Best Kept Secret?; Alateen Transition pamphlet; Al-Anon Survey pamphlet; Illustrated Traditions; Alateen Tells It Like It Is (video and accompanying poster); and the 1987 CAL catalog.

General Literature - 51 leaflets, pamphlets, etc., were produced in addition to the WSC Summary, IAGSM Summary, Spanish posters and the Service Manuals.

Newsletters - INSIDE AL-ANON, ALATEEN TALK, AL-ANON IN INSTITUTIONS, AL-ANON SPEAKS OUT and ARCHIVES SHARINGS were produced.

Offset - The Offset Department produced 2,800,450 impressions in 1987.

Specialized Items - The following specialized items were sold: Alateen Tells It Like It Is, The Video - 370; 5-30 second radio spots - 487; Beginners Cassette Tapes - 530; Family Disease tape - 688; Lois W. & The Pioneers Tapes - 1,032; Understanding Ourselves tape - 669; A Little Bit Of Al-Anon cassette - 216; Al-Anon Speaks For Itself 1/2" VHS - 754; Beta II - 10; 3/4" U-Matic Cassette - 12; 16mm film - 8; Family Picnic - 4; Teenager TV spot - 10; Alateens Tell It Like It Is cassette - 278.

SPANISH SERVICES:

Teresa M., Supervisor, reports that material was sent to the 4,274 Spanish groups functioning in 20 Spanish-speaking countries, and 235 groups in the U.S., Puerto Rico and Canada.

Newsletters - The first issue of ALATEEN PARA TI, a condensed two-page version of ALATEEN TALK, was published in February 1987. Also issued throughout the year were: AL-ANON Y ALATEEN EN ACCION; DENTRO DE AL-ANON; and AL-ANON HABLA CLARO. International exchange articles were written for AREA HIGHLIGHTS and The FORUM.

Total number of copies mailed during 1987 - 78,100. AL-ANON Y ALATEEN EN ACCION - 28,000; DENTRO DE AL-ANON - 28,000; ALATEEN PARA TI - 5,000; AL-ANON HABLA CLARO - 9,000; AL-ANON EN LAS INSTITUCIONES - 4,500; subscriptions to our Spanish newsletters - 3,600; copies given away - 1,200.

New and Updated Material - included: Al-Anon/Alateen Groups at Work; The FORUM, "Our Group is Doing It"; Ask-It-Basket (Alateen); Al-Anon CPC Survey Questionnaire; Responsibility Statement for Alateen Sponsors; 1987 Catalog; Digest of Al-Anon/Alateen Policies, and posters of the Twelve Steps and Twelve Traditions.

Translations - included: numerous letters from French to English, and Portuguese to English; appeal letters; Argentina's Second Convention Summary; radio and TV talks; and articles from overseas Area newsletters.

Spanish Group Records - 104 professionals were listed; 464 Al-Anon groups were registered; 60 Alateen; 25 adult children; 21 Institutions; 14 Information Services; 3 Literature Distribution Centers; and 1 Lone Member.

<p>Reimpreso de The FORUM Febrero y Marzo de 1979</p> <p>Entrevistas de Al-Anon</p> <p>En el siguiente artículo de la revista mensual de Al-Anon, un profesional habla del concepto del desprendimiento.</p>	<p>Reimpreso de la Revista Alcoholismo, Dirección Laboral</p> <p>Al-Anon y los programas de asistencia al personal</p> <p>Este estudio fue presentado en el Foro Anual del NCA como parte de un debate titulado "Trabajando con Al-Anon en un Programa sobre Alcoholismo del Personal".</p>
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SPANISH SERVICES REPORT:

Teresa M., Supervisor

AL-ANON'S TWELVE AND TWELVE: Al-Anon members from Puerto Rico and Mexico translated the book, which was revised for style, proofed and edited by the WSO. This new book will be sent to the GSO in Mexico and Spain on consignment rather than producing it in those countries.

Other Publications: Spanish Services has also produced four new *FORUM* reprints, the new face-lift issue of *AL-ANON SPEAKS OUT*, the annual issue of *AL-ANON EN INSTITUCIONES*, the semi-annual issue of *ALATEEN PARA TI*, and the Alateen Ask-It-Basket with the 1987 updated sheet. Over 40 letters were sent in response to professionals' requests for referral information.

New Groups (registered from January-April 1988): 222 Al-Anon; 31 Alateen; 1 Institutions; 2 Spanish Literature Distribution Centers; 2 Spanish Information Services. Spanish Services now serves almost 4,800 groups in 20 Spanish-speaking countries, including the U.S., Puerto Rico, and Canada, as well as Portuguese-speaking groups in Brazil. The first Spanish-speaking group was also registered in Australia.

FRENCH SERVICES:

Reported from Publications Francaises, PFA by Alberte C.

At the beginning of 1987, PFA moved to new, custom-built premises. Located only a few blocks from our former address, we kept the same telephone number and postal address. Near a Metro station, our office is easy to reach by members wishing to obtain literature and by volunteers who give us a hand on a regular basis.

Last September, to meet our actual needs and anticipating expansion of our services, a lease covering the rental of adjacent warehouse space was signed.

Registered Groups - Al-Anon: Quebec - 475, Ontario - 27, New Brunswick - 21, U.S. - 11; adult children - 2; Institutions - 4; Information Services - 1; Literature Distribution Centers - 6. Alateen: Quebec - 48, Ontario - 3, New Brunswick - 2. There are some other Al-Anon French-speaking groups in Germany, Belgium, Switzerland and France. We keep close contact with the General Service Offices in France, Belgium and Switzerland.

In spite of our relocation and two postal strikes, we slightly surpassed our projected total sales in 1987. Our sales of ODAT have been such that we ran out of stock for nearly one month. Although our new book, *ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS* was delivered at the end of October, our November and December sales are most promising.

In order to facilitate Public Information, we have prepared a P.I. Kit. The following literature is included: Al-Anon Family Treatment Tool (P-37), Al-Anon Fact File (P-36), Facts About Alateen (P-41), Understanding Ourselves and Alcoholism (P-48), and Al-Anon and Counseling (CPC-1).

Many professional requests were received and a member of the PFA Board of Trustees helped establish a CPC Committee to service the Quebec West Area.

Work Completed - The *FORUM*, *INSIDE AL-ANON*, *AL-ANON SPEAKS OUT* Canada 1987, letter to the media and press release, 1987 Survey and corresponding letters, and material relating to the Canadian East Regional Service Seminar.

Minor Revisions - ODAT (B-6), Group Representative (G-11), What is Expected of an Alateen Sponsor (G-17), Organizing an Alateen Group (G-19), Policy re: Alateen Membership (A-3), Do You Need Alateen (S-1), Information for the Newcomer (S-4), Alateen Tenth Step Sheet (S-6), Alateen, Is It For You? (S-20), Blueprint for Progress, Fourth Step Inventory (P-5), Alcoholism, The Family Disease (P-4), It's A Teenaged Affair (P-10), Purpose and Suggestions (P-13), Facts About Alateen (P-41), Understanding Ourselves and Alcoholism (P-48).

Major Revisions - Youth and the Alcoholic Parent (P-21), Operation Alateen (P-30), Sponsorship, What It's All About (P-31).

New Publications - *ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS* (B-3), Institutions Meeting Explanation (S-22), Getting In Touch With Al-Anon (S-23), Alateen Meetings in Schools (G-5).

FRENCH SERVICES REPORT:


Cay C., Chairman
Alberte C., Secretary

The Publications Francaises (PFA), Inc. serves all French-speaking groups in North America.

PFA Chairman, Alberte C., reported on various PFA archival documents she had discovered and examined, including the first *FORUM* issue, published in 1961 on 8 1/2 x 14-inch sheets with a loose page of announcements of Al-Anon activities in Quebec.

Alberte started working with the French Literature Committee in 1965 and since that time has witnessed the changes it has undergone. After seven relocations, PFA assumed occupancy of excellent quarters last year and positive results are already in evidence. *ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS* was published in 1987, and although Alateen membership is not large, 1,600 copies have been sold. Alberte added that there may not be sufficient original stock to last until the next English printing. Alateen's *A DAY AT A TIME* book will be printed in May along with the English edition and brisk sales are anticipated.

The Policy Digest has also been printed, with Al-Anon's Twelve Concepts of Service to follow. *Al-Anon Speaks To You*, The Professional was published; and specific requests from French-speaking groups resulted in the production of the Illustrated Traditions and Moving On! From Alateen to Al-Anon. Plans are underway to translate and update all guidelines published by WSO.

As with any growing organization, Alberte noted that difficulties have occurred and may continue. However, she added, "with our Traditions, Concepts, and WSO's guidance, the theme of this Conference will prevail." 

GROUP SERVICES:

The Office Manager, Joan Hochbaum (non-member) and Group Records Supervisor, Bernice C. report:

800 Numbers - Use of the Group Records toll-free numbers installed in 1986 has increased to approximately 30 calls daily requesting information (mostly for traveling members).

World Directory - With the World Directory now printed every other year, there was extensive preparation for the 1988 edition. Questionnaires were sent to every registered group in the U.S. and Canada. The Getting In Touch Directory was also updated.

Computer Records - As requested by the 1987 WSC, our computer is being programmed by Area and District.

Groupwide Mailings

Six Issues of <i>INSIDE AL-ANON</i>	132,346
Tri-annual Appeal letter	56,232
1987/88 Service Manuals	19,010
1987 Conference Summary	22,895
Questionnaires for 1988 World Directory	19,400

Limited Mailings

Limited Mailings Seven Issues of <i>ALATEEN TALK</i>	30,849
Three Issues of <i>LONE MEMBER LETTER BOX</i>	3,123
Three Issues of <i>AL-ANON IN INSTITUTIONS</i>	11,201
Regional Service Seminar (Northwest)	4,153
Regional Service Seminar (Canada East)	1,294
Seven Personnel Mailings	6,107
Recruitment Letter for Volunteers-NY Metro Area	882
Five Advance Mailings	4,894
Four Issues of <i>AREA HIGHLIGHTS</i>	5,724
Six Issues of <i>DENTRO DE AL-ANON</i>	28,919
Six Issues of <i>AL-ANON Y ALATEEN EN ACCION</i>	28,919
Three special Mailings to Literature Distribution Centers	737
Contribution Statements	43,394
CPC Survey	650
Two Issues of <i>AL-ANON SPEAKS OUT</i>	25,547
One Issue of <i>ALATEEN PARA TI</i>	658
Special Spanish Mailing	63

Subscriptions - (subscription issues for the year ending December 1987)

	Total 1987	1986
The <i>FORUM</i>	57,347	49,337
<i>ALATEEN TALK</i>	1,749	2,367
<i>INSIDE AL-ANON</i>	4,695	4,599
<i>AL-ANON IN INSTITUTIONS</i>	655	887

REGISTERED GROUPS AND LONE MEMBERS
December 31, 1987

	1987	1986
Al-Anon Groups Worldwide	24,325	23,079
Alateen Groups Worldwide	3,157	3,260
Institutions Groups	628	618
Total Groups	28,110	26,957
Information Services & GSOs	295	301
Literature Distribution Centers	128	105
Lone Members	316	311
	<i>U.S.</i>	<i>Canada Overseas</i>
Al-Anon Groups	15,555	2,008 6,762
Alateen Groups	2,082	275 800
Institutions Groups	517	31 80
Information Services GSOs & Intergroups	163	18 114
Literature Distribution Centers	116	9 3
Lone Members	132	30 206

PROFESSIONAL SERVICES:

FORUM Consultant - A magazine consultant was engaged to analyze *FORUM* subscriptions; future consultations will provide subscriber demographics and reader preferences.

Copyright Attorney - Following approval by the Executive Committee, our copyright attorney contacted The Greatway Insurance Company in Wisconsin informing them that they were using our circle within the triangle logo and were in violation of our trademark registration. They replied that the two enterprises were substantially dissimilar and that no infringement existed. However, their advertising refers to drunk driving coverage, which could cause some confusion. If no further action is taken, the scope of protection afforded by our trademark registration might be narrowed. Further action will be considered by the Executive Committee in January.

Several consultations were also held with regard to allowing the use of our logo on jewelry and other trinkets as well as the licensing of GSOs in other countries to reprint and translate our literature.

Negotiating Hotel Rates - Several hotels were visited in the WSO vicinity to obtain lower rates for staff and volunteers staying overnight for committee meetings. A lower rate was ultimately negotiated at the Shelburne.

Auditor - The annual audit was conducted by the firm of Owen J. Flanagan, CPAs.

Air Conditioning - Following consulting advice, the problem with noise in the Board room was somewhat alleviated by realigning the ducts and insulating the ceiling.

PUBLIC RELATIONS: The General Secretary attended a meeting in Washington, DC coordinated by the National Council on World Affairs in conjunction with Dan Anderson of Hazelden for the Soviet Delegation to the American-Soviet Dialogue on Common Problems. She made a ten-minute presentation which was simultaneously translated into Russian and then fielded questions. This paved the way for a trip to the Soviet Union where Mary Ann K. represented the WSO at the First American-Soviet Dialogue on Common Problems. She visited facilities, attended various meetings with officials, and left literature wherever she could, always accompanied by a member of the Temperance Promotion Society (TPS). The TPS is a two-year old organization set up to "change the traditions about drinking." Their strategy involves an all-out media and education campaign promoting the idea of a sober way of life and they emphasize the family's role in changing attitudes about alcoholism. They believe it is the family's job to intervene, get the alcoholic sober, and prevent alcoholism in the next generation. They do not subscribe to the theory that other family members are affected by the illness or in need of help themselves. Their goal is total abstinence.

In the Soviet Union, the medical specialty for alcoholism treatment, Narcology, was developed five years ago. At Narcology Centers, patients are "registered as alcoholics," and receive a combination of aversion therapy, hypnosis, and counseling. There is no family treatment for alcohol abuse.

The Soviet system creates special difficulties for Al-Anon to exist as we know it; however, dialogue is to continue in 1988.

The General Secretary met with the Executive Director of the National Council on Alcoholism to explore ways to mutually cooperate in our public relations efforts. The CPC Secretary and the Archivist attended a reception hosted by the Consul General of Canada.

The Deputy spoke with Rosana Saputo who is planning to form a national organization for "women who love too much." Information and material was provided and material sent on Al-Anon's structure.

The General Secretary attended the University of Utah School of Alcoholism in June at the invitation of the Al-Anon members of Utah to speak at the AA meeting and to help bring the presence of Al-Anon into the campus setting.

The Conference Secretary attended the Family Program at Hazelden and met with the Director and representative attending the meeting in the USSR. She toured the facilities and learned how they integrate Al-Anon into their programs.

The General Secretary and the Deputy shared administrative experiences with several individuals including a member from the Massachusetts and New York Information Services, the Chairman of the UK & Eire GSO Executive Committee and the Office Manager of the National Council on Alcoholism to provide information regarding relocation and renovation.

SERVICE ENTITIES:

Information Services - Ten were registered and 15 proposed. One Spanish-speaking Information Service was registered in Miami. Ann S. scanned newsletters and passed along appropriate information within the WSO.

Literature Distribution Centers - Five proposed centers and five Information Services registered to receive WSO services and discounts. Established centers now purchase and distribute one-third of all material published by the WSO. They provide local groups with quick delivery; use their funds to support local P.I., CPC, and Institutions Services; fund District and Area officers; support ongoing services; and provide generously in direct contributions to the WSO.

GENERAL CORRESPONDENCE: The CPC Secretary responded to 15 letters from members in CA. They expressed dissatisfaction and requested help because their groups were dropped from the local District and Answering Service. They stated this action was taken because the District disapproved of the way the group conducted its meetings.

Many letters centered on the subject of dual membership. They covered the range of: a member stating she felt the policy was discriminatory against AA since it didn't apply to members of other twelve-step groups; a statement that the policy is still valid and that "serving two masters is difficult and the risk of lost sobriety is real"; a suggestion that members who belong to any twelve-step program not be able to serve above the group level; a dual member who was serving as GR and learned through *INSIDE AL-ANON* that it violated policy questioned what was meant by "conflict of interest"; another letter also asked for a more in-depth explanation of "conflict of interest"; two letters requested that this subject be brought up at the WSC; two other letters outlined discussions held at their business meetings on the subject, one group was for a change in policy and the other against.

Several outside organizations requested permission to adapt the Al-Anon program and literature. They included a letter to Robin Norwood denying permission to adapt Al-Anon literature for use in her upcoming book, *LETTERS FROM WOMEN WHO LOVE TOO MUCH*; another letter was sent to the Al-Aglow organization denying permission to adapt our literature for the format of its meetings which they consider an outreach ministry for wives of alcoholics.

Unusual correspondence included: a letter from an individual who stated that Al-Anon was responsible for severing his relationship with his girlfriend; a question whether an AA member who also belongs to Al-Anon can contribute to Al-Anon; a request for literature pertaining to dry alcoholics; a request for a list of co-dependent treatment centers; correspondence regarding group dominance; several inquiries regarding a "hold harmless" agreement and liability insurance for a group; a question about renting Al-Anon space to a licensed counselor; a nonsmoker asked the Board of Trustees to issue a policy to prohibit smoking at meetings; a question concerning whether it is against Al-Anon's Tradition for a professional at an adult children conference to hold a workshop entitled, *Alateen, Where Have All the Sponsors Gone*; request for clarification regarding the proposed reorganization within the WSO; an expression of appreciation for reorganizing staff since it tests rotation which some Areas feel is long overdue; concern over the excessive use of photographs at meetings and Area events; a request for the entire Conference to review the proposed revisions of *AL-ANON FAMILY GROUPS*; an Intergroup questioning whether they could list meetings of children from 5-12 years of age and if they could drop a group because they believe it has become a "religious group"; concern over a local TV personality taking notes at a meeting; concern that the illustration of the Indian Chief in the Aug/Sept issue of *INSIDE AL-ANON* fosters a stereotypical image; refusal to recommend an Al-Anon adult children group within an Area following concern of the group's presentation at an Assembly workshop; a request for an accounting of the resolution of the ADL Management Study recommendations; a request for the WSO position on cross talking at meetings.

Visitors - During the year, members, their spouses and friends toured the WSO from most of the U.S., several provinces of Canada and from such

countries as: Argentina, Brazil, England, Finland, Ireland, Scotland, South Africa and Switzerland.

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

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

First Quarter - Sandra F., Deputy General Secretary, participated at the 12th South Carolina Al-Anon Convention; Linda McF., Literature Staff Secretary, at the 13th Annual Winter Conference and the 37th Annual Ontario Regional Conference of AA and Rita McC., Conference Staff Secretary, at the All Texas Conference.

Second Quarter - Carole K., Alateen Staff Secretary, participated at the 2nd Annual Conference of the Lakes in Canandaigua Lake, NY.

Third Quarter - Carole K., Alateen Staff Secretary, participated at the New England Alateen Convention (NEAC), in Springfield, MA and the Georgia Assembly in Macon; Mary Ann K., International Staff Secretary, at the 12th West Virginia Al-Anon Conference in Jackson Mills, West VA; Margaret O'B., Archivist, at the 9th Annual Nebraska Al-Anon/Alateen Reunion in North Platte, NE; Ann S., Institutions Staff Secretary, at the 13th Annual Workshop in Warwick, RI and Ellen D., CPC Staff Secretary, at the 5th Annual Al-Anon/Alateen Convention in New Hampshire.

Fourth Quarter - Carole K., P.I. Staff Secretary, participated at the Indiana Assembly in Indianapolis.

INSIDE AL-ANON (I/A) COMMITTEE:

Ruth L., Chairman
Sandra F., Editor

COMMITTEE: The Committee remains a subcommittee of the Executive Committee, and Ruth L. was appointed Chairman following the 1987 WSC. Beginning with the Feb/Mar 1988 issue, Linda McF. will replace Sandra F. as Editor, although Sandra will maintain editorial oversight (as she does for all WSO newsletters).

SURVEY: As a result of the third survey (polling 10% of all English-speaking groups) recommendations were made to the Executive Committee on improving *INSIDE AL-ANON*'s content and exposure. An overwhelming majority of respondents continue to have supportive comments and a strong request was made for more material on children of alcoholics—both Alateen and adult—as well as for more group input. The issue on adult children (Oct/Nov '86) was favored, with over 700 copies sent in response to requests. Requests for the series on newcomers also continue.

PROMOTION: A series of three articles was submitted to *AREA HIGHLIGHTS* and *The FORUM*, with a request that the *AREA HIGHLIGHTS* articles be reprinted in local newsletters.

EDITORIALS:

Feb/Mar - included a lead on Archives, a final article in series on newcomers, and a "Service Profile" of Edwina F.

Apr/May - included a new feature—"IMPORTANT—Please announce to your group," an article on Literature Distribution Centers, an announcement of the fellowship survey.

June/July - four days following the 1987 WSC, a proof sheet of the mini-summary was mailed to Conference members. Errors were corrected before the final (double-issue) copy was sent to all groups.

Aug/Sept - lead on abuse, with revised Alateen Responsibility Statement and 1986 workshop on abuse; the "Send us your Comments" feature was reinstated, the Alateen video was previewed, and a "Service Profile" of Bob L. was featured.

Oct/Nov - included an article on contributions, the announcement for Illustrated Traditions, "Group Spotlight" on an adult children group, farewell to *FORUM* Editor Fran H., "Service Profile" of Gloria P.

Dec/Jan - featured an article on the Al-Anon trip to the USSR; Staff changes at WSO, the 1988 Conference theme and an article on the hearing impaired.

INSIDE AL-ANON UPDATE:

Linda McF., Editor

Committee: New Editor, Linda McF., gratefully acknowledged the contributions of both former Editor Sandra F., and Committee Chairman, Ruth L.

Editorial:

* Jan/Feb—announced larger print ODAT, P.I. Month (May), Group Sharing on smoking/nonsmoking at meetings; service profile of Trustee Bill S; and an article on the benefits of referring to Al-Anon adult children groups without using confusing initials.

* Mar/Apr—Guidelines for submitting shared experiences in *The FORUM* and evolving recovery Conference-Approved material; differences among CPC, P.I., and Institutions; *AL-ANON SPEAKS OUT*'s new look; and service profile of Rae S.

* Jun/Jul—Efforts will again be made to provide Conference members with an unproofed copy of the mini-summary within a week of the WSC's close.

World Service Office Highlights

INSIDE

Al-Anon
Aug/Sept 1987
Vol. 11, No. 2

Al-Anon Faces the Sensitive Subject of Abuse

The subject of abuse—physical and emotional—will always retain its unhappy link with the disease of alcoholism. But the growing practice of open Al-Anon sharing has been reaping beneficial results, particularly among Alateens. Our correspondence reflects Alateens' need to feel safe when talking about abuse in their groups, that their anonymity is protected and that their sponsors are on their side.

Towards the end of 1981, out of a growing concern over the issue of abuse

For free copies of the Alateen Responsibility Statement and the 1986 Workshop on Alateen Concerns write to the WSO. (See mailing address back cover.)

(WSC) it stated: "As an Alateen Sponsor, you have the same responsibility and potential liability to an Alateen member as you would if you visited any minor to your own home."

This statement raised questions about what responsibility and what potential liability sponsors shared when they invited a member to their home. The following statement, presented at the 1983 WSC attempted an answer: "This statement actually means that the adult member of any group should give guidance and discipline. In other words, in your own home you wouldn't allow children to do anything that could physically or emotionally harm them and that holds true for Alateen meetings."

check their local liability laws, it didn't cover the reporting of child abuse cases (See Subject of Abuse, page 3)

IMPORTANT Please announce to your group

- * An Alateen video for use in P.I. service work is now completed.
- * There is a new pamphlet, Moving On! From Alateen to Al-Anon—An Invitation and a Welcome, soon to be released.
- * Send for revised Responsibility Statement when dealing with Alateen members.

World Service Office Highlights

INSIDE

Al-Anon
Apr/May 1988
Vol. 11, No. 3



With a Little Help From Friends

It's on the way—the expanded revision of our basic book, *AL-ANON FAMILY GROUPS* is targeted to appear in time for Al-Anon's International Convention in 1990. Upon the Literature Committee's approval of a proposed outline, the actual writing will begin to fill needs expressed by members.

As our fellowship grows and conveys its needs through the group conscience at the World Service Conference, we have tried to respond. Those who request new literature are the first in a long line of friends needed to communicate the topics to be covered, the questions to be answered and the situations discussed.

Establishing and meeting the pressing schedules is the business of another set of volunteers who pour through proposed material culling the kernels of experience with which the majority can identify. They take their lead from an army of pioneers who set down the process in the Twelve Concepts. Policy is carefully examined before the "voices" speak in print. This is, after all, OUR book, and WE need to be sure that it speaks of Al-Anon as it is today.

Of course, there can be no written words that represent one view because

all Conference-Approved Literature springs from many sharings. We need to hear from all types of members with a variety of approaches. You are the ones who can tell how the program works for you, how the principles can be applied in every conceivable situation. This is how we know that the program works; this is how it works. We need a huge bank of writings because we continually draw from those we have, quickly depleting our resources. To develop *AL-ANON FAMILY GROUPS* into the most complete work possible, we still need an abundance of sharings. We would especially welcome sharings from non-Christians, agnostics and atheists. Other topics still begging for input are: LIVE and Let Live, Self-honesty, Acceptance, Responding not Reacting, Trust, Making Amends, Guilt and Blame, Responsibility for Our Own Attitudes and Behavior, Enjoying Today, Focusing on Self, Self-esteem, Letting Go of Recriminations, and Identifying with the Feelings of Others.

Your giving in this way reflects one fellowship. It is this blended image that is expressed as following one program

(See Friends, page 4)

STOP • LOOK • WRITE

If you want to share in Al-Anon/Alateen Conference-Approved Literature and *The FORUM* magazine, consider the following:

- * Share an experience from the heart with the focus on yourself, not the alcoholic.
- * Be mindful of our Al-Anon Traditions.
- * Relate your personal experience, telling what it is like, how using the program helped you and include how your life has changed.
- * Avoid generalities, treatment center language and religious philosophy or dogma.
- and,
- * Sharing a specific program topic is always helpful.
- * Typing double-spaced material is helpful to us but not essential.
- * Perfect grammar is not essential either; we reserve the right to edit for grammatical accuracy and for space in the publication.

IMPORTANT Please announce to your group

- * May is P.I. Month
- * Six months to go until Institutions Month
- * World Service Conference moving to Connecticut
- * New confidential World Service Directories to be sent to U.S. and Canadian registered groups

QUESTIONS

RE: 1987 ANNUAL REPORTS

Q. Why do we celebrate St. Patrick's Day?

A. In the New York area, St. Patrick's Day is a big event and the air becomes very festive. The staff enjoys the comradery by starting our day together over a light breakfast. Expenses come from the funds budgeted each year for coffee, tea and other refreshments WSO provides to volunteers, staff and visitors. Since refreshments are usually part of our Al-Anon meetings, we maintain this spirit by keeping the coffee pots going all day long at the WSO as well.

Q. Explain the two days that were set aside for staff to have their children visit the WSO.

A. Children of staff may visit the WSO on Christmas and New Year's Eve as these are shortened workdays. These small gestures help build staff goodwill and morale and generate the kind of dedication that keeps our staff with us for many years.

Q. What type of outside organizations are being sent information and materials and for what purpose?

A. We send material to organizations or agencies that can refer potential members to our fellowship. This is carried out in line with page 32 of the Twelve Concepts of Service which suggests the CPC Committee is to "generate goodwill and facilitate the exchange of information" with such outside organizations.

Q. What is meant by cross talking?

A. Some groups have established their own standards that discourage members from responding directly to comments made by others. Al-Anon as a whole has no position on this matter.

Q. Who supports the Stepping Stones Foundation?

A. The WSO does not have this information. Perhaps it can be obtained by writing directly to the Stepping Stones Foundation which is separate and apart from Al-Anon and AA.

Q. Explain the relationship between Al-Anon, AA and the Foundation.

A. With respect to Archives, it is one of cooperation and sharing information.

Q. Who pays for the consultant and researcher/indexer?

A. The WSO. Commencing in June 1987, the Budget Committee approved the proposal of engaging a researcher/indexer two days a week to prepare the WSO Archives for computerization.

Q. What was the cost of training and development of staff in 1987 and where is the cost reflected in the Budget? Under travel and meetings?

A. Approximately \$2,000. This amount is noted under office services and expenses.

Q. Are some of these seminars at no cost to us?

A. Yes.

Q. Since 1985, travel and meeting costs have increased by 90.2%. What has caused this dramatic increase?

A. Travel and meeting expenses partially reflect changes in the makeup of committees. There is now more participation from outside the immediate WSO area which had been the primary source of committee members. For example, the following increases have occurred as a result of this expanded participation:

	1988	1985
Board of Trustees	\$45,000	\$21,000
Executive Committee	25,000	14,600
FORUM Committee	10,000	1,600
CPC (includes professional breakfast)	10,000	4,600
Archives	3,000	1,200

Q. Regarding audiovisuals — how are we doing financially with them? Is there any profit, or are they considered an expense? Are they priced to cover costs? Is there a breakdown on how each of the major ones have performed cost-wise? Where are the distribution costs reflected?

A. Audiovisual sales are generally poor and usually do not record a profit—the exception being our tapes—Beginners, Lois W. & The Pioneers, etc., which are profitable. The costs of radio projects are expensed in the year they are completed. The cost of purchasing the individual items is charged to the cost of literature distributed. Audiovisual material is not generally priced to recover costs but is considered more of a service. An attempt to make them affordable and insure a wide distribution is a primary goal. Examples of audiovisual sales and costs over their sales life are:

	Sales	Cost
<i>Al-Anon Speaks For Itself</i>	\$41,200	\$ 77,200
TV Spots	47,100	120,300
<i>Getting Involved</i>	4,500	22,900
<i>Alateen Tells It Like It Is</i>	8,900	11,200

Q. What is desktop publishing?

A. Rather than using outside services to bring copy to the final stage before printing, it can be done internally on a personal computer, saving time and money.

Q. How are calls to the 800 line channeled to the WSO by the agency?

A. The 800 number is a 24-hour answering service. When a person calls the number, his/her name and address is entered on a form, the resource in which they found the number is listed and their need for Al-Anon or Alateen is noted.

Q. What appropriate material is sent to the callers?

A. The answering service sends the lists to the World Service Office daily. Each inquirer is sent a letter, Al-Anon and Alateen literature and Getting In Touch With Al-Anon and Alateen.

Q. Please define production?

A. Production is the purchasing of materials and services, scheduling and routing the work, as well as coordinating the manufacture of all printed materials with distribution requirements and maintaining records.



ANNUAL REPORT:

Cathleen H., Chairman

Carole, K./Claire R./Linda McF., Secretaries

COMMITTEE: The Committee finalized its report on the adult children poll for presentation at the 1987 WSC. However, at the conclusion of the one-year plan, the Conference did not support the Alateen Committee servicing adult children concerns. All appropriate WSO departments will therefore continue to research and service the needs of this segment of the fellowship.

As of August 1987, Claire R. became Acting Staff Secretary when Carole K. assumed the position of P.I. Secretary; in November, Linda McF. began training as Alateen Secretary and Claire was appointed CPC/Institutions Assistant. Bonnie C. became Alateen Assistant.

Anita M., Trustee-at-Large, serves as Liaison between the Board of Trustees and the Alateen Committee and has been reviewing Alateen goals and projects.

PROJECTS UNDER CONSIDERATION: A video on recovery through Alateen; a reprint of "It's Celebration Time!" (from *ALATEEN TALK*, August '87); and a pamphlet explaining Alateen to parents.

PROJECTS IN PROGRESS:

4th Step Inventory Guide - Artwork was reviewed for follow-up. Articles received included sharings from members in the UK & Eire, Australia and France.

The FORUM Alateen page - Alateen sharings have substantially increased.

Educator's Packet - A packet for professionals, as well as for Alateen service work, was proposed to the CPC Committee.

Personal Sponsorship - Operation Alateen and Sponsorship, What's It All About? are being considered for expansion.

Dual Alateen Members - The Alateen Focus is under review for use with Alateen dual members.

Open Letter To My Teacher - A "notebook paper" format was recommended to the CPC Committee to enhance the appeal of this piece.

COMPLETED PROJECTS:

Transition Pamphlet - Moving On! From Alateen to Al-Anon became available in September.

Alateen Video - *Alateen Tells It Like It Is* was completed in early Fall.

ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS - Revisions submitted by PFA were reviewed and accepted.

Alateen Preamble - The word "AA" will be eliminated from the Preamble to read: "By applying the Twelve Steps to ourselves . . ."

GUIDELINES:

Alateen Conferences - Input is sought from Delegate members of the Standing Committee, Area Alateen Convention Boards, and Area Coordinators before proceeding with any revisions.

For Alateen Coordinators - Was reviewed by the Alateen Committee. Suggestions would be needed from Alateen Coordinators.

ALATEEN TALK: "Awesome Action" (June '87) resulted in continuing requests for Let's Take a Group Inventory guideline; Aug '87 (along with *ALATEEN PARA TI*, published biannually by Spanish Services) featured Alateen's 30th birthday celebration and included an appeal for more sharings on the 4th Step.

ALATEEN AREA COORDINATOR'S NEWSLETTER: The first issue to be assembled since 1985 was mailed in August; the next is scheduled for a February 1988 mailing.

INSIDE AL-ANON: 39 requests were received for the revised Responsibility Statement and 18 for the 1986 Workshop on Alateen Concerns, following the Aug/Sept *INSIDE AL-ANON* feature on Alateen and abuse.

CORRESPONDENCE: Included inquiries on groups and literature for younger members; letters from young people in institutions; an increase in individual letters with references to suicide; an article in *Young Miss* magazine resulted in 30 responses; and various information requests from educators (regarding establishing Alateen meetings in schools).

CONVENTIONS ATTENDED: Three conventions were attended by Alateen staff.

REGISTRATION: Alateen group registrations are increasing and Al-Anon adult children members are beginning to serve as Alateen sponsors.



IS AL-ANON

Alateen

ALATEEN UPDATE:

Cathleen H., Chairman

Fourth Step Inventory: Plans are underway to begin editing sharings for the proposed Fourth-Step Inventory booklet.

ALATEEN TALK: Material gathered from past issues will be proposed as reprints to provide easier reading and meeting topics for younger Alateen members and groups meeting in schools.

Personal Sponsorship: Minor revisions to six pamphlets were proposed to emphasize the Alateen approach to personal sponsorship.

New Material: Preparations were made for a recommendation to the 1988 WSC that material be developed to help parents understand the value of Alateen. The Committee also considered producing another Alateen video as a P.I. tool.

Group Concerns: Enhancing Alateen accessibility through increased group registrations and contacts was studied along with policy issues. The Al-Anon/Alateen Survey indicated a lowering of the average Alateen member's age to 14.3.

ALATEEN REPORT-BACK:

Dot S., AL

Administration: Bonnie and Linda reported on newly-developed Committee progress reports; correspondence topic tallies; the continuing need for more sponsors and available groups; over 23,000 copies of the transition leaflet, *Moving On* have been distributed and *Alateen Tells It Like It Is*—The Video, has sold over 500 copies.


ALATEEN TALK: Subscriptions have risen by 20%. The Committee is gathering like material from past issues of *ALATEEN TALK*, *The FORUM* (and other Al-Anon newsletters) to make available as reprints for younger members. Reprints will include color and larger type faces for reader appeal and will be distributed as soon as possible.

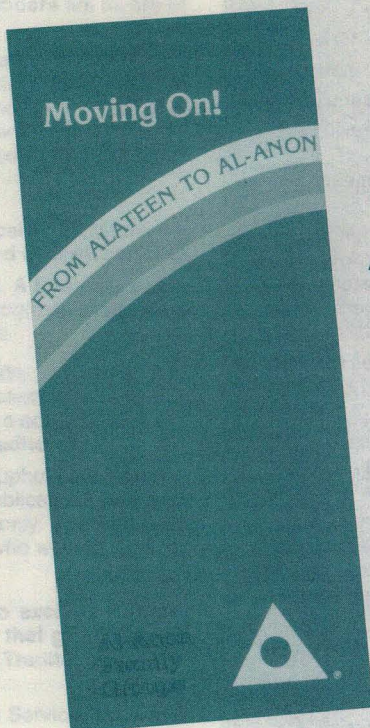
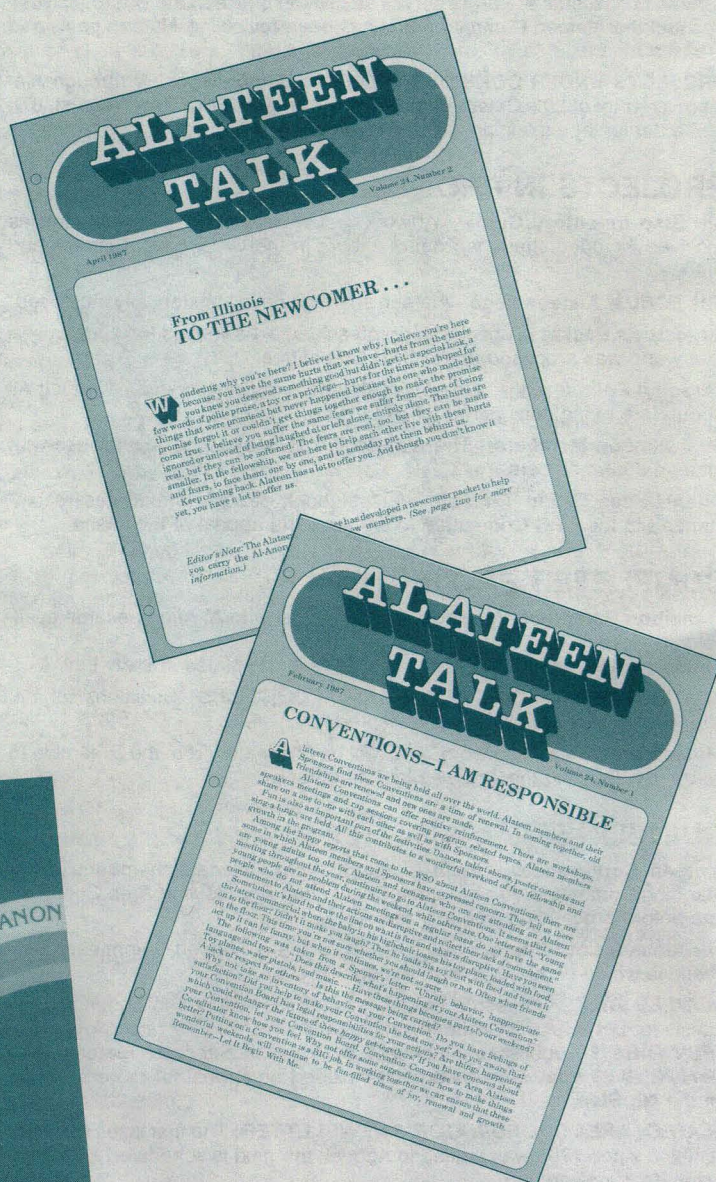
Serving Younger Alateen Members: Among the experiences shared: having Sponsors for Alateen Sponsors; Sponsor's workshops; having one group which holds two meetings with group leaders drawn from the older members; using all parents as sponsors in a combined meeting of family members of all ages. Concerns included lack of maturity to absorb complex ideas; the absence of willing sponsors and the insistence of some members who sponsor young groups without Area support.

Guidelines: All Alateen guidelines will be revised and reviewed by the full Committee throughout the year.

CAL: Suggestions for minor revisions in CAL will reflect the importance for Alateens to have personal as well as group sponsors. After a year of study, the Committee recommended that a recovery tool be developed to help explain Alateen to parents to gain their acceptance, remove current misinformation, and encourage cooperation among Alateen, Al-Anon, and AA. The following motion was made, seconded, and approved:

that a piece of CAL be developed to help parents become aware of what Alateen is and what it is not.

The material would be directed specifically to parents, (rather than to teachers or other professionals), as it was felt Alateen's growth rate might be accelerated if parents had more accurate information. 



ANNUAL REPORT:

Henry G., Chairman
Margaret O'B., Archivist

COMMITTEE: A motion was approved at the 1987 WSC that Delegate members be added to the Committee on a three-year trial basis, commencing in 1988. Jean Louise B., Liaison member from the Board of Trustees, began attending meetings in July.

LITERATURE AND A/V MATERIAL:

Guidelines - Guidelines for the WSO Archives Committee were revised and approved; Guidelines for An Area Archives were revised.

Archives Sharing Bulletin - The first issue was mailed out in the Spring, and the second early November.

History Leaflet (AR-2) - The Committee recommended that it be available for P.I. use and as a model for Area history.

LOIS REMEMBERS and Lois W. and the Pioneers - For a limited time, the Executive Committee approved offering the updated 2nd printing at a combined price of \$15.00, with a \$1.00 discount on each separately purchased item.

The FORUM - Brief historical articles appearing bimonthly in The FORUM began with the WSO Archives and Lois W.

ACCESS AND RESTRICTIONS: A statement of policy on access and restrictions will be made available to local Archivists upon request.

ARCHIVISTS RESEARCH TEAM: The team including WSO Archivist, Chairman of the Archives Committee and the Deputy General Secretary met several times with Archivists from AA and The Stepping Stones Foundation. A recommendation evolved that a Consulting Archivist and part-time Researcher/Indexer be engaged. Lois W.'s papers were transferred to ten archival acid-free, legal-size boxes. They will be photocopied, microfilmed and entered into the computer for The Stepping Stones Foundation. Eventually they will be housed in a WSO Special Collection, separate from primary archival material.

COMPUTERIZATION OF WSO ARCHIVES: A part-time Researcher/Indexer continues to organize archival files, develop a computerized indexing system, and explore various hardware and software products with the aid of a consulting archivist.

1988 WSC PRESENTATION:

The Understanding Heart - This film, featured on the *Loretta Young Show* in 1957, will be screened along with a narrative prepared by the Committee.

1990 INTERNATIONAL CONVENTION:

Special Activities - Responsibilities include the proposed Pioneer Luncheon, Archives Workshop and taping of longtime members.

OUTSIDE ACTIVITIES:

Archivists Round Table - The Archivist joined the Archivists Round Table (ART) of Metropolitan, NY and attended a week-long seminar conducted by the Society of American Archivists.

RESEARCH REQUESTS AND ACCESSIONS: Numerous requests for historical data were answered including a request from the Board for research on The FORUM. Recent acquisitions included: tapes of various Regional Service Seminars; photographs; master copies of recent WSO films/videos; autographed 1st editions of Al-Anon books; and written local histories.

NEW PROCEDURES: Included a log for recording material accessioned into the Archives, and another log to record requests for research. Forms were developed to accompany the transfer of files to Archives and requests for withdrawal of material.




ARCHIVES UPDATE:

Hank G., Chairman

Index: An interim index of archival resources is being prepared by a researcher/indexer.

to approach in preparing an audiotape...
based on an unedited recording of her meeting with...
on a 1987 WSC recommendation, the Archives Committee...
the Archives Committee, Mary Jane M., J. and Jan...
originals and copies of newspaper clippings from 1949...
and separately stored...
A new form was developed...
archives sharing bulletin (Spring 1988) was prepared and...



Archives Sharing.....

Spring 1988 No. III

SHARINGS FROM WSO ARCHIVIST

CONGRATULATIONS to early bird Archivists from Australia, Illinois (W), Iowa, Louisiana, Massachusetts, Mississippi, Missouri, New York (N) and Oregon who received a copy of *Christy Visits the WSO*, now outdated and no longer for sale as described in our last bulletin.

THE GOOD NEWS is that there are still some copies available! If interested, write directly to the Archivist at the WSO.

MOST EXCITING NEWS this quarter is that two World Service Delegates have been assigned as members of the Archives Committee. A warm welcome to Mary Jane M., Illinois (N) and Jan K., Indiana.


THE 1988 WORLD SERVICE CONFERENCE will be treated to a viewing of a vintage 1957 film called "The Understanding Heart", originally aired on the *Loretta Young Show* on national television. Members of the Archives Committee will read background material found in the WSO Archives.

SPEAKING HISTORICALLY, Assemblies and other large meetings are wonderful arenas to make members aware of the wealth of information about our fellowship contained in:

LOIS REMEMBERS
FIRST STEPS...
 Lois W. and Pioneer tapes
 Al-Anon Then and Now - A Brief History leaflet (free)

Also, don't forget the 'brief history' articles appearing bimonthly in *The FORUM*.

REMEMBER this is your bulletin - Let's know what is happening in your Archives and LET'S KEEP OUR HERITAGE ALIVE!



Compiled and Distributed by:
 Al-Anon Family Group Headquarters, Inc.
 P.O. Box 862, Midtown Station
 New York, New York 10018-0862

Historical Tape: A feasibility study was made for producing an audiotape of co-founder, Anne B., based on an unedited recording of her meeting with Lois in 1983.

Committee: Based on a 1987 WSC recommendation, two Delegate members were added to the Archives Committee: Mary Jane M., IL (N) and Jan K., IN.

Acquisitions: Both originals and copies of newspaper clippings from 1949-59 were transcribed and separately stored.

Research Requests: A new form was developed; 17 were submitted and responded to.

Newsletter: The Archives Sharing Bulletin (Spring 1988) was prepared and mailed to Area Archivists.

ARCHIVES PRESENTATION:

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

The Archives Committee began its presentation by underscoring the primary objective of Archival work to keep Al-Anon's heritage alive. A concrete example of this goal was the preparation of a step-by-step history of the acquisition, preservation, and dissemination of a 31-year old film. The Committee reviewed Al-Anon Headquarter's role in storing the film and distributing copies to various groups in and out of the fellowship.

The film, entitled "The Understanding Heart," was first broadcast on *The Loretta Young Show* in 1957. It dramatizes the effects of alcoholism on a

young married couple, their exposure to both the AA and Al-Anon programs, and their subsequent struggles to put program principles into practice. Its look was somewhat dated, however the Al-Anon message was timely, well-conveyed, and extremely moving.

"That film," said Chairman Hank G., "is an example of what Archives can do for you and for all the fellowship. It also shows how background information can be pulled together if we maintain the material. Our job in Archives is to save our past for our future."

ARCHIVES REPORT-BACK:

Mary Jane M., IL (N)

Committee Objectives: The Committee defined its objectives as: helping the fellowship learn from its experience; making the WSO Archives a viable reference resource for the fellowship in general and WSO services in particular; and encouraging and strengthening Area Archives worldwide.

Historical Requests: The Committee discussed developing a form to assist members planning to bequeath Al-Anon material to Archives.

Historical Tape: An unedited tape of Anne B. and Lois W. was brought to several producers to explore the feasibility of producing an audiotape of the "forgotten co-founder," Anne B. One producer did not feel the quality of the existing tape would result in a marketable product; however, the other's assessment was much more favorable, and the following motion was made, seconded, and carried:

that Archives be authorized to prepare a historical audiotape of Anne B. A plea went out to the fellowship to contact WSO Archives if any other tapes of Anne B.'s voice exist.



ANNUAL REPORT:

Norma McG., Chairman

Rita McC., Conference Secretary

CHAIRMAN'S MESSAGE: In her own humble way, our dear co-founder Lois W. has reminded us that "it only takes one to start something, but it takes many to carry it on."

On April 25, 1988 the twenty-eighth World Service Conference will convene, gratefully accepting the challenge from Lois to grow spiritually and carry to others the program of recovery she shared with us.

The World Service Conference is the means by which group members speak through their elected Delegates—it is the group conscience of our fellowship.

Love and trust in each other and in a Higher Power create an atmosphere in which Conference members can set aside personal desires and focus on our common welfare. It is truly an example of spiritual growth through service as we strive to carry on the work of Lois and the early pioneers, to spread our message of hope and recovery throughout the world.

COMMITTEE: Acting on a motion from the 1987 WSC, the Conference Committee was restructured on a three-year trial basis to provide an equal staff and volunteer balance. The full Conference Committee convened three times; the Interim Committee met eight times.

CONFERENCE PREPARATION: From January through April, activities focused on the many details required for coordinating the 1987 WSC. Preparations were finalized, including arrangements with the Tarrytown Hilton Hotel selected as the Conference site on the basis of space and cost.

Plans for the 1988 WSC were begun in early June. The Stamford Sheraton Hotel & Towers, Stamford, CT was selected as the 1988 WSC site on the basis of appropriate meeting space and costs. The 1988 Conference, April 25-30, will convene at 8:30 AM on April 25, with the theme, "The Conference—Democratic in Thought and Action."

HOSPITALITY: Volunteers who served in the Hospitality Room were given a copy of FIRST STEPS: AL-ANON—35 YEARS OF BEGINNINGS. Hospitality details for the 1987 WSC were handled by Deanna Z., Assistant to the Conference Secretary.

CONFERENCE SUMMARIES: Over 2,400 complimentary copies of the Summary were sent to current Delegates for distribution to their Area World Service Committees. Approximately 375 were sent to past Delegates, Trustees and to other WSO Conference members. Current Delegates and all registered groups received single copies.

ASK-IT-BASKET: The complete compilation will be mailed to Panel 28 Delegates with the 1987 WSC updates. Each year all Conference members will receive an update and an entire edited Ask-It-Basket will be sent to all Conference members every three years. Questions submitted at the 1988 WSC will be mailed to Conference members after the Conference allowing Staff Administrators to research answers.

MAILINGS TO CONFERENCE MEMBERS: During the first quarter material was mailed for the 1987 WSC. Subsequent mailings included material pertinent to the 1988 WSC. Contribution slips and printouts were mailed periodically.

ELECTION ASSEMBLIES: In the Fall of 1987, Areas elected new Panel 28 Delegates. Each Panel 28 WSD was sent a letter of welcome, the 1987 WSC Summary, an Area World Service Committee form and questionnaire requesting background information.

AREA HIGHLIGHTS: Each quarter, 1,500 copies were mailed with inserts.

EQUALIZED EXPENSE FUND: Will remain at \$525.00 U.S. and \$700.00 Canadian.

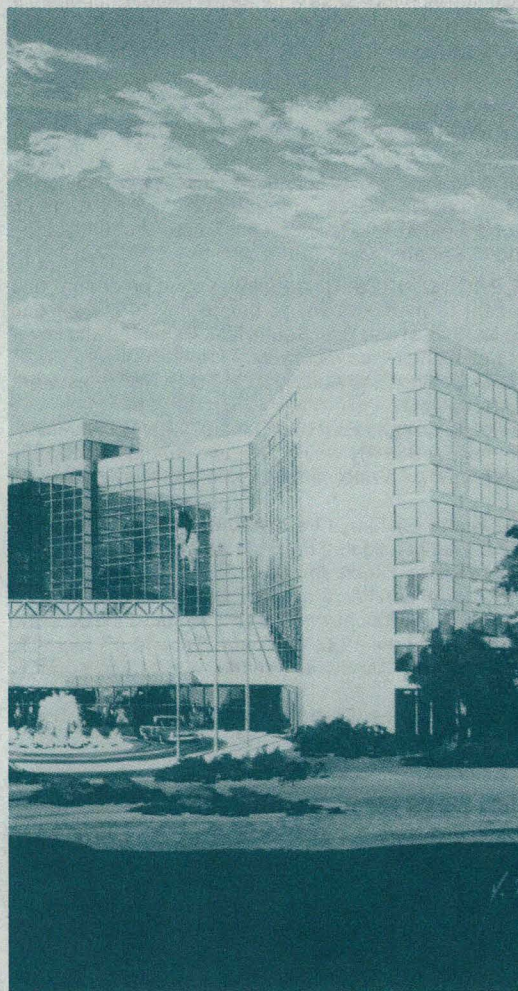
PANEL 28 (1988-1990): The names of all Panel 28 Delegates were received; a letter of welcome was sent with the appropriate material.

STANDING COMMITTEE PRESENTATIONS: Archives, Institutions, and P.I. Standing Committees will give 30-minute presentations at the Conference. Other committees will give a five-minute update where appropriate.

GREEN LIGHT/RED LIGHT: Green Light concerns will be submitted by mail and sorted in advance for consideration as Red Light topics. Items not receiving sufficient votes for Open Discussion will be covered in Workshops and reported back to the Conference.

WSO DINNER/OPENING SESSION: The WSO Dinner will be held at 6:00 PM, Sunday, April 24. This year past Trustees have been invited to join us at the Opening Dinner. A social hour will follow.

OVERSEAS REPRESENTATION: In early October, invitations were sent to all Al-Anon General Service Offices to participate in the 1988 WSC.



ANNUAL REPORTS: Conference members will receive Annual Reports before the WSC; any questions they submit prior to the Conference will be included, along with answers, in their portfolio. Approval of the Reports is scheduled for April 25.

PANEL 25: Outgoing Delegates were sent a letter of recognition for their dedicated service along with the Annual Conference Brochure and *AREA HIGHLIGHTS*.

EXPANSION OF REGIONS: Time will be allotted to discuss expansion of Regions: (U.S. North Central, U.S. South Central, and Canada Central). U.S. North Central is scheduled to vote for Regional Trustee in 1989, along with U.S. Northeast and U.S. Southeast.

REGIONAL TRUSTEE PROCEDURES: Cover letter, voting procedure and resumes of RTs were sent to members voting during the 1987 selection session for RTs for U.S. Northwest and U.S. Southwest. Resumes and cover letters were also sent to all Conference members.

Mary Fran W., RT U.S. Southwest and Audrey B., RT U.S. Northwest were re-elected for a second three-year term.

The 1988 WSC will select a Canada East and Canada West RT Nominee. Resumes were due January 1, 1988. By year's end, two candidate resumes were received for Canada East with Alternate Resume and two for Canada West, as follows:

Canada East Region: Ontario (S), Mary C. and Alternate, Fern H.; Quebec (W), Yolande G. There were no candidates from the Atlantic Provinces, Ontario (N), Quebec (E), or Newfoundland/Labrador.

Canada West Region: Alberta, Lorill W.; Manitoba, Gloria P. There were no candidates from BC/Yukon or Saskatchewan. Area Delegates outside the Regions plus Alternates drawn at the 1987 WSC are: Canada (E) Marie A. (ME); Lydia M., (PR); Jean H., (AZ) Alternate, Canada (W) Carolyn W. (MO); Gail F. (LA); Jean T., (IA) Alternate.

The names of the voting Trustees will be drawn at the January Board meeting.

Each Conference member will be sent a set of resumes.

ADMISSIONS/AGENDA/HANDBOOK: Subcommittee of Conference Committee


Angela W., Chairman
Rita McC., Secretary


The Committee met three times this year and has been expanded to include Ruth F. as an In-town member. All recommendations for Handbook changes were reviewed for presentation to the Standing Committee at the 1988 WSC. The Florida Assembly has divided and will send a second Delegate to the 1988 WSC.

Alaska sent their first Delegate to represent the Area at the 1987 WSC.

The Committee participated in the selection of Spiritual and Conference theme. They also voted to seat nonvoting members at the WSCs. Handbook changes recommended by the Committee were brought to the 1987 WSC.

A representative from Brazil attended the 1987 WSC. Germany will send representatives to the 1988 WSC.

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

cific amenities provided by the Stamford Sheraton. This input will be considered in making the final decision for meeting space for the 1989 WSC. 

ADMISSION/AGENDA/HANDBOOK:

REPORT-BACK


Jean H., AZ

Guidelines: The Committee, combined on a trial basis since the 1986 WSC, has been developing committee guidelines and reviewing Links Of Service. A request to this Committee for Steering Committee Guidelines was sent through the appropriate channels.

Northwest Territories: Because geographical conditions prevent the Northwest Territories from being an individual Area, they have been attending, and are recognized, at the Alberta Assembly since 1979. The Committee, therefore, presented the following recommendation:

that the Northwest Territories be officially recognized as part of the Alberta Area at the World Service Conference and that the Alberta Area Delegate be known as the Alberta/N.W.T. Delegate.

The discussion that preceded the balloting highlighted various facts about this remote and vast area in Canada. Its 1.5 million square miles are sparsely populated, with seven different languages spoken and only 14 groups registered with the WSO.

The motion carried unanimously. 

CONFERENCE SITE REPORT:

Rita McC., Conference Administrator

Rita reported that our contract to reserve space at the Stamford Sheraton Hotel and Towers for the 1989 WSC is being negotiated with the understanding that we will release the space within a reasonable time period should more suitable accommodations be found.

The 1987 WSC motion on site selection enabled the Committee to examine cities in the greater NY Metropolitan area (including portions of New Jersey and Connecticut). Contracts were made, and proposals were received from five sites. On-site inspection of several locations proved them competitive with the Sheraton. Criteria for selection included: complimentary meeting space, competitive rates for sleeping rooms and meal functions, location of break-out rooms, hospitality room and WSC Office within proximity to the General Sessions Room.

Conference members were urged to fill out and submit the evaluation forms included in the Conference Brochure regarding the overall and spe-

IN PROGRESS: The Committee discussed many of the Long-Range Study Panel's recommendations on reaching out to the black community and is exploring methods of outreach; an excerpt from *Al-Anon Speaks For Itself* is being developed in conjunction with excerpts from *Alateen Tells It Like It Is* for a film loop to be used at the exhibit booth; "An Open Letter to My Teacher" will be revised on yellow-lined paper. The Educator's Packet, developed by the Alateen Committee, was approved and will be sent in response to inquiries from teachers.

REVISIONS: "An Open Letter To My Doctor," "An Open Letter To The Police," Al-Anon and Professionals, the CPC Standing Committee Guidelines, the Service Workbook, Al-Anon Family Treatment Tool in Alcoholism and "An Open Letter To The Clergy" were updated. The 800 number was added to Al-Anon Speaks To You, The Professional.

GOALS: The pros and cons of WSO Staff, rather than local members making presentations at national conferences, were discussed at the 1987 WSC and subsequently considered by the CPC Committee. The consensus was to continue having WSO Staff give presentations to provide a sense of continuity and bring a nationwide view of the program.

EXHIBIT BOOTH: A new booth was purchased.

REPRINTS: All reprints used as CPC tools were reviewed and approved for continued use.

OFFICE WORK: A CPC pack and a form or personalized letter was sent in response to over 1,400 professional inquiries. ▲

QUESTIONS:

Q. Explain film festivals of several national conferences.

A. A room at national conferences is often set aside where films submitted by various organizations, self-help groups, etc. are shown continuously throughout the day. Professionals attending these conferences have the opportunity to view the films free of charge. This helps them to become aware of available films. If our film has been submitted, it is returned at the end of the professional conference.

Q. What Conferences?

A. It was submitted to the film festivals of the following Conferences: 1. National Convention on Children of Alcoholics, Orlando, FL; 2. Northeastern Conference on Alcoholism and Drug Dependence, Newport, RI; and 3. National Council on Family Relations, Atlanta, GA.

Q. What awards has our film won?

A. The Gold Camera Award, first place, presented by the United States Festivals Association, Elmhurst, IL; Bronze Apple Award, presented by the National Educational Film on Video Festival, Oakland, CA; Gold Award, presented by the Houston International Film Festival Inc., Houston, TX and the Gold Plaque, presented by Intercom 1986, Chicago, IL.

Q. Do we enter the films to be considered for the awards?

A. The producers of the film, *Al-Anon Speaks For Itself*, entered the film and subsequently received the awards.

Q. What is a film loop?

A. The film loop is a 60 or 90-minute video which repeatedly plays five-minute excerpts from *Al-Anon Speaks For Itself* and *Alateen Tells It Like It Is*.

COOPERATING WITH THE PROFESSIONAL COMMUNITY UPDATE:

Mary C., Chairman

Survey: The 1987 Al-Anon/Alateen Membership Survey report was completed and is available for distribution. A leaflet based on the Survey results, *Who Are The Members Of Al-Anon and Alateen?* (1987 Survey), was also produced and distributed.

AL-ANON SPEAKS OUT: (Winter 1987/88) was sent to over 13,000 professionals. Also included in the mailing were an order blank for *Alateen Tells It Like It Is*, the Seasonal Letter, and the Survey leaflet.

CPC REPORT-BACK:

Sharon B., GA

CPC Goals: Short-term goals will be developed further at In-town Committee meetings and long-range goals will be discussed with the Long-Range Study Panel (LRSP).

Guidelines: CPC guidelines are being revised. G-29 will be expanded to include: "A Suggested CPC Workshop Within The Fellowship" and a suggested outline for use in members' speaking to the professional community.

Breakfast for Professionals: Plans for holding a second breakfast are underway.

Bookmark: The Committee presented the following recommendation to the WSC:

to develop a bookmark to inform the professional community of what Al-Anon/Alateen is and what Al-Anon/Alateen is not.

Before approving the motion, Conference members discussed the relative merits of a bookmark over other formats. It was felt that such a bookmark would be the least expensive way for the fellowship to liberally distribute information. A bookmark is less costly to produce and, therefore, will be inexpensive for the fellowship to purchase. It was also noted that bookmarks make excellent give-away items, and if they are attractively designed, they can be extremely effective.

NATIONAL PUBLIC INFORMATION (CANADA) NPIC:

(Subcommittee of CPC Committee)

Mary C., Chairman
Ellen D., Secretary

Jolene J. was hired in November as the new NPIC Office Manager.

AL-ANON SPEAKS OUT, Canadian Bulletin: 10,000 copies of the 1987 Bulletin were produced, and multiple copies were mailed to members for service work. The 1987 issue was sent to over 1,500 professionals along with the order blank for the film, *Al-Anon Speaks For Itself* and copies of Understanding Ourselves and Alcoholism. The 1988 issue features information about Al-Anon Speaks To You, The Professional and the new Alateen video. Both the newsletter, *AL-ANON SPEAKS OUT* and the film, *Al-Anon Speaks For Itself* were cited as resources in *INITIATIVE*, published by the Canadian Committee on Social Development.

NPIC LUNCHEON: The luncheon, held October 8, 1987 in Ottawa was attended by some 70 professionals and 37 Al-Anon members. The agenda included a screening of *Al-Anon Speaks For Itself*, a personal sharing by the CPC Staff Secretary, and a question and answer period. A press briefing was conducted before the luncheon and interviews were given in French.

MEDIA CONTACTS: Articles in various publications resulted in over 400 informational requests to the office.

EXHIBITS: Al-Anon was represented at 12 conferences with our exhibit booth and/or distribution of complimentary literature.

INQUIRIES: Requests for information were handled with a letter and a packet of literature.

Current Activities: Reaching out to the black community; revision of the CPC guidelines; development of a handout on what Al-Anon/Alateen is and is not; a film loop excerpting *Al-Anon Speaks For Itself* and *Alateen Tells It Like It Is*, for use at the exhibit booths; and completing *CPC SHARINGS* for immediate mailing to CPC Coordinators.

NPIC REPORT:

Mary C., Chairman

NPIC (National Public Information Canada) is a subcommittee of Cooperating With The Professional Community (CPC). It acts as a clearinghouse for CPC and P.I. activities in Canada, initiating and organizing national exhibits, and presenting talks at national conferences. Two Regional Trustees from

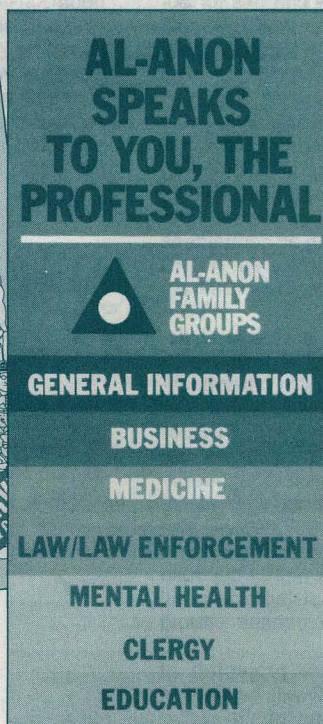
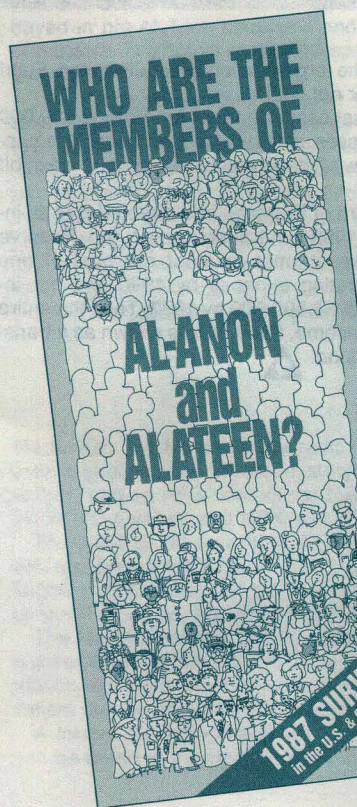
Canada, the Chairman of the CPC Committee, Staff Administrators from both CPC and P.I., and a bilingual Canadian member (currently NPIC's office manager) comprise the NPIC Committee. It meets quarterly during Board Week with the Board Chairman and Executive Director attending ex-officio.

Efforts at achieving national recognition are producing results. *INITIATIVE*, the Canadian Council on Social Development newsletter, listed *AL-ANON SPEAKS OUT*, Canadian Bulletin, along with the film, *Al-Anon Speaks For Itself* as a resource. The Canadian Guidance and Counseling Association requested information for their national newsletter and permission to announce upcoming Al-Anon events.

AL-ANON SPEAKS OUT, Canadian Bulletin 1988 which focuses on the pamphlet *Al-Anon Speaks To You, The Professional* and the video, *Alateen Tells It Like It Is* was sent to over 2,000 professionals on the mailing list, now undergoing computerization.

Direct requests for information are answered with literature packets, an explanation of the program, and addresses of the Information Services and Literature Distribution Centers across Canada. A copy of this correspondence is routinely forwarded for follow-up to the appropriate CPC or P.I. Coordinators.

In January, following the successful completion of the three-year trial as a subcommittee of CPC, NPIC requested that the Board approve permanent status in that capacity. The motion was unanimously approved by the 1988 WSC (see MOTION #15). ▲



“WE ARE SELF-SUPPORTING...” Finances

TREASURER'S REPORT:

Jane O., Treasurer

In 1987, total income, including Reserve Fund Investment Income increased by \$375,754 over 1986 whereas expenses were \$215,055 below those of 1986, resulting in an increase in net income of \$590,809 over the previous year.

Total sales of our publications in 1987 (see Schedule 1) amounted to \$4,452,726—an increase of \$327,883—or 8% over 1986 and about \$73,000 higher than budgeted sales. The essential elements of this increase were:

ONE DAY AT A TIME	+	\$172,705 (13%)
TWELVE AND TWELVE	+	29,363 (11%)
OTHER LITERATURE	+	245,958 (14%)
FIRST STEPS	+	70,910 (74%)
AS WE UNDERSTOOD	-	63,374 (32%)
OTHER TITLES	+	14,141 —

Gross profit percentages on literature sales dropped from 76.57% to 75.83%, a decrease of .74%, primarily due to a write-down of inventory of the book *FIRST STEPS* (\$35,500).

Contributions of \$752,381 were received in 1987, an increase of \$102,859, or 15.8% over 1986, exceeding projections by \$67,400.

Total operating expenses for 1987 (see Schedule 2) were \$3,740,910, an increase of \$295,506, or 8.6% over 1986 figures of \$3,445,404 and were \$81,300 less than budgeted. Expenses were equal to or less than original budget forecasts. The largest increase was in occupancy costs which rose from \$401,351 to \$624,047, (a 55% increase) as had been expected. Although the WSO moved to Broadway in February 1986, increased rental costs did not take effect until July of that year. Labor costs increased from \$1,774,964 to \$1,823,982, an increase of \$49,018, or 2.8%, and the 1987 cost of \$123,518 for travel and meetings was \$25,685 higher than 1986. Printing costs decreased from \$211,921 to \$192,127 because World Directories were not printed in 1987. General Fund activity reflects the overall financial operations of the organization and the Fund balance at the end of 1987 amounted to \$1,185,030 and is shown on Exhibit A as:

Balance at January 1, 1987	\$1,124,073
Excess of income for the year	660,957
Less: transfer to Reserve Fund	600,000
Balance at December 31, 1987	\$1,185,030

Reserve Fund

In April 1970, the Board established a Reserve Fund in an initial amount of \$80,000. Its purpose was to set aside sufficient funds to ensure the continuation of the organization's essential services in the event of a severe recession.

Over the years, the Reserve Fund target varied, until October 1981 when the Board decided that the Fund objective would be an amount equal to one year's operating expense. At 1987 expense levels, this would amount to \$3,741,000. During 1987 the Board directed that \$600,000 be transferred from the General Fund to the Reserve Fund. At December 31, 1987 the Reserve Fund had achieved a balance of \$2,089,783. ▲

BUDGET REPORT:

Jane O., Treasurer
Richard Keilly (non-member), Controller

COMMITTEE: Activities and recommendations included: declining a proposal by Northwest Airlines designating themselves official carrier for the WSC; refusing contributions from United Way; a decision to combine print ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS and ADAT in French along with English; deciding not to accept credit card orders at this time (based on a 10% survey sampling of U.S./Canadian groups: 69-yes, 115-no); examining the financial implications of beginning the 1988 WSC one day earlier; a recommendation to maintain equalized expense for the 1988 IAGSM at \$525.00 (U.S.); considering costs involved in consolidating *IN-SIDE AL-ANON*, *ALATEEN TALK* and *AL-ANON IN INSTITUTIONS* into *THE FORUM*; allocating funds for the computerization of Archives; recommending an increase in the amount individual members can contribute.

A distinction was made between budgetary and conceptual implications of projects, with the Budget Committee restricting its perspective to financial aspects and the Executive Committee reviewing the overall project from both conceptual and budgetary perspectives. Also discussed was the budgetary implications of the signing of a lease by PFA. ▲

SESSION:

Richard Keilly, Controller

The entire Budget comprises Schedule 1 (income) and Schedule 2 (projected expense). Also submitted are comparative figures for the previous year, both budget and actual.

A projected income of \$300,000 is anticipated for 1988, compared with actual income of \$661,000 in 1987. Results for 1987, however, must be restated to reflect an accounting change which depreciates fixed assets rather than expensing them in the year of acquisition. The effect of this change will restate 1987 results by a charge of about \$124,000, so that the restated 1987 income will be approximately \$537,000.

Literature sales or income from publications are expected to total \$4,924,000, an increase of \$471,000, or 10.6% from the previous year. With the exception of *FIRST STEPS*, all other books and literature (mainly pamphlets) are expected to record sales improvements over 1987. Respective increases of \$113,000 and \$182,000 are expected on *ODAT* and other literature sales. *AL-ANON'S TWELVE STEPS AND TRADITIONS* is also expected to increase substantially, by 12% after rising 10.7% the previous year. Sales of the larger print *ODAT* are projected at \$110,000.

Overall gross profit from literature sales should be \$3,692,000, or 75%, versus a gross profit of 75.8% in 1987. The return is actually far less than the .8% decline indicated. In 1987 a substantial write-down of the *FIRST STEPS* inventory reduced margins by about 1%. Increased paper costs and some price increases are expected to narrow 1988 gross profit margins.

FORUM subscriptions income is now projected at \$320,000, an increase of 11.7% over 1987 as the subscription base expands.

Interest earned will decrease due to a smaller investment base, based on the transfer of securities to the Reserve Fund. Contributions are now projected at \$830,000, an increase of 10.3%.

Net income from all sources should be about \$4,882,000, or 9.3% over 1987.

Overall expense should increase by 20.4% due in part to items with no comparable 1987 expenditure and the expense of depreciation and amortization.

Labor costs, the single largest component of the expense budget, are projected at \$2,120,000, an increase of \$296,000, or 16.2%. The increase reflects an overall 6% salary increase, the addition of a clerk typist and a Group Services Coordinator, as well as charges for positions left temporarily vacant in 1987. Benefit costs will also sharply increase because of substantial increases in hospitalization costs. New hospitalization packages are being studied.

Expenses shown from the building occupancy line through repairs and maintenance show normal increases associated with growth. Shipping and postage increases reflect postal rate hikes. Travel and meeting costs will again increase because of the growing participation on committees by members beyond the immediate area. A CPC professional breakfast meeting held in 1987 will be repeated.

Legal and audit fees include a charge to defend our trademark against unauthorized use as well as registering our trademark in other countries. This expense, originally built into the prior year's budget was not used in 1987. *FORUM* costs, after holding steady for several years, are expected to be \$28,000 higher due to higher paper costs and printer charges as well as increased circulation. A charge of \$37,000 will also be incurred for the biannual Directory. Other printing costs should be sharply higher because of new manual printings, distributed to all groups. All other operating expenses should show little or no increase.

Non-operating expenses are projected at \$251,000. The biannual IAGSM will be held in London and the declining value of the dollar should boost the cost to \$65,000. P.I. special projects expenses are mainly costs expected to be incurred in the event a national TV program lists Al-Anon as a resource to be contacted. This item was originally provided for but not used in 1987. The *FORUM* readership survey will determine how to further improve the magazine and ultimately increase its use. The cost of a *FORUM* circulation consultant is another 1987 budget item not used. The study will be completed in 1988. Charitable not-for-profit organizations must now depreciate fixed assets over their useful life rather than expense them in the year of purchase. We have thus restated the prior year's results to reflect this change by establishing a balance sheet asset and correspondingly in-

creasing the organization's accumulated Fund Balance (or net worth).

Our actual capital budget for 1988 is \$30,000 and purchases include word processing equipment, a new postage machine, and a new exhibit booth.

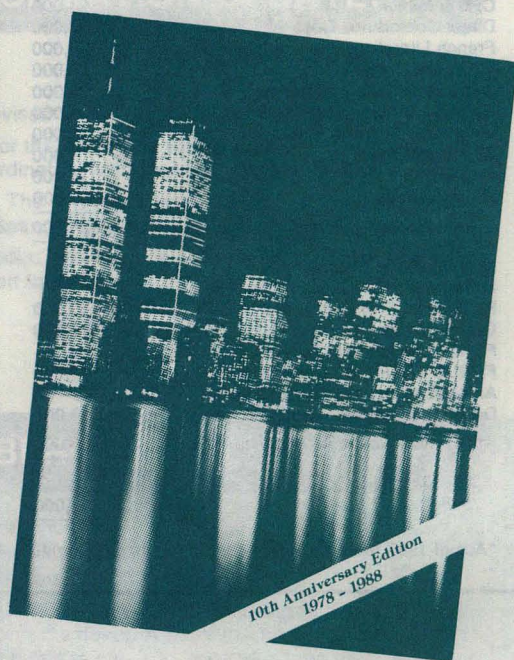
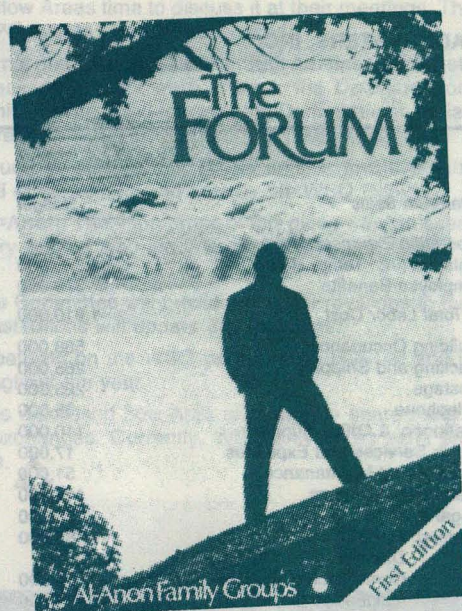
The Board of Trustees has directed that all income for 1988 be transferred to the Reserve Fund as we attempt to meet our goal of one year's operating expense by 1996 and our interim goal of \$4,500,000 by 1992. Thus the entire projected income, \$300,000, is shown as a transfer to that fund. ▲

AL-ANON FAMILY GROUP HEADQUARTERS, INC.
1988 Budget

	1987 Budget	Actual 1987	Schedule 1 Budget 1988
<i>Literature Sales</i>			
First Steps - 35 Years of Beginnings	\$ 40,000	\$ 25,500	\$ 20,000
As We Understood	160,000	133,400	140,000
Al-Anon Family Groups	72,000	86,500	89,000
Al-Anon Faces Alcoholism	90,000	97,900	105,000
Dilemma of the Alcoholic Marriage	90,000	85,300	88,000
One Day At A Time	1,450,000	1,472,500	1,585,000
One Day At A Time - Large Print	—	—	110,000
FORUM Favorites	30,000	30,700	34,000
Alateen - Hope For the Children	49,000	46,400	50,000
ALATEEN—a day at a time	140,000	140,200	150,000
Lois Remembers	26,000	22,300	23,000
12 Steps & 12 Traditions	293,000	303,800	340,000
Other Literature	1,940,000	2,008,200	2,190,000
<i>Income from publications</i>	<u>4,380,000</u>	<u>4,452,700</u>	<u>4,924,000</u>
<i>Cost of Literature Distributed</i>			
First Steps - 35 Years of Beginnings	45,000	45,000	13,000
As We Understood	34,000	23,700	26,000
Al-Anon Family Groups	19,000	21,100	25,000
Al-Anon Faces Alcoholism	22,000	23,300	25,000
Dilemma of an Alcoholic Marriage	23,000	21,000	22,000
One Day At A Time	340,000	344,300	390,000
One Day At A Time - Large Print	—	—	32,000
FORUM Favorites	6,000	5,800	7,000
Alateen - Hope For the Children	17,000	15,000	16,000
ALATEEN - A Day At A Time	39,000	38,500	42,000
Lois Remembers	7,000	7,900	8,000
12 Steps & 12 Traditions	66,000	71,100	80,000
Other Literature	466,000	459,500	546,000
<i>Cost of Literature</i>	<u>1,084,000</u>	<u>1,076,200</u>	<u>1,232,000</u>
Gross Profit from Literature Sales	3,296,000	3,376,500	3,692,000
FORUM Subscriptions & Back Issues	264,000	286,000	320,000
Interest earned	40,000	50,800	40,000
Contributions	685,000	752,400	830,000
<i>Total Income</i>	<u>4,285,000</u>	<u>4,465,700</u>	<u>4,882,000</u>
<i>Less Expense (Schedule 2)</i>	<u>3,886,000</u>	<u>3,804,700</u>	<u>4,582,000</u>
<i>Excess of Income-General Fund</i>	<u>\$ 399,000</u>	<u>\$ 661,000</u>	<u>300,000</u>
<i>Transfer to Reserve Fund</i>			<u>300,000</u>
<i>Income Retained in General Fund</i>			<u>\$ -0-</u>
1988 Reserve Fund Interest - \$180,000			

	1987 Budget	Actual 1987	Schedule 2 Budget 1988
<i>Literature Sales</i>			
<i>Operating Expenses</i>			
Salaries (Inc. Temp. Help)	\$1,540,000	\$1,479,700	\$1,675,000
Employee Benefits	370,000	344,300	445,000
<i>Total Labor Cost</i>	<u>1,910,000</u>	<u>1,824,000</u>	<u>2,120,000</u>
Building Occupancy	588,000	624,100	650,000
Packing and Shipping	265,000	266,200	297,000
Postage	225,000	222,700	275,000
Telephone	35,000	32,000	38,000
Stationery & Office Supplies	110,000	107,600	122,000
Office Services and Expenses	17,000	17,500	20,000
Repairs and Maintenance	51,000	48,700	55,000
Travel and Meetings	118,000	123,500	145,000
Legal & Audit	23,000	13,500	36,000
Printing: FORUM	88,000	87,600	116,000
Directories	—	—	37,000
Conference Summary	21,000	24,200	26,000
Inside Al-Anon	42,000	36,500	42,000
Other	32,000	43,700	63,000
CPC Exhibits	24,000	22,000	24,000
Direct Conference Cost	75,000	78,200	77,000
French Literature Service	76,000	76,300	76,000
TV Spots	12,000	14,600	—
Canadian Public Information	29,000	28,000	31,000
Regional Service Seminars	8,000	7,700	11,000
Volunteers Travel & Meals	23,000	22,500	26,000
EDP Installation	9,000	5,800	9,000
Insurance	17,000	17,400	17,000
Miscellaneous	23,000	17,000	18,000
<i>Total Operating Expense</i>	<u>3,821,000</u>	<u>3,761,300</u>	<u>4,331,000</u>
<i>Non-Operating Expense</i>			
Int'l Al-Anon Gen'l. Serv. Mtg.	—	—	65,000
P.I. Special Projects	10,000	—	10,000
Group Survey	10,000	11,700	—
FORUM Readership Survey	—	—	11,000
FORUM Circulation Consultant	12,000	1,700	5,000
Archives Consultant/Researcher	—	6,800	12,000
Depreciation & Amortization*	33,000	23,200	148,000
<i>Total Non-Operating Expense</i>	<u>65,000</u>	<u>43,400</u>	<u>251,000</u>
<i>Total Expense (Schedule 1)</i>	<u>\$3,886,000</u>	<u>\$3,804,700</u>	<u>\$4,582,000</u>

*Actual 1987 results - Actual cost of purchasing furniture & fixtures.



ANNUAL REPORT:

Fran H., Editor
Rita McG., Editorial Assistant

COMMITTEE: Committee members made a presentation at the 1987 WSC, including *FORUM* history, growth, and potential. In June, Editor Fran H. left WSO's employ and Rita McG., Editorial Assistant, prepared subsequent issues for publication. Anita M., Trustee-At-Large, was appointed Chairman of the Editorial Committee and has familiarized herself with procedures. Gloria P., Regional Trustee, is the new Chairman of the Business Operations Committee.

"Grabbers" were used on all 1987 *FORUM* covers; however, the printing of coming attractions was not considered feasible at this time. Members felt photographs on the cover were superior to artwork, and all 1988 covers will depict landmarks in countries where Al-Anon is present.


A decision was made to feature the slogans on page 22 in 1988; the pieces will be written by a free-lance writer who is an Al-Anon member. Short articles will be solicited from the International Secretary for publication in 1988.

A list of *FORUM* functions indicating respective committee oversight was prepared for use as a reference tool by each committee. The Editorial Committee is responsible for content and promotional ideas; Business Operations oversees all financial and business aspects; joint responsibility exists in some areas.

Letters were sent to Delegates requesting they send us names of designated *FORUM* Coordinators/Contacts. A list will be maintained at the WSO and material will be worked on for regular distribution to aid in promoting magazine subscriptions.

EDITORIALS: Among articles published in 1987 were: "I Retreated Into Silence," (Jan) on the inability to communicate; "I Came in Perfect and Got Worse!" (Feb) on learning to accept a Higher Power; "A Man's Story," (Mar) about an adult child of an alcoholic's recovery; "If You Say No, You Won't Grow," (Apr) on developing a willingness to serve; "Growing up Confused," (May) an adult child's unhappy relationship with her sober parent; "Found: A Cure for Resentment," (June); "Do-It-Yourself Higher Power," (July) from an atheist; "Healing at Last," (Aug) describing how one woman's journey to self-acceptance helped her love others; "On the Right Track," (Sept) from a formerly suicidal teenager who uses the Steps to cope with her life; "The End of a Relationship," (Nov) on remaining in Al-Anon after a relationship with the alcoholic has ended; "Back to Basics," (Dec) cautioning against change for change's sake.

BUSINESS OPERATIONS: It was determined that 99,000 subscriptions would be required for The *FORUM* to "break even." A consultant suggested professionally surveying both current subscribers and nonrenewals; \$10,000 was subsequently budgeted for this project to be undertaken in 1988. Until the survey results are reviewed, there will be no changes in the size or format of The *FORUM*. (Estimates for producing a 32-page, four-color cover issue exceeded present monthly costs by nearly \$5,000.)

An ad hoc committee, chaired by Norma McG., was formed (as recommended by the Business Operations Committee) to consider combining all newsletters into The *FORUM*. Three meetings were held. Research was conducted on The *FORUM* and all existing newsletters including the purpose and distribution of each. AA and several other nonprofit organizations were consulted. Three WSC Delegates wrote and expressed interest in such a compilation and the committee expects to make a recommendation to the Board following its meeting in January. 

THE FORUM REPORT:

Anita M., Chairman *FORUM* Editorial Committee

Trustee Anita M., appointed Chairman of The *FORUM* Editorial Committee on July 1987, sought to clear up some misperceptions about her duties with regard to The *FORUM*. She chairs the monthly Editorial Committee meetings, she reported, where material is evaluated and selected for inclusion in the magazine. Day-to-day functions at WSO are currently being overseen by acting *FORUM* Coordinator Rita McG., who plans layout and works with printers, among numerous other responsibilities.

The 1987 WSC suggested that the position of Area *FORUM* Coordinator or Contact Person be created to improve The *FORUM*'s accessibility, particularly at the group level to new members. Since then, 34 Coordinators have volunteered and subscriptions have increased by more than 8,000. Area

FORUM Coordinators/Contacts or Delegates were sent a packet that included single copies of The FORUM, a list of ideas for its use, and directions for making a display. Both Business Operations and Editorial Committees are developing a poster easel to be available to Coordinators for use at Area events.

Changes in The FORUM include a subtitle ("a meeting in my pocket") and grabbers on the cover, guest editorials, cover photography representing countries where Al-Anon is present, and less art-work to free up more space for content.

The functions of both FORUM Committees were delineated: the Editorial Committee is responsible for content and promotional ideas; and the Business Operations Committee oversees all financial and business concerns. The Chairman of each Committee sits as a member on the other to increase communication and awareness.

A survey of the readership will be sent to a sampling of present and past subscribers to indicate who FORUM readers are, what they would like The FORUM to be, and why past subscribers are not currently subscribing.

An ad hoc committee, formed to study the possibility of combining the newsletters and including them in The FORUM, recommended not to consolidate them at this time. Feedback from readers is sought, however, and the matter will be addressed in the survey.

The Editorial Committee considered several innovations that were ultimately rejected for various reasons: listing coming attractions on the cover—not feasible due to The FORUM's schedule for reviewing manuscripts; including blow-in or tear-off subscription forms with envelopes, and using a glossy cover—both too costly.

The April 1988 issue invited the membership to share writings and/or photographs, with general guidelines for doing so. Anita extended this invitation to all Conference members, and noted that material submitted may not appear in print until months after it is received at the WSO. She also acknowledged a Delegate's comment that the word "promotional" with regard to FORUM efforts to increase subscriptions tends to have a disagreeable effect on many Al-Anon members. ▲

QUESTIONS:

Q. Was the reprint, "Our Group Is Doing It," announced or distributed.

A. The FORUM reprint, "Our Group Is Doing It," (R-8) was produced in-house. It was the first reprint that was produced in Spanish on our IBM system. It was done early in 1987. ▲



ANNUAL REPORT:

William S., Chairman
Ann S./Ellen D., Secretaries

COMMITTEE: Following the October Board meeting, Secretary Ann S. who has been Institutions Secretary since 1973, assumed a new assignment as Group Services Coordinator. Ellen D. will act as Secretary to both CPC and Institutions on a trial basis.

AL-ANON IN INSTITUTIONS - The March issue reviewed results of the first October Institutions Month campaign held in 1986; the July issue featured plans for the Second Annual October Institutions Month; November's issue included articles from residents of penal institutions who have been helped by Al-Anon meetings.

Institutions Month - The Institutions Committee approved having Institutions Month as an annual October event. The Committee reviewed the 1986 Calendar and revised the suggested events and topics for the 1987 Calendar. The new 1987 Calendar was sent to the fellowship along with the July issue of *AL-ANON IN INSTITUTIONS* newsletter and with the Aug/Sept 1987 issue of *INSIDE AL-ANON*.

PROJECTS IN PROGRESS:


Leaflet - A single leaflet or expansion of existing pieces are being considered to familiarize professionals, newcomers, and others in the fellowship with Al-Anon materials and terminology. The aim is to discourage members from using professional terminology at meetings because it tends to put the focus on the alcoholic rather than on the Al-Anon member.

Audiovisual - Preliminary work has begun on an audiovisual presentation, tentatively titled, "Institutions Service—Audiovisual" to generate interest and encourage volunteerism. It will consist of members' personal sharings. Delegates, Coordinators and members' responses to a questionnaire sent by the Committee indicated the needs, focus, and usage for such a project. A sample of the project will be presented at the 1988 WSC.

OFFICE PROCEDURES:

Revisions - G-9 will now include the Suggested Al-Anon/Alateen Welcome, the Twelve Steps and Traditions, The Preamble, and Closing. Al-Anon/Alateen Institutions Group Meetings was revised, as were Suggestions for a New Institutions Al-Anon/Alateen Group, Letter for a Proposed Al-Anon Institutions or Alateen Group and Registration form for a New Al-Anon/Alateen Institutions Group.

Mailing List - 271 professional inquiries were received and their names were added to the mailing list.

New Groups - 69 Al-Anon and 7 Alateen groups registered; new Spanish-speaking groups numbered 18 for Al-Anon and one for Alateen. 

INSTITUTIONS REPORT-BACK:

Betty Sue W., SC

Audiovisual Tool: The Committee reviewed information on the proposed service tool, agreeing that it be adaptable to translation and that if conceptually approved by the 1988 WSC, a rough-cut sample rather than a final product would be shown at the 1989 WSC. In this way the suggestions of Conference members could be considered. The following motion was subsequently presented and approved:

that a Conference-approved audiovisual service tool be produced to stimulate the interest of Al-Anon/Alateen members to become involved in Institutions service work.

It was noted that the Board had allocated \$10,000 in the 1988 Budget for the project, subject to passage of this motion.

Professional Terminology: The Committee felt that specific statements discouraging members from using professional terms at meetings should be added to existing material.

Similar information could be added to Information For The Newcomer and Guidelines for CPC,

Institutions, and Beginners Meetings. Other ideas included developing an Open Letter to Institutions' Administrators and emphasizing the Institutions Groups Statement of Purpose.

October Institutions Month: The Committee agreed to eliminate the use of initials to designate Volunteer Institutions Person, to produce the 1988 Institutions Month Calendar on 8½ x 11 paper with new graphics, and to distribute it throughout the fellowship without charge via *AL-ANON IN INSTITUTIONS* and *INSIDE AL-ANON*.

INSTITUTIONS UPDATE:

Bill S., Chairman

Proposed A-V Service Tool: Results of the questionnaire concerning the need for this proposed tool were discussed. Input from five producers and members' sharings were reviewed in preparation for a recommendation being brought to the 1988 WSC.

1988 WSC Presentation: The Committee's presentation will include a skit and the sample audiovisual demonstration.

Professional Terminology: Using our available material to discourage the use of professional terminology at meetings was discussed. A request to add a question-and-answer section to the Al-Anon Spoken Here leaflet was sent to the Literature Committee.

Newsletter: *AL-ANON IN INSTITUTIONS* was mailed in early April.

Other Activities: The Committee worked on developing the calendar for October 1988 Institutions Month; explained long-range and short-term goals; and reviewed Institutions related material in the Service Workbook.

INSTITUTIONS PRESENTATION:


Bill S., Chairman
Ellen D., Staff Administrator

Bill and Ellen discussed some of the changes that have occurred in Institutions during 1987 and 1988. Ellen was assigned as CPC/Institutions Administrator in November when Ann S. became Group Services Coordinator.

A questionnaire was sent to Delegates in August, 1987 for feedback on a proposed audiovisual tool. By November, 510 responses had been received from a cross-section of the membership: 85% felt an Institutions audiovisual service tool would be helpful, particularly at group meetings, workshops, and District meetings; 65% supported the idea of a videocassette. Most members agreed that \$25 per unit was a reasonable selling price, and 80% said they would purchase at least one copy.

After consulting five producers, the Committee estimated the cost of a ten-minute video \$10,000. The audio portion would be based primarily on the personal sharings of members involved in Institutions service work.

A rough sample of the type of tool the Committee would produce was shown to the Conference, using members' sharings and slides provided by members or culled from existing material.

The Delegate members of the Committee performed a skit which depicted the different kinds of members that Institutions groups reach. It was followed by a sing-along by all Conference members. 

ANNUAL REPORT:

Myrna H., Chairman
Carole K./Mary Ann K., Coordinators

SITE AND THEME: The 1987 WSC approved Seattle, WA as the site for the July 6-7, 1990 Al-Anon International Convention (concurrent with AA's). The theme, pending Board approval, is "Sharing New Horizons."

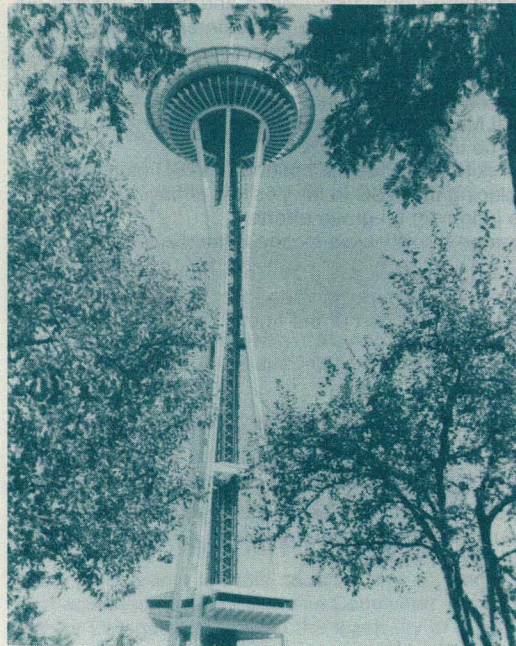
COMMITTEE: The Committee is divided into a Planning Committee, chaired by Myrna H., responsible for coordination with AA, utilizing convention consulting services, registration, meeting planning, communicating with the Welcoming Committee, contracts, coordination of speakers, volunteers, and financial matters; a Special Events Committee, chaired by Sandra F., is responsible for overseeing the Parade, Conference Reunion, Pioneer and Welcoming Committee Luncheons, external and internal P.I., and the Alateen Dance.

INTERNAL P.I.: Staff Secretaries who edit newsletters will be responsible for periodic announcement articles; publication schedules will be set by Mary Ann K., who will also maintain a reference file.

COORDINATOR'S MEETINGS: The Service Coordinator's meeting, tentatively scheduled prior to the Convention, will be eliminated since it put a strain on Staff and Trustees and increased the budget considerably.

SUPPORT STAFF: Because some felt the 1985 Convention was understaffed, a review of more effective personnel use was suggested.

SEATTLE TRIP: Members of the Planning Committee visited Seattle in November, touring the facilities and observing the progress on construction of the Convention Center. They also met with local Al-Anon and Alateen members who elected Dorothy A., Welcoming Committee (Host) Chairman and Karyn J., Co-Chairman.



1990 INTERNATIONAL CONVENTION REPORT:

Myrna H., Chairman
Carole K. and Mary Ann K., Convention Coordinators

Theme: "Sharing New Horizons," was approved as the theme; the logo depicts Mt. Rainier.

Guidelines: Guidelines for GSOs as well as Regional Trustees coordinating workshops were developed.

Preparations: For the 1990 International Convention, the Host Committee's name has been changed to Welcoming Committee to reflect changes the Committee's role has undergone. Since Al-Anon has grown, it is no longer feasible for the Committee to provide Convention participants with home-baked goods; nor is it financially possible to buy large amounts of baked goods from the hotels. Consequently, the Committee's job has been redefined—to greet travelers, and generally help Al-Anon and Alateen members find their way to meetings and around Seattle.

AA's example was cited on how hospitality at the International Convention is achieved. Different AA Areas obtain suites at various hotels and offer hospitality to all registrants. The Areas' responsibilities would include the cost of the suite and whatever else they choose to provide. Al-Anon Areas interested in this kind of effort can select the hotel after the registration forms are sent out; they then contact WSO who will notify the housing bureau. It is hoped that Areas will help to supplement the hospitality planned by Seattle/Tacoma members on the Welcoming Committee.

Overseas participation will be increased by inviting the General Service Offices to coordinate workshops. The GSOs will choose the speakers and workshop title, thus ensuring that the Convention truly lives up to the name International.

The Washington Delegate, Irene P. was appointed Chairman of the Conference Reunion Dinner. The Welcoming Committee Chairman and Co-Chairman are Dorothy A. from Tacoma and Caryn J. from Seattle.

The tentative program includes: an opening parade on Friday at 9:00 AM; an international meeting with Al-Anon and Alateen speakers at the Coliseum, followed by a luncheon at the Convention Center with pioneer speakers. Service workshops will be held in the afternoon, with a combined Al-Anon/Alateen meeting that evening. Impromptu night owl meetings will be held in hotels throughout the Seattle area. Saturday morning will begin with

a large Alateen meeting at the Convention Center and during the day, Al-Anon and Alateen workshops will take place. A Conference Reunion Luncheon for all past and present World Service Conference members and their guests will be held at noon with a combined Al-Anon/Alateen meeting at 8:00 PM. Later that night, an Alateen Dance is scheduled for all the young-at-heart. Al-Anon's Spiritual Meeting will be held at the Westin Hotel and Alateen's God Meeting will be in a nearby park.

It was explained that skits have been submitted to WSO (sometimes in video cassettes), thus placing the WSO in the position of having to audition and consequently pass judgment on group efforts.


The Committee presented the following motion to the Conference:

that because of the competition created between groups who entertain with skits and sing-alongs, it is recommended that Al-Anon and Alateen projects such as these not be part of the agenda at the 1990 International Convention program.

The motion carried.

A second motion was also approved:

that in order to preserve the spirit of unity in Al-Anon and Alateen, all our meetings at the 1990 International Convention are to be universal in nature rather than specific to any particular or special interest group.

In passing this motion, the WSC gave its support to meetings with a broad rather than narrow focus, noting that members from specialized groups would be represented as panel members. 

1995 INTERNATIONAL CONVENTION:

Myrna H., Convention Chairman

Site selection plans have already begun for the 1995 International, Myrna reported. At AA's Conference, Al-Anon's Convention Chairman and Coordinators attended the site selection committee meetings and were given one vote. Of 11 cities presenting, four were finally selected for further study: Atlanta, Minneapolis, San Diego, and Toronto.

It is anticipated that Staff from WSO will accompany AA representatives when they visit the various sites. Both fellowships are growing and it is important that the city ultimately selected will be able to accommodate all our members.

INTERNATIONAL COORDINATION:

Rose M./Marjorie W., Chairmen
Mary Ann K., Secretary

COMMITTEE: Rose M. resigned as Chairman before the January meeting and Marjorie was appointed. The International Coordination Committee guidelines were amended and approved.

SLIDE PRESENTATION: The slide presentation of the 1986 IAGSM was shown at the 1987 WSC and is available on loan from the WSO.

1988 IAGSM: The 1988 IAGSM will be held August 21-25 at the Russell Hotel in London, with the theme, "Voicing the Language of the Heart." Two major changes were prompted by participants' evaluations of the 1986 meeting: histories of each structure will be sent to Delegates prior to the IAGSM (and will continue to appear in the brochure); the Hospitality Room will remain open when Delegates are not in session. The Welcoming Committee from the UK & Eire will include four longtime members familiar with International Services. Planning Committee members attending the 1988 IAGSM were given additional assignments to reduce costs. William S. will tape the proceedings and Ruth S. will record the motions. A Summary Reporter from the U.S. will attend.

Argentina, Australia, Flemish Belgium, Brazil, Germany, Italy, Mexico, New Zealand, Norway, South Africa, Spain, and the UK & Eire will be represented. General Session tentative agenda items are: Internal Structure of GSO; Paid Workers vs. Volunteers—Rotation of Volunteer Committees; 1990 IAGSM—Admissions Committee Guidelines; Cooperation vs. Affilia-

tion with Outside Organizations; Splinter Groups—Working Through our Difficulties; 1990 International Convention. Workshops will include Institutions/CPC/P.I.; Group Conscience Through National Conference; Literature; Alateen; Archives/Long-Range Planning; How to Better Serve our Groups. The possibility of including IAGSM Delegates at the WSC was sent to the Structure Committee. Guidelines were reviewed and amended as necessary by the ad hoc Admissions Committee (established at the 1986 IAGSM).

REGISTRATION OF TRADEMARKS: Forms necessary for registration were examined by our attorney, signed by our General Secretary, and sent to GSOs in Spain, UK & Eire, and Australia. All GSOs are investigating the possibility of registering our trademark in their countries as an expression of self-support.

SPANISH SUBCOMMITTEE: The Deputy General Secretary, Spanish Services Supervisor, and International Secretary are members of the new subcommittee which will work through the International Coordination Committee to review issues concerning Spanish Services. WSO is working with Spain and Mexico on the production of AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS. Links of Service will be translated and the manual, Al-Anon/Alateen Groups at Work, and World Service Handbook will be updated and produced at the WSO. The cost of dubbing *Al-Anon Speaks For Itself* is being researched.

LITERATURE REQUESTS: Material was sent in 25 different languages.

MEETING INFORMATION: Requests were received from groups in 20 countries.

PROPOSED GROUPS: Registration forms were sent to individuals from 16 countries.

TRANSLATING SERVICES: New translations are being reviewed in 18 languages.

The first Portuguese-speaking Al-Anon group began in Fall River, MA.



AL-ANON/ALATEEN CONFERENCE-APPROVED LITERATURE IN TRANSLATION

•Afrikaans •Arabic •Chinese •Czechoslovakian
•Danish •Dutch •Finnish •Flemish •French
•German •Greek •Hebrew •Hungarian •Icelandic
•Italian •Japanese •Korean •Malaysian/Indonesian
•Norwegian •Polish •Portuguese •Russian
•Spanish •Swedish •Urdu & Punjabi



Approved by
World Service Conference
Al-Anon Family Groups

AL-ANON INTERNATIONALLY:

Argentina - Alice C. was reelected Delegate to the 1988 IAGSM. Reprint forms were sent for the Beginners Tapes; ODAT and Al-Anon's Twelve Concepts of Service were completed.

Australia - Jean H. was elected IAGSM Delegate. Authorization was given to reproduce and distribute *Al-Anon Speaks For Itself*. After discussion on a Twelve Step Banner for Aboriginal people, direction was sent to the GSO to protect the integrity of the original wording of the Steps, while providing the most help for that population.

Bahamas - Three letters of encouragement were sent to a new group in Eleuthera.

Belgium (Flemish) - Rita R. and Francine G. were elected Delegates. The newly formed GSO has worked out a literature agreement with the Netherlands. Reprint permission was sent for: *Al-Anon, You and the Alcoholic, Did You Grow Up with a Problem Drinker?*, *Living with Sobriety* and *Blueprint for Progress*.

Belgium (French) - Members are working on a translation of *Al-Anon Speaks for Itself*.

Brazil - Marina H. presented a talk at the 1987 WSC; Maria Teresa G. and Wilma M. were elected IAGSM Delegates. The International Coordination Committee Chairman sent a letter to a former Delegate explaining the election process, stressing that internal problems are to be solved within each country. The WSO Production Department worked with the GSO on development of *The Concepts: Al-Anon's Best Kept Secret?*

Colombia - Communication between the WSO and GSO has improved, and the 7th National Convention was held. Information has also been shared on splinter groups in the U.S. and Canada to help local Al-Anon groups cope with the influx of drug-related family members. Reprint permission was sent for: *Living With Sobriety*, and *Alcoholism, A Merry-Go-Round Named Denial*.

Denmark - Work continues on the translation of the ODAT and registration of trademarks.

Egypt - A former resident of Canada wrote of starting a group in Cairo.

El Salvador - The P.I. Committee has resumed work following the earthquake, which damaged 90% of San Salvador (miraculously sparing both the GSO and literature storage area). The GSO's \$10.00 contribution was received with love.

Finland - Information was sent on registering Al-Anon adult children of alcoholics groups. Reprint permission was sent for *What Do You Do About the Alcoholic's Drinking in Swedish*.

France - Portions of their Conference Summary were translated by our Spanish Services Supervisor. Problems with Alateen and adult children groups were reported and WSO's experience was shared, including clarification on affiliation with non-Al-Anon organizations.

Germany - Translation has begun on ODAT and AL-ANON FACES ALCOHOLISM (permission was requested to adapt portions to fit their structure). Lois' personal congratulations were included in the program of the 20th Anniversary Convention in Germany. Reprint permission was sent for *ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS*, *Sharings from Adult Children of Alcoholics* and *ALATEEN—A DAY AT A TIME*.

Greece - Problems have delayed production of ODAT.

Guam - An administrator of Guam's Superior Court requested literature and information.

Iceland - Information was sent to the GSO on adult children of alcoholics.

India - In response to a member from Bombay, information on forming a structure was sent. An Alateen group in Calcutta celebrated its second anniversary.

Italy - In answer to a question from the GSO, the International Coordination Committee reaffirmed the value of the translation review process and voted to continue it. Fernando M. will represent Italy at the 1988 IAGSM.

Japan - One of the two General Secretaries reported on a service meeting where representatives from each group attended, focusing on Al-Anon's history and the Steps and Traditions. Reprint permission forms were sent for *ALATEEN—HOPE FOR CHILDREN OF ALCOHOLICS* and the Twelve Steps and Twelve Traditions. An English-speaking group has started in Osaka.

Kenya - Three letters were sent in response to a Mombasa member's plea for help.

Korea - A missionary was referred to the two groups in Pusan and Seoul.

Lebanon - Registration forms and guidelines on starting a group were sent to a prospective group in the Christian sector; efforts will extend to the Muslim sector.

Mexico - The WSO is working with Mexico and Spain's GSOs to partially produce AL-ANON'S TWELVE AND TWELVE in NY and to print them in each country. An Archives Committee has also been established. Reprint permission was sent for *Al-Anon, Then and Now, Let It Begin With Me, Just For Today* and *Al-Anon poster*.

Micronesia - The WSO could not fill a request for literature in the Palau language, but meeting information and a contact in Kosrae were sent.

Netherlands - The ODAT translation was sent for review and reprint permission was granted for, *Information For The Newcomer* and *Freedom From Despair*.

New Zealand - CAL will be reprinted in Auckland rather than purchased from Australia. The General Secretary resigned and a replacement is being sought. Jessie G. and Margaret W. will represent New Zealand at the IAGSM.

Norway - Siri R., 1986 IAGSM Delegate, will represent Al-Anon at the 4th International Conference on Treatment of Addictive Behavior and will work with the CPC Secretary on the presentation. Johannes K. and Ingrid P. are 1988 IAGSM Delegates.

Philippines - Three informational requests were received from a leper colony in Palawan.

Poland - Reprint permission was given for the first time. Manuscripts for seven Al-Anon pieces were sent for review and a service-minded member is being sought to coordinate Polish groups.

Portugal - Reprint permission was requested for the first time. Brazil's translation of the ODAT will be used.

South Africa - ODAT is in production in Afrikaans, and the GSO has begun printing materials on a larger scale to overcome past difficulties in maintaining inventory. Reprint permission was sent for: *Alcoholism, A Merry-Go-Round Named Denial*, *Freedom From Despair*, *So You Love An Alcoholic*, *Understanding Ourselves and Alcoholism*, *Information for the Newcomer*, *Detachment*, *Just For Today* (wallet and bookmark).

Spain - The first National Conference is planned for 1988. Marie Louise will represent Spain's GSO at the IAGSM. Spain agreed to work with the WSO on the printing of AL-ANON'S TWELVE AND TWELVE.

Switzerland (French) - Research on how to register Al-Anon's trademark is in progress.

Switzerland (German) - The International Coordination Secretary was asked to speak at the Swiss Convention in June 1988. The possibility of reprinting literature is being discussed.

Tanzania - A group formed in Bariadi, with plans to expand and include more people; however, according to one member, the problem of anonymity in small towns is considerable.

UK & Eire - Plans are underway to add the Area level to the service structure, thus maintaining Conference size when Districts divide. Close contact is maintained with the Host Committee on all aspects of coordinating the 1988 IAGSM in London.

United Arab Emirates - Encouragement was sent to a newly formed group in Dubai.

Uruguay - Six new publications of Conference-Approved material were received and reprint permission sent for: *Detachment*, *Al-Anon, Is It For You?*, *Alateen, Is It For You?*, *Just For Today*. Al-Anon and Alateen questions on registration of trademarks were answered.

Personal responses were sent to individuals and professionals in Dominica, Ethiopia, Gibraltar, Grenada, Indonesia, Nevis, Saipan, Sierra Leone and the West Indies.



International Coordination Committee Update:

Marjorie W., Chairman
Mary Ann K., Staff Administrator

AI-Anon Internationally: Groups were formed for the first time in Lebanon, Tanzania, and Korea. Currently there are meetings in 100 countries.

IAGSM: Twenty-two countries will be sending Delegates to the IAGSM in London this August.

Report on Soviet American Exchange on Common Problems of Alcohol Abuse: In response to requests from Conference members, Mary Ann K., reported on her recent trip to the Soviet Union as a participant in the second American-Soviet Dialogue on Common Problems (the first in Washington, DC, May 1987) noting that she did not think Soviets would understand our Conference and in particular our desire for substantial unanimity in important matters.

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

The U.S. Delegation was hosted by the Temperance Promotion Society (TPS), a Soviet organization whose thrust is on prevention of alcohol use rather than treatment of alcohol abuse. Moreover, they concentrate their efforts on emphasizing the family's role in promoting "the sober way of life," in controlling the use of alcohol, and in serving as the sole support group for the newly sober. The term "alcoholism" was not mentioned, nor is it considered an illness. The problem, as perceived by the Soviets, is alcohol itself.

Since there are no early detection criteria for alcohol abuse, problem drinkers must have medical symptoms before they can receive any help. Mary Ann also spoke about narcology, a new branch of medicine begun in the Soviet Union some five years ago which specializes in treating those who are alcohol abusers.

If a Soviet has been treated in a hospital for alcoholism, he or she is registered as an alcoholic—there are 95,000 registered alcoholics in Leningrad alone—and considerable social stigma is attached to that individual and his family. In collective farms and fisheries, those who drink too much will have their picture displayed in public, generating shame and peer pressure to stop drinking.

Mary Ann concluded by emphasizing that AI-Anon has not begun in the

Soviet Union; efforts at laying a groundwork have been initiated, but the obstacles are substantial.

Continuing Dialogue With Soviets: To continue the ongoing dialogue about alcoholism with professionals from the Soviet Union, a breakfast meeting and discussion is scheduled for May 6th at the WSO. The Delegation, nine members of the Temperance Promotion Society representing different regions within the Soviet Union, will have the opportunity to tour our WSO and ask questions as part of their 11-day trip across the United States.

The Structure of AFG and The GSO of Germany:

Ann W. P., German GSO

Helga Von T., Treasurer, German GSO

AI-Anon has existed in Germany since 1967. However in 1981, the first steps were taken by an AI-Anon pioneer to create a new structure, and in 1983 a small committee was formed to collect ideas for preparing a Conference.

In 1985, two German members attended the UK/Eire Conference for first-hand experience. Germany held its first trial Conference the following year, and in 1987 the first official Conference was held. The second will take place in October 1988.

At Germany's first trial Conference, 30 Delegates and the Board of Trustees participated. A few guests are invited to this year's Conference, but attendance may not exceed 75. All Areas have elected a Delegate.

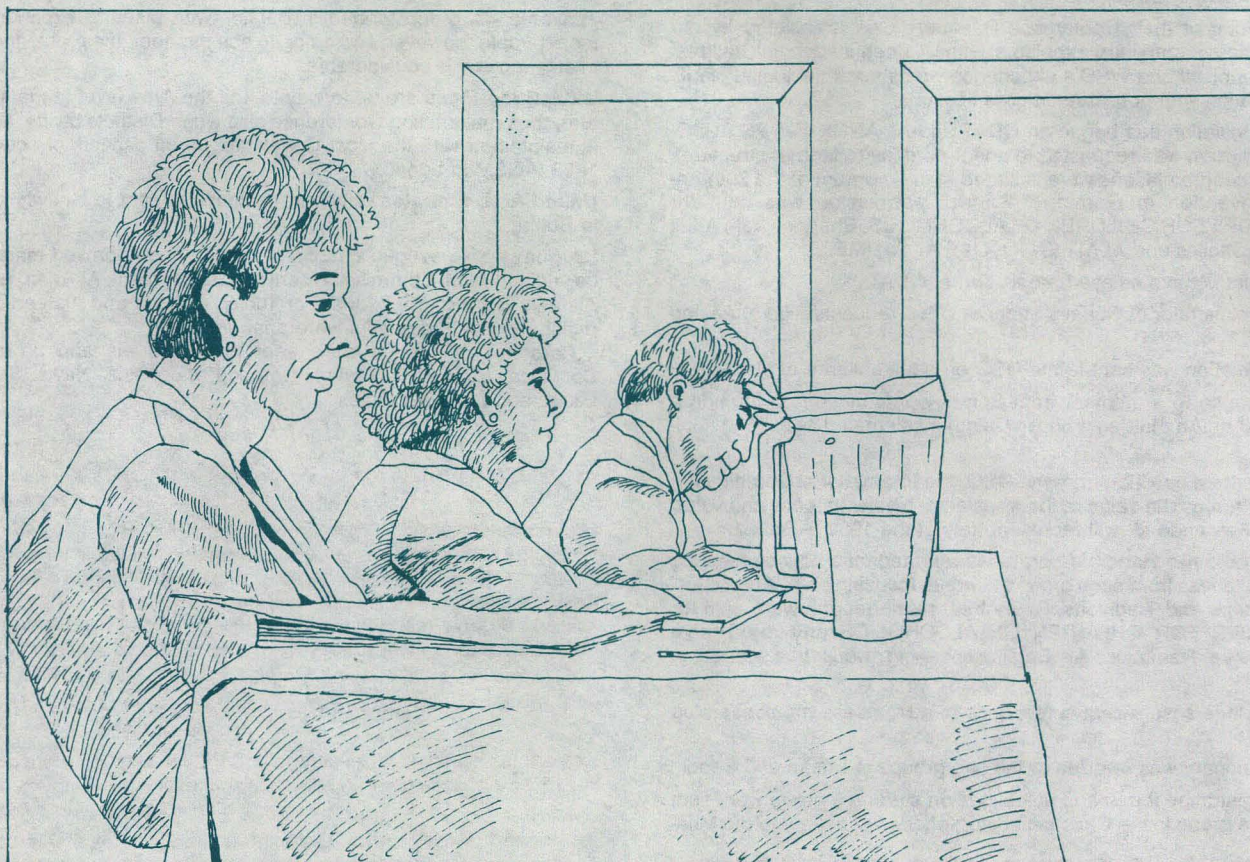
As of March 1988, Germany had 766 AI-Anon groups and 58 Alateen. The groups are divided into six Areas, called Intergroups.

The Board of Trustees comprises two representatives from each Area (or Intergroups), three Chairmen of the Board (responsible for the GSO), one representative from Alateen, and the Coordinators of the P.I., Literature and Structure Committees. Thus there are 18 members with voting rights and another five with voice and no vote: two IAGSM Delegates, *INSIDE ALANON* Coordinator and the GSO General Secretary.

Eight volunteers work on the Literature Team, eight in P.I., and 12 in Structure.

The GSO is managed by a paid AI-Anon member who works 30 hours per week, another who works 15 hours per week, and one volunteer who comes once a week. After intensive discussions, the GSO is now in the process of moving from Cologne to Essen, which is centrally located and in a more active area in terms of volunteers.

The last months have been spent locating space for the new AI-Anon GSO. An office was recently found and the move will occur in June. ▲



Life's Changes: Living With Life's Difficult Situations With The Help Of Al-Anon

MANY FACES OF AL-ANON

Pat L., ATL PROV

Twenty-five years ago, I married an alcoholic who had been sober in AA for ten months. I was completely ignorant about alcoholism and if I thought about it at all, I figured you had to be on skid row to qualify.

I am the oldest of three, with two younger brothers whom I bossed unmercifully. I wanted to be just like my grandmother, who was very domineering. Then everyone would do just what I wanted when I wanted. I brought these characteristics to the marriage, making the next 2½ years sheer hell for my newly-sober husband, myself, and eventually our baby.

I hated that he went to closed meetings; I just knew that was where he could tell his friends all the awful things I was doing. I desperately needed Al-Anon, and although I believed myself to be an atheist at this point, it was clearly the Higher Power that got me through the doors. I was supposedly helping another woman by accompanying her to meetings—just until she was all settled. She got Al-Anon and Al-Anon got me.

I fought everything in the program. I wouldn't read the Steps with God's name in them, and said, "Yes, BUT . . ." everytime anyone offered an idea or suggestion. I didn't feel I belonged and tended to compare myself to the others. I discovered that I had to stop comparing and start identifying. Al-Anon helped me change my anger into patience, tolerance, and compassion.

I have also found that there isn't anything I hear in the program that I can't use sometime. I found that an angry teenager is rather like an active alcoholic and that I could use the concept of loving detachment to help me accept and love my children even when I didn't like some of the things they might do. I use the Steps in my daily life, and from being an atheist, I have developed a belief and faith in a Higher Power. I know without a doubt that everything will work out right. Whenever I start to want MY WAY, I try instead to go with the flow, stay calm and wait for the answer. Al-Anon has given me the strength to handle any situation.

Al-Anon has opened many doors for me. I have friends who understand and care about me. I have a family I love dearly and who can live with me most of the time, thanks to Al-Anon. I have a Higher Power and faith in life as a good thing. Being in service is just one more door that adds to my job in being a member of Al-Anon. I keep thinking that life can't possibly get any better, but it does. I'm really looking forward to the next door.

Dick T., MN (N)

As a parent of an alcoholic (and 11 other children), there were times of impaired clarity when I felt society should prohibit productive sex.

I had been in Al-Anon for only a short time when the first of three sons began experiencing problems with alcohol and drugs. During visits to his school to discuss his performance, or lack of it, I would become defensive, accusing the school of failing to inspire this young man toward more positive academic achievement.

Since I was raised in an alcoholic home, I'd learned to blame everything and everyone but myself for all the wrongs I felt. I'd reacted to the situation in my home with anger, running away, or by simply ignoring the problems. I carried these attitudes into my marriage as a husband and later as a parent.

I took my parental role very seriously and felt my job was to control my children. There was mutual uncooperation between my son and me: I punished him, yelled at him, took my belt to his posterior, and tried to make life as miserable for him as I could. I succeeded only partially—I was miserable and he would sneak out his bedroom window, very drunk much of the time. I began to take a serious look at Step One: I recognized my powerlessness over the alcoholic and I saw that my life had become unmanageable. I began to practice "Tough Love," and allowed my son to suffer the consequences of his actions. A stint in jail was followed by time in a treatment center where he learned of a recovery program. Though there were some slips, he found a life full of wonder and joy and he and I have become very close friends.

My other two sons timed their difficulties until we were well into recovery and I was able to let them find their own paths. One boy has since disap-

peared and although we don't know where he is or how he is, he knew when he left that I loved him and for that I am grateful. The other still drinks, but he is aware there is a program should he choose to seek it out. Again, it was not necessary to sacrifice a good relationship.

Throughout all this, however, the other children were surely affected by what was happening. For too long, I ignored their needs because of my preoccupation with the alcoholic and they did not feel my love. They felt only my indifference and lack of interest. I thought back to my own childhood in the nightmare of active alcoholism and I remembered feeling exactly that way. How terribly painful indifference and lack of interest can be!

My children saw a father who growled at their shortcomings and ignored everything else. It finally occurred to me that the alcoholic, my wife and I were not the only victims. As before, I redirected my attention to the Twelve Steps, and on reaching Steps Eight and Nine, made my direct amends to the little people in my life. I finally apologized and changed my attitude.

So you see, all I have done is be willing to do nothing but love my family and realize when they are willing to reach out, God will be there. Through the Twelve Steps, I was given precise directions for being the kind of father I always wanted to be, and through His unmerited grace, I have been allowed yet another chance.

Peggy L., WSO

I am the oldest of a large Irish Catholic family. In our family, we drank about everything. We drank if you were born, we drank if you lost your job and we drank if you found a new job. And when we married, we married for keeps. My Dad was very important in our family. He ruled with an iron fist encased in a velvet glove, but we never knew when that glove would come off. There was very subtle chaos in our lives and it wasn't until much later that I realized the chaos came as a direct result of Dad's drinking.

When I was 18, I met and married a man who did not drink and with whom I expected to spend my 25th anniversary. But 22 years and 10 babies later, my expectations were smashed. I came to Al-Anon because of my father's drinking, but after months of meetings, I began to realize that my husband also had a drinking problem and our family was disintegrating. As soon as each of our children reached 18, they would take off. Practically every one of them had been involved in drugs and drinking. I wanted to share my pain with my husband, but it wasn't possible. I finally said to him, "It's either the bottle or me." He didn't choose me.

I had a very comforting group of friends and a marvelous foundation in Al-Anon. My reality was painful and there was only one person in the world I knew who was divorced. Through this period, I learned much about myself. I had failed in many things, but in Al-Anon I learned I was not a failure. I learned that I deserved to have an enjoyable life. My enjoyment depended on me, my outlook, and my Higher Power.

Later, I met a man who was in Al-Anon. We were neighbors, our children knew each other and they had been friendly for years. We married and a few years later, my children's father also remarried. Our family began to be restored and we began to heal.

During the time of the misery and pain, my children experienced rejection from their father's mother, and the rejection was mutual. I did not help or encourage them to heal the estrangement from their grandmother. After a while, thanks to my home group Step Meeting, I began to reconsider the part I'd played in the estrangement and I thought about making amends. I was frightened, I wasn't sure how to do it, and I didn't know if I was big enough to reach out.

I finally decided to take the plunge during Mother's Day week and sent her some flowers. As soon as they arrived at her home, I received a phone call. She thanked me and said she had thought of me many times. She reminded me that we did have pleasant memories, and another healing began. The

children began to visit their grandmother and to cultivate a relationship with her.

Almost two years later, she was diagnosed as terminally ill with cirrhosis of the liver. As her disease progressed, the children took over her care. She eventually became too ill and went to a nursing home, but even there, the family continued to give her extra care. We fixed her special foods, fed her, painted her, polished her nails, brushed her hair, and loved every minute of taking care of Granny. It was a painful time, but we became very close. The experience reminded me how great our program is and what a miracle it was for us to make it through that misery, that pain and despair.

Things did not turn out exactly the way I would have liked them, they weren't at all the way I'd planned them, but they did turn out. We have seen things through. Through Al-Anon and through the blessings we have received, our family has turned completely around and we are able to be a "blessing to others."

Sharon B., GA

Although I had always secretly feared that I somehow deserved the awful things that happened to me, I knew I didn't deserve to be physically abused. So after less than five months of marriage, I went to an attorney to get a divorce. He said, "Your husband is an alcoholic and it is up to him to seek help. But you need help, too." Four days later I got into Al-Anon and on to the road of recovery.

When I had been in the program a few months, I began to recognize my mother in some of my own behavior. Threats, nagging, sarcasm, self-righteousness, small personal lies, and always presenting a solid front to the outside world. I also had to admit these were things I had been doing long before I met my husband.

After several Fourth and Fifth Steps, I took a long and probing look at me and got a clearer view of the past. I looked back and saw that guilt was the first thing I remember feeling. I knew everybody was miserable in our home

and I believed it was my fault.

I didn't know alcohol was a problem while I was growing up. I did know there was always a bottle in the house, even though there wasn't enough money for groceries, and that my father was either not home or "asleep." The few times we all went to a family gathering, my father would drink quietly, "take a nap," then stagger to the car. But that looked normal around the rest of the family.

I was emotionally starved. The man of the house was more like a boarder than a father, and my mother just did not have it to give. I wanted and needed attention so I turned to my uncle. He called me pet names, took time with me, bought me things and showed me "special attention." I was so needy I told myself it was OK when he touched me in certain ways and said things I didn't quite understand. It wasn't until I was in my early teens that he told me exactly what he wanted from me.

I panicked. I knew I had to tell someone, so I went to my mother. She said I must have misunderstood and told me to forget about it. I tried to believe her so I began telling myself that nothing really happened. When the pain kept coming up, I'd stuff it back by saying, "Nothing really happened because nothing REALLY happened." Somehow that was easier. It was nearly 20 years later that I finally faced my own guilt, fear, and anger by sharing my feelings with other Al-Anons who had been through similar experiences.

I pushed my father away the few times he tried to get close. I figured he must have wanted something too. I don't remember grieving when he died and I carried a great deal of guilt for that. I have worked through the guilt and now I'm learning to grieve—mostly for what we never had as father and daughter.

In discovering all these feelings and working through them, I have gotten a very special bonus. I have a better marriage. Of course, sobriety has helped, but now I no longer take all the pent-up feelings out on my husband. I've learned he was not responsible for my pain. We are learning to trust and share and to give each other mutual respect. I learned how to do all those things right here, in Al-Anon, with your help. I love you all for that.



and realize when they are willing to reach out. I was given precise directions for being the first. I always wanted to be, and through his unlimited grace, I have been able to

yet another chance. I have been able to reach out to others and to be reached by them.

Peggy L. Webb

I am the oldest of a large Irish Catholic family. In our family, we were always the "black sheep." We were the ones who were different. We were the ones who were not like the others. We were the ones who were not like the others.

When I was 12, I was married to a man who did not love me. I was married to a man who did not love me. I was married to a man who did not love me. I was married to a man who did not love me.

After my divorce, I began to realize that I was not like the others. I was not like the others. I was not like the others. I was not like the others. I was not like the others.

I had a very comforting group of people. I had a very comforting group of people. I had a very comforting group of people. I had a very comforting group of people. I had a very comforting group of people.

During the time of the divorce, my children were very young. My children were very young. My children were very young. My children were very young. My children were very young.

I finally decided to go to Al-Anon. I finally decided to go to Al-Anon. I finally decided to go to Al-Anon. I finally decided to go to Al-Anon. I finally decided to go to Al-Anon.

me that we did have pleasant memories and another beautiful day. I

to the Al-Anon program. I was very happy to be there. I was very happy to be there. I was very happy to be there. I was very happy to be there. I was very happy to be there.

I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time.

Al-Anon has helped me in many ways. Al-Anon has helped me in many ways. Al-Anon has helped me in many ways. Al-Anon has helped me in many ways. Al-Anon has helped me in many ways.

I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time.

As a parent of an alcoholic, I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time. I have been in Al-Anon for a long time.

Since I was in an alcoholic home, I learned to blame everything on the alcohol. I learned to blame everything on the alcohol. I learned to blame everything on the alcohol. I learned to blame everything on the alcohol. I learned to blame everything on the alcohol.

I took my parental role very seriously. I took my parental role very seriously. I took my parental role very seriously. I took my parental role very seriously. I took my parental role very seriously.

My father was a very good man. My father was a very good man. My father was a very good man. My father was a very good man. My father was a very good man.

and I was able to let them find their own path. One day has since changed.

ANNUAL REPORT:

Rosemary E./Peggy L., Chairmen
Linda McF./Geri H., Secretaries

COMMITTEE: Following Rosemary E.'s resignation, Peggy L. became Chairman. Linda McF. moved to Alateen Services and Geri H. was hired as Literature Staff Secretary.

TOPICS UNDER CONSIDERATION:

Requests For New Material - New material from the male perspective to be included in Al-Anon IS For Men; a wallet card of Dos and Don'ts is being considered for presentation to the Conference for approval.

Banners - The Committee recommended that: banner set production be continued; the price be increased to reflect costs; use be encouraged through newsletters, etc. and an insert accompany each set with display ideas.

Large-Print ODAT - This 5 1/2 x 8 1/2 version will be available in 1988. No major changes in text of the pocket-sized ODAT were recommended; additional corrections of biblical references and quotation sources have been starred in the text and appended on page 367 in both sizes.

Reviewing and Tracking Projects - The Literature Committee's system for keeping its members current on literature (suggestions, sources, disposition, and print dates) was updated and distributed to the full Committee. The system tracks the 30 topics under review as well as longer-range projects and relevant WSC motions.

PROJECTS IN PROGRESS:

AL-ANON FAMILY GROUPS Book - Guided by the 1986 WSC, the Committee proposed a major revision/expansion of the AFG book, which was affirmed by the 1987 WSC. An outline was prepared by a free-lance editor (Al-Anon member) and forwarded to the Board, In-town and Delegate Committee members for review. A copy editor was sought to work on a manuscript following Committee approval of the outline.

Illustrated Traditions - In response to Delegate input, several drawings were amended; the introduction was approved and cover art has been commissioned. The text is based on 1983 *FORUM* editorials and printing is scheduled for early 1988.

Difficult Situations - A piece on using the program in extreme circumstances was forwarded to the respective writer/editors for consolidation. Following review of the first manuscript draft, the Committee requested that the work be expanded to book form. Its working title is "We Are Not Alone."

Men's Pamphlet - This consolidation of What's Next? Asks the Husband and My Wife Drinks Too Much was approved by In-town members and will be circulated among Delegate members with a new proposed title.

Overall Topical Index - The index (covering five books, two booklets, and 46 other pieces of recovery material) is nearly completed.

COMPLETED PROJECTS:

Illustrated Concepts - The *FORUM* editorials from 1981 were reproduced in a pamphlet titled, The Concepts: Al-Anon's Best Kept Secret? It was subsequently redesigned for its second printing with new cover art.

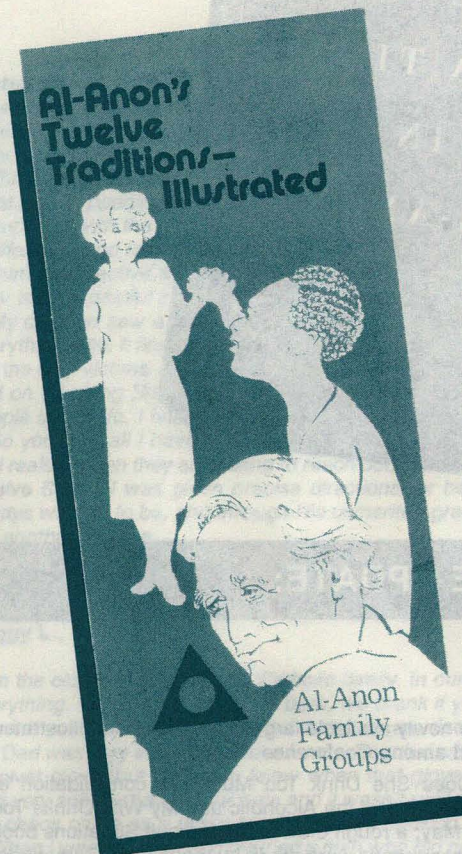
DILEMMA OF THE ALCOHOLIC MARRIAGE - Was printed with a newly created index.

Revisions - Only minor revisions were approved for Alcoholism, A Merry-Go-Round Named Denial.

Literature Coordinators - A process for registering and updating lists and labels was implemented and new material on encouraging the use of CAL is being developed.

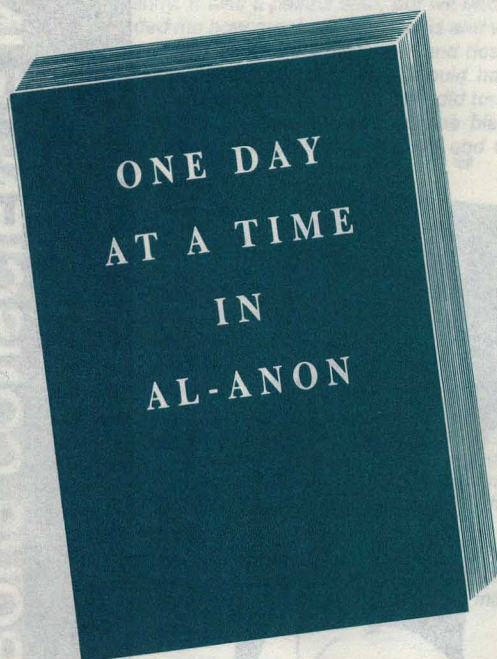
Copyrights - Appropriate releases were granted for brief excerpts from program material to be quoted in outside material. However, the Preamble, Suggested Opening and Closing were not released for copying (specifically, by splinter groups using CAL as their prototype) to avoid any confusion or suggestion of affiliation.

Guidelines - 26 were revised for style and/or content. The new two-color illustrated guideline, CAL—When The Cupboard Is Bare, was completed and sent to all groups to assist them in ordering literature.



Conference Summary - The manuscript was prepared, proofed, reviewed and produced.

Getting In Touch - The master list was amended, as well as a document for the annual printing, ensuring a consistently current resource. ▲



LITERATURE UPDATE:

Peggy L., Chairman
Geri H., Administrator

Completed Projects: The newly available larger print ODAT and Illustrated Traditions were distributed among Conference members.

Projects in Progress: Does She Drink Too Much? (a consolidation of What's Next? Asks The Husband of the Alcoholic and My Wife Drinks Too Much) will be available in May; a rough draft of the Difficult Situations book was reviewed and recommendations were made by the In-town Committee; final sequencing of the overall topical index is being developed; and the Committee will recommend portions of the existing AFG book to retain as part of its expansion and revision.

Projects Under Consideration: The Budget Committee referred a question concerning continuing/ceasing production of banners to the Executive Committee, which recommended monitoring requests for banners through May 1988 and submitting the matter to Conference in 1989; a non-directive Dos and Don'ts wallet card; producing a Twelve-Steps Illustrated pamphlet as a companion piece to the Illustrated Concepts and Traditions; and revising and expanding Al-Anon IS For Men by adding sharings from men. ▲

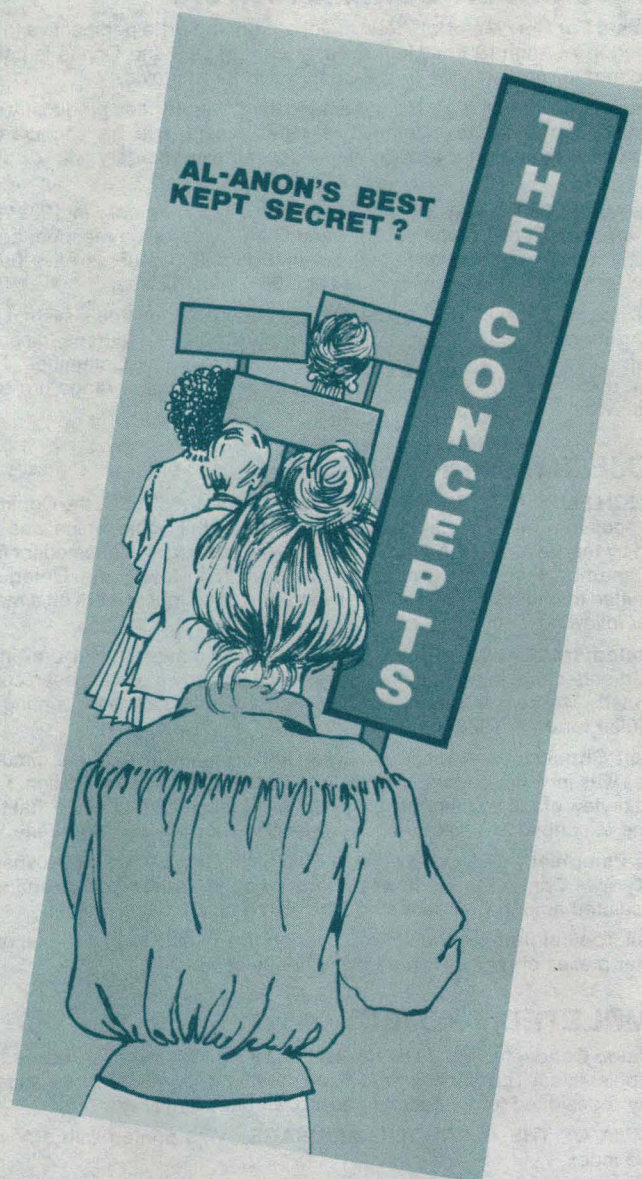
LITERATURE REPORT-BACK:

Jackie E., WV

Projects Under Consideration: Revising Al-Anon IS for Men, adding sharings from men (similar in format to Al-Anon Sharings from Adult Children).

Overall Topical Index: The Index will include an introduction and a list of Al-Anon topics with identifying catalog numbers of books and pamphlets.

Conference-Approved Literature (CAL) Process: Process for developing CAL assures the quality of content of Al-Anon/Alateen literature. This process is described in our Policy Digest pgs. 24-25 and Why CAL? The In-town Committee agreed with the reviewing process in which pamphlets and up to three chapters of a book under review would be returned within two weeks; Delegate input on this timetable was requested. ▲



OPEN DISCUSSION:

Sandra F.

Sandra reviewed the list of 39 questions submitted to WSO by Conference members prior to the WSC. She explained that all questions were included (as submitted) and arranged by category, with each category spelled out. Where appropriate, questions were designated as Ask-It-Basket or as issues that could best be addressed by specific Standing Committees. However, she added, any question could be selected for Open Discussion.

A ballot sheet was distributed and Conference members were asked to indicate which questions they would like to address—with no limit on the number of choices they could make. The four or five questions that received the most votes would be covered in Open Discussion, with the remainder divided among workshop groups.

A motion, later withdrawn, was presented from the Conference floor and generated a sharing session on the process of selecting topics for Green Light/Red Light.

After discussion it was agreed that some means of indicating priorities would much improve the process. An ad hoc committee, comprising the motion originators and other interested parties, was formed and suggested some procedural changes:

- all Conference members will receive Green Light questions without categorization or clustering

- the questions will be voted on in terms of a 1-5 priority rating system

- the balance, also by priority, will go to Ask-It-Basket or workshops

There was general agreement among Conference members on these proposed changes.

Keeping the Focus on Al-Anon in Adult Children Groups

- I don't like calling adult children groups a "problem"—they exist and they are real. *Not* talking about things, however, is part of our own illness, so we must talk about it. We have found solutions to other issues through this program, and there will be answers to this as well. We just let the principles be our guide.
- All of us have specialized problems. Through sponsorship, we deal with our specific issues. The Twelve Steps help us along in our recovery. The program teaches us patience, understanding, tolerance, and kindness. When we practice these, all our needs get addressed.
- I am an adult child of an alcoholic myself. We can make anything a problem if we see it as a problem; we can also fix any problem if we choose to. I strongly believe in Al-Anon and I must Let It Begin With Me. This means I attend adult children groups and I try to talk with them as much as possible.
- I'm thinking about Long-Range Study Panel's plans for reaching out to the black community. All I can say is I hope we treat that minority a lot better than we've been treating adult children. We're so patient with newcomers and their distorted focus on the alcoholic, yet when adult children come to us, we expect them to know all the rules.
- In our Area, we do not refer to Al-Anon groups as "regular," which would set other groups apart as "irregular." The umbrella of Al-Anon is big enough to cover us all and we should stop separating and labeling. At a workshop we held, all the adult children groups we knew were invited. It led to a lot of good sharing.
- I've gone to a number of adult children meetings in my District and each seems to have its own character. Some wanted to change program tools and seemed to be more exclusive than open to all. Others were practicing good Al-Anon.
- I've been to several meetings, too. I found some very good; the ones that didn't stick to Al-Anon were not as good. This became a real problem in some Districts. One set up a series of panels with different focus speakers. In two years, other Districts have followed the lead and it is amazing how many of the "wayward" groups have begun to use the program tools.
- We have found it helps to invite adult children to Area Assemblies—we send them postcard reminders.
- I'm an adult child also, but I don't feel comfortable at adult children meetings. Still, they're here to stay. I see the problem as this: as long as there are no strong Al-Anon members attending the meetings, there's no way group members can understand that certain practices dilute the program. Stronger members should attend all specialized groups for moral support.

- Last year we voted to reiterate the Resolution from 1986, to welcome adult children and give them our support. In my Area, we try to visit these groups and quietly but firmly urge them to use the Twelve Steps, Traditions, and Concepts. We think it's working.
- In our Area we had problems but it's definitely getting better. Here are some solutions that worked for us: frequent group inventories; talking to the GRs and DRs; using service manuals; encouraging adult children to become involved in service; including the topic of adult children at workshops; using the Al-Anon Spoken Here pamphlet and table card; making ourselves available to these groups; distributing and making available the Statement of Purpose from *INSIDE AL-ANON*; and explaining over and over again with love and patience why it's better to follow the Traditions.
- In my Area one adult children group decided to break away from Al-Anon. It was out of my control, of course, and they did just that. It's funny though; after they broke away, there was an influx of former members attending other groups. It does seem to balance out.
- I was concerned after attending one adult children group in my Area. The opening and closing were different and the First Step had been changed to "... powerless over others ..."
- This is what worked in our Area: at the Assembly a discussion was devoted to the topic of adult children and was billed as such. Both "sides" came "armed for combat." We had a well-defined agenda and ground rules: no voting, just discussion. We broke into small groups to talk, thrashed things out, and then each reported back. There was a lot of good feeling from having had the opportunity to share issues. More of that kind of discussion is being planned—with attention focused on these points: getting to know what Al-Anon can do for adult children; separating our personal problems from dealing with adult children; and looking at those groups that call themselves Al-Anon and are not. Sure, there are things I hear that I can't relate to, that I don't like, but I have to deal with that and look at my own problems. I can't confuse the issue—they have to deal with the past more than I do—it was their childhood that was affected by the disease. That must be discharged, the past must be discharged, and we should be looking at how our program can address their special needs.

Combining *INSIDE AL-ANON*, *AL-ANON IN INSTITUTIONS* and *ALATEEN TALK* into The *FORUM*

- I have a problem with *ALATEEN TALK* being included in this.
- I like The *FORUM* just the way it is. Combining the service pieces together (separate from The *FORUM*) might be a good idea, but please leave The *FORUM* alone!
- If *ALATEEN TALK* were included in The *FORUM*, teenagers definitely would not read it.
- *ALATEEN TALK* began as a mimeograph sheet like The *FORUM*. If it was combined, it would get lost, and I know I'd never get through The *FORUM* if it was any longer.
- I'd like to see the other service newsletters in The *FORUM* but not *ALATEEN TALK*. If more "recovery through service" appeared, I think more members would get involved.
- My Area discussed the idea of combining service material, but not including *ALATEEN TALK*. We thought that CPC and P.I. Sharings as well as *INSIDE AL-ANON* and *AL-ANON IN INSTITUTIONS* would work well as part of The *FORUM* and could be a real incentive to service involvement.
- If we did combine them, I'd support the plan as long as a complimentary copy was sent to each group.
- Forgetting *ALATEEN TALK*, the idea would appeal more to me if the service material got combined into *AREA HIGHLIGHTS*.
- *ALATEEN TALK* is sent to Alateen groups at no charge and the Committee just reported that subscriptions are up by 20%. The content is strictly for teenagers, with original poetry and artwork, neither of which appear in The *FORUM*. It has a younger look—and remember, the average age of Alateen is 14.3—with larger typeface, which would not work in The *FORUM*. The *FORUM* is for adults and *ALATEEN TALK* is for teenagers; let's keep it that way.
- The *FORUM* could be strengthened by service sharings; one piece from each newsletter as a feature article.
- I depend on the *INSIDE AL-ANON* Conference issue. Throughout the year it's also been very helpful with timely articles and answers to a variety of service-related questions. I'd hate to lose it.
- There should definitely be service material in The *FORUM*. I remember when the Concepts were featured—it was very educational.

- For me personally, combining them would be terrific. But for the fellowship as a whole, I'd have to say forget it. It would be a step backward, and I imagine, a very expensive step. Keep *ALATEEN TALK* separate.
- My Area thinks there are too many newsletters. Combine them!
- Didn't this idea originally stem from The *FORUM*'s financial problems? Well, it seems to be bouncing back, so why fix it?
- Yes, the Board realized that The *FORUM* is a wonderful tool, regardless of its profitability, so the break-even goal discussed last year was eliminated. It so happens that subscriptions have risen beyond our expectations. It sounds like some of us are in favor and some opposed, though we all seem to agree that *ALATEEN TALK* should not be considered. The Board felt that exposing more people to service literature—whether or not they read all of it—would have a kind of cumulative effect.
- I agree. How many of us have sat at the breakfast table and actually read the back of a cereal box? Just because it was there.
- The Board's ad hoc committee on the proposal to combine service newsletters recommended that consolidating not be pursued at this time, pending further input. It did support the idea of including more service articles in The *FORUM*, but from a strictly personal perspective.
- My Area does not want The *FORUM* tampered with. I was also thinking that WSO is in the communications capital of the world and ~~w~~o should take a look at what other publications do: they target the material to the audience they seek. I'd like to see a beefed-up service magazine, like *INSIDE AL-ANON* in expanded form.
- The ad hoc committee's survey of five other associations revealed that they also think that targeting the audience is important and they cautioned against putting all our eggs in one basket. It's also possible to promote one publication in another.
- I agree with including "recovery through service" sharings in The *FORUM* and I'll bet we could get 97 excellent articles from this room!

WSO Group Registration Policies:

Many Conference members expressed their concern over the naming of groups, particularly those that imply affiliation with outside organizations. This theme first surfaced in the Clearing the Air session at the beginning of the week and later during this Open Discussion.

- I have a real problem with this question and every time I write to WSO, I get the same reference to pages 12-13 in the Digest. In my Area there is a group that contributes to WSO, but meets in a private house using a select membership list. It doesn't follow the Traditions, yet it is officially Al-Anon. I'm wondering why we bother to put policy in a book if we refuse to enforce it or follow it through.
- Let's say there's a gay men's group and they get a letter from WSO asking that they follow Traditions. My question is, why should they follow them when they've already broken Traditions in their group's name. When I try to get involved in these matters, the groups invariably say: WSO registered us, so we're OK.
- Also on the topic of group names—by the time the Area hears about it, it's already a fact. I wish we could follow Germany's lead and call all our groups "AFG." Keep it simple! We aren't asking WSO to be policemen, just that they'd send a letter to the Area when a group proposes registration, so that we can approach them before the name is officially registered.
- A number of years ago, there were problems with some strange groups in one District. Although WSO registered them, the District didn't include them on the meeting lists. The decision was made to keep them registered, but to ask that they willingly withdraw membership if they didn't choose to follow our Traditions. Remember, there's an important sentence in the Concepts (pg. 43) about not penalizing anyone for nonconformity.
- This is a real problem in my Area. We have some adult children groups who by choice do not want to be Al-Anon, but do want WSO services. There are some really excellent adult children groups in the Area as well, but the ones that aren't are such a hassle that we have service people who are threatening to quit because they can't handle the problems.
- At our Regional meeting, it was shared that an individual who disrupts a meeting can be asked to leave that meeting but not the fellowship. It's the same with disruptive groups. There is a group that has stayed around for eight years now and they've helped a lot of people. Unfortunately, they don't follow our Traditions. They are off our meeting lists, but not out of the fellowship—they are registered with WSO. They may continue to flourish, but without a meeting list notation, referrals will be impossible.
- Some of these problems arise out of ignorance, so it's crucial that we get

the information out.

- When people form a group, they don't consult the Policy Digest. They may not even know it exists. We need to educate them—they certainly don't mean to violate our Traditions, they just don't know them or realize their importance. That's why it's so important for WSO to send them a copy of page 13.

The following motion was presented from the floor as a means of emphasizing the need for stricter adherence to our Traditions and our Policy Digest:

that in order to preserve the integrity of our Twelve Traditions, a group whose name includes the title of a specific outside organization, in a manner which implies affiliation, be requested by WSO to change their name to delete reference to such organization before registration is completed. And further, that a similar letter be sent by WSO to existing groups asking their name be examined in the spirit of this motion.

Before balloting, there was discussion on the question of enforcement and how much an enforcer WSO should or should not be. Some felt that specialized groups were the real source of the problem. Groups that call themselves by the name of the church or hospital where they meet, it was suggested, could simply be asked to insert the word "at" to clarify that the name used was for location purposes only. It was also mentioned that as long as proposed groups have direct access to the registration form (thus circumventing a crucial step in the registration process), they do not get the letter from WSO that reflects the spirit of this motion.


Since the motion recommending discontinuation of the World Directory had carried, it was anticipated that the implication of affiliation with outside organizations would diminish as a problem. However, it was added that the point being addressed in the motion under discussion was not merely a question of tidying up records, but was formalizing our dedication to upholding the Traditions. If a group's name suggests limiting the membership, it was observed, then the Traditions are not being honored.

Another position was that it is not the WSO's responsibility to do Area homework—it is up to the Delegates to educate their own Areas, District by District, and to communicate the spirit of the motion. One Delegate added that as individuals we all have the responsibility to educate and inform, but as a World Service Conference, there is the additional responsibility to ensure that the Traditions are being upheld, and upheld with some degree of aggressiveness.

Although the motion had been reworded to include a reference to existing groups, it did not reach substantial unanimity.

HOW BEST TO Handle Family Members With Problems Other Than Alcoholism

- This is a periodic problem in our Area and we say to all members that we share experience, strength, and hope based on the effects of alcoholism. We are not equipped to provide support for other problems, but we can refer them to groups that can.
- In my Area we get many members referred by treatment centers. As we see it, the solution lies in educating the professionals who make the referrals. I enthusiastically welcome the CPC bookmark to assist in that effort.
- When this problem surfaces, we repeat the Third Tradition—again and again. New members can hear what our purpose is and they can stay if they qualify.
- Talking Traditions with members on a one-to-one basis after the meeting can help. Otherwise, as long as everyone keeps the focus on Al-Anon, we let them stay.
- We are not professionals and we cannot help with outside problems.
- Our guidelines say if there is a problem with alcoholism, you belong. The other problems are not our business. References to those other problems would constitute "gossip."
- I used to harbor a lot of resentment against the professionals who would refer almost anyone to Al-Anon just because Al-Anon works. Now I've grown and I see that it is a matter of ignorance on the professional's part. Our efforts must be directed to informing those professionals through CPC activity. The new members who don't qualify don't arrive at our doors on their own, they are sent to us. It's not their fault, and we must be patient with them. Remember, many of them are in great pain and the last thing they need is rejection from us. We try to talk to them after the meeting in a loving way. We don't have to use a baseball bat.
- Beginners meetings can be excellent for resolving this problem. We explain what we're all about and we also have a P.I. card that explains what we are and are not. We make sure to have stacks of them available.
- Those who do not qualify for membership in my Area are invited to attend open meetings as visitors. They may actually discover they do have a problem with alcoholism.

- Our pamphlet, *Al-Anon Spoken Here*, really helps. It reminds groups what our purpose is.
- Most people who don't qualify for membership are coming to Al-Anon from treatment. We would do best to educate the professionals who make referrals that Al-Anon is for those with alcoholism in their lives.
- Repeat the Third Tradition over and over at meetings.
- Reference to page 42 of the Policy Digest was made, specifically different Drugs/Narcotics/Sedatives to use with those in need of a Twelve-Step program. 

WORKSHOPS:

AT SOME CONVENTIONS, "AL-ANON/ALATEEN" IS DISPLAYED ON THE HOTEL MARQUEE AND ON LOBBY NOTICE BOARDS. DOES THIS BREAK ANONYMITY?

This question was largely considered a matter of personal recovery. To avoid breaking anonymity, it was suggested that name tags be removed when participants leave the meeting area. Keeping Al-Anon's name on the hotel marquee was supported as a P.I. supplement. "If we are too anonymous," it was stated, "we can't help anyone."

ROTATION OF WSO STAFF ADMINISTRATORS

Many participants felt this question was an administrative issue that was best addressed by the Executive Committee, also noting that it was too difficult for Delegates to assess the feasibility of a procedure that had not yet been tried. It was mentioned that subsidiary Staff assignments are currently rotated with no apparent problems. The question was then examined in terms of pros and cons:

Pros: Rotation could renew creative abilities; the job is emphasized rather than the individual; if the rotation time was adequate, it could be effective; it would provide staff with greater opportunity to share experience; pockets of favoritism and job territoriality would be eliminated; and burnout would be avoided.

Cons: Rotation might sacrifice expertise and professionalism; we should not feel obligated to copy everything AA does; short periods of rotation would be a mistake; salaries would have to be made uniform; and too much confusion would arise. Many felt that extraordinary efforts would be required from Staff and that some people are naturally better at some tasks than at others.

The discussion ended with several unanswered questions: What is the reason for rotation? Is it an application of spiritual principles, keeping WSO Staff humble? Is it to bring new blood to each department? Is it to avoid burnout? Is it to imitate AA?

ALTERNATIVES TO PRODUCING THE WORLD DIRECTORY

All workshops agreed that producing the Directory is a waste of time and money, it is immediately obsolete, and it is misused. It was felt that expanded use of the 800 number should be considered as an alternative along with wider distribution of *Getting In Touch*. Also suggested was to use Information Services, answering services, listing Al-Anon/Alateen in the phone book, Area meeting lists, District directories, and local hot lines.

There was so much agreement on this question, that two workshops presented separate motions recommending that the Directory be discontinued. The following motion was made, seconded, and carried:

that the World Directory be discontinued and that a committee be formed to present an alternative at the 1989 WSC and the committee study to include our toll-free group directory service providing this information and the possibility of expanded hours and the feasibility of adding a telecommunications remote access system.

Some Conference members suggested that alternatives to the Directory be researched before discontinuing its production; however, it was noted that the next printing is not scheduled for two more years. Executive Director, Myrna H., shared that her first job with WSO was to compile the Directory. She said it had been a labor of love and even then it was obsolete from the moment it was published. However, in those days, there were no alternatives and they had to live with the built-in inaccuracies. Now, Myrna said, there are alternatives. The 800 number could certainly be expanded and the \$37,000 saved by discontinuing the Directory would make phone access much more economical. She reminded Conference members that WSO's goal is to provide more service, not to decrease it. She said an alternative could be immediately implemented.

WHO IS RUNNING THE STORE, AND WHO DO WE WANT TO BE RUNNING THE STORE?

The workshop felt that communication is the root of this problem. It was suggested that the Policy Committee work more closely with the Staff to clear up ambiguities and inconsistencies.

RESPONSIBILITY FOR ALATEEN AT ALL FELLOWSHIP FUNCTIONS

Some Areas shared that they have rules instead of guidelines, which seem to work more effectively. Others reported instances where unsupervised Alateens had damaged hotel property, resulting in lawsuits. It was felt that if no sponsor is present, there should be no Alateen function other than the speaker. One Area uses guidelines written by Alateen members, distributed at each function. There is an Alateen sponsor and member available on call should any problems arise. The importance of the Responsibility Statement and Alateen guidelines was stressed.

THE DISTRICT REPRESENTATIVE IN ONE AREA WOULD LIKE TO RECEIVE THE SAME MAILINGS THAT GO TO GRS AND COORDINATORS, EVEN IF THE AREA HAS TO PAY FOR IT.

This question was identified as an Area responsibility rather than WSO's. It was suggested that Delegates give copies of their mailings to DRs. *INSIDE AL-ANON*, *AREA HIGHLIGHTS* and other publications were also recommended as invaluable sources of information. [Note: GRs do not receive WSO mailings; the Permanent Mailing Address of the group does.]

AREA INPUT ON THE NOMINATING COMMITTEE

It was felt that the Conference Committee on Trustees (CCT) plan provides Delegates with an opportunity for participation in the nomination process. Although there still seems to be a gap between Delegates and Trustees, it was agreed that CCT has improved the situation.

SERVING LIMITED ACCESS GROUPS

If problems occur with Limited Access Groups, the GR can be contacted for permission to attend or to be escorted by a member.

REGISTERING PRETEEN AND ALATOTS

The workshop agreed that an age limit is needed and that Alateens should not be registered separately.

WHY CAN'T AREA HIGHLIGHTS BE MAILED IF PAID FOR?

There is currently no subscription form for *AREA HIGHLIGHTS*. One Delegate shared that she buys extra copies and the cost is repaid by those interested in receiving it. No profit is made and no Tradition broken. It was suggested that this method be shared in Area newsletters.

POLICY ON AA MEMBERS SERVING BEYOND THE GROUP LEVEL

One Area reported receiving numerous requests from dual members to change the policy. They were fairly resentful, she said, and they felt they were being denied the opportunity to give back the love and hope they had received. They also believed that the policy was discriminatory. It was noted there are instances when we need to be discriminating, that our recovery helps us learn to make choices—some of them hard. Bill W.'s oft-repeated admonition was reiterated: "Keep the drunks out of Al-Anon!"

Another Area told of a group that had a dual member GR who faithfully attended Assemblies for three years, but for those three years the group had a voice but no vote. It was also noted that for dual members, sobriety always comes first, which can affect their commitment to Al-Anon service work.

There are dual members who can make valuable service contributions, it was observed, and AA's structure affords them that opportunity. Some of our own long-time service people have found that they too needed AA; when asked, they supported the wisdom of our policy. The workshop agreed that it would be refreshing to see the same kind of enthusiasm for service work shown by dual members in the rest of the fellowship.

THE ROLE OF SERVICE SPONSORS

The workshop expressed gratitude that WSO had service sponsors. It was felt the practice emphasized the importance of sponsorship in all links of service, from the group to the WSO. Service sponsors, it was shared, help you through the "service wars."

PROVIDING SERVICE WITHIN THE AREA STRUCTURE TO MEMBERS OR GROUPS WITH SPECIAL NEEDS

The workshop stressed the need for awareness of members with special needs: hearing/visually impaired, non-English-speaking, illiterates, handicapped, loners and nonsmokers. We should also be aware of what materials already exist to serve members with special needs, such as ODAT in Braille (and now in larger print) as well as various audiotapes. We can improve the level of service to those with special needs in a number of ways: identify those groups with access ramps for wheelchairs and indicate the availability of signing at meetings, or nonsmoking meetings. In addition, handicapped members can be included in activities, we can take the Al-Anon message to colleges for the hearing/visually impaired, visit shut-ins or loners and read them ODAT, and we can take them tapes. Through *INSIDE AL-ANON*, we can ask for signing volunteers and recognize that our literature needs to be translated for signing. Most of all, we should overcome our fear, not shy away from members with special needs, and give them lots of hugs and joy.

HOW DO YOU DEAL WITH GROUPS WHO DO NOT REALLY UNDERSTAND THE AL-ANON PROGRAM, DO NOT STUDY THE PRINCIPLES AND THEREFORE, HAVE GROUP PROBLEMS?

It was noted that groups with problems can sometimes be a blessing. We can help by visiting such groups to share the principles of our program, to offer help, practice patience, listen, offer to sponsor; however, we should not present ourselves as authority figures. If invited to chair at such groups, we can hold a group inventory meeting or a discussion of the three obstacles and the use of the three "ity's": anonymity (to deal with gossip); spirituality (to deal with religion); and unity (to deal with dominance).

HANDLING GROUP INSURANCE COVERAGE FOR AL-ANON GROUPS

The first thing workshop participants shared was, "Don't trouble trouble till trouble troubles you"; that is, don't ask the organization which houses the meeting about coverage until you are approached. In that event, the following suggestions were offered: if an AA meeting is also held there, ask if joint coverage is possible; also ask if the group's insurance can be part of the organization's overall policy. Guidelines might be necessary.

MAINTAINING GROUP RECORDS AT THE AREA LEVEL

Several Areas shared that they use the Alternate Delegate to oversee group records. The GRs send them all the changes to be recorded and forwarded to WSO. Another Area receives labels from WSO, sends correspondence and then becomes aware of address errors. Another Delegate said she takes the printout with her wherever she goes in the Area, asks the GRs to examine it, and advises them of their responsibility to notify WSO of changes. Some Areas use computers, and it was suggested that if others are contemplating automation, they purchase equipment compatible with WSO's so that disks might be used in place of printouts in the future. ▲

MOTION ON NEW DAILY READER:

After some preliminary discussion and rewording, the following motion was presented from the floor:

that conceptual approval be given for the development of a new daily reader which will address the needs of all our fellowship and that a plea for recovery material be sent to the fellowship.

Much of the discussion focused on the need for our recovery material to reflect Al-Anon's changing membership. It was repeatedly expressed that the ODAT is skewed to wives of alcoholics—one Delegate observed that 91 pages are specifically directed to wives.

In the motion's original form, the recommendation was directed to adult children ("and other minorities"); however, in the spirit of the 1988 WSC's theme of "Democratic In Thought and Action," it was amended to include the needs of all the fellowship. It was also asked that translation efforts begin from the start so that the non-English-speaking portion of Al-Anon worldwide would have access to the new daily reader in a timely fashion.

The motion carried with substantial unanimity. ▲

ANNUAL REPORT:

Marjorie W./Audrey S., Chairmen
Sandra F., Secretary

CHAIRMAN'S MESSAGE: As Al-Anon continues to grow, there is an ongoing challenge to each member to uphold the Traditions and Concepts. When a local practice is questioned, members frequently contact the Policy Committee for guidance in determining if established policies are being ignored or violated. Sometimes a letter affirming their interpretation of a Tradition or Concept is sufficient. In other instances, it is necessary for the entire Policy Committee to reexamine a situation and determine if modification or change of existing policy is required.

The Policy Committee is a large one, and its members recognize its importance in maintaining the integrity of the fellowship. It meets quarterly and any suggested changes are presented to the Board of Trustees, and then to the World Service Conference for approval.

ACTIVITIES: The 1987 WSC approved the following revisions to the Policy Digest: a text change to p. 19 under FINANCES, I. WSO CONTRIBUTIONS—Regular; f. Bequests (*to contact the WSO for details*) and under p. 21 USE OF GROUP FUNDS: a. *Rent and other related expenses* indicating that other related expenses such as insurance and maintenance can be considered part of a group's expense.

A motion to amend the section on FINANCES was referred back to the Policy Committee and an ad hoc committee reworded it for resubmission to the 1988 WSC.

Other activities included: a recommendation to go before the 1988 WSC that individual contributions be increased from \$500 to \$1,000; a decision that the adult children poll be utilized within the service departments and that the use of initials be avoided in reference to this portion of the membership; rewording the description of the Literature Committee in the Concepts; granting permission to several outside agencies to reproduce our marks, but denying rights to use the name "Al-Anon"; and allowing the Australian GSO to explain the Steps in the Aboriginal dialect, along with the original Steps. A request was sent to Enterprises Unlimited (Miami) to refrain from using the World Directory for solicitation purposes. ▲

POLICY SESSION:

Audrey S., Chairman
Sandra F., Deputy Executive Director

The Chairman pointed out, the Policy Committee is the largest Al-Anon committee, comprising all Board members, all Executive Committee members, all Staff Administrators, all Committee Chairpersons, the Executive Director and the Deputy Executive Director, for a total of 31 members.

The Committee presented several recommendations for text changes to the Digest of Al-Anon/Alateen Policies, beginning with the section on FUND RAISING. This motion evolved from a recommendation tabled for rewording at the 1987 WSC. An ad hoc committee examined Delegates' suggestions sent in during the year and incorporated them into the new motion, which addresses several issues: advising the fellowship to check the legality of selling raffles in their respective Areas; alerting the membership to the pitfalls of selling raffles outside the fellowship; ensuring that neither Al-Anon's nor brand names appear on raffle tickets; and that District and Area fund raising be included in the reference. The full text of the changes appears under MOTION #7, which was approved by the Conference.

Although the motion was primarily concerned with the issue of raffles, the discussion that preceded balloting centered on tapers. It was shared that some tapers sell other merchandise in addition to Al-Anon material, that some are Al-Anon members and some are not, that some charge only for the price of the material, and that some operate out of separately rented space.

The Conference also approved the recommendation to amend the section of page 19, under FINANCES: I. WSO CONTRIBUTIONS—Regular; c. Individual Contributions, to read as follows:

The limit on all contributions from individual members of Al-Anon and Alateen to the WSO is \$1,000 per year.

Sandra F. updated Conference members on the Committee's activities, reporting that all correspondence and phone calls that come into WSO pertaining to policy are forwarded to the Policy Committee, thus providing a clear sense of issues that concern the fellowship. During the January meet-

ing, the question of specialized groups and group names was discussed. Sandra distributed a packet of information to Conference members that traced the historical background of this topic. She urged them to review all the material and offer their own comments to the Policy Committee which will discuss this subject again at its July meeting.

It was reported to the Committee that a company had used the World Directory for solicitation purposes. Over 30 letters and several phone calls

were received from members who were disturbed at this violation of our confidential publication. A letter was sent to the vendor in question asking that they cease and desist from using this confidential resource. The owner replied that an Al-Anon member had sent him the Directory and that he had received a number of telephone calls thanking him for the information on his product. He agreed to honor the confidentiality of the Directory and to stop using it. ▲



Early Jan. 1981.

Al-Anon's first step was to change its name to Al-Anon World Council. This was done in 1981. The name change was approved by the members of the World Council in 1981. The name change was approved by the members of the World Council in 1981.

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ANNUAL REPORT:

Richard K./Patricia G., Chairmen
Susan H.B./Carole K., Secretaries

COMMITTEE: Pat assumed chairmanship when Rick resigned. Susan H.B. resigned as Staff Secretary and was replaced by Carole K., former Alateen Staff Secretary.

PROJECTS IN PROGRESS:

Minorities/Long-Range Study Panel - The P.I. Committee reviewed the LRSP's recommendations (based on committee member Phyllis M.'s report) on attracting minorities to the fellowship. They include: communicating with Delegates representing Areas with large minority communities; encouraging input from minority Al-Anon members; forming an ad hoc committee (not necessarily Al-Anon); and requesting a minority liaison to coordinate outreach.

P.I. Month Worldwide - All U.S. and Canadian newspapers with 50,000 + circulation and a selection of TV news shows received a press release and cover letter including the new 800 number. Coordinators saw to local follow-up. Articles in *INSIDE AL-ANON* and *AREA HIGHLIGHTS* noted that May, Al-Anon's birthday month, is the time to actively carry the Al-Anon message outside the fellowship. A May calendar with P.I. suggestions was mailed to all Al-Anon and Alateen groups.

SERVICE AIDS:

Alateen Video - Following final approval *Alateen Tells It Like It Is*, The Video was announced and a news release was sent to relevant agencies. A special poster announcing the showing of the film was produced and four complimentary copies will accompany each order.

Radio PSAs - All PSAs, on 7 1/2" tape, were completed and announced.

TV PSAs - The new TV spots, reshot with non-Al-Anon and non-Alateen actors, were edited and made ready for distribution. The Alateen PSAs will be available in early 1988, followed (two months later) by the Al-Anon spots.

800 Number For P.I. Use - Several hundred phone calls were logged in the second half of 1987. The number was given to publications seeking information about Al-Anon/Alateen, and is included in the TV spots. Appropriate material is sent to all callers.

P.I. Tools - All P.I. tools are being inventoried and evaluated.

COOPERATION WITH THE MEDIA: 22 radio programs, TV shows, and film producers (both local and national) used Al-Anon and Alateen materials and/or anonymous representatives for programs dealing with the effects of alcoholism, including cable broadcasts of *Al-Anon Speaks For Itself* and an interview on the *Geraldo Rivera* TV show. A series on alcoholism on *Hour Magazine* (syndicated TV show) that posted WSO's phone number resulted in 140 calls within two days.

COOPERATION WITH OUTSIDE PUBLICATIONS: 58 outside publications, including newspapers, authors, publishers, and magazines were provided with information and/or interviews in response to their requests.

COOPERATION WITH OUTSIDE AGENCIES: Information and materials were sent to outside organizations. ▲

P.I. REPORT-BACK:

Paralea R., IL (S)

Media Kit: The revised Kit will include storyboards for the new TV PSAs, with a disclaimer that each segment is a dramatization with actors rather than fellowship members.

Old PSAs: The inventory of all TV and radio spots will be reviewed by the Intown Committee to determine which are outdated and need to be discontinued.

New PSAs: It was suggested that conceptual recommendations for future PSAs be brought to the Conference well in advance of production so that feedback would be available from the beginning of the project.

Concepts: It was felt that a compilation of the Concepts and their relation to P.I. would be a useful tool for new members. The project will continue throughout the year until all Twelve Concepts have been completed by the Committee.

**ALCOHOLISM
CAN
TEAR A
FAMILY
APART**



Public Information

Attraction, Not Promotion

P.I. Calendar: The Committee requested that the calendar for the next year be mailed in January to allow Areas time to discuss it at their meetings. The possibility of including CPC events was also discussed.

Minorities: Highlights from a meeting CPC and P.I. Staff Administrators held with members of the black community were shared; the Delegate from Yukon/BC agreed to submit a background report to the Committee on Indian minorities, similar to the report Phyllis M. prepared on black minorities.

800 Number: The 800 number used for P.I. media articles and events is being reviewed for overall effectiveness and cost by the WSO Board.

Getting In Touch With Al-Anon: The importance of this piece was stressed; because it is sent to every person who inquires about Al-Anon/Alateen, it must be kept current.

Pebble In The Pond: The Committee will provide input for revisions to this booklet; both CPC and Institutions will update their sections.

Tools: P.I. tools will be featured on the WSO page of The *FORUM* and in *AREA HIGHLIGHTS* throughout the year.

P.I. Skits: The Committee discussed how Area skits can be shared and if WSO could coordinate exchanges. Currently, WSO only offers skits presented at the Conference. ▲

PUBLIC INFORMATION UPDATE:

Pat G., Chairman

Media Kit: The newly-revised Media Kit is now available.

TV PSAs: Storyboards for the new PSAs will be mailed to over 900 TV stations by May 1; P.I. Coordinators will receive an advance notice mailing.

May Birthday Month: The Calendar was mailed to English-speaking groups, translated into Spanish and mailed to Spanish-speaking groups.

Requests From The Media: The TV series, *As The World Turns*, requested information about Al-Anon for a future show. ▲

LONE MEMBER SERVICE:

(Subcommittee of P.I. Committee)

Richard K./Patricia G./Edith W., Chairmen
Susan H.B./Carole K., Secretaries

ARTICLES: An article in *AREA HIGHLIGHTS* (Mar) urged those involved in P.I. work to remember lone members. A story in The *FORUM* (Jul) from a lone member resulted in many requests to become a lone member or contact. A letter from a lone member in Israel was published in The *FORUM* (May).

LONE MEMBER LETTER BOX: The new Statement of Purpose was included in the March issue; the September issue was mailed with the Oct/Nov issue of *INSIDE AL-ANON* in an effort to generate interest in the Lone Member Service (45 new contacts were subsequently registered).

LONE MEMBER INFORMATION SHEET: Has been revised to include the 800 number with a tear-off sheet for readers' comments.

DEFINITION SHEET: Was revised to read: "A Lone Member is any adult or teen for whom regular attendance at Al-Anon or Alateen group meetings is difficult or impractical due to a disability or distance from meetings."

NEW LONE MEMBERS:

Registered Al-Anon Lone Members	31
Registered Al-Anon Contacts	110
Proposed Al-Anon Lone Members	76
Registered Alateen Lone Members	3
Registered Alateen Contacts	11
Proposed Alateen Lone Members	4

▲

P.I. PRESENTATION:

Pat G., Chairman
Carole K., Staff Administrator

Public Information services has undergone some major changes since the 1987 WSO, reported Chairman Pat G., including the resignations of former Staff Secretary, Susan H.B. and Chairman, Rick K. Both Pat and new P.I. Staff Administrator, Carole K., applied themselves to the task of learning the details of P.I. work, familiarizing themselves with the terminology and the various tools.

At WSO, Carole tackled the new responsibilities attached to P.I. duties, beginning with establishing clear lines of communication with P.I. Coordinators.

The presentation from the P.I. Committee focused on concrete ways to clarify both the lines of communications within the fellowship, as well as the range of tools available for effective P.I. work.

Organization Of Public Information Services: Each group elects a P.I. person to be a part of a P.I. Committee at the District level. The District P.I. Committee discusses projects to take place in the Districts. At the Area level, District Chairpersons, under the direction of the P.I. Coordinators make up the Area P.I. Committee, dealing with P.I. projects for the Area. The P.I. Coordinator reports on Area activities to the WSO, which in turn shares these experiences with all P.I. Coordinators via the Coordinators' newsletter.

This line of communication also functions in reverse. For example, when an upcoming national TV program dealing with the effects of alcoholism on families is expected to generate referrals to Al-Anon/Alateen, the WSO relays the information to Area Coordinators, who notify the District Chairperson, who then informs the group P.I. person. The P.I. Coordinators' newsletter reflects the same line of communication; the P.I. Coordinator receives a copy of the newsletter twice a year, and may make copies to pass on from level to level.

Volunteer Speakers: As interest in Al-Anon/Alateen grows, requests for speakers increase. Areas and Districts can more efficiently handle such requests by developing a volunteers sign-up sheet, including the names of members willing to share their experience, strength and hope on radio, TV, or at other events. The Committee suggested ways in which volunteers can be prepared for speaking engagements:

- review guidelines (G-1, G-10, and PI-50)
- stress importance of meeting the commitment
- provide a number for volunteers to call in case of emergency
- ask the volunteer to arrive early, and to allow time for travel

Attracting New P.I. Volunteers: Holding workshops at Area and District levels is an effective way to attract volunteers to P.I. service work. Sample workshops are included in the Service Workbook, along with a sample agenda.

P.I. Service Tools: To help P.I. volunteers successfully carry the Al-Anon message, it is important that they become familiar with the full range of available service material before contacting the media.

Posters: Posters educate and inform professionals, provide valuable information for local alcoholism services, and also expose potential members to the program. They can be displayed in doctors' offices, schools, libraries, public transportation, work areas, hospitals, and grocery stores.

Audio: *Alateen Tells It Like It Is* is available in four 15-minute segments on audio cassette. It is particularly useful as a substitute for actual members sharing in person. It deals with denial, anonymity, detachment, acceptance, and love, and it can be offered to radio stations, school and community libraries, health classes, churches, and other organizations. A Braille identification strip is available for the visually impaired.

A Little Bit Of Al-Anon, is an eight-minute simulated meeting with sharings from a wife, mother, husband, single person, and an adult child of an alcoholic. It can be used at health fairs, PTA meetings, church functions, or donated to libraries, social agencies, and radio stations with open discussions or call-in programs. It is available in 7 1/2 IPS (inches per second), reel-to-reel, or in cassette; it also may be purchased with a Braille strip.

Audiovisuals: *Alateen Tells It Like It Is*, a 16-minute video illustrated by a teenager, provides a glimpse into the lives of Alateen members. *Al-Anon Speaks For Itself*, a closed-captioned 15-minute docudrama, captures the essence of the program. Both videos can be used at open Al-Anon meetings, by local and cable TV stations, and to fill other P.I. needs.


The most recent service P.I. tools, six PSAs for television, were screened before the full Conference. These new spots, in 30 and 60-second segments, are the revised versions of the PSAs produced last year that had included actual Al-Anon and Alateen members. Although they were portrayed in pre-Al-Anon situations and not as members, they were replaced with actors. The actors in the new spots represent a range of ethnic and age groups.

The revised PSAs, having gone through the Conference-approval process, required no further Conference action. After viewing the material, however, many Conference members felt that the full-face close-ups of the actors still implied the breaking of anonymity, and that viewers would have no way of knowing that the people depicted were not in fact Al-Anon/Alateen members. Others noted that if the material had been shown at the 1987 WSC, the question of anonymity would have been adequately addressed before the revisions were produced. It was agreed that a disclaimer within each segment, indicating portrayal by actors, would resolve the problem. This solution was accepted by Conference members.

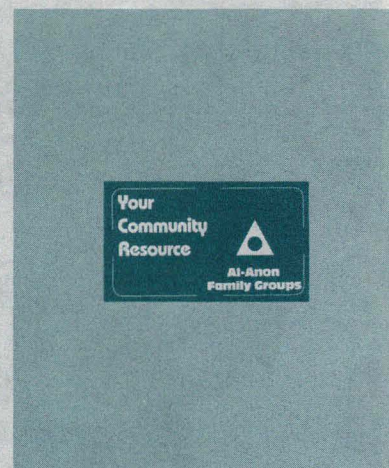
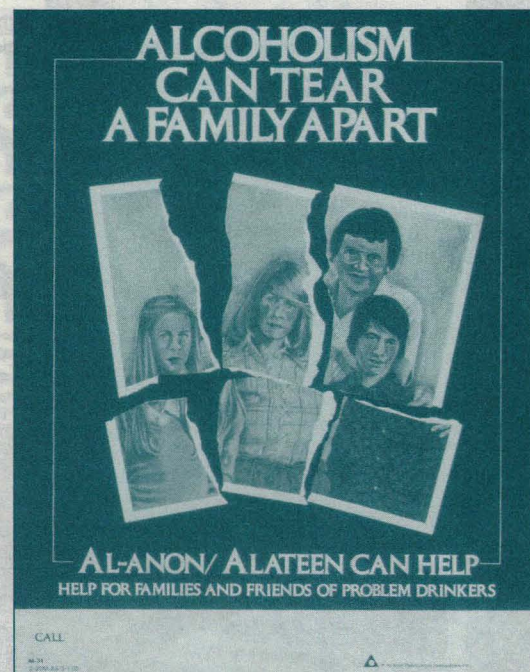
Media Kit: The Media Kit (for radio and TV stations) includes general information about Al-Anon/Alateen, storyboards for the new TV PSAs, radio PSA scripts, and an AFG contact card with space for local phone numbers, the WSO 800 number, and NPIC's number in Canada.

There are six 30-second PSAs for radio, addressing the needs of teenagers, spouses, adult children, and parents, accompanied by scripts of each segment. Eight seconds are reserved for local tag-on information (provided by the P.I. person, but edited by the station).

The Media Kit can be mailed or hand-delivered to local stations along with a cover letter identifying a local contact person. It was suggested that Information Services be informed about upcoming PSA broadcasts so that callers can be appropriately acknowledged.

A format for radio interviews, including sample questions and answers, can be found in the Service Workbook. 

Al-Anon—37 Years HAPPY BIRTHDAY! Alateen—31 Years						
MAY 1988						
PUBLIC INFORMATION MONTH						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Hold a Public Information Workshop at the WSO. (See P.I. C, pg. 3, 1.)	2 Contact local radio and TV stations. Supply them with a Media Kit (B-45).	3 Organize Committee to handle Al-Anon Public Relations about the Birthdays.	4 Submit all date and time change messages with PUBLIC RELATIONS.	5 Offer P.I. to local radio and TV stations. (See P.I. C, pg. 3, 1.)	6 Encourage members to send photos and letters to TV stations for showing Al-Anon and Alateen.	7 Film a public information or PSA commercial. Place these everywhere.
8 Plan an open meeting for the day after tomorrow. Ask an Al-Anon and an Alateen speaker to share.	9 Offer the videotape, <i>A Little Bit Of Al-Anon</i> , to radio stations (see P.I. C).	10 Personal with members, leaders and other speakers by sending the new 30-second videotape.	11 Search Al-Anon and Alateen for local chapters.	12 Invite local chapters about our 37th and 31st Birthdays. For details, call 800-451-3535.	13 Send 13 letters to the local chapters of Al-Anon.	14 Hold a workshop at the WSO on 12 noon weekly (bring guidelines to 11, 12, 13, and 14).
15 Hold a press release conference at your office, sending it to news editors. Submit materials to local stations.	16 Arrange to have a local newspaper or radio station covering your day. (See P.I. C, pg. 3, 1.)	17 Provide Al-Anon and Alateen information for local chapters.	18 Submit an article to an Al-Anon and Alateen local newspaper (see P.I. C, pg. 3, 1.)	19 Organize an open meeting at the local chapter of Al-Anon.	20 Volunteer to report on P.I. meetings.	21 Invite members to an open meeting.
22 Participate in local radio and TV programs. Submit materials to local stations.	23 Offer Al-Anon and Alateen members of local chapters. (See P.I. C, pg. 3, 1.)	24 Hold a P.I. workshop on the local media. Bring professional and amateur photographers.	25 Submit your P.I. videotape to each with the P.I. Literature.	26 Discuss the radio and TV station.	27 Place Al-Anon/Alateen stories in local newspapers, radio, and the local radio and television. (See P.I. C, pg. 3, 1.)	28 Volunteer time to report on P.I. meetings.
29 Submit a submission to a local station.	30 Submit a submission to a local station.	31 Submit a submission to a local station.				



AREA HIGHLIGHTS:

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

- How do Areas store materials in their Archives?
- What is the purpose of Area World Service Committee meetings and Assemblies and what do Areas do at them?
- Having a World Service Staff person to speak at Assemblies.
- Are Alateen meetings in schools institutional or regular?
- How many Areas are incorporating?
- Can an Alternate DR vote at AWSC meetings?
- AA's are serving at GR level in some Districts.
- Ways to raise money for Area Conventions.
- Groups that are not registered with WSO.
- How many Areas have computers? Where are they kept if there is not an Information Service?



REGIONAL SERVICE SEMINAR:

Mary Fran W., Chairman

COMMITTEE: The Committee agreed that Staff members attending RSS Committee meetings will be the Coordinators of the previous, current, and next Seminars. The Staff Coordinators of each Seminar will work with the RT in developing the RSS agenda. Ann S. will coordinate operational activities of the RSSs; she will go on site inspections, work with the hotel, review contracts, develop Committee meeting agendas, and coordinate mailings. Packets of service literature will be provided for distribution at the Seminars.

GUIDELINES: The second page of the guidelines was revised, typeset and produced in-house.

U.S. SOUTHEAST RSS

Marjorie W., Chairman

Ann S., Coordinator

George Washington Inn

Williamsburg, VA

March 6-8, 1987

REGISTRATION: There were 500 registrants, with the WSO represented by Marjorie W., Ann S., Myrna H., Robert D., Fran H., Ruth L., Audrey B. and Rita McC.

MAILINGS: In addition to standard registration material shipped to the Hospitality Committee, extra copies of the agenda and workshop sheets were included as requested.

REPORT BACK: The experimental registration procedure was expertly handled by the Hospitality Committee, which kept copies of all registrations. The bottom half was sent to the hotel, the top to WSO (with the registration fee). A list of registrants was sent to the Chairman for selecting workshop chairmen, reporters, etc.

U.S. NORTHWEST RSS

Audrey B., Chairman

Rita McC., Coordinator

Red Lion Inn

Omaha, NE

August 7-9, 1987

REGISTRATION: There were 282 registrants, with the WSO represented by Robert D., William S., Audrey B., Mary C., Myrna H., Rita McC., Linda McF. and Mary Ann K.

MAILINGS: WSO shipped 13 boxes of standard material, along with 500 copies of Links of Service, The FORUM display packet, the banner, *Al-Anon Speaks For Itself*, and other items.

NEW FORMS: Two new forms were created: one sent to the Host Committee with WSO Staff arrival/departure schedules and one sent to the hotel with WSO Staff housing requirements.

REPORT BACK: The Host Committee did a superior job with registrations and general hospitality. As requested, all workshops were taped, and evaluation forms indicated that workshops and WSO Staff talks were the favored agenda items.

CANADA EAST RSS

Mary C., Chairman

Linda McF., Coordinator

St. Mary's University

Halifax, Nova Scotia

June 10-12, 1988

REGISTRATION: A three-part form was developed to aid the Host Committee.

MAILING: Material for English-speaking groups was mailed by WSO; PFA handled French material.

SIMULTANEOUS TRANSLATION: The General Session meeting will be translated into French. The housing and meal package was increased slightly to absorb additional costs.

U.S. SOUTHWEST RSS

Mary Fran W., Chairman

Ellen D., Coordinator

Salt Lake City Hilton Hotel

Salt Lake City, UT

November 11-13, 1988



The Chairman and the Staff Coordinator visited the site and met with Host Committee members and hotel personnel.

U.S. NORTHEAST RSS

Angela W., Chairman
Margaret O'B., Coordinator

Bids were received from Stamford, CT; Warwick, RI; Grand Island, NY; Ypsilanti, MI; and Annapolis, MD. Site selection will be made January 1988. ▲

Regional Service Seminars Update:

Mary Fran W., RT-U.S. Southwest

Upcoming RSSs: Canada (E), Halifax, Nova Scotia, June 10-12, 1988 (with 212 registrants); U.S. Southwest, Salt Lake City, UT, November 11-13, 1988 and U.S. Northeast, Grand Island, NY is being considered for May 1989. Literature will be used to better advantage, with handouts for each workshop to assist in making presentations and discussion.

Regional Expansion: Seminars will be planned for new Regions after all three additions have been made following 1991 elections. ▲

EXPANSION OF THE REGIONS:

Mary Fran W., RT-U.S. Southwest

Mary Fran prepared a report on the Regional Expansion Plan and with the aid of an overhead projector, provided both a historical background on Regional Trustees as well as an explanation on how the new plan will affect upcoming RT elections.

The Board of Trustees was originally composed of In-town Trustees who lived in the NY metropolitan area. In order to broaden the scope of representation, the 1968 WSC approved a three-year experimental plan to include Regional Trustees, with the U.S. divided into two Regions (East and West) and Canada as a single Region. Beginning in 1969, one Region would be added each year, and in 1974 the plan was extended experimentally for three more years.

In 1977, the plan was expanded (again for three trial years) to six Regions (four in the U.S. and two in Canada) to be added over each of the trial years. The plan was made permanent the following year.

The 1985 WSC conceptually approved adding three new Regions, for a total of nine, and in 1986 the WSC approved that the U.S. North Central (1989), U.S. South Central (1990) and Canada Central (1991) be added.

The 1989 WSC will elect an RT for the U.S. North Central Region. The Areas that will move from the current U.S. Northeast and Northwest to form this new Region are: MN (N), MN (S), IA, WI, IL (N), IL (S), IN, MI and OH. The remaining Areas of the new U.S. Northeast and current U.S. Southeast will also elect RTs. The six Areas moving from the Northwest will submit RT candidate profiles in 1989 rather than in the customary three-year sequence.

In 1989, MS, AR, and LA (still considered part of the U.S. Southeast) will not submit RT candidates as they will do so the following year in the new U.S. South Central RT election.

In 1990, the newly designated U.S. South Central Region, comprising KA, OK, TX (E), TX (W), MS, AR and LA will select an RT nominee. Therefore, although MS, AR and LA will still be considered part of the U.S. Southeast in 1989, they will not submit nominees for that RT election.

With the formation of the new U.S. South Central Region in 1990, the remaining Areas of the U.S. Southwest will select an RT nominee and the remaining Areas of the U.S. Northwest will do the same.

In 1991, the three Regions of Canada will select RT nominees according to the newly designated Regions. Manitoba, Ontario (N) and (S) will comprise Canada Central; Canada West and East will select RT nominees from the remaining Areas.

The new experimental plan will have an impact on scheduling future Regional Service Seminars, which will be implemented in compliance with the 1986 WSC Board motion, "that additional Regional Service Seminars not be considered until all three new Regions have been added." An ad hoc committee has been formed to analyze this matter. ▲

RT NOMINATIONS/CCT:

Eileen B., OR, CCT Chairman

Candidate Qualifications: The following criteria, based in part on the essay on leadership in Concept IX, were suggested for evaluating candidates:

- continuous active membership in Al-Anon, with at least five years activity at local and Area levels
- dedication to the Traditions
- broad view of Al-Anon policies
- willingness to serve Al-Anon as a whole
- business, accounting, management, or legal skills
- high ethical standards
- strong leadership qualities, e.g.: dedication, stability, short and long-range vision, tolerance, and flexibility

Ineligible are:

- current Delegates (until one year after term ends)
- paid employees of Al-Anon (may be nominated, but must resign from their job if elected)

Commitment: RTs would be expected to commit approximately 50 days per year: Board week (July, October, January and April), in addition to monthly committee responsibilities and service time in the Region. The term is for three years and RTs may serve two terms that may be consecutive. There is no payment for the position; expenses and transportation costs are reimbursed.

Selecting A Candidate: Areas may choose either of two methods:

1. Area World Service Committee reviews resumes submitted by Districts and selects the Area's candidates for RT and Alternate
2. Area Assembly reviews resumes submitted by the Districts and the GRs select the Area's candidates for RT and Alternate

Timetable: Areas should begin seeking qualified candidates shortly after the WSC, using the prescribed Resume Profile sheet to indicate the candidate's qualifications. Forms should be submitted to WSO no later than January 1; if there is no candidate, the WSO should also be notified before that date.

U.S. Southeast Election: Delegates from outside the Region to participate in the nomination process are: CT, NY (N), MD/DC, PA with Alternates CA (N) and ONT (S).

U.S. Northeast Election: Delegates from outside the Region: PR, IN, TN, LA with Alternates IL (N) and FL (N).

U.S. North Central: Delegates from outside the Region, TN, NH, PA, SC, with Alternates UT and AR. ▲

NOMINATING REPORT:

Rae S., Chairman

The Board approved the Committee's recommendation to give annual approval for the Board Chairman and General Secretary to serve on the Nominating Committee.

Committee: Letters from both the Conference Committee on Trustees (CCT) and Nominating Committee Chairmen were mailed to all Conference members, along with a revised copy of the Profile form and Trustee guidelines, soliciting candidates by August 14, 1987, in preparation for the slate that is presented to the Board in January 1988.

Other Committee activities included: revising the Trustee profile to include "Group," "Area," and "WSO" levels, with dates of activity; and review by both the Nominating Committee and CCT of the 28 resumes submitted by July, with the following selected as candidates: Dorothy D. (NV); John K. (MD); Dolores K. (WI); Faun L. (CA); Anita M. (VT); and Helen W. (IA). A final slate will be presented to the 1988 WSC and approved by the Board at its annual meeting.

CONFERENCE COMMITTEE ON TRUSTEES (CCT):

(Subcommittee of Nominating Committee)

Eileen B., Chairman

Panel 25 Barbara L., CA; Suzanne K., OH (replaced mid-year by Suzie C., OH); and Ruthe O., TX (W).

Panel 26 Pat L., Atlantic Provinces, Canada; Armand L., Quebec (E); Eileen B., OR.

Panel 27 Mary Ann, CT; Carolyn W., MO; and Gail F., LA.

Panel 28 Dan C., DE; Margaret M., Ontario (S); Margaret N., TX (W).

During the year through mail and phone contact, the CCT reviewed 28 resumes, worked on the resume format, shared ideas on guidelines and clarified the role of the CCT.



NOMINATING COMMITTEE UPDATE:

Rae S., Chairman

Resumes: The Conference Committee on Trustees (CCT) and the Nominating Committee reviewed 28 Profile Resumes.

Board Vacancies: Six nominees were presented to fill three Board vacancies, in keeping with the Trustee guidelines suggestion that two nominees be provided per vacancy. The three nominees selected by the Board will be brought to the 1988 WSC for traditional approval.

CCT: A joint CCT/Nominating Committee dinner meeting will be held during Conference week prior to the Standing Committee meeting.



NOMINATING COMMITTEE REPORT:

Rae S., Chairman

Conference Committee on Trustees (CCT): Before presenting the nominees for Trustee-At-Large to the Conference for traditional approval, Nominating Committee Chairman, Rae S., discussed the process for nominee selection, concentrating on the role played by the CCT. The CCT Committee is composed of Delegate members, who meet with the Nominating Committee, at the WSC, and was approved on a three-year trial basis by both the 1984 and 1987 WSCs. It assists the Nominating Committee in the selection process by indicating non-acceptance of candidates deemed unsuitable. Criteria for non-acceptance were later spelled out in the report-back by the CCT Chairman. A timetable for reviewing candidate resumes was established at CCT's request.

Resume Profile Sheet: The Resume Profile sheet, approved by the Board and accepted by CCT, will be used for all Al-Anon/Alateen candidates for Trustee-At-Large, Executive Committee, Regional Trustee, Officer/Board of Trustees, and Standing Committees.

Guidelines: Nominating Guidelines (approved by the Board in July 1986) and CCT Guidelines (approved in October 1986) were reviewed.

Trustees-At-Large: For the second year, the Board hosted a reception for candidates the evening before the January Board meeting, thus enabling candidates and Trustees to meet informally. The 1988 WSC subsequently gave traditional approval to the following nominees selected by the Board:

John K. (MD)	second three-year term
Anita M. (VT)	second three-year term
Helen W. (IA)	first three-year term

Board Officers: Also approved was the slate of Board Officers.

Bob D. (PA)	Chairman
Mary Fran W. (AZ)	Vice President
Marjorie W. (KY)	Treasurer
Myrna H. (WSO Staff)	Secretary (requiring no vote by virtue of her position as Executive Director)

Executive Committee: Each year the Board appoints an Executive Committee, which does not require Conference approval. It includes a Chairman, the Executive Director, Chairmen of the Policy and Budget Committees, a WSO Staff member, and three At-Large members. Carole K. was selected as the WSO Staff member, with Jane O., Dolores K., and Norma McG., At-Large members. In keeping with the 1988 WSC's approval of the Board motion on creating a separate Executive Committee Chairman for two years, Jane O. was named Chairman.

Regional Trustees: The Conference gave traditional approval to the RTs selected earlier in the week: Mary C. (Canada East) and Gloria P. (Canada West). ▲

NOMINATING COMMITTEE AND CCT REPORT-BACK:

Gail F., LA

Resume Profile Sheet: The Profile, approved by the Board, was reviewed and will continue to be reviewed by Committee members throughout the year.

Packet on Trustees: It was suggested that a packet for the fellowship be developed to include: history of CCT; Guidelines for the Nominating and CCT Committees; Trustee Guidelines; Profile Resume; and suggested format for procedure.

Candidates: Criteria for non-acceptance of a Trustee candidate include: dual membership; mental incompetence; inactive membership in Al-Anon; inability to work well with others; inability to lead; serving as a current Delegate; convicted felon; Al-Anon paid employee (an employee's name may be put in as a candidate, however if elected, he/she must resign from the paid position).

Trustee Reception: It was felt that the reception for Trustee-At-Large candidates hosted by the Board was most effective and should be continued.

Communication: The Committees supported developing a form letter to acknowledge receipt of Profile Resumes. ▲

BOARD OF TRUSTEES:

Bob D., Chairman

The Conference unanimously approved a minor change to the Corporate By-Laws, under the description of Trustees-At-Large. Bob explained that because geographical proximity is no longer a major determining factor in candidate selection, noting that a plane trip from the Midwest to NYC may take less time than a ride on public transportation from the outer boroughs, the phrase, "... must live sufficiently close ..." was being changed to "... are readily available ..." The full text of this paragraph appears under MOTION #11.

Board Chairman, Bob D., directed Conference members' attention to the lengthy Regional Trustee Plan, approved at the 1980 WSC. This year, he explained, the Board was recommending that a number of wording changes be made to delete gender-specific references, to spell out certain voting procedures in greater detail, and to reflect the addition of three new Regions (see Regional Expansion Plan). The Conference supported the recommendation, the full text of which appears under MOTION #6.

In 1985 the WSC supported the Board's recommendation, based on the Arthur D. Little Management Study, that the Chairman of the Board also serve as Chairman of the Executive Committee for a minimum trial period of three years. Although the Board felt the plan was working well, some questions had been brought to its attention that merited further study. Consequently, the following recommendation was presented for Conference approval:

that the 1988 WSC give its support to an extension of the trial period concerning the Executive Committee Chairmanship for another three years. It is further recommended that the trial period be adjusted so that the first two years we return to the original format of having separate Chairmen of the Board and the Executive Committee and that in the third year, we revert to again having a single Chairman of the Executive Committee and the Board.

In answer to Conference members' request for more details on the thinking behind the motion, various WSO Staff members shared that the single chairmanship raised some philosophical questions, such as restricting participation, diminishing effective checks and balances, and whittling down the traditional right of appeal. With no clear line between the Board and the Executive Committee, it was felt that the opportunity for broad group conscience was reduced.

Trustees also shared their view of the plan. They generally agreed that while the three year period had been successful, they felt the concerns expressed by WSO Staff warranted careful consideration. They concurred that the modified plan would enable the next Board Chairman to experience both methods, so that in three years a more accurate evaluation would be possible.

The motion carried with substantial unanimity.

Before The *FORUM* became a magazine in 1978, its Editor was not a member of the WSO Staff, but was compensated for each issue she produced. As Editor, she was automatically a Sustaining Trustee, and when a full-time Editor was hired in 1978, she too became a Sustaining Trustee. There is currently no *FORUM* Editor, and as an interim measure, Board member, Anita M., has been acting as Chairman/Editor, while Editorial Assistant, Rita McG. has been overseeing many of the day-to-day functions. The Board's recommendation would create a new Staff Administrator position charged with coordinating the activities of The *FORUM* Editorial Committee and maintaining responsibility for the production of the magazine. It would, however, eliminate the Sustaining Trustees position.

The following recommendation, after rewording for clarification, was approved by the WSC:

that a volunteer Trustee be appointed as Chairman to The *FORUM* Editorial Committee and a Staff Administrator be hired to compile the magazine, both for a three-year trial period.

Much of the discussion that preceded the vote centered on the word "Editor" which originally appeared in the motion ("Trustee/Editor"). It was felt that the designation was inaccurate since the Trustee would not in fact be editing the magazine. There was also some concern expressed at the loss of a Sustaining Trustee; however, Bob pointed out that we will be adding three Regional Trustees over the next three years and the Board's number will not be diminished.

It was noted that the motion reflected a philosophical statement: that The *FORUM* is being brought more comprehensively under the WSO umbrella, rather than operating as a separate entity as for example, AA's magazine. Reference was made to the Concepts, where the possibility of two separate operations in the future is indicated, however The *FORUM* had never actually reached that point. It has always been operating under the WSO umbrella. Various studies have supported continuance of this structured arrangement. Conference members asked that a report-back be prepared for presentation in two years to evaluate the progress of the plan.

In 1985 the WSC approved a new procedure for the development of CAL, which made a distinction between service and recovery material and allowed any committee with Delegate members to produce CAL. Until then, Conference approval could be provided only by the Literature Committee. A three-year trial has been satisfactorily completed, however the text in the Twelve Concepts of Service describing the Literature Committee does not reflect the new procedure, nor does it allude to the use of free-lance writers in the production of CAL. The Conference approved the proposed changes to pages 29-30 in the Twelve Concepts of Service, the full text of which appears under MOTION #14.

Before approving the recommendation, Conference members sought clarification of the sentence:

The initial form and draft and the final development of new undertakings is the responsibility of this Committee.

It was explained that this passage does not prohibit the use of manuscripts submitted by the fellowship, however it does provide that the Committee maintain responsibility for the process, critiquing manuscripts and ensuring that the WSC's wishes are reflected in all evolving recovery material.

Another question was raised about the mission statement:

that every aspect of the Al-Anon program of recovery is presented in adequate and comprehensive written material for our members.

and whether or not this would open the door to, or be construed as a mandate for the production of more specialized literature. After some discussion, it was agreed that the term "recovery" emphasized the solution rather than the problem and was therefore satisfactory. Moreover, conceptual approval for all literature projects continues to originate from the WSC.

The final recommendation the Board presented for Conference approval dealt with the National Public Information Canada (NPIC), which was formed in 1979 to coordinate Canadian national outreach. It has been successfully functioning as a trial subcommittee of the WSO CPC Committee and seeks permanent status in that capacity. The Conference unanimously approved

that the National Public Information Committee (Canada) be made a permanent subcommittee of the WSO CPC Committee. ▲

LONG-RANGE REPORT:

Robert D./John F., Chairmen
Sandra F., Secretary

PANEL: John F. replaced Robert D. as Chairman following the 1987 WSC, and Panel composition was altered to effect a better Staff and volunteer balance. It will continue to serve as an advisory panel to the Board, with agenda items assigned by the Board, other committees, or the Panel itself. Input will continue from Panel members, Trustees, Staff and other invited guests.

Chairing a Task Force on Relocation, John reported on its progress to the 1987 WSC, noting that a final recommendation will be made in 1991.

Archives Committee goals were reviewed, beginning the third round of discussions with service committees. The Panel will devote every other meeting to these discussions. Strategies for attracting minority groups into the fellowship were also considered in conjunction with the P.I. and CPC Committees.

Panel members produced a detailed description of Long-Range Study Panel's purposes, functions, and operations, which was amended and approved by the Board. ▲

LONG-RANGE SESSION:

John F., Chairman

Committee: The Long-Range Study Panel (LRSP) is chaired by John F. and comprises the following members: Bob D., Hank G., Frank R., Myrna H., Sandra F., and Richard Keilly. In an effort to clarify LRSP's function, Panel members reviewed and rewrote its mandate, which was subsequently approved by the Board:

The Long-Range Study Panel, an analytic resource for the Board, acts in an advisory capacity to encourage the WSO and its committees to plan for the future. It identifies and explores long-range issues facing the WSO and addresses current issues with long-range implications not assigned to a particular committee. The Panel tries to anticipate the needs of the WSO and our rapidly changing membership and the impact thereon of technological and social changes in society as a whole.

The Panel also meets with the various service committees, volunteers, and staff and prompts them to stretch beyond their day-to-day workload to establish long-range goals and to develop strategies for accomplishing those goals. Committees are also urged to evaluate their progress in achieving prior long-range goals.

The topics to be discussed in LRSP sessions may come from the Board of Trustees, from any other WSO committee, or from the Panel itself. The Panel's final recommendations will revert back to the Board of Trustees and the committee of origin or another appropriate committee.

In addition to meeting with the Institutions, Conference, CPC, International Coordination, and Archives Committees to discuss goals and other issues pertinent to each, the Panel addressed the following topics:

Non-Al-Anon members serving on the board

Future surveys

Dual members

Dual addictions

Improving office technology

WSO relocation

Service structure

Attracting minority populations

Anonymity and the public

WSO Relocation: John explained that projections based on questionnaires sent to all groups were drawn up to provide the Panel with a more precise idea of what Al-Anon is, where it is going, and where it will be in terms of membership ten years from now (when WSO's current lease expires). Thus far, no conclusions have been reached. When more data is available, the Board will appoint a committee to examine the feasibility of other locations. These findings will be reviewed with the Panel, with special attention focused on: the availability of volunteers, transportation, housing costs, and accessibility.

Attracting Minority Populations: Based on our most recent membership survey, Al-Anon is 88% female, 70% over 36 years old, and 95% white, indicating that a substantial population is not being reached. John suggested that Al-Anon may have to reshape its approach to accommodate the needs of absent minorities, particularly the black community, which comprises only 1% of our fellowship. He acknowledged the P.I. Committee's excellent report on this subject, which the Panel has been using as its base document. Obviously, John noted, the black community is afflicted with alcohol (and drug) problems—yet black people are not proportionately represented in Al-Anon. It was felt they can best be reached by other blacks, and P.I. and CPC have consequently begun working with black religious leaders and community workers in an effort to raise Al-Anon's profile. John added that we must also look at ourselves and the message we communicate in our literature and in our graphics. These and other issues will continue to be explored.

In response to questions from the floor, John agreed that while Al-Anon must remain a unified body, without fragmenting itself into numerous special focus groups, we may need to think about tailoring some of our communications more aggressively to the black community. ▲

SHARING CONCERNS:

Conference Wrap-Up

Traditionally, the last order of business on Friday evening is followed by the Closing Session, during which Conference members are invited to share their feelings. Marjorie W. thanked everyone for having given a part of themselves—whether in words or action—over the past week. “Volunteer service,” she said, “is love you can see.” She reiterated the words she had spoken at the beginning of the Conference, “Coming together is a beginning; working together is progress; and staying together is success.” She added, “This we have done and it’s what keeps Al-Anon strong and healthy.” With that, Conference members streamed to the microphones and summed up their feelings about the 1988 WSC.

- The times really are a-changing’ and this Conference is proof! I wonder if our past Delegates would believe the spirit of cooperation we’ve all been a part of this week.
- What a marvelous, calm Conference! I’m not nearly as tired as last year.
- I’m a new Delegate and I’d like to thank everyone for making my first year so wonderful—thanks to WSO, Panels 26 and 27, thanks to all of you.
- What a great three years it’s been! I’ve grown, I’ve learned, and I think the Conference has grown and learned as well. The new Delegates are coming in with so much more knowledge!
- I appreciate WSO’s incredible job.
- It’s a sad and a happy time for me. Thank you World Service Conference for seeing me through. I go out with a really good feeling and the hope that we all remain in service.
- I’m leaving the Conference behind this year. If I have any legacy, it’s that I hope everyone’s luggage gets lighter by the third year. Al-Anon has given me the ability to share at a gut level. You taught me that the pain of one is the pain of all, and the honor of one, is the honor of all. Thanks for the pain and thanks for the honor.
- I too regret having to say good-bye. I got hugs my first year and more my second, but I just haven’t gotten enough this year. Could we all please hug each other!
- I am overwhelmed by the spirit of this Conference. I have strong feelings that we are truly one body. I also have learned that anything I do that hurts one, hurts all and anything I do that heals one, heals all.
- What a good week! Thank you for letting me feel a part of it. I’m leaving with information, motivation, and ideas.
- Thank you everyone for this lovely interlude in my life.
- I especially thank the new Delegates. How you’ve helped me! And thank you Al-Anon for saving my life. My husband also thanks you for saving his.
- I feel that everyone came here with the spirit of wanting to do what’s right for Al-Anon. Our willingness to compromise is so special; we may disagree but we still love one another.
- My first year I was unsure of myself; I felt inadequate, but I left walking on air. My second year was personally painful, but filled with growth and reality. This year I felt confident, I knew I could get myself out of the way, and now that I think I’ve gotten it, it’s time to go. ▲

SPIRITUAL

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LET US SAY, “WE”

In Closing

SPIRITUAL SHARING

Linda McF., WSO

Unlike many of you, I was not born into a family that used alcohol to excess. However, I married an alcoholic and in a few short years proved through my own anger, sense of guilt, reactive behavior, and lack of detachment that I belonged here.

As a child, I was passionate about life. My life was full: I painted, played the piano and tennis, I went to a progressive school, listened to opera, spent summers in the country, wrote and acted in plays. I was confident that I would grow into a bright, good woman, would marry, have children and eventually go to heaven.

As a teenager, I was active in drama, served as a youth counselor in the YMCA, and became passionate about boys. I began a pattern of sacrificing who I was for what I decided was greater good—becoming a (male) people-pleaser. I learned that the way to a man's heart was through his ego and I learned to listen—or at least to look as though I was listening.

I attended a coed university endowed by a male religious order. Despite my desire to be exceptional, I still longed to be a part of things. Once again, I allowed myself to hide who I was in order to achieve a measure of safety in a group. I met a handsome schoolmate: a dark-haired, blue-eyed Irishman, who was charming, attentive, allowed me to be myself and professed the kind of undying passionate love I had never dared believed could be mine. My family was not disappointed when I accepted his proposal, his ring, and his religion. I was content to be what I had learned was my role in life—the “heart” of his family. He was to be the “head,” and it was through him that I could live my life, free to feel to my heart's content. The troubles came soon enough. The “head” drank and the “heart” couldn't stop thinking about it.

As a married woman, I joined my husband in the Marine Corps, which did its best to promote a rapidly escalating drinking problem. Happy Hours and Mess Nights were where officers met without their wives and learned how to drink and drive. Meanwhile, I did my best to increase the family value through the production of children. I developed my own form of birth control—you know it as pregnancy. You can't get pregnant if you are pregnant. In the next nine years, we had seven children.

As a wife, I continued to roll up my sleeves until they covered my eyes. I was married to an absentee head and my heart was breaking. I spent hours waiting at windows, grieving over my lost lover. I wept, forgave, forgot, leapt to defend the head and then to attack it for its lack of understanding. My own brain became full of ideas that weighed down and wore out every bit of intelligence and spirit I had. I stored another person's thoughts in my mind and cemented them in blocks of despair. I hated what was happening and I hated him. The greatest hatred I reserved for myself.

AA and Al-Anon came and rescued us all from certain insanity, except that I went for his sake, deciding that his recovery was the greatest good. As this kind of Al-Anon member, I suffered, wavered, and worried. My reasoning was rewarded by his sobriety and I thought it was EVERYTHING. For some years, I did not allow myself to contemplate the need to consider myself, for myself, with loving detachment. I gradually began to learn to live one day at a time and to take all of the Twelve Steps seriously. I started to write again and to laugh again. Several of my children went to Alateen. During the best of times, we took our own inventories, had sponsors, and didn't prevent one another from learning about life on our own terms. We separated, I wept; we got back together, I breathed a sigh of relief.

I took a job at the WSO. I loved the work, I loved working with members of Al-Anon, and I started each day with renewed vigor and energy. I learned not to fear opinions, to trust group conscience, and that the only way to have justice is to create it. That means I can say the emperor has no clothes on, provided I am also willing to admit that everyone has the right to go naked if they so choose.

My personal life has changed dramatically. I'm no longer with an alcoholic. I continue to use the program, your fellowship, and my Higher Power's love to go forward into my future with trust and faith. I choose each day to walk the walk and talk the talk with a new backbone which stretches from my head, through my heart and gut, and down into my feet. God bless us all and show us the way to be good to each other with love, kindness and the freedom to be the very best humane humans we choose to be.

Don C., MA

As I began to recover in Al-Anon, one day at a time, I realized that I had been affected by alcoholism all my life. My mother was the daughter of an alcoholic father and although my home was alcohol-free, I was always affected by the “ism.” My mother was a perfectionist who saw things in black and white. My father was a gentle man whose method was peace at any price, but he could never make my mother completely happy; he didn't know how because she didn't know. I became a distorted version of my mother: she had little self-worth, I had none; she was a controller, I became a dictator. She was a manipulator and I was a tyrant.

I worked at being a good child. I chose to be an observer of life rather than a participant because it was safer not to be noticed. I accumulated a set of tools for survival—rather than for living—and I now see I was in training, waiting for an active alcoholic to come into my life. When it happened, I was ready. Everything was in place.

I thought I knew what alcoholism was—I'd seen The Days of Wine and Roses, and I'd seen winos sleeping in doorways with their little brown bags beside them. But I didn't know a thing. I became crazed with anger, resentment, rage, and mostly fear. I counted drinks, and became alarmed when the number kept increasing.

After many hospitalizations, the alcoholic in my life reached bottom and found AA. I decided that I too would do 90 days. If AA would make the alcoholic sober, then Al-Anon would teach me how to make sobriety work. I did not chase this fellowship, but I unknowingly followed the direction of my Higher Power. I joined a group, got a sponsor, and because of my sponsor went to a lot of meetings. I did all these things to reinforce the alcoholic's recovery, but not for me, because I was OK.

In Al-Anon, I sat in judgment; I was better than you, brighter than you. All you did was welcome me, accept me, and unconditionally offer me the love and recovery of the fellowship. I went to Step meetings and heard you say you were powerless; that your life had become unmanageable and I was expected to agree. Never. You said you had turned your life and your will over to the care of God as you understood Him, and it was expected that I should do the same. Not on your life. God as I understood Him was an angry, punishing God. His love was totally conditional and there was no room for Him in my life.

Those 90 days came and went, then 120, 150 and finally, after 180 I began to feel pain. For the first time in many years, I got down on my knees and cried. I asked this God that you believed in but who I did not believe in to take away the pain because I could not longer handle it. The next morning I got up and realized the pain was gone.

I was terrified. I had never known the absence of conflict in my life. I wanted the pain back because at least then I knew I was alive. That night I raced to Al-Anon and for the first time I left the alcoholic out of my mind. I sat, I listened, and I heard. I had a spiritual awakening. I took the first three Steps in one full swoop. God let me do it my way. He let me beat myself into submission. What I could not do willingly, I ultimately did in desperation. He let me purge myself of myself in order to make room for His presence.

I know there is pain in growth, but there is pain and there is unnecessary pain. If I experience five minutes of unnecessary pain, it is the direct result of my deliberately disobeying the suggestions and simplicity of this fellowship. When I feel that pain, I know it is MY will and not HIS.

I came to Al-Anon with a set of demons dwelling inside me: pride, self-righteousness, and arrogance, to name a few. The demons are still inside me, but they are in chains, they are caged by Al-Anon, made captive by the tools of recovery that were given to me. But they are constantly looking for the weak link—they lie to me, deceive me, and if I am not vigilant, they can raise havoc inside me. I must never forget that I am imperfect and cannot hack it alone.

I try to fill my life with gratitude today. I am grateful to Al-Anon and to all of you, but more than the feeling of gratitude is the awareness that I need you. By myself, I am a weak flickering candle, but in Al-Anon, the light from all of your candles helps me to find my way without hurting myself.



1988 WSC ASK-IT-BASKET QUESTIONS AND ANSWERS:

1988 ASK-IT-BASKET QUESTIONS:

ALATEEN

1. We had complaints that the music track on the new Alateen video is too loud. Can this be changed?

This upbeat sound, sometimes grating to adults, was designed to attract the youngster.

2. What can be done when an Alateen Sponsor does not attend any Al-Anon meetings? This same Sponsor picks up the kids and they leave the meeting place. They seem to have a meeting on wheels.

It is suggested that all Alateen groups have an active Al-Anon member as their Sponsor. The Sponsor can be encouraged by individual Al-Anon members to attend meetings with them. You can suggest that the Alateen Sponsor attend an Alateen workshop where other Sponsors can share the value of continuing their own Al-Anon program of recovery.

3. We suggest that the article about Alateen meetings in schools on page 9 of the March 1988 AREA HIGHLIGHTS be incorporated into G-5, Alateen Meetings in Schools, especially #9 stressing caution about using the Lord's Prayer as a closing. A meeting at school in our Area had to be dropped because of that.

This suggestion will be reviewed by the Alateen Committee.

4. Is there any type of Alateen meeting available for gay/lesbian teens? If not, can one be started and approved by World Service?

The WSO will register any group provided that as a group it has no other affiliation and that it calls itself an Al-Anon Family Group and as such remains open to anyone who needs a meeting. Our recollection is that we have not yet been asked to register such a meeting.

ARCHIVES

1. Where and how did reciting the Lord's Prayer start?

Historically, many early Al-Anon Family Groups followed the early AA groups in closing meetings with the recitation of the Lord's Prayer. According to AA's Archivist, 'old timers' memories differ as to exactly when it was first used. As early as 1938 and 1939 it was recited at meetings. Bill W., AA co-founder, thought it might have carried over from the Oxford Group, forerunner of AA.

BUDGET

1. We are using the 20 questions pieces in our P.I. work. The question is, can we purchase these pieces with our name and telephone number already printed on them from the WSO? Our District would purchase between 10,000 and 20,000.

We produce these P.I. 20 questions cards approximately once a year. If there was a minimum order of 10,000 cards that we could print at the same time we replenish our inventory, it would be possible.

2. I have been told that Al-Anon literature was not selling well at one time and that money was a problem for that reason. Is this true? If so, did that have any bearing on the recommendation inserted in the guidelines that only CAL be used in Al-Anon meetings?

The decisions reached by the 1960 World Service Conference to recommend that groups use only CAL at meetings had no bearing on distribution. It was done in an effort to stem the tide of outside material that was being used at meetings which was a common practice before Al-Anon was in a position to produce its own material.

3. Why can't the literature be prepared by WSO? Then we could sell each piece at what it was purchased for.

All literature is prepriced based on the amount listed on the order blank. Literature can be sold for more but not less than the WSO quoted price. This is so groups (or service centers) can use the excess fund to provide services to the fellowship.

CONFERENCE

1. Can an Alternate GR vote in the place of the GR at the election of the Area's committee?

A group may give the vote to the Alternate GR at the Area Committee or Assembly in the place of the GR when the GR is unable to attend, thus providing the continuity of each group having one vote.

2. Please clarify to what extent an Alternate District Representative replaces the DR?

Responsibility of the Alternate District Representative is to share and learn the responsibilities of the office and to represent the DR in case of absence.

3. How can you approach a new group to contribute to Area Assembly and support their GR's attendance to Assembly?

Referring the group to page 18 of the World Service Handbook, number 3. Finances and also acquainting them with the Seventh Tradition pamphlet would reaffirm the necessity to support their GR attendance at Assemblies and to contribute to the Area Assembly.

CPC

1. Does it require "special" people to do CPC? Can any member with a good knowledge of the program serve, or is it better to have "professionals" meet professionals?

While no special requirements are needed for members to carry out CPC service work, active membership and a thorough knowledge of the program are necessary. Any knowledgeable, experienced and willing Al-Anon/Alateen member, group or committee with a desire to spread the message of hope to professionals, can do CPC work.

2. I heard reference made today that professionals working in the field of alcoholism qualify to attend Al-Anon meetings. Does this mean that working with alcoholism constitutes having your life "deeply affected." I have difficulty understanding how that professional would be able to identify with the personal feelings that we, the relatives and friends do. I have no problem with attending open meetings.

When professionals write to the WSO and seek an Al-Anon meeting to "help a client," we suggest an open meeting. When they seek to deal with their own problems as a result of alcoholism, they are eligible for membership. It is up to each member to determine whether or not he/she has been deeply affected by alcoholism.

GENERAL

1. Time was when correspondence from groups/GRs/DRs were sent to the Delegate for response. Then the response was sent from WSO and a copy was sent to the Delegate. Now the Delegate is left out completely. Could we go back to at least a copy of the correspondence and the response so that the Delegates are not in the dark on what is happening in the Area?

Appropriate problems are usually referred to the Delegate. Often, questions asked are simply a matter of group autonomy and require only proper application of the Traditions. In some cases, the varied experiences of the WSO are brought to bear; in others, the WSO has been asked specifically to respect the confidence of the writer.

2. What does a group do when someone comes to a meeting and brings an infant or young child?

The group usually tries to seek some way of allowing the mother or father who could not otherwise attend a meeting to bring their children. Some groups arrange for babysitters.

3. Does WSO accept contributions from AA/Al-Anon weekends? If so, what is the limit?

The WSO does accept contributions from an AA/Al-Anon weekend acknowledging the funds evolving from the Al-Anon participation. Although there is a limit on individual contributions, there is no limit on group/District/Area amounts.

4. There is a petition in Quebec West (French) only requesting to change the word "alcohol" in the First Step to "alcoholism."

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

5. What are the suggestions for cooperation between an Area Convention and Area Assembly?

The Guidelines for Al-Anon/Alateen Area Conventions suggest liaison with the Area Committee. The Policy Digest further suggests that liaison and working closely with the local Area World Service Committee assures better attendance as well as good will.

6. Are there any suggestions for time in the program before a member would begin doing CPC, P.I., Institutions, Alateen sponsorship or other similar service work?

There isn't any specific recommended time. Service is stressed from the beginning. A working knowledge of the basics of our program, particularly the Traditions is highly recommended before carrying the message to those outside of the Al-Anon group. Having a service sponsor would aid in determining readiness.

7. How do you deal with a member who continually brings up the subject of not being able to get along with co-workers? She feels it's a problem and that to be able to grow in the program, she has to bring it out and discuss it. Some members feel this is not the reason for Al-Anon.

Members often feel that they have relationship problems, including those with co-workers, as a result of having been affected by alcoholism. If a member, however, strays from the suggested topic or monopolizes the meeting, it is up to the chairman to gently bring the meeting back on target. If unsuccessful, the next step would be a group conscience meeting often taken during the regularly scheduled business meeting of the group.

8. What is the suggested Regional Trustee schedule for Area visits if there is one? How are their expenses covered for Area visits?

There is no suggested Area travel schedule for Trustees. A discretionary travel allowance is budgeted each year by the WSO for Regional Trustees visits to Area events.

9. On page 74 of the 1987 AIB compilation the question about the Al-Anon emblem was answered incorrectly. It is a circle within a triangle. Please correct! What is the official emblem of Al-Anon?

Thank you, we will correct the error. The official emblem is the circle within the triangle.

10. How successful has the 800 number for group information, regarding changes, been so far? I don't think that many members are aware of it or of its purpose.

The 800 number is to provide group and meeting information to members; it is not for correcting records. Since this service is relatively new, we have been processing cautiously in its distribution. It is published in every issue of *INSIDE AL-ANON* sent bimonthly to groups. Plans are underway to increase its circulation and hours of availability. Currently we receive approximately 30 calls daily.

11. Why does it take so long for AIS offices to receive literature orders? (e.g., six days between date on packing slip and date on cartons)

Orders are generally shipped within three working days. A three-day weekend for example, could account for a delay. It is also suggested members allow for mailing and shipping time when placing orders.

12. In line with our principles of anonymity and humility, is it prudent to even give acknowledgement by first name only to contributors to our publications? I prefer anonymity, what should I do as a contributor? Are there printed guidelines for the contributors or the editors?

The Policy Digest states that use of the first name does uphold the Tradition of anonymity. Often, when members write for WSO publications and they feel their name would be recognized, they use initials only. The April/May issue of *INSIDE AL-ANON* does offer tips for members who wish to write for WSO publications.

13. Can a District or Information Service choose to exclude a registered group from the published meeting schedule if that group openly refuses to follow Al-Anon principles, guidelines and Traditions, even if the group has been registered by the WSO?

This is up to the autonomy of the District or Information Service. The WSO

registers all groups with the understanding that it will abide by the Traditions. If a group blatantly disregards the Traditions, we might write to the group and ask that it consider removing its name from our listings. But this would be up to the autonomy of the group in recognition of the Twelve Concepts and Tradition Two which recognize the "extraordinary liberties which the Traditions accord to the individual member and group."

14. Is it alright for Al-Anon/Alateen group members to give each other pins, medallions, etc. as tokens of recognition for time in the program?

It is up to the autonomy of the group or individual member to provide pins or medallions.

15. How can we get information about companies who have been given permission to use our logo on jewelry and trinkets and the items and prices they have?

The WSO gives permission to companies to reproduce our logo so as to protect our trademark. It is not within our primary spiritual aim to maintain lists of such suppliers. These names can often be obtained from local Al-Anon centers who provide this kind of service for its membership.

16. How can you handle the problem of some members bringing needlwork to meetings which is distracting to some?

This can be handled by a one-to-one discussion following the meeting or can be brought up at a group business meeting.

17. How anonymous should Al-Anon groups be? There are some groups who do not want other groups to know anything about their group.

While individual members should maintain anonymity, knowledge of a group should be made public so as to reach out to the suffering family member or friend of the alcoholic.

18. Has there been any thought given to a regional/national meeting for editors of Area newsletters? I would think a meeting to share plans, ideas, formats, equipment, etc. would better, if not all, a major part of these newsletters. The purpose of these newsletters is to communicate information so the editors are better informed. The communication would be more effective.

The regional event where editors of Area newsletters can meet are at Regional Service Seminars. The idea of a national meeting is intriguing. Thought has already been given to a national Information Service gathering. We will add this dimension to the planning.

19. Could Area Coordinators receive complimentary copies of AREA HIGHLIGHTS, AL-ANON IN INSTITUTIONS and ALATEEN TALK.

Area Coordinators do receive complimentary copies of *AREA HIGHLIGHTS*, *ALATEEN TALK* and *AL-ANON IN INSTITUTIONS*.

20. Why doesn't our pamphlet on Distribution of funds include "District" after "Group Expenses"?

The Seventh Tradition leaflet (S-21) does include District expenses.

21. Is there a nepotism clause/criteria established in WSO policies? If not, shouldn't this be considered?

While there is not any established nepotism clause in WSO policy, thoughtful consideration is given to hiring family members of staff.

22. Is there any WSO publication where copies of skits could be published that would not conflict with CAL or the Traditions?

There are so many skits that are brought to the attention of the WSO. It is not possible to mention a list of them all. Areas are encouraged to share this kind of information.

LITERATURE

1. Why was the Third Alateen Tradition not written in the same order as Al-Anon's?

Alateen chose to adapt the Traditions to suit their needs.

2. Can't we consider having 12 Promises of Al-Anon? (answer from AIB pg. 57)

The Literature Committee chose not to ask the Conference to approve their adoption as they were written specifically for and by alcoholics.

3. That traditional Al-Anon principles be used in revision/expansion of our AFG Book; final draft to be approved by the WSC.

The Conference approval process is described in our Policy Digest and assures that Al-Anon literature adheres to our Steps, Traditions and Concepts.

To have the entire WSC approve any project departs from this process and diminishes the trust placed in the Delegate members of each committee.

4. To avoid confusion about CAL, could we discontinue putting the logo on non-approved literature? (answer from AIB pg. 60)

There are several WSO publications that are not CAL, but responsibility for material in these publications has been given to the editors by the Conference. While the views which appear in them are those of the members who wrote them, distribution by the WSO of both publications is Conference approved. Reprints do not carry the CAL logo—they carry the triangle used to identify Al-Anon material. (See Policy Digest under Timely Reprints.)

5. Can Al-Anon literature be written so it is more general as far as he/she, spouse of? (answer from AIB pg. 55)

Since 1976, sexist language has been consistently removed from Al-Anon literature. The exception to this is ODAT, which the Conference voted not to change without a majority vote.

6. Can the ODAT be rewritten in a more general way. It seems to be all spouse of? (See answer to question #5.)

7. What was the result of the survey about AS WE UNDERSTOOD . . . ? Will it be made available in hardcover?

AS WE UNDERSTOOD . . . will be bound in hardcover when next printed.

8. Recommend that all pages of ODAT be numbered, including index, Steps, etc. for facilities directing newcomers to these areas.

The Literature Committee will consider this suggestion.

9. Nowhere in the literature is the humiliating situation of the alcoholic's problem of bed-wetting addressed.

We do not try to address specific problems of the alcoholic. All our literature is concerned with our own attitudes and behavior.

10. Why has the chapter, "Why Alateen?" been taken out of the revised edition of AL-ANON FACES ALCOHOLISM? The chapter, by Fr. Fred Lawrence, is an excellent article on the family disease of alcoholism with the emphasis on family recovery.

Excerpts from Why Alateen? may be found in "The Clergy and the Family Disease," pgs. 47-54 of second edition of AL-ANON FACES ALCOHOLISM.

11. Can you provide information on the reference book that was suggested several years ago that would direct a person "by subject" to where that subject could be found in any and all books, pamphlets or handouts of Al-Anon?

The topical index is being developed and should be available within the year.

LONG-RANGE STUDY PANEL

Would like class "A" Trustees submitted for consideration to the Long-Range Study Panel.

This has been considered by the Panel. So far there is very little support for the idea.

NOMINATING

1. No extension can be made on the three-year trial period for the Nominating Committee. Why is this happening/being considered?

If all the operational aspects of a change are not worked out within a three-year trial period and the original idea still has merit, there is no reason not to extend a trial period. There is precedence for this and at this very Conference, the trial period for the Chairman of the Board and the Executive Committee being the same person was also extended for an additional three-year trial.

2. What's the definition of "Area Experience" on selecting Trustees?

Anything that reaches beyond the group level, a GR position for example, would be Area experience. DRs, Area Coordinators and Information Service workers, or members serving on WSO committees would comprise Area involvement.

POLICY

1. What is policy on use of post cards? Under protect Al-Anon's Anonymity, "no communications should be sent on post cards."

Any communication on a post card which would link an individual with Al-Anon would violate the Tradition of anonymity.

2. There seems to be an inconsistency in regard to the word "refer-

ral." When did we start being a referral fellowship rather than one of attraction? As we try to learn to be consistent in our personal life, our policies should reflect that also.

Al-Anon is not a "referral fellowship," yet as individuals we sometimes refer members to sources of help which we have found beneficial. Also, our Policy Digest does suggest that we may refer individuals who do not qualify for membership to appropriate resources.

3. Is requirement for membership in Al-Anon/Alateen: a) problem of alcoholism (Tradition Three); b) problem drinker?

Although the Tradition does refer to "alcoholism" the interpretation in the Policy Digest under Membership Eligibility does define the requirements as "having been deeply affected by a problem drinker."

4. Do we have a problem with unity? Others feel adult children are getting too much attention but it was alright when it was the spouse of.

There are some who feel this way and others see these groups as a bridge to the Al-Anon mainstream.

5. What about the treatment center jargon?

We avoid the use of professional terms such as "co-alcoholic" (see Policy Digest) which may confuse newcomers.

6. Should jingles be added to closing prayer?

Some groups add a statement or two following the closing prayer; this is up to the autonomy of the group.

7. Should Lord's Prayer be said?

This is up to individual autonomy; see the Mar/Apr/May, 1982 issue of *INSIDE AL-ANON*, for a full discussion on this subject.

8. Is it (Lord's Prayer) Conference-Approved? It's not used in any literature.

Although the Lord's Prayer is not referred to in any Al-Anon literature, it appears to be a commonly used closing prayer in many of the groups in the U.S. and Canada.

9. Are we setting people up for non-acceptance by others if they choose not to say the Lord's Prayer?

The WSO has received many letters over the years questioning the saying of the Lord's Prayer at meetings, yet it remains a favorite closing prayer for many groups. That is why, it is suggested that we say, "for those who care to. . . ."

10. Why not use the relative or friend instead of adult children, spouse of, etc.?

In individual recovery stories, the use of a specific relationship often helps for identification purposes.

11. Should stronger statements be made about treatment centers other than recovery groups?

Since Al-Anon does not endorse or oppose any outside entities, there are no official statements on any type of treatment center.

12. Regarding the insurance company that is using our logo, would it break one of our Traditions to take legal action against them?

We have taken legal action against the insurance company that was using the Al-Anon logo; they have subsequently agreed to discontinue its use.

13. Nevada GRs received advertising brochures from a commercial firm in Florida. Obviously, they were using the World Directory. We realize WSO recommends using P.O. Box for PMA for groups. Also members of the Area received letters from businesses with the words Al-Anon on the outside envelope. The names and addresses were taken from the Directory. Does the WSO sell addresses from the World Directory? What can they do to stop this practice?

The WSO is scrupulous about only providing the Directory to members. In the case of this particular Directory violation, it was a member who provided the Directory to the firm, thinking that they would be providing a service to our membership. This should not be a problem in the future since the 1988 WSC voted to discontinue printing the World Directory and to seek other ways.

14. Are the names of groups screened when they are registered with WSO? One group in my Area is called Lifeline Lesbian Sensitive Al-Anon. Would this be breaking Tradition Four? I feel this would affect Al-Anon as a whole. This is excluding certain types of people.

The WSO does screen groups and will register any Al-Anon Family Group

provided that it will keep its doors open to any and all Al-Anon members even though it seeks to attract a particular category of member such as men, gay, parents, adult children, etc. The key words are to "attract" rather than to "exclude."

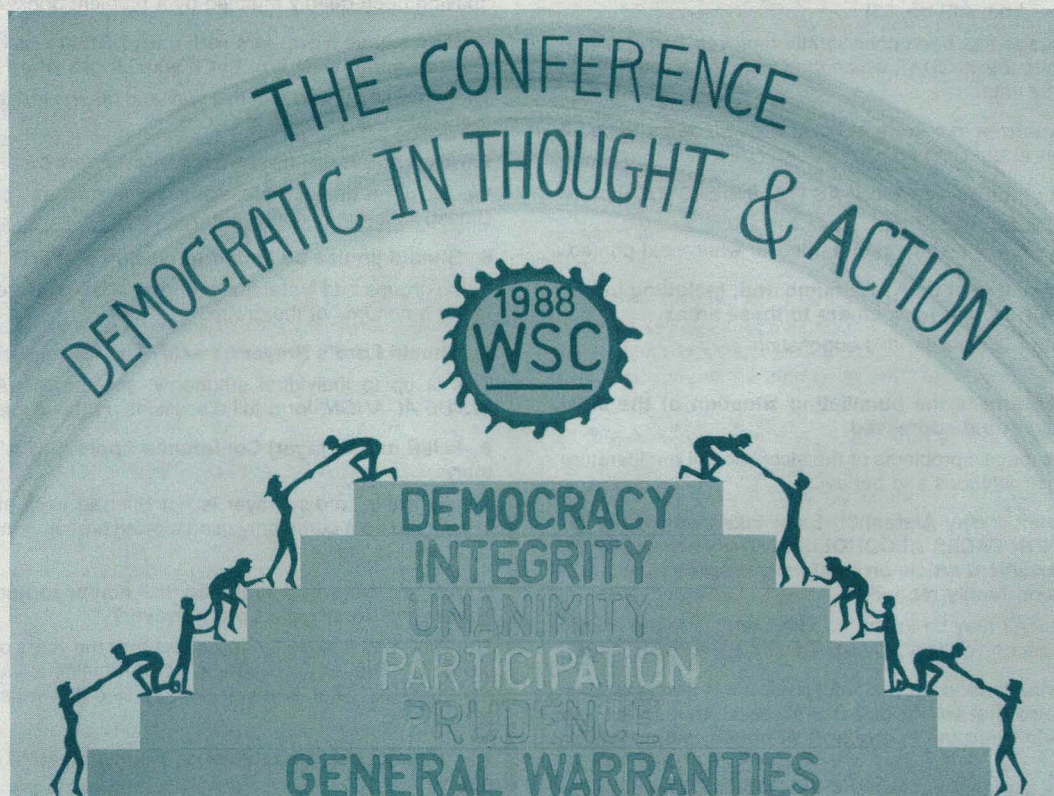
PUBLIC INFORMATION

1. Can Alateen and Al-Anon videos be placed in video stores?

If an individual member would like to donate a tape in an effort to carry the Al-Anon message to the public, he may do so.

2. Community resources lists Al-Anon as a resource in the community and wants our participation on the committee and at open meetings with the committee. Should we send P.I. or decline such offers as no one represents Al-Anon publicly?

No one represents Al-Anon at the public level. Oftentimes individual Al-Anon members do serve on these boards without disclosing their membership. This is the individual's choice.





UNITY OUR STRENGTH:

Marsha J., NY (N)

Panel 25 Delegate Marsha J.'s talk was inadvertently omitted from the 1987 WSC Summary Report. In the interest of maintaining a complete archival record, it is being included in this year's Summary.

I have been in Al-Anon for 15 years. When I became involved in service, it certainly wasn't out of any gratitude. I simply wanted to belong to something. I found out quickly that I wanted to stay in service because no one judged me or told me how to do a job. As my confidence grew, my fears lessened. I knew service was responsible and my gratitude took over.

In service, I had to learn principles over personalities, and I had to learn to speak out, even though the consequences were sometimes difficult to handle. Being in service also helps me keep my record straight. I've learned to recognize my strengths and use them, and I've learned to accept my weaknesses and do what I can about them. I sometimes shoot off at the mouth, feel like an idiot, and know that this is my God's way of keeping me humble. Each time I take the extra little walk, I gain from it.

I believe God has a plan for everyone, but in the beginning, I didn't see where He had one for me. I get panicky once in awhile thinking there's so much I want to do and not enough time to do it. I first had to become willing to be willing and now that's a daily part of my talk with God. "OK, I'm willing, God, what's it going to be today?" He tells me it'll be alright, just learn to trust the next shift. You've done OK.

Serving as Delegate has been God's gift to me. Al-Anon has given me the freedom to use it and for that, I thank you.



AWARENESS, ATTITUDE & ACTION:

Jean H., AZ

I entered Al-Anon unknowing, unaware, but full of ideas on how to run the organization. There was no God or religion in my life, but it was unmanageable. I accepted Step One, by-passed Steps Two through Eleven, and jumped right into Step Twelve: Carry the Message. I eagerly hung onto any and all jobs, secure in the knowledge that my way was best. I had many personality clashes while trying to run Al-Anon my way.

The Steps were difficult for me. As I gained awareness of Steps Two and Three, I was busy on the Area level serving as Treasurer. Through action in serving, I began to function as a team member, learning to work for Al-Anon and not for personal gain.

As I continued to serve and work Step Ten daily, I began my term as Arizona's Delegate. Arriving back to Step Twelve and carrying the message has brought me full circle. I have learned through awareness, attitude, and action the painful experience of growing through the joyful privilege of serving.

Connie M., Alberta

About two months after coming to Al-Anon, totally immersed in Al-Anon philosophy, I allowed my Higher Power to guide me into service involvement. This involvement has aided my recovery and growth. It's like the difference between chickens and pigs at a breakfast: chickens make donations and pigs make a total commitment. I made a total commitment.

My Higher Power has given me so much of His time and some very close friends in the program have given freely of their time. I pray I never become complacent or forget that to keep I must give, and that I must work this program daily.

During the last year, a fog has lifted. I am now making my own decisions, choosing what I want to do, where I want to go, with whom I wish to associate, and being responsible for these decisions and actions.

This beautiful program has enabled me to live with a practicing and then dry alcoholic, cope with death, divorce, detach with love, face up to many of my fears and reverse them, to trust and show love.

I know I have grown in the past, that I am growing now, but there is still considerable growth ahead of me. I am becoming the kind of person I want to be—JUST ME—One Day At A Time.

Robert McC., MS

Awareness, Attitude, Action are probably the three most important words I have encountered in Al-Anon. They contributed to my involvement in service by the clarity of their sound, the magnitude of their strength, and the provocativeness of their implications. The pleasures I derived from serving at the group level prompted me to move on to District and Area involvement, which made me more willing and open to learning, listening, and sharing.

Using the Twelve Steps along with Awareness, Attitude, and Action, I can trace my own Al-Anon story: How it was (Steps 1-3), Awareness; What happened (Steps 4-9), Attitude; and How it is today (Steps 10-12), Action.

All of my good feelings and sense of growth in Al-Anon stem from my involvement in service work. Thank you Al-Anon for being wherever I have been, whenever I have needed you.

Fred McD., NJ

I can sum up the theme of my life in Al-Anon with the following words: "Give praise to God, for He is good, most sure in all His ways." I am here today because a kind and loving God led me here, nudging me more than once. When I came in, I was a skeptic—I wanted the facts, and I compared Al-Anon to all the psychological theories I knew. I was a problem-solver, a results-oriented pragmatist and I was a pain.

My life changed as I began to realize that if I kept on being analytical and critical, I would never get the program. Al-Anon is lived, and it is in living the program that you can understand it, accept, and love it.

When I committed myself to try to live the program, I threw myself into it. I began serving as a GR, and although I did not find service work to be fun, I grew. I can remember being paralyzed in some service meetings because although I was able to control my verbal reactions, I felt powerless. A long-time Al-Anon member reminded me that the last detachment is from Al-Anon.

There has always been someone there with the right word at the right time. Looking back to my first days in the program, I realize how little of the pain of these other members I understood. Their patience, their tact, their firmness gave me the program, their love gave me strength. I am grateful to each of those Al-Anons who at odd moments, were the means by which a loving God took me into a whole new life.



Jim K., CO

After my first Conference I was ready to quit. I didn't think I could take the strain, or that I was up to it. I prayed about it and after my second Conference, I knew my work wasn't finished.

There has been much growth and satisfaction in being a part of the fellowship and contributing where I can. I try to pass on what I've learned, and I try to preserve the unique character of Al-Anon while guarding against becoming an authority.

DELEGATE SHARING





Service has been the main motivation in my continued interest and concern for Al-Anon. Through this interest, I keep going to group meetings, which in turn furthers my personal growth. I'd be incomplete without the full course of Al-Anon: RECOVERY, UNITY, and SERVICE.

I am where God wants me, in a spiritual program, making spiritual progress.

Pat A., BC/Yukon

Curiosity got me into Al-Anon. I felt there had to be an answer to why my husband was going to AA. What did they have that I didn't? My attempts to get him to slow down had never succeeded and yet they were able to get him to stop drinking completely.

I have a very fuzzy memory of my first Al-Anon meetings, but I remember my curiosity got me to read all the literature in the cardboard box. I read for a week, hours every night, and the more I read, the more enthusiastic I got about the program and the less I thought about my husband. When I returned the material to my meeting, I was elected the Group Representative and given the four service manuals to study.

As my service commitment steadily grew, I became more aware of the extent of the effects of alcoholism in my family, and I became less judgmental. I learned how not to push unnecessary buttons. I learned to take responsibility for myself and leave others to be responsible for themselves. Action kept me out of myself. Service taught me patience, understanding and acceptance.

I've learned humility from those serving at different levels at this Conference, from Trustee to Chairman of the Conference and to all those working at the WSO. Everyone has taken part in my recovery. AWARENESS brought me, ATTITUDE changed me, and ACTION kept me.

Ruby W., MT

When I came to Al-Anon, my attitude was very negative. I was constantly angry at what my husband was doing and frightened of what would surely happen tomorrow. I wanted everything from him, but was not able to give anything in return.

I had to act "as if" at first, act as if I believed my husband would stay sober, act as if I had faith in a Higher Power—until it became real.

Awareness was the first step in my recovery. How could I change unless I first accepted that there was something wrong with me. When I compared myself to the drunk, I looked pretty good. Becoming aware of my need to change prompted the action that was necessary to bring it about.

Action at first was just getting myself up in the morning and taking care of my five children. Later on it meant going to meetings and helping out wherever I could. Still later, it meant getting more actively involved in service work. Service beyond the group level has kept me so busy that I haven't had time to stand still long enough to start slipping back.

My own personal miracle in Al-Anon happened as a result of my unconsciously doing the three A's. And because of that, the credit goes to my Higher Power who led me to do the things I needed to do, in order to improve.

Dot S., AL

I didn't wake up one morning and say, "I don't have anything to do today. I

think I'll go to Al-Anon." I got to you through pain; painful Awareness, painful Attitudes, and painful Action.

I had always thought an alcoholic lived on skid row, homeless and broke. My husband did not live on skid row, but together we brought skid row into our home. I cried, "Why me God?" and covered up. I learned to be self-sufficient.

After trying everything, I reversed the three A's: I stopped trying to make everything normal. I hit my bottom—I couldn't fix this man and I became aware of the truth. I realized I had appointed myself God. Now I was able to say, God loves you more than I do, so I am giving you to God—and I meant it. When I was able to let go, miracles happened.

Today I still practice emotional sobriety and acceptance in my life. Last year just before I came to the Conference, my husband died of a heart attack. I found that I could Let Go and Accept. The things I'd learned during active alcoholism were not wasted. You taught me that my happiness could not depend on another person, that I could be happy one day at a time. I believe you.

Today my miracle is that I know I am powerless over people, places and things. I no longer suffer from the addiction of control.

Jackie E., WV

I first became willing to serve Al-Anon to repay all that I had received. I have learned, however, that each time I serve I just get deeper and deeper into debt because I always get back so much more than I can give.

As my term draws to a close, I can hardly believe that I have been privileged to participate in the group conscience of worldwide Al-Anon. To serve at the WSO is a very humbling experience: I am a part of this great voice from the past as well as the present. It helps determine the destiny of our beautiful fellowship. My "singing" alone wouldn't be so great, but as part of a chorus our voices can blend and compensate for each other's weaknesses, and thus we create harmony.

So it has been with this chorus of voices at this Conference. We use all three Legacies with love to carry out our responsibilities while maintaining harmony and unity through the spirituality of our program.

Service has taught me to use my own initiative, that we are not "rubber stamps," that we each have our own individuality. Various people doing the same job will do it differently, each method reflecting the personality, strengths, and weaknesses of the person serving. This variety is one thing that makes our Al-Anon a unique fellowship. We have many patterns from which to select so that each of us can make our own tailor-made program.

We only have to provide the availability; God will provide the ability.

Cecil H., VT

"Awareness, Attitude, and Action" is an ongoing process for me. It started the first time I asked what a GR was and ended up getting the job. I have always begun service in Al-Anon with willingness and confusion, progressed directly to action, realized awareness, and then have grown by adjusting my attitudes. I am grateful to my Higher Power for guiding me every step of the way and to all the members of Al-Anon who have helped and supported me.

Working with the Area World Service Committee has given me life-long, well-loved friends, a new sense of self-humor, and a return of self-confidence. Learning has brought spiritual awakenings, and wonderful times studying how to apply the program principles. Even when we disagreed, we grew closer together. Ideas would blossom, and we'd share. I am now able to do, feel and believe what I could not before Al-Anon. I am like all of you—a miracle. I love you all.





Anne P., VA

Nearly 18 years ago, I was dating a man who had recently joined AA and nightly meetings became a part of our lives. We were married a year later and I quickly realized I'd made a terrible mistake. I was too embarrassed to tell anyone and would not share any part of my home life at meetings. I wanted everyone to think everything was wonderful.

During this time of despair, I became ill in mind, body, and spirit. To get out of myself, I became active in service. In the beginning, it was for a selfish reason—I needed to be needed. However, I fell in love with the fellowship and am grateful it has allowed me the opportunity to serve.

My husband and I separated and later divorced. I looked into the mirror and became aware of the woman I had become. I was full of hatred, resentment, anger, and loneliness. The person responsible for this creature was me. There was no one to blame. If change did not occur, I would remain angry and hateful.

I was fortunate to know that Al-Anon could restore me to sanity. My home group loved the unloveable me until I could love myself. My attitude changed: joy, love, self-worth, and a close relationship with my Higher Power have been the rewards of this change.

Some years ago, two people were miserable; today both are happy in their separate lives in their personal programs of recovery.

Irene P., WA

When I came to Al-Anon, I was fully aware that there was something wrong with me. I had tried so hard to get my spouse sober—throwing out the booze, trying to make him sicker, and even taking a knife to him. This was when I became aware that the attitudes I had were all wrong—nothing had worked.

I became involved in service my first year in the program, first as a GR. I didn't know anything about being a GR but love, help and attending District meetings enabled me to do it. The growth I experienced was immeasurable. I have continued on in service and feel that serving as Delegate is something every member of Al-Anon should experience.

My first year as Delegate was memorable. I was excited and just a little scared, but the love everyone gave me helped the fear to disappear. How can I repay everyone for all the things you have given me. I guess by continuing in service and giving love and hope to newcomers.

Someday when you think no one cares about you or loves you, I hope to God you will remember that Irene does. Love to you all.

Sara R., WI

The words, "... it was the best of times, it was the worst of times ..." spring to mind when I think of my involvement with the WSCs. My first year was the best of times, and reality was hidden by a dream come true. The second year, when reality set in, I crashed. I was uncertain of myself, and did not feel I had any part to play. Today, in my third year, I believe my part has been revealed to me. I see the fellowship in Wisconsin as a large bottle with a small mouth, and the worldwide fellowship as another large bottle with a small mouth. My Higher Power has designed a spiritual funnel, the WSC, to make the pouring from one container to another a very simple process. That awareness helped make my attitude more positive and I became more sure of myself and about the part I contribute.

I now realize "the worst of times" were the times when I didn't accept my part—when I turned the funnel upside down and it didn't work. Today, and throughout the Conference, my action has been carried out in humility with acceptance of my part. I get down on my knees each morning and ask God to please keep my funnel right side up.

Through this program I have learned that God doesn't choose those who are fit, but He fits those He chooses.

Dawn V., NC

I have been in Al-Anon since 1965 and I still have to live the program one day at a time. I have to identify my feelings before I can do anything about them. I can't stop the pain caused from a thorn in my flesh until I find it and pull it out. My emotions are like the pain. Until I find out what is causing them, I can't do anything about them.

Awareness, Attitude, and Action are good tools to use when I know I am beginning to have emotional turmoil. Awareness lets me find out what the real problem is and sometimes—especially when I'm blaming others for my unhappiness—it is difficult to be honest with myself. I must remember it's not "you make me feel" but "I feel."

Next is Attitude. I have to really work on my attitude and not just do "lip service." My attitude has to come from my heart or I will slip back into my problems. I have to talk to God, give Him my problem, thank Him for the ability to work through it, and release it to Him.

Action is carrying through with the attitude that comes from awareness. I may have to work my program harder, I may have to apologize for my behavior, but I must finish the cycle with assurance that I am not alone. Each problem is a learning experience, a stepping stone rather than a stumbling block. We must all work at pulling the thorns out of our flesh, remembering that God sees us as we can be, but loves us as we are.

Carolyn H., OK

As a child, I was aware of a loving family, and I was aware of the God of my parents' understanding. I was aware that I wore long cotton socks, high-top white shoes and dresses made from flour and feed sacks. I felt different and inferior.

At 21, I married a divorced man, an unhappy man that I could "make happy." He was to fulfill my need to be needed. Then alcoholism crept into our lives like a fungus, and my attitude began to change. I now felt God was punishing me for marrying a divorced man whom my family objected to. I developed the "why me" attitude and finally reached my bottom.

I found Al-Anon and saw that I was not alone. This new awareness called for action on my part. At first I just went to the meetings, listened, and shared if I so chose. Later, I started to help set up the meeting room and stayed afterward, talking with newcomers. Active involvement in service work followed.

I owe so much to Al-Anon for helping me take the actions that have furthered my personal recovery and contributed to my service commitment. I am also grateful for taking the action to find the God of my own understanding, one who shows Himself to me through each one of you. Thank you for helping me become aware of my attitude through action.

Sher G., ND

Awareness, Attitude, and Action have been the process of my recovery. When I came to you, I had absolutely no awareness that there was anything wrong with me. My attitude was arrogant, particularly toward the alcoholic. My course of action most likely included taking someone's inventory.

Becoming involved in service has been a large part of my recovery and has helped me learn about myself. When I learn about myself, I grow.

Here in Al-Anon, we have a special language, sometimes known as "Alanese." The words awareness, attitude and action have taken on a new and special meaning over the past years. I've also learned through my own painful experience, what these words are not. Awareness is not useful in my recovery as intellectual knowledge. The move from awareness to attitude change is the process of acceptance.

When information goes from my head to my heart in true acceptance, then an attitude change has occurred. In my recovery, an attitude change precedes a change in behavior. When my attitude changes through an acceptance, I won't and don't have difficulty controlling my actions.





The only action I need to take today in my personal or service recovery is willingness—my Higher Power will do the rest. With willingness, God can be in charge of my awareness, my attitude, and my action. As I continue to grow in awareness, my attitude improves and I am a channel for God's will in my thought and action.

Eileen B., OR

It is good when I become aware of what's going on; it is better when this awareness evolves into a positive attitude; but it is best when I take action to correct the course on which I'm headed.

I have often expressed the minority point of view, serving as the devil's advocate. Am I really that negative a person? Did I always have to take the opposite side of an issue? I can remember growing up and having arguments with my Dad. Just about the time he'd have me almost convinced he was right, he'd switch sides. Today I realize he trained me to look at both sides of an issue.

Today I can accept a decision made by an informed group conscience. If others do not agree with me, that's OK. If I'm wrong, then they've made the right decision; if I'm right, the truth will eventually become evident. I just have to be patient. Issues are rarely life and death matters, and often a waiting period is healthy.

I try to keep a balance in my life by being aware, seeking a positive attitude, and taking action instead of just thinking about it and doing nothing.

Armand L., QUE (E)

Awareness, Attitude, and Action is a trinity of objectives conveying the spirit of service in Al-Anon/Alateen at all levels.

In service I have learned not only to be a servant, but a trusted one. Trust and faith enabled me to renew my commitment to service.

Each time I was elected to a new office, I became more and more aware of how inadequate I felt and how little I knew about what I was doing. But by studying the service manuals, I have become increasingly capable of understanding the Al-Anon/Alateen structure and I can pass this awareness along to the other members of the fellowship. My experience as Delegate has been positive—sometimes exasperating and sometimes exhilarating, but always rewarding. I have found personal growth through each office I have held.

I know now that my Higher Power gave me a loving push through all the levels of service. I hope to remain an active member serving Al-Anon and that this attitude of gratitude will continue to grow, one day at a time.



Motions

SUBSTANTIAL UNANIMITY

The motions below were approved by the 1988 WSC. Following this section (retaining their official ballot numbers) are the motions that did not receive Conference Approval.

1. The Admissions/Agenda/Handbook Committee moves that the following participants be seated with voice and no vote: **(UNANIMOUS)**

Cay Cantin	Chairman, Publications Francaises (WSO)	Al-Anon Member
Alberte Cote	Secretary, Publications Francaises (WSO)	Al-Anon Member
Teresa Martinez	Supervisor, Spanish Services (WSO)	Al-Anon Member
Richard Keilly	Controller (WSO)	Non Al-Anon Member
Anne Wolowski-Penteker	Overseas Representative (W. Germany)	Al-Anon Member
Helga von Thenen	Overseas Representative (W. Germany)	Al-Anon Member

2. To approve the 1987 Annual Reports yes (93), no (2), abstain (1)

3. That **The FORUM** Report for 1987 be accepted as presented **(UNANIMOUS)**

4. To approve the 1987 Financial Report (audited) as submitted yes (95), void (1)

5. To approve the 1988 Budget as submitted yes (96), void (1)

6. Re: Amending the Regional Trustee Plan

At the special meeting of the Board of Trustees held April 25, 1987 the Board proposed the following amendments to the Regional Trustee Plan to the 1988 World Service Conference: yes (92), no (1), void (3)

PROPOSED CHANGES ARE INDICATED IN ITALICS

REGIONAL TRUSTEE PLAN

AL-ANON FAMILY GROUP HEADQUARTERS, INC.

(Approved at 1980 World Service Conference)

1. Regional Trustees have all the prerogatives and responsibilities of Trustees of the Al-Anon Family Group Headquarters, Inc., as defined in the Conference Charter and Corporate By-Laws.
2. As a Region becomes eligible to submit a candidate for a Trusteeship, each Area Delegate in the Region will be notified by the Conference to have the Area select a candidate for a three-year term. If selected as a candidate by an Area and nominated by the RT Nominating Committee, a Regional Trustee may serve a second three-year term as provided in the Corporate By-Laws.
3. The plan provides for six Trustees from the U.S. (one northeast, one southeast, one northwest, one southwest, *one north central, one south central*), and three Trustees from Canada (one eastern, *one central, one western*). (See paragraph ten of this plan for implementation.)
4. Each group may submit a resume of its candidate to the District Representative. From these resumes, a selection of one RT candidate is made in the District for the DR to present to the Area World Service Committee or the Assembly. Each Assembly Area within a Region may then select its own candidate, submitting a resume of that candidate's experience no later than January 1, by the Area World Service Delegate*. Failure to submit a candidate's resume to the WSO by January 1 will constitute a forfeiture. An Assembly Area is not required to submit a candidate, if no one qualified is available. A person selected by an Area can still be a candidate if the individual moves to another Area within the Region.

*NOTE—At the 1979 World Service Conference it was voted that:

"A Motion was made, seconded and carried that a Regional Trustee candidate should be nominated by each Area. At the same time an

Alternate Regional Trustee candidate could be selected, who would automatically take the place of the original Regional Trustee candidate in the event of the death or withdrawal of the original Regional Trustee candidate prior to the nomination of the candidate by the World Service Conference."

5. Delegates are not eligible for selection as Regional Trustees during the term for which they are elected to serve in their Areas. (A Delegate cannot be considered by the Area for selection until the year following expiration of term as Delegate.)

6. There will be a separate RT Nominating Committee for each Region selecting a nominee. Each RT Nominating Committee nominates a single name from among the regional candidates. Each Committee is composed of the following:

a. **AREA DELEGATES**—The Delegates from each of the Areas within the Region from which a nominee is to be selected.

b. **SELECTED CONFERENCE MEMBERS—Four other Delegates chosen by lot from among the first and second year Delegates. Two alternates are also named (number 1 and number 2), in case any of the original four are not personally at the following World Service Conference. The Conference selects additional alternates, if required to make up the quota for four Delegates who caucus to name an Assistant Chairman of the RT Nominating Committee to assist in conducting the voting procedure.

c. **WORLD SERVICE BOARD MEMBERS—Four Trustees of the World Service Office: the Chairman of the Board of Trustees and three chosen by lot by the Chairman of the Board. One Alternate is also chosen by lot. The Chairman of the Board also serves as Chairman of the RT Nominating Committee and conducts the voting procedure, aided by the Assistant Chairman. A Trustee may be selected only once each year.

**NOTE—To eliminate imbalance when nominating a Canadian RT, the following italic changes apply:

- 6b. **SELECTED CONFERENCE MEMBERS**—TWO other Delegates chosen . . .

- 6c. **WORLD SERVICE BOARD MEMBERS**—TWO Trustees of the World Service Office: the Chairman of the Board of Trustees and ONE chosen by lot . . . A Trustee may be selected only once each year.

7. Each RT Nominating Committee will use the following voting procedure:

a. Chairman and Assistant Chairman sit at table in front of room and both vote. Chalkboard and chalk in front of room in view of all voting members.

b. Chairman calls roll of RT Nominating Committee members.

c. All Conference members invited. Area sectioned off for voting members.

d. Two non-voting Delegates are selected by Chairman as Tellers, to distribute pencil and paper for written ballots.

e. Candidates' first and last names and Areas are written on chalkboard.

f. Brief periods allotted for general questions concerning RT candidates by voting members.

g. Written or pre-printed ballots by voting members—

1) First and last name and Area of candidates

2) Ballots collected and counted by Tellers

h. Vote count written on the chalkboard alongside the names of RT candidates by Assistant Chairman.

i. The first RT candidate to receive two-thirds of the total vote becomes RT nominee. The total vote is the sum of valid ballots cast for candidates. Invalid votes and abstentions are not included.

j. To expedite balloting, a Delegate may withdraw his Area's candidate any time after the first ballot if that candidate has polled a minimal number of votes.

k. To further expedite balloting, withdrawals start after the second ballot. If any candidate has less than one-fifth of the total vote, his or her name is automatically withdrawn except the top two candidates must remain. (If there are ties for second place, the top candidate and those tied for second place remain as candidates.)

l. After the third ballot, candidates with less than one-third are automatically withdrawn; but again the top two candidates must remain, or the top candidate and all those tied for second place.

m. A fourth ballot is then taken. If no candidate has a two-thirds ma-

8. The names of the RT nominees are placed on the slate by the Nominating Committee and presented to the Conference for approval *one at a time*.
9. The Board of Trustees, at its annual meeting following the Conference, then acts upon the recommendations of the Conference.
10. The Regions for the purpose of nominating Regional Trustee candidates comprise the following:

[illegible]

1991 Canada Central, Canada East & Canada West

7. Re: Text change to pages 20-22 of the Digest of Al-Anon/Alateen Policies under FINANCES, beginning with IV. through VIII yes (91), no (3)

IV. FUND RAISING

Many groups, Districts, Areas, Information Services, Conventions, Conferences, Assemblies or other gatherings of Al-Anon/Alateen members often raise funds to provide services.

a. Activities and Service

Fund-raising activities such as pot luck suppers, dances or other social events are conducted only within the *fellowship* and in agreement with the groups directly involved. *If, however, such events are open to the*

public, use of the name Al-Anon or Alateen would violate the spirit of our Traditions.

b. Outside Contributions

b. Outside Contributions
Al-Anon and Alateen groups do not accept contributions outside the Al-Anon Family Groups.

c. Avoiding Commercialism

Raffling various articles at meetings or other gatherings is a matter of autonomy (see V. Selling Products/Chances), but to avoid commercialism in the fellowship, it is suggested that *these items* relate in some way to our spiritual principles. *Items such as Al-Anon or Alateen books, subscriptions to The FORUM, or the donated products of the creative efforts of individual members are suggested.*

The Al-Anon WSO does not stock or offer program-related jewelry or trinkets for sale because *these actions* could divert *our service office* from *our primary purpose* and might endanger *our tax-exempt status*.

- d. The WSO, in keeping with the Tradition of non-endorsement, cannot provide lists of suppliers for articles associated with the fellowship, i.e. plaques, jewelry, etc.

V. SELLING PRODUCTS/CHANCES

- a. It is inappropriate to use Al-Anon *gatherings* as a market place before, during or after the meeting for the sale of services or products by an individual member for personal gain. This *denies* members the right to valuable personal *sharing* with other members. The newcomer *could* be confused about Al-Anon's true purpose. All members would be part of a captive audience, exposed to unsolicited salesmanship which might discourage them from returning to the group.

- b. No articles, including those Al-Anon related such as Praying Hands, Steps, Traditions, etc. may be sold at meetings, conventions, or conferences for personal gain.

- c. Al-Anon and Alateen members should refrain from soliciting or selling any products at AA meetings. This would violate Tradition Seven.

- d. Raffles/lotteries are subject to state/provincial laws. If it has been determined that such a raffle is legal, additional precautions should be considered. The printing and wide-spread distribution of lottery/raffle tickets in conjunction with commercial prizes, violates our Tradition and may divert us from our primary aim. Use of the Al-Anon/Alateen name or logos on lottery/raffle tickets jeopardizes Al-Anon's copyrighted trademarks and can constitute endorsement of the product or service being offered.*

- e. U.S. Federal Law (Title 18, Sec. 1302 *U.S.C.* and *Canadian Federal Law* (Sec. 189) makes it illegal to send lottery tickets through the mails. These regulations prohibit solicitation of ticket money by letter, or by the sales of chances on a prize. Similar restrictions may apply outside the U.S. and Canada.

VI. USE OF GROUP FUNDS (same)

VII. PAYMENT FOR SPEAKING (same)

VIII. PUBLIC MEETINGS (same)

Please note: Number sequence beginning with V. changes accordingly.

- 8. Re: Amendment to Digest of Al-Anon/Alateen Policies, pg. 19, under FINANCES; I. WSO CONTRIBUTIONS—Regular; c. Individual Contributions**

c. Individual Contributions

The limit on all contributions from individual members of Al-Anon and Alateen to the WSO is \$1,000 per year. yes (91), no (4), abstain (1)

9. That because of the competition created between groups who entertain with skits and sing alongs, it is recommended that Al-Anon and Alateen projects such as these *not* be part of the agenda of the 1990 International Convention Program yes (88), no (5), abstain (2)

10. That in order to preserve the spirit of unity in Al-Anon and Alateen, all our meetings at the 1990 International Convention are to be universal in nature rather than specific to any particular or special interest group yes (91), no (4), abstain (1)

11. To approve the attached amendment to the WSO Corporate By-Laws:

3. Trustees at Large are Trustees whose nomination originates with, or with the consent of, the Board of Trustees and who are readily available to the principal office of the World Service Office located in New York City for con-

sultation at that office and to attend special meetings of the Board of Trustees called on short notice. Trustees at Large shall each serve a term of three years. The total number of such Trustees shall be set by the Board of Trustees from time to time and shall always be a number evenly divisible by three. One-third of the number of Trustees at Large shall be elected each year at the annual meeting of the Board of Trustees and shall take office on the day following such meeting. At each annual meeting of the Board of Trustees, a Nominating Committee comprised of Trustees shall be appointed by the Board and charged to submit nominations prior to the next annual meeting of the Board for Trustees at Large to replace those whose term will expire on the date of such next annual meeting. Any nominee who does not receive such approval shall be withdrawn and replaced by another who has both the approval of the World Service Conference and the Nominating Committee. yes (96)

4. Remains the Same
5. Remains the Same
6. Remains the Same
7. Remains the Same
8. Remains the Same

12. That the 1988 World Service Conference give its support to an extension of the trial period concerning the Executive Committee Chairmanship for another three years. It was further recommended that the trial period be adjusted so that the first two years we return to the original format of having separate Chairmen of the Board and the Executive Committee and that the third year, we revert to again having a single Chairman of the Executive Committee and the Board. yes (86), no (11)

13. That a volunteer Trustee be appointed as Chairman to The FORUM Editorial Committee, and a Staff Administrator hired to compile the magazine both for a three-year trial period. yes (85), no (11), abstain (1)

14. To approve the following changes (in italics) to Al-Anon's Twelve Concepts of Service, pages 29-30, 6. The Literature Committee yes (86), no (8), void (3)

6. The Literature Committee: The body is charged with the revision of existing books and pamphlets and with the creation of fresh material to meet new needs or changing conditions. Broadly speaking, its mission is to see that every aspect of the Al-Anon program of recovery is presented in adequate and comprehensive written material for our members, friends and the world at large. Our literature is a principal means by which Al-Anon growth, unity and service are facilitated. The influence of the many thousand books and pamphlets shipped each year is incalculable. To keep our literature fully abreast of our progress is therefore urgent and vital.

The Literature Committee often has to solve new problems of design, format and content. Here our policy is to aim at only the best; we firmly believe that cheap looking, cheap selling, and poorly conceived literature is not in Al-Anon's best interest.

Like other WSO Committees, this one must be expert in the work to be done. The initial form and draft and the final development of new undertakings is the responsibility of this Committee whose members exercise their role as constructive critics of evolving recovery material. Here, too, the Committee includes persons of wide Al-Anon experience. It is absolutely vital to get the "Al-Anon feel" into all our writings. What we say so well by word-of-mouth we must also communicate in print.

The Literature Committee carefully tests each new production by asking for the reactions and suggestions of a number of other members who are sensitive to the Al-Anon idea and feeling. Originally, this Committee was responsible for all Conference-Approved Literature (CAL). As Al-Anon grew, so did the scope and expertise of its service area and consequently the variety and amount of all CAL. In order to maintain the high quality of Al-Anon literature, the World Service Conference (WSC) in 1985 voted to assign responsibility for service literature to the appropriate service committee. All Al-Anon material, whether recovery or service oriented, must follow the Conference-Approval process.

15. That the National Public Information Committee (Canada), be made a permanent subcommittee of the WSO CPC Committee. yes (94), void (2)

16. The Institutions Committee RECOMMENDS to the 1988 World Service Conference that a Conference-Approved audio/visual service tool be produced to stimulate the interest of Al-Anon/Alateen members to become involved in Institutions service work. yes (89), no (5), abstain (3)

17. That a piece of CAL be developed to help parents become aware of what Alateen is and what it is not. (yes 92; no 5)

18. That the Northwest Territories be officially recognized as part of the Alberta Area at the World Service Conference and that the Alberta Area Delegate be known as the Alberta/N.W.T. Area Delegate. (unanimous)

19. To develop a bookmark to inform the professional community of what Al-Anon/Alateen is and what Al-Anon/Alateen is not. (yes 72; no 19, abstaining 4; void 1) (one Board member opposed)

20. That Archives Services be authorized to prepare a historical audiotape of Anne Bingham. (yes 90; no 7)

21. To approve the 1987 Nominating Committee Annual Report. (yes 94; abstaining 1, void 1)

22. To insert the 3-minute talk by Marcia Jackson, New York (North) Panel 25 Delegate, in the 1988 World Service Conference Summary since it was inadvertently omitted from the 1987 World Service Conference Summary, annotated with a brief statement of explanation. (yes 85; no 9, abstaining 2; void 1)

23. WITHDRAWN

24. That the World Directory be discontinued and that a committee be formed to present an alternative at the 1989 World Service Conference and the committee study to include our toll-free group directory service providing this information and the possibility of expanded hours and the feasibility of adding a telecommunications remote access system. (yes 76; no 20)

This MOTION was amended by the Board as follows for clarification purposes that the World Directory is not being discontinued, only the printing: (see underscored)

MOTION that the printing of the World Directory be discontinued and that a committee be formed to present an alternative at the 1989 World Service Conference and the committee study include our toll-free group directory service to provide this information, the possibility of expanded hours, and the feasibility of adding a telecommunications remote access system. (yes 76; no 20) (Board revision: UNANIMOUS)

26. That conceptual approval be given for the development of a new Daily Reader which will address the needs of all our fellowship and that a plea for recovery sharings be sent to the fellowship. (yes 81; no 14)

Discussion by the Board ensued about this new project. It was clarified that this Daily Reader would not take the place of our existing ODAT but would be a separate publication. As a result, the Board agreed that further clarification of this motion was warranted. Therefore, a

MOTION was made, seconded and carried that we continue with the printing of the Al-Anon ODAT and that the development of the new Daily Reader is not intended as a substitution but will be a separate publication with its own focus. (UNANIMOUS)

The following motion was defeated at the WSC because it either did not receive a majority vote, a 2/3 vote or a vote count showing substantial unanimity by the 1988 conference body.

25. In order to preserve the integrity of our Twelve Traditions, a group whose name includes the title of a specific outside organization, in a manner which implies affiliation, be requested by WSO to change their name to delete reference to such organization before registration is completed. And further, that a similar letter be sent by WSO to existing groups asking their name be examined in the spirit of this motion.

