



1989 SUMMARY
AL-ANON FAMILY GROUPS
WORLD SERVICE CONFERENCE

STAMFORD, CONNECTICUT
APRIL 24-29, 1989

1989 AL-ANON FAMILY GROUPS WORLD SERVICE CONFERENCE

THEME—MARCH 4TH INTO SERVICE

STAMFORD, CONNECTICUT APRIL 24-29, 1989

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CONCEPT II.

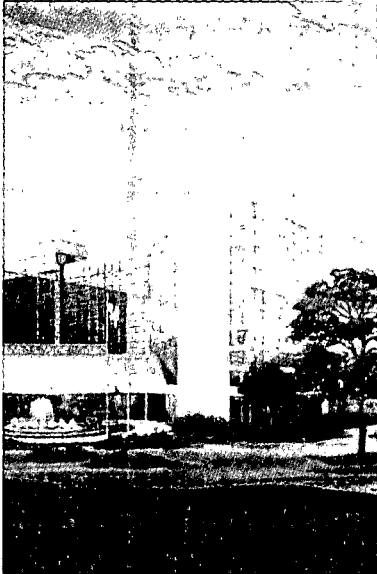
The Al-Anon Family Groups have delegated complete administrative and operational authority to their conference and its service arms.

"... it is evident that, in order to get effective action, the groups must delegate the actual operational authority to chosen service representatives who are empowered to speak and act for them. The group conscience of Al-Anon could not be heard unless a properly chosen Conference were fully trusted to speak for it in most world service matters."



OUR CONFERENCE THEME

March 4th Into Service WSO DINNER:



The 1989 World Service Conference opened with an air of nostalgia as all participants attended the traditional WSO Dinner on Sunday evening prior to the Opening Session.

Conference Chairman, Norma McG., welcomed the Delegates, WSO Staff and Trustee members. Recognizing the outstanding efforts of the Panel 28, outgoing Delegates, Norma shared, "Stay in service and we will all meet again."

Norma acknowledged Lois' passing with her opening comments, "We will forever cherish our warm memories of this great lady just as we cherish the legacy of this new way of life she left us."

In an emotion-filled moment of sharing, Norma asked the dinner guests to reflect and share a memory of Lois. An outpouring of love and warmth filled the room as many participants remembered our beloved co-founder.

Remarking on the trust Lois placed in the Fellowship to lovingly nurture it, Norma continued, "We approach this 29th World Service Conference with a firm resolve to honor that trust and 'march forth into service' as she would have us do."

A search for excellence was the tone set by the Dinner Speaker, Mary Fran W., RT, U.S. Southwest. Mary Fran remembered growing up as a child and looking for the one trait that would make her stand out from her two sisters. Although never told she was average, "Somehow I got the idea."

Working as an usherette seemed the logical way to study movie lines and memorize scripts in a quest to become a movie star. Remembering how Lana Turner was discovered, she began to "hang out" in the drug store, but abandoned the idea because, "there isn't a whole lot going on in a drug store in Pocatello, Idaho."

At 16, Mary Fran's life changed dramatically -- her father died of alcoholism. Although she had very few memories of him since he absented himself from the home, Mary Fran adored him from a distance. She reacted with anger at God for depriving her of a normal family life, "I vowed never to care deeply for anyone ever again because they might be taken from me."

She met her future husband while serving coffee to the troops passing through the Northwest during WWII. After the war ended they were married.

Years later while expecting their third child, Mary Fran's life took another unexpected turn. Her husband had accepted a job "on the road." Wanting a life with a husband who came home by 5:00 each night to help raise the children, this wasn't Mary Fran's idea of a stable family life.

In an attempt to fill the void made by her husband's long absences, Mary Fran began to see herself in the role of martyr, becoming extremely lonely and bewildered. More changes were on the horizon as bottles began to appear in her husband's briefcase during his weekends home.

Although wondering how things got so off track from the life she imagined for herself, Mary Fran denied that there was any real problem until her husband became ill. After a month's stay in the hospital to determine the problem, the doctors finally diagnosed him to have tuberculosis. Tom entered a TB sanatorium outside of Toronto. While visiting one day, Mary Fran discovered a whiskey bottle hidden between his towels. One bottle routinely turned into 27 stashed under his hospital mattress; thus facilitating his discharge after a year.

After six more treatment centers, Mary Fran made a decision to save the family and came to the conclusion that a divorce would shape her husband up. After playing the filing procedure like an expensive yo-yo, she finally went through with it over Tom's protests, "because it was my last \$75.00."

In spite of moving away to start a new life, Mary Fran felt she had nothing to live for -- and no one to blame for her unhappiness except herself -- a letter from Tom changed that. He had entered another treatment center, gotten a job and hoped to get back together. "He needed me!" In spite of family hysteria, they were remarried.

It was only a matter of time before things returned to "normal." A call came alerting her that once again her husband was in treatment and the center needed to talk to her. "I know they want me to come down and sign a paper saying it was all my fault cause he's back with me." Instead they recommended she try Al-Anon. Mary Fran's 17 year- old daughter attended in her place and reported back, "I found out three things, you're psychotic, neurotic and a martyr!"

Determined to hear these words herself, she attended the next night, but found supportive, kind and loving people. Realizing she was a valuable human being, Mary Fran concluded that she deserved to be happy and was no longer alone. She began attending Al-Anon meetings

every night asking questions to speed up her understanding of the program, but was told to go home and pray for the answers.

Over the course of time, understanding came along with new challenges -- office manager of the Information Center, then Group Representative. At her first Assembly, new doors were waiting to be opened. After several voluntary requests for an Area Secretary went unheeded, they decided to ask each GR individually. "Will you serve?" "No." "Will you?" "No." At the very moment that the word escaped her lips a 2000 lb. chandelier broke loose, crashing down right next to her with sparks and flames falling in the aisle beside her, "I WILL, I WILL!" Mary Fran reacted. "Talk about your spiritual awakenings."

Service as Delegate to the World Service Conference from Arizona was extremely rewarding and brought with it the greatest message Mary Fran could have hoped for. "It is not so important that I feel valuable as it is to know that I have something valuable to do." Her search for excellence continues to be successful.

After the Dinner an AI-Anon meeting was held, open to all Conference members and their guests.

OPENING SESSION

Conference Chairman, Norma McG., opened the session on Monday, April 24th at 8:30 AM by welcoming the Overseas Representative from Japan, Cecilia M. Norma welcomed all Conference members encouraging them to participate saying, "Please don't ever leave a session with a question unanswered."

Helen W., Chairman of the Admissions/Agenda/Handbook Committee presented the 1989 WSC's first motion to seat the following participants with voice and no vote:

Alberte C.	Secretary PFA
Teresa M.	WSO Supervisor, Spanish Services
Richard Keilly	WSO Controller (nonmember)
Cecilia M.	Overseas Representative, Japan

Norma followed with roll call and introduced Bob D., Chairman of the Board of Trustees, who added his welcome, "especially to the first-year Delegates." Bob continued by reading the Twelve Traditions. Fran D., AL, and Ora B., AZ, read the Concepts. The Warranties were read by Mary Jane M., IL (N).

Norma then explained the Conference voting procedure stating that motions can be brought forward from four sources: the Board of Trustees, the Policy Committee, Standing Committees and the floor of the Conference. Norma went on to detail the procedure she would follow during the course of the week -- read the motion, call for a second, and open it up to the floor for discussion. The motion recorder will then reread the motion.

Via a show of hands, the 1989 WSC voted to operate under a closed ballot. Therefore, after open discussion, ballots will be collected and tallied. Norma went on to say that motions would carry by substantial unanimity (a 2/3 majority) with members retaining the right to challenge the outcome of any vote. In closing, she stressed the importance of reading the detailed voting procedure outline in the brochure.

Later in the Conference, it was agreed to alter the way substantial unanimity was determined. The number of votes required for substantial unanimity would change depending on the number of abstentions or void votes.

APPROVAL OF ANNUAL REPORTS

Before preparing for business, the Conference reviewed the activities of 1988 (see Annual Report section). Myrna H., the Executive Director, opened this session with a motion to approve the Annual Reports. Each Committee responded to questions concerning their activities during 1988. At this time, updates of activities were presented and can be found in each Committee report listed subsequently, with the exception of Spanish Services.

STANDING COMMITTEES:

Rita McC., Conference Administrator, announced the Standing Committee appointments:

<u>COMMITTEE</u>	<u>Panel 28 (1988-90)</u>		<u>Panel 29 (1989-1991)</u>	
Admissions/Handbook	Mary Anne S.	FL (S)	Ellen W.	Alberta/NWT
	Judy P.	HI	Bob K.	VA
	Marie R.	MAN		
Alateen	Mary A-T.	CA (N)	Debby H.	VT
	Claude K.	TN	Pauline O.	QUE (E)
	Bidge B.	TX (E)	Ora B.	AZ
Archives	Mary Jane M.	IL (N)	Joyce B.	BC/Yukon
	Jan K.	IN	Edith J.	MS
Cooperating with the Professional Community	Hester B.	CA (S)	Anita S.	NJ
	Kari H.	KY	Ginny K.	NC
	Caroline O'M.	RI	Darla M.	WI
Conference Committee on Trustees	Dan C.	DE	Frank H.	OK
	Margaret N.	TX (W)	Fran D.	AL
	Margaret M.	ONT (S)	Sue B.	MT
Institutions	Jean W.	KS	Chesley L.	CO
	Beatrice R.	MD/DC	Cecelia L.	MA
	Mary C.	PA	Carol McK.	OR
Literature	Kit B.	MN (S)	Ann H.	WA
	Suzie C.	OH	Greg A.	GA
	Phylis O.	QUE (W)	Patty K.	ND
Public Information	Virginia S.	FL (N)	Kitty K.	WV
	Coreta (Skeet) J.	MI	Fayanne G.	Atlantic Provinces
	Mary G.	NY (N)	Bernadyne S.	MN (N)

ADMINISTRATION

Spanish Services Update

Sandra F., Chairman
Mary Ann K., Administrator
Teresa M., Supervisor

Completed Projects: New Spanish edition of AL-ANON FACES ALCOHOLISM is ready for printing; an updated revision of ALATEEN -- HOPE FOR CHILDREN OF ALCOHOLICS is available; a PSA; three 30-second TV spots; videotape of *The Family*, *The Teenager*, and *The Worker*; The World Service Handbook; "Al-Anon Family Treatment Tool"; Al-Anon Fact File; five Spanish newsletters; *DENTRO DE AL-ANON*, *AL-ANON/ALATEEN EN ACCION*, *ALATEEN PARA TI*, *AL-ANON EN LAS INSTITUCIONES*, *AL-ANON HABLA CLARO*; and more than 100 letters were sent to individuals, professionals, groups and GSOs overseas.

AL-ANON'S TWELVE AND TWELVE (Spanish): At last year's Conference we announced the availability of the book and the complete stock has been sold out. A second printing with the new index is planned for June. The Mexico GSO ordered 15,000 copies.

Registrations: We have three new Spanish-speaking groups in Canada.

Fourth Step Inventory: The CAL process has begun and an artist was selected for the illustrations. A graphic designer is still being sought for the layout and cover.

What Alateen Means To Me: (formerly, "Hey, Mom, Hey Dad") An editor is being considered for the compiled sharings written by the Alateen In-town Committee.

Alateen Talks Back Series: The first three selections--Acceptance, Detachment and Serenity are in production. They will be priced as other reprints. New items will be added if there is a demand.

Under Consideration: Suggestions were received from several Standing Committees to produce a new Alateen video; the Alateen In-town Committee submitted outlines. The Alateen and P.I. Administrators researched the idea with a potential producer. The possibility of updating personal stories in ALATEEN -- HOPE FOR CHILDREN OF ALCOHOLICS is being considered.

Alateen Update

Cathleen H., Chairman
Bonnie C., Administrator

The Committee welcomed the Representative from Japan who reported that Alateen had its beginning in her country back in 1981 with one group, -- which she sponsored -- and now there are four. The Committee reviewed revisions for the Fourth Step Inventory. Several members recommended revised captions. Unanimous approval was given for a feasibility study to be conducted to produce a new Alateen video.

It was reported that the issue of younger members has been an ongoing discussion at World Service Conferences as far back as 1973. Opinions expressed by the Committee included: Alateen Committee is enhancing the literature so that all Alateen members will pick it up; this could lead to less of a demand for "younger" material since the literature will appeal to a broader age range; kids today are more informed and ready for the program earlier; there is more of a chance for continued membership in Alateen if kids in elementary school attend; and that "alateen" and "preteen" are separate issues. The consensus of the Committee was that the age range of an Alateen group should be left to the autonomy of the group.

Alateen Report-Back

Margaret McH., MT

The WSC was reminded that the Al-Anon member who makes a commitment to sponsor Alateen is the key to the growth of the Alateen program. Al-Anon has close to 30,000 groups while Alateen has a little over 3,000 -- only one-third of the proposed groups actually register.

At the start of the presentation a program change was announced: "The elaborate, expensive fireworks display scheduled had been squashed by the hotel management... something to do with the fire laws...Be that as it may, the show must go on."

The ensuing presentation was a delightful expression of love and thanks from the Alateens to their Sponsors. "Hollywood may have its Oscars and Broadway may have its Tonys...but Alateen has its 'Alateen Sponsor, Please Hug Me' Button Award."

Letters from Sponsors throughout the fellowship, expressing the gratification they received through Alateen sponsorship, were read by "presenters." The Delegate representing the sponsor's locale accepted the "Alateen Sponsor, Please Hug Me" button on their behalf.

The spotlight was then turned on the Delegates requesting they continue emphasizing the importance of Alateen sponsorship in their Areas.

Alateen Presentation

Cathleen H., Chairman
Bonnie C., Administrator

ARCHIVES

Archives Update

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

Historical Tape: Three producers were asked to submit proposals for a saleable tape of Anne B. based on existing material. The producer of Lois W. and the Pioneers cited problems such as poor sound quality and lack of substance. The two other producers concurred that even with extensive editing, the tape wouldn't be saleable. A second proposal suggested a narrative about Anne, incorporating her voice and those of others who knew her. Due to costs involved, the Board felt the project was costly and deviated from the intent which called for a tape of rather than about Anne B. A motion to rescind the 1988 vote to produce a tape will be submitted at the WSC.

Plaques: Two identical plaques were selected and inscribed with a tribute to Lois. One adorns a wall at the WSO, and the other will be presented to the Stepping Stones Foundation on Saturday following the WSC.

The Spring 1989 Archives Sharing Bulletin: The bulletin has been completed and mailed to 69 Area Archivists/Coordinators. The issue contains an offer of a 1982 edition (9th printing) of AL-ANON FACES ALCOHOLISM for Area Archives.

Archivists: A letter was received at the WSO recently informing us that an Archivist for France was appointed.

Archives Report-Back

Mary Jane M., IL (N)

The Committee discussed the poor quality of tapes on Anne B. and agrees with the plan to rescind the 1988 WSC motion. It was agreed that either an audiotape or booklet be produced to inform the fellowship of Al-Anon's other co-founder. The Archives Committee recommends that we pursue gathering information about Anne B. including interviews with people who knew her. A new motion will be presented to the Conference.

The Committee agreed that the availability of Lois' photo be made known through the Archives Sharing Bulletin and other Al-Anon publications rather than on the price list.

The consensus of the Committee was to put forth a motion to consider producing a booklet of membership memories of Lois in commemoration of her 100th birthday in March 1991.

Suggestions were offered for the Pioneer Luncheon and taping longtime members at the 1990 International Convention.

The Certificate of Gift Form (AR-3) will be revised to include materials bequeathed to Area Archives and/or the WSO Archives where appropriate.

It was agreed that the books, LOIS REMEMBERS and FIRST STEPS be included in the Index to Recovery. Members were urged to compile examples from these books to illustrate their usefulness as recovery material.

Long-range goals were briefly discussed. Some ideas mentioned were taping the book LOIS REMEMBERS and producing a "how-to" workbook for Area Archivists.

CONFERENCE SITE REPORT

Rita McC., Administrator

The Conference Committee discussed the locale of the 1990 World Service Conference. Reservations were made at the Sheraton Stamford Hotel and Towers with the understanding that the space will be released if a more suitable site is found.

Other locations continue to be researched in order to provide the most suitable space possible in the New York metropolitan area. Phone and mail contact, as well as visits to hotel exhibits, led to contacts with various conference hotels. Meeting space and room particulars were evaluated. In many instances the rates were exorbitant. Information obtained showed that hotel rates within the greater New York area are not competitive with those of the Sheraton Stamford Hotel and Towers.

Input and feedback from the Conference participants was requested through the use of the Conference Evaluation Form.

ADMISSIONS/AGENDA/HANDBOOK

(Subcommittee of Conference Committee)

As a result of the three-year trial as a combined Committee, the Admissions/Agenda/Handbook Committee presented a motion to become permanent and be known as the Admissions/Handbook Committee. The motion was carried by the Conference.

A proposed rewording of the World Service Handbook, page 26, letter c "The GR and the Area Assembly" was discussed. We were reminded of last year's Representative from Germany who spoke of translation problems when Handbook changes are made. However, the majority of Committee members felt this change would inform the fellowship of who is eligible to vote for the entire group at the Assembly. A motion was presented and carried to reword the Handbook to allow the Alternate GR to vote at the Assembly in the GR's absence.

Members also reviewed proposed Committee guidelines, which have been an ongoing process throughout the year. The following items were discussed:

Composition of the Committee — Only two Delegate members were added to the Committee this year since there are only a certain number of Delegates to place on Standing Committees. It was agreed that, when feasible, the Committee should have at least nine Delegate members.

Purpose of the Committee — A discussion ensued regarding changing the 1989 WSO theme without prior notification. It was agreed that time was a factor, and the Admissions/Agenda/Handbook Committee does not have sole responsibility for the Conference Theme selection. The title changes of WSO Administrators were also reviewed. Members were informed the new titles were not a policy change requiring Conference action, but an administrative decision to reflect actual duties. The change in the Handbook was made for consistency with terminology currently in use.

Conference Agenda — Consensus was that all Delegates have equal input on the Conference; the responsibility is not solely the Agenda Committee's. This issue reinforced the need for dropping the Agenda Committee from the formal name of the Committee.

Other business included the diversity in Area election practices. A member felt the procedures, as outlined in the World Service Handbook, do not reflect a true picture of common election practices. It was suggested the Handbook revisions include the most widely used forms of electing officers. Discussion revealed that many Areas deviate from the Handbook; therefore, an informal poll will be taken at the Area Highlights Meeting of common election methods.

Admissions/Agenda/ Handbook Report-Back

Gwen C., SD
Helen W., Chairman

COOPERATING WITH THE PROFESSIONAL COMMUNITY (CPC)

Completed Projects: The Bookmark: Al-Anon/Alateen Is & Is Not was produced; *AL-ANON SPEAKS OUT* Winter 1988-89 was mailed to 13,000 professionals; arrangements were made with the Rutgers University Summer School on Alcoholism Studies (NJ) for the CPC Administrator to give a presentation in June. As part of our efforts to reach minorities, Jim D. attended the Drug Abuse Challenge to the Black Communities Health Conference in Atlanta, GA; a presentation will be given at the Alcohol and Drug Problems Association Conference in August in Washington, DC; Al-Anon exhibited at seven national conferences; An Open Letter to A Lawyer was revised.

Cooperating with the Professional Community Update

Mary C., Chairman
Ellen D., Administrator

Delegates were requested to ask their Area CPC Coordinators to send reports of CPC events to the WSO so they may be included in future issues of the CPC Sharings newsletter.

The Committee discussed the possibility of developing a film loop of our two videos for use at exhibit booths at professional conventions. They decided not to do so since few professionals take the time to watch a film when visiting exhibit areas.

The Committee will recommend to the Budget Committee that the Open Letters to the

Cooperating with the Professional Community Report-Back

Jeanette S., Saskatchewan

CPC continued

Teacher, Doctor, Lawyer, Police and Clergy be listed on the Supplementary Order Form, as available for bulk purchases and for ordering up to five free copies.

The Open Letter to My Doctor will be rewritten as the current is outdated. It will appear in the next revision of *A Pebble in the Pond*.

A pamphlet, cover letter and return card requesting more information will be sent to medical libraries in the U.S. and Canada.

The CPC Committee will review the questions on the 1987 Survey Questionnaires in preparation for 1990 survey. The surveys will be sent to the Delegates in March 1990 for distribution to the groups. The group members will be requested to complete the questionnaire and mail them back to the WSO directly.

Cooperating with the Professional Community Presentation

Mary C., Chairman
Ellen D., Administrator

The CPC Committee's presentation began with a humorous skit featuring a P.I. platoon from the old TV show *F Troop* which focused on clarifying the difference between CPC, P.I. and Institutions service work.

"When we reach out to professionals such as members of the clergy, we're doing CPC service work. The same idea applies if the audience consists of lawyers, teachers or counselors. If the audience is the media, or the general public, then it's P.I. and if the audience is professionals or families in treatment centers, hospitals or correctional facilities, then it's Institutions.

Following the skit, In-town members presented two new tools: a CPC Workshop for the Fellowship and the new Bookmark: *Al-Anon/Alateen Is & Is Not*.

A workshop to be given at the Area, District or group level was discussed by Mimi M. The workshop is intended to encourage our members to get involved in CPC work. The workshop includes a viewing of one of our most valuable tools, the film *Al-Anon Speaks For Itself*. It can be followed by a question and answer period. Members should be encouraged to accept the challenge of CPC work for their own personal growth.

Diane K. informed Conference members of the availability of the new Bookmark: *Al-Anon/Alateen Is & Is Not*. To give background, Diane stated, the 1988 WSC approved the development of such a tool to aid professionals in referring people to Al-Anon/Alateen. The Committee felt a bookmark would be an inexpensive, yet effective way to reach the professional community. They agreed it would be eye-catching as well as useful. It was suggested that the bookmark be used in mailings and visits to professionals as well as other CPC projects. A question and answer session concluded the presentation.

NATIONAL PUBLIC INFORMATION CANADA (NPIC) Update

Mary C., Chairman

AL-ANON SPEAKS OUT Canadian Bulletin 1989: The bulletin was mailed to 2,750 Canadian professionals. A cover letter and form requesting a copy of *The FORUM* was included. Approximately 250 requests for *The FORUM* were received.

Breakfast for Professionals: The Breakfast will be held at the Canadian Criminal Justice Association Congress in Halifax, NS in June. Mary C., NPIC Chairman, and Jolene J., NPIC Office Manager, will attend along with local Al-Anon members. The invitation flyer and tickets are being translated into French.

Other Activities: Jolene J. chaired a presentation at the 15th National Consultation on Vocational Counseling Conference held in Ottawa. Janice G., Mark B. and Donna M. were the speakers. Literature was sent for the "Take One" tables at two other conferences. The NPIC Office Manager provided information to three media representatives and one counselor.

FINANCIAL REPORT

The entire Budget is comprised of Schedule 1, which details income, and Schedule 2, which contains our projected expenses. In addition, comparative figures for the prior year, both budget and actual, are also submitted.

Net income of \$163,000 is anticipated for 1989, compared with actual income of \$226,300 in 1988.

Literature sales, or income from publications, are expected to total \$5,130,000, an increase of \$363,000 (7.6%) from the prior year. Based on receipts in the first quarter of 1989, when sales were only 2.7% higher than the prior year, our projected increase may be overly optimistic. With the exception of the FIRST STEPS book and the larger print ODAT (originally published in 1988) all books and other literature (primarily pamphlets) are expected to record sales improvements in 1989. A 12.3% increase is projected for the AS WE UNDERSTOOD book to reflect its production in hardcover.

The overall gross profit from literature sales should be \$3,710,000, a gross profit rate of 72.3% versus a rate of 74% in 1988. Increased paper costs and printers' price increases are expected to narrow 1988 gross profit margins.

FORUM subscription income is now projected at \$348,000, an increase of \$10,500 over 1988. Interest income will be lower by \$7,000 because of a lower investment base due to the decline in net income.

In summary, net income from all sources should be about \$5,012,000 or 5.5% higher than in 1988. Overall expense is estimated at \$4,849,000 which is 7.2% higher than recorded in 1988.

Labor costs, our largest single expense component, are projected at \$2,330,000, an increase of \$270,900 (13.2%). The increase is comprised of an overall 6% salary increase and the addition of four new employees. Higher projected benefit costs can be traced to expected health insurance, disability insurance and unemployment insurance increases.

Expenses shown on the lines from Building Occupancy through Office Services & Expenses reflect inflation increases and normal increases associated with growth. Repairs and maintenance will be lower reflecting the upgrade of our computer equipment and a resulting decrease in maintenance contract charges. Travel and meeting costs will again increase with higher airfares and expanding committee participation. *FORUM* printing costs include new and higher contract rates and the printing of an expanded *FORUM* issue in memory of Lois. *INSIDE AL-ANON* and other printing costs should be lower in 1989, since the 1988 *INSIDE AL-ANON* costs include a special Lois memorial issue. Other service printing in 1988 included the cost of the biannual groupwide Handbook mailing. Handbook costs will consist of only update sheets in 1989. A charge of \$10,000 is included for P.I. media information projects which are not completely defined at this time. Canadian Public Information Office cost increases include additional staff hours, a professional breakfast and the purchase of a computer. WSO volunteer travel and meal expenses are costs incurred by the volunteers (other than committee members) who work at the office. The WSO provides car fare and lunch money for these volunteers. All other operating expenses show little change from 1988.

Non-operating expenses are projected at \$170,000. P.I. special projects expense is for costs which may be incurred in the event a national TV program deals with the family problem and lists Al-Anon as a resource. This line item has been part of the budget to cover this contingency since 1987, but to date has not been used. The Archives consultant's services ended in 1989. These services were originally provided for, but not used during 1988.

Finally, depreciation and amortization expense will total \$158,000. Our capital budget for 1989 should total approximately \$100,000 and include the purchase of word processing equipment, an offset press, a new copy machine, carpeting and a shipping scale. We are also, as noted earlier, leasing a new mainframe computer for five years at a cost approximately equal to the maintenance expense on our old system.

1989 Budget

Marjorie W., Treasurer

Richard Keilly, Controller
(nonmember)

AL-ANON FAMILY GROUP HEADQUARTERS, INC.

1989 Budget

Schedule 1

Literature Sales	Revised Budget 1988	Actual 1988	1989 Budget
FIRST STEPS--35 YEARS OF BEGINNINGS	\$ 20,000	\$ 17,500	\$ 16,000
AS WE UNDERSTOOD...	135,000	126,400	142,000
AL-ANON FAMILY GROUPS	89,000	83,900	88,000
AL-ANON FACES ALCOHOLISM	105,000	107,500	115,000
DILEMMA OF THE ALCOHOLIC MARRIAGE	92,000	90,500	95,000
ONE DAY AT A TIME	1,585,000	1,556,500	1,700,000
ONE DAY AT A TIME - Larger Print	90,000	71,200	60,000
FORUM FAVORITES	36,000	36,100	38,000
ALATEEN — HOPE FOR CHILDREN	50,000	48,800	52,000
ALATEEN -- a day at a time	155,000	155,200	170,000
LOIS REMEMBERS	23,000	25,100	25,000
12 STEPS & 12 TRADITIONS	340,000	332,100	365,000
Other Literature	<u>2,190,000</u>	<u>2,116,200</u>	<u>2,264,000</u>
<i>Income from publications</i>	4,910,000	4,767,000	5,130,000
<i>Cost of Literature Distributed</i>			
FIRST STEPS--35 YEARS OF BEGINNINGS	13,000	10,100	10,000
AS WE UNDERSTOOD	25,000	21,700	32,000
AL-ANON FAMILY GROUPS	26,000	24,500	23,000
AL-ANON FACES ALCOHOLISM	27,000	29,700	33,000
DILEMMA OF THE ALCOHOLIC MARRIAGE	24,000	23,400	27,000
ONE DAY AT A TIME	390,000	378,800	442,000
ONE DAY AT A TIME - Larger Print	32,000	24,300	21,000
FORUM FAVORITES	7,000	7,400	10,000
ALATEEN — HOPE FOR CHILDREN	16,000	14,200	16,000
ALATEEN — a day at a time	44,000	47,400	55,000
LOIS REMEMBERS	8,000	7,800	8,000
12 STEPS & 12 TRADITIONS	80,000	79,200	91,000
Other Literature	<u>570,000</u>	<u>570,000</u>	<u>652,000</u>
<i>Cost of Literature</i>	1,262,000	1,239,300	1,420,000
Gross Profit from Literature Sales	3,648,000	3,527,700	3,710,000
FORUM Subscriptions & back issues	335,000	337,500	348,000
Interest earned	51,000	59,000	52,000
Contributions	840,000	827,400	902,000
<i>Total Income</i>	4,560,000	4,751,600	5,012,000
<i>Less Expense (Schedule 2)</i>	<u>4,560,000</u>	<u>4,525,300</u>	<u>4,849,000</u>
<i>Excess of Income - General Fund</i>	314,000	226,300	163,000
<i>Transfer to Reserve Fund</i>	<u>314,000</u>	<u>226,300</u>	<u>163,000</u>
<i>Income Retained in General Fund</i>	\$ -0-	-0-	-0-

1989 Reserve Fund Interest - \$200,000

Schedule 2

Operating Expenses	Revised Budget 1988	Actual 1988	1989 Budget
Salaries (Incl'g Temp. Help)	\$ 1,645,000	\$ 1,635,700	\$ 1,840,000
Employee Benefits	<u>440,000</u>	<u>423,400</u>	<u>490,000</u>
<i>Total Labor Cost</i>	2,085,000	2,059,100	2,330,000
Building Occupancy	660,000	647,300	680,000
Packing and Shipping	300,000	301,800	330,000
Postage	275,000	281,100	305,000
Telephone	38,000	35,600	40,000
Stationery & Office Supplies	122,000	118,600	132,000
Office Services and Expenses	20,000	22,600	25,000
Repairs and Maintenance	53,000	50,100	47,000
Travel and Meetings	145,000	141,000	155,000
Legal & Audit	20,000	15,200	17,000
Printing: <i>FORUM</i>	116,000	118,200	135,000
Directories	44,000	43,700	-
Conference Summary	26,000	22,700	26,000
<i>INSIDE AL-ANON</i>	42,000	50,400	44,000
Other	63,000	83,400	70,000
CPC Exhibits	28,000	34,100	39,000
Direct Conference Cost	72,000	71,700	83,000
French Literature	76,000	73,900	76,000
P.I. Media Projects	-	-	-
Canadian Public Information	33,000	31,000	43,000
Regional Service Seminars	13,000	18,000	13,000
Volunteers' Travel & Meals	26,000	27,000	30,000
EDP Installation	9,000	3,100	7,000
Insurance	17,000	14,800	17,000
Miscellaneous	<u>20,000</u>	<u>28,000</u>	<u>25,000</u>
<i>Total Operating Expenses</i>	<u>4,303,000</u>	<u>4,293,300</u>	<u>4,679,000</u>
<i>Non-Operating Expense</i>			
Int'l Al-Anon Gen'l Service Mtg.	65,000	61,600	-
P.I. Special Projects	10,000	-	10,000
<i>FORUM</i> Readership Survey	11,000	11,000	-
<i>FORUM</i> Circulation Consultants	3,000	-	-
Archives Consultants	12,000	9,300	2,000
Depreciation & Amortization	<u>156,000</u>	<u>149,800</u>	<u>158,000</u>
<i>Total Non-Operating Expense</i>	<u>257,000</u>	<u>231,700</u>	<u>170,000</u>
<i>Total Expense</i>	<u>\$4,560,000</u>	<u>\$4,525,000</u>	<u>\$4,849,000</u>

THE FORUM

The FORUM Update

Anita M., FORUM Editorial
Committee Chairman
Fran M., Administrator

Projects Completed: Extra copies of the expanded 28-page memorial March issue made available at \$.60 each. At the request of the readers, the Committee approved moving The FORUM calendar to the inside back cover and eliminating the order form.

In Progress: The Executive Committee approved the recommendation to submit a motion for producing Volumes 3 and 4 of FORUM FAVORITES at the 1989 WSC.

Under Consideration: An international issue is planned to coincide with the IAGSM held every other year in September. A FORUM binder containing two years of The FORUM will be given to each Delegate at the IAGSM. Several ideas are being discussed as a result of the membership survey, such as improving the quality of the cover, adding pages and putting The FORUM on cassette. A memo was sent to the Executive Committee requesting consideration of expanding The FORUM to 28 pages, including a glossy cover. The Budget and Executive Committees subsequently recommended a subscription price increase to \$7.00 for Canada to cover postage, effective immediately. If the expanded format is approved, the Committees recommended prices be set at \$7.50, U.S. and \$8.50 for Canada and all other countries.

Canadian FORUM Subscriptions: In a related discussion, a motion that originated at the Conference to accept Canadian FORUM subscription payments in the Canadian currency equivalent to the U.S. price was approved.

INSTITUTIONS

Institutions Update

Bill S., Chairman
Claire R., Administrator

Committee: The Committee met twice in 1989 with Al-Anon members as guests, including one person from the black community.

Homeward Bound: The Committee requested additional sharings to cover a broader spectrum of relationships. The request appeared in the March issues of *AREA HIGHLIGHTS* and *AL-ANON IN INSTITUTIONS* and the May issue of The FORUM and will be submitted for a future issue of *ALATEEN TALK*.

October, Institutions Month: The 1989 calendar will be updated with a new theme and service ideas. The new calendar will be sent with *INSIDE AL-ANON* and *AL-ANON IN INSTITUTIONS* this summer.

Service Workbook (K-17): The Institutions section was approved for the 1989 revision. Work continues to make this section more useful. Under consideration is the development of a questionnaire to encourage periodic contact with facilities where Institutions meetings are being held.

Professional Terminology: The Committee is considering a piece that would address AFG policy regarding the use of professional labels at meetings.

Institutions Report-Back

Chesley L., CO



Institutions Video: *Walk This Path of Hope* was viewed. The Committee was pleased to note the variety of facilities represented; and felt the voices accurately depict our fellowship. *Walk This Path of Hope* (AV-19) will be available for distribution in early June.

October Is Institutions Month: The 1989 theme will be, *Walk This Path of Hope*. Additional service activities for the calendar were developed: cooperation with AA in institutions; planning local fund raisers to support literature needs; showing and discussing *Walk This Path of Hope* at group, District or Area levels. Suggested service material lists were revised.

Professional Terminology: Concern was expressed about the continuing use of professional terminology. A motion was prepared for submission to the Conference:

"To develop a piece that would address the use of professional terminology in Al-Anon/Alateen meetings."

(The motion was subsequently carried by the WSC.)

INSTITUTIONS continued

Bill discussed the completion of the Institutions video, *Walk This Path of Hope*. The 1988 WSC approved the production of an audiovisual tool to help increase Institutions service work. The video was shown to Conference participants. Anonymity was maintained by focusing on what was being said, rather than who was saying it. The sharings were from Al-Anon members involved in Al-Anon/Alateen Institutions work who expressed personal feelings of growth through their efforts. "I hold out my hands so others can walk this path with me." "I was fearful of people...through this type of work I learned patience...I could make a commitment."

The video was well received by the Conference members, "The film does a beautiful job of eliminating fear."

Institutions Video

Bill S., Chairman

Claire R., Administrator

INTERNATIONAL CONVENTIONS

Mary Ann K. and Carole K. met with contractors to discuss decorations, entertainment and possible banquet needs during their visit to Seattle in early March. Plans for meeting space were finalized with Convention Center personnel. A meeting with the AA staff was held to discuss registration forms; the taper received the Al-Anon and Alateen program. While in Seattle, they spoke at a Welcoming Committee fund raiser.

1990 International Convention Update

Myrna H., Chairman

Carole K., Convention Coordinator

Mary Ann K., Co-Coordinator

"We're just about there..." was the introduction to the 1990 presentation at a luncheon focused on the city of Seattle. Conference members were treated to a taste of what's to come -- fun and fellowship. After lunch, the Committee provided the Conference with as much up-to-date information as possible.

Registration forms will be sent in September 1989. The mailing schedule is set by distance from the WSO to be fair to everyone who will be housed on a first come first served basis. The registration fee of \$55 *must* be paid by personal check; *no travel agency checks will be accepted*.

Hospitality suites can be made available to Areas, Regions, Districts, etc. A hospitality coordinator should contact the WSO as soon as possible with detailed information: what dates, what size suite, who the main contact is and how the group should be listed in the program. The WSO Staff will put the Al-Anon contact in touch with a hotel contact.

It was pointed out that a Pioneer Luncheon is being planned in place of the breakfast. It will be difficult since Lois is gone, but the pioneers will continue to share, "It takes only one person to start something but many others to carry it out."

Other plans include: Al-Anon/Alateen Young People's Dance hosted by Alateen, but for all who are young at heart; an official picture of the Al-Anon Parade will be made available. Other events are: Big Meetings, Workshops, and a Conference Reunion Luncheon.

The Coordinators enthusiastically encouraged all Delegates to take the news of the Convention back with them to their Areas and encourage attendance.

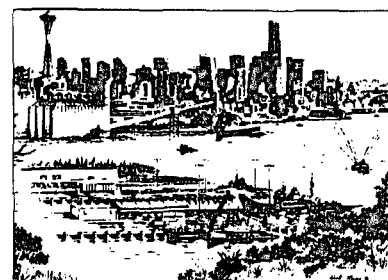
1990 International Convention Presentation

Myrna H., Chairman

Carole K., Convention Coordinator

Mary Ann K., Co-Coordinator

Sandra F., Special Events Chairman



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MaryFran W., Regional Trustee, gave some background on the 1995 International Convention: Al-Anon has a unique relationship with AA. It has always been Al-Anon's desire to acknowledge with gratitude the spiritual contribution of AA to our fellowship. Celebrating, particularly at the International Convention, is part of our Al-Anon heritage with AA. At the 1982 World Service Conference, a motion passed for Al-Anon to have its own convention separate from AA, but side-by-side with AA, which we successfully did in 1985 at Montreal, Canada.

The increased number of Al-Anon members attending the International Conventions is an indicator of Al-Anon's worldwide growth. In a sense, we have been forced to become competitive with AA for prime meeting space, no matter which city is chosen. The problems San Diego poses to the Al-Anon Conventioneers include: uncertainty regarding hotels designated for Al-Anon, since they are still in the developmental stages; and successfully

1995 International Convention Presentation

Myrna H., Chairman

Mary Ann K., Coordinator

Carole K., Site Committee Member

INTERNATIONAL CONVENTION continued

1995 International Convention Presentation

Myrna H., Chairman
Mary Ann K., Coordinator
Carole K., Site Committee Member

transporting participants to and from events which depends on an elaborate shuttle bus system that must be created costing approximately \$600,000.

Convention costs are a factor that must be covered by the 1995 registration fee which we envision to be about \$90 to \$100 per registrant.

In reviewing this matter, our Board of Trustees is concerned about the high registration fee necessary to cover exorbitant costs. If the fee does not cover costs, Al-Anon will sustain a loss which will be paid from the General Fund. This comes from all Al-Anon members, not only from those attending the Convention. This financial risk led the Board to recommend that Al-Anon not hold a 1995 International Convention in San Diego simultaneously with AA, but to participate at the Convention if AA agrees to subsidize the cost.

An in-depth, heartfelt sharing between Conference members took place to discuss this issue. Questions were answered and ideas expressed in an open forum to decide what was best for the Al-Anon fellowship. As a result, a vote was taken on the motions proposed by the Board of Trustees: to hold an International Convention at the same time as AA in 1995 (not carried); to consider participation at AA's 1995 International Convention if AA agrees to subsidize the cost (motion carried).

Via a show of hands, Conference members reflected interest in holding an Al-Anon International Convention some time in the future. A large majority of Delegates supported the idea of looking into the feasibility of this project. More detailed financial information for Al-Anon to run its own International Convention will be reported to the 1990 WSC.

INTERNATIONAL COORDINATION



International Coordination Update

Marge W.,
Chairman
Mary Ann K.,
Administrator

Soviet Union: An Al-Anon member from the Soviet Union visited WSO January 3rd and left his name as the group contact for the first Al-Anon group in that country.

GSO News: Iceland opened an office from Monday to Friday; Switzerland (German) relocated from a member's home to an office, and Sweden is beginning to build a structure -- 90 groups.

IAGSM: A slide presentation of the first IAGSM outside the U.S. was shown. Twenty structures from around the world attended. While in London, an ad hoc committee was formed to study the relationship between the IAGSM and the WSC. Members of the committee include: Cecilia M., Japan; Bill S., WSO; Alice C., Argentina; Sheila A., U.K. & Eire, and chaired by Systa T., Sweden.

The structure of AFG in Japan

Cecilia M.,
Representative from Japan

Cecilia M., Representative from Japan, reported on Al-Anon's progress in her country. Overcoming obstacles is an ongoing effort since the Japanese culture emphasizes emotional unity as a family. Accepting the concept of a Higher Power as well as understanding the philosophy of a self-help group are added barriers.

To illustrate their growth, Cecilia graphically compared Al-Anon's start in Japan with that of unfertile land. The obstacles were like big rocks preventing the seed from growing. She explained, "The only door open to those in terminal stages of alcoholism was that of psychiatric treatment in the mental hospital." With the help of a Higher Power and the World Service Office, the seed was planted and finally began to grow.

Al-Anon began in 1980 with the GSO being formed in 1981. The major focus at this time was translating the literature into the Japanese language for the groups that were forming. As of March 1989 there are 69 groups including three adult children groups and four Alateen groups. As of now only one group does not financially support the GSO.

"I wish to acknowledge how very grateful I am for the gentle and certain guidance of the Higher Power in my life. I am also grateful to be given the chance to attend the World Service Conference." Cecilia closed by expressing love and good wishes from all the Al-Anon members in Japan to the 1989 WSC members.

MANY FACES OF AL-ANON

I have always had alcoholics in my life; I don't think I would feel normal without one. I do not call myself an adult child of an alcoholic; when the child in me comes out, she is only seven years old, terrified and powerless. There is nothing adult about her. Dealing with myself as an adult or as a child makes a significant difference in how I approach my Al-Anon program. As an adult I can turn to other people for reassurance. When I turned to adults as a child I was told that the problem in my family was me -- and I believed it.

Growing up, I was terrified of the things that went on at home. I was afraid of being abused physically, sexually and emotionally. I learned not to trust people, not to share and not to allow myself to be vulnerable.

I found Al-Anon because of my husband's drinking. I blamed him for all my problems as an adult and my parents for my problems as a child. Al-Anon showed me that I had some choices -- I could stay in my disease or choose to recover. When I began to deal with my childhood I got very angry -- I didn't "choose" my parents. My deep-rooted anger frightened my Al-Anon friends, but they cared enough to help me face it.

I applied the Steps differently around the childhood disease because the problems were so much more complex. It took 30 years for me to tell anyone that I had been sexually abused as a child. Carrying that secret affected my life drastically. Through working Steps Four through Nine I found an incredible release. I was finally able to put my childhood to rest and deal with the rest of my life.

I had the opportunity to take the Ninth Step with my family recently. One of the amends was to tell my mother that I was sorry for the anger and resentment that forced me to shut her out of my life. Our relationship could begin moving into the present. One of the greatest gifts I've received from this program was the chance to begin knowing my mother as a human being rather than the woman who was so obsessed with someone else's behavior that she had no time for me. I saw beyond the woman who had unknowingly allowed me to be abused and harmed. I was able to see the woman who had suffered for 39 years in an alcoholic marriage.

I was also able to develop a relationship based on mutual respect with my sister. I'm still working the Ninth Step with my brother. He is not yet in recovery and still carries the belief that I'm the family problem. Today I know that I am not the problem. It has taken years to resolve these issues and learn how to forgive, but that is the key to recovery. When angry adult children come into your groups, remember, they are just little kids looking for the road to recovery.

Sheila M., AK

I started wondering about myself years ago. I wondered why I was such a lonely child, why my daddy drank too much, why my mother didn't seem to have a personality and why my family seemed to be so different from other families.

I was the youngest of three children and grew up in what I was told was a wonderful family, but I remember that the drinking always scared me. My mother didn't drink for she was of Quaker descent; daddy was the one who drank; he was from New York City.

It was when my family moved to a Philadelphia suburb that my father's drinking increased. Our Saturday afternoon family lunches turned into nightmares when daddy would make statements like, "I wish I were dead." Mommy would start crying and we would all leave the table in tears. I learned at a very early age how to react to drinking and compensate for someone else's behavior. I felt so alone.

I learned my lessons so well that when I married it was to an alcoholic. After all, this is what I was taught, this life-style was normal for me. I didn't have any trouble being lonely and scared. No longer was I thinking for myself, I was just reacting.

When I finally had an inkling that the abuse might be attributed to alcohol I contacted the local NCA and accepted their advice to attend Al-Anon meetings. I was convinced that my life wasn't as bad as those people in Al-Anon. I just needed to be more understanding and accepting. After all, my husband was a typical Wall Street banker in a very competitive, pressure-filled business.

Years later, after my daughter was born, I realized things were regressing and now she was being subjected to an alcoholic environment. Finally I was able to take Step One -- I knew I was powerless and my life had become unmanageable. I started to attend meetings again

Pat G., WSO

MANY FACES OF AL-ANON continued

and a miracle happened. My husband sought help through a treatment center. I was so full of hope thinking that treatment would absolutely cure everything.

Although my husband went to AA, my daughter to Alateen and I was part of Al-Anon, our life seemed to get worse instead of better. We tried treatment together, but I knew I wasn't happy. There was so much anger and resentment all the time. My fears escalated; I finally left the night my husband tried to kill me.

I set up house for my daughter and myself. It was the first time I realized I could be a responsible person. Through another Fourth Step inventory I discovered things I never could have seen earlier. I am finally ready to accept and move along with my life while letting go of the past. I know I can only do this with the help of God. I know that I can live a healthy life now. Al-Anon has brought me this far. I love my program and hope I will always stay with it.

Patti K., ND

I grew up on a farm in rural North Dakota. I had a very quiet childhood in a very close family -- we never had any major difficulties. Because we lived in such a small community I never had many friends.

I met my husband at a wedding dance. It felt so good to meet someone who really cared about me. When he moved to another town to attend college, I decided to follow him. Life without him would never be complete. During our college days I was introduced to alcohol; we had a lot of good times then.

After we got married, things didn't seem to be much fun anymore. My husband would go to bars after work and not come home until late. I was extremely resentful, being left at home to care for our two children. When he was offered a job in another town, I thought it was a good opportunity to start over, until I found out that the job was manager of a bar.

My behavior became irrational. I started chasing him around town, calling bars looking for him. My favorite thing to do was pull the wires from his car engine and watch him try to put it all back together. I wondered what else I could do to stop him from drinking. I thought getting pregnant again would do it, but he reacted with, "You really know how to mess things up."

This insanity continued for five years before I tried counseling. My first counselor said that the only way to get better was to leave my husband. I didn't want this; I wanted my marriage to work. Another counselor asked me to give Al-Anon a chance. During the meetings I found acceptance and patience. I had never been around people who accepted me so lovingly. I tried reading and practicing the Twelve Steps, but the answers didn't come fast enough. While my husband was progressing in AA, I was regressing.

I tried harder, kept it simple and things started to get better. You were patient with me while I learned. You encouraged me to get involved in service to further my recovery. I have so much to be grateful for, thanks to Al-Anon.

Mary C., PA

Our literature tells us that alcoholism is often recognized in the nonalcoholic first. My neighbor noticed that I was often nervous, confused and had a very distorted perspective. She very cautiously told me about a fellowship I might be interested in. She didn't mention that it was a recovery program for me. I knew her husband had been in AA, but didn't think my mate was one of THEM.

I thought I would go and learn how to make my husband drink obediently. I don't think I wanted him to stop drinking, just learn to drink the right way. I agreed to go to this meeting that was 35 miles from my home. After all, no one would know me there. My first lesson in humility came that night when the man who met me at the door was not only a neighbor, but the usher in my church. I immediately explained, "I'm not the alcoholic and I didn't come here for me." He wisely moved back and pointed to the stairs.

Some people say they loved Al-Anon the minute they arrived. Not me, I thought they were a bunch of crazy people talking about some kind of "steps" and getting sane. All I wanted was information on obedient drinking. These people could see right through me. They knew I needed the program and encouraged me to keep coming back. They told me I wasn't alone, that alcoholism is a disease that I had not caused and could not cure. I knew they had something I wanted, but I didn't know what it was.

My goal when I came to Al-Anon was to find out what I was doing wrong. Looking back I was lucky -- they told me to attend open AA meetings to see the futility of thinking I could

MANY FACES OF AL-ANON continued

cure alcoholism. As I started to surrender to the First Step and focus on my own pattern of behavior, I realized the need for my own recovery. The program helped me accept the reality that I was deeply affected by alcohol even before I got married. How well I remember telling myself I would never be the angry and fearful person my mother was, only to repeat her actions. I realized my behavior and attitudes were more damaging to my children than the alcoholic's.

Al-Anon taught me that my Higher Power could repair the past and, in His own time, repair whatever mistakes I had made with my children and myself. I learned to live one day at a time, to keep working these Steps and to keep practicing the principles in all my affairs.

LITERATURE

Projects Completed: Index to Recovery in CAL (P-63); Banners: Twelve Steps and Twelve Traditions (M-45); Sampler of Al-Anon/Alateen Literature (K-8); Al-Anon Spoken Here (P-53) redesigned.

AL-ANON FAMILY GROUPS Revision/Expansion: The first four chapters are being prepared for review by the Policy Committee. A second draft of chapters 5-6 and Part II is being prepared for review by the Literature Committee.

Difficult Situations: The outline, introduction and first chapter are being reviewed by the Literature Committee.

Daily Reader: The first 30 readings submitted by the writer/editor are being reviewed by the Literature Committee.

Illustrated and Large Print Material: Sales figures for these items do not reflect a clear demand at this time for similar items.

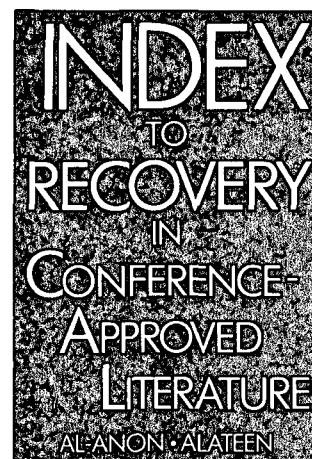
Revisions: Al-Anon, You and the Alcoholic (P-2) and So You Love an Alcoholic (P-14) will undergo major revisions in 1989.

Excerpted Material: The Committee is carefully evaluating proposals from groups to publish collections of material excerpted from CAL.

FORUM FAVORITES: The Committee will review editorials selected for Volumes 3 and 4.

Literature Update

Peggy L., Chairman
Geri H., Administrator



Conference Approval Process: Manuscript Review — The Literature Committee reviewed the process as described in the Policy Digest (pages 24-25) with the aid of a simplified chart. Discussion ensued regarding requests from Delegate members for additional feedback from In-town Committee members. The subject was left open for further discussion. Several members expressed a desire to review a final version of each work prior to submission to the Policy Committee. The Committee agreed to such a review within a designated time frame. A non-timely return will constitute approval.

AL-ANON FAMILY GROUPS Revision/Expansion: Designs for a proposed cover, title page, introduction and table of contents were enthusiastically received by the Committee. The question was raised whether this book is being "substantially revised and expanded" as mandated by the 1987 WSC or whether it is being rewritten. Although agreeing that the term "revision" denoted change and "expansion" reflected new material added, several members were not certain the original intent of the approved motion was being adhered to.

Two Delegates, acting independently of the Committee, submitted a motion to the Conference to re-affirm that the original intent of prior Conference decisions regarding the AL-ANON FAMILY GROUPS book is to revise and expand the existing material rather than create a new work. The motion was not approved by the Conference. With the status of the book uncertain, the Board of Trustees formed an ad hoc committee to review all aspects of the project before proceeding further.

Literature Report-Back

Sheila M., AK

OPEN DISCUSSION

Sandra F.

Sandy explained that the Red Light/Green Light Sessions give Conference members the opportunity to discuss concerns not covered elsewhere on the agenda.

The 17 preprinted questions submitted to the WSO were distributed and reviewed. One question was inadvertently omitted from the listing. Conference members were asked to write it in as question number 18. Sandy suggested two questions on the list may be better served by being included in the Ask-It-Basket rather than open discussion, but left it to discretion of Conference members.

The procedure recommended by the 1988 WSC was implemented for the first time.

- no questions categorized or clustered
- members vote in terms of a 1-5 priority system
- balance of questions, as appropriate, will go to Ask-It-Basket or workshops

Although clustering was to be eliminated this year, Sandy explained that there were duplicate questions received by the WSO; therefore, they were grouped together. However, if the membership preferred, she was prepared to redistribute a sheet with each item numbered separately. The consensus of the Conference was to accept the forms as originally submitted.

The voting procedure was discussed next. Sandy explained that the ballots should be completed with the five topics each Delegate would like included in Open Discussion numbered 1-5, with number 1 being the higher priority. Ballot sheets were then filled out and collected.

The Conference members requested that the WSO provide additional time for selecting topics next year. It was agreed that the deadline for submitting topics to the WSO would be one week earlier and the Conference members would then receive the preprinted questions when they arrived, providing additional time for review.

Kit B., MN (S.)
Moderator

Reconsider our dual member policy regarding service beyond the group level; is it discriminatory?

- In LOIS REMEMBERS, Bill recommends that AA be kept out of Al-Anon's service structure.
- The problem in our Area is not only the service structure, but keeping the dual members from taking over the meeting.
- We don't exclude members of other programs from service; why do we prohibit AA members?
- We have found that AA members' primary responsibility is to the AA program, particularly Twelfth-Step work.
- We have to do what's necessary to protect the Al-Anon program from becoming diluted. I'm concerned why AA members want to serve in Al-Anon when AA needs them.
- My Area feels very strongly about keeping our current policy intact.
- I have a lot of problems with this policy. I feel membership in Al-Anon qualifies a person for service regardless of their dual membership.
- I don't think it's right that we, as a fellowship, force AA members to break their anonymity in order to comply with our policy.
- A dual member in my Area recently said he goes to AA to stay sober, but attends Al-Anon meetings to learn how to live.
- I always thought our policy was unfair, not discriminatory.
- Our program is not to serve the alcoholic -- we are here because our lives have been affected by the alcoholic.
- We should not dilute our program by allowing dual members to serve.



Mary A.-T., CA (N.)
Moderator

Poll the fellowship regarding changing the sexist terminology in the Twelve Steps and Twelve Traditions. Comments:

- Not a real concern in my Area; everyone has learned to adapt, particularly the men.
- This is frequently brought up, but when we explain the procedure to change the 12 and 12, the request is usually dropped.
- My Area has experienced the gender language affecting some groups -- they do not read the Steps that refer to "him."

Conference members were asked to vote by a show of hands, their willingness to request the WSO to poll the fellowship to change the Steps and Traditions. The overwhelming consensus was not to pursue the request.

Considering there are over 4,000 Spanish-speaking groups worldwide and the nonexistence of a standing committee to gain a wide group conscience on Spanish translations, could the existing Spanish Subcommittee include "Delegate" members from Spanish-speaking countries as well as Puerto Rico, the only Area in the WSC with Spanish as its main language?

- Since Puerto Rico is the only Area in the WSC with Spanish as its main language, include members from Spanish-speaking countries on the Spanish Translation Subcommittee.
- Members from Puerto Rico are not happy, at times, with the quality of Spanish literature translations.
- The Spanish translation process is directly tied in with the printing production schedule of the English version. The Spanish Subcommittee integrates material into a universal Spanish translation to be used worldwide. Since it appears the problem exists only in Puerto Rico, I don't recommend making any changes to the process.
- Standards must be maintained. Even English is used differently around the country; therefore, whomever has primary responsibility maintains the standard.
- I agree with our current procedures. Last year a French translation was handled outside of the PFA and the wording created some issues. We do need to maintain a standard focal point.
- This could possibly be an agenda item for the next IAGSM.

Reorganize those Alateen members under 12 years of age and meet their needs for CAL.

- Children can understand. With literature and guidelines we can reinforce the way meetings must be run to meet their needs.
- By addressing the needs of these children, we can prepare them for Alateen and avoid problems for adult children.
- I don't think we would have any problem getting sponsors. The problem is getting literature.
- This could open up legal issues regarding liability, insurance, etc.
- Developing literature for children under 12 might encourage a younger membership.
- I'm afraid we may have to screen sponsors. I don't see how younger children would be able to recognize a bad sponsor.
- I'm concerned how younger children would be able to maintain the Al-Anon policies of self-help, etc.
- We are learning that the ages of children in our groups are getting younger. With this in mind, are we meeting the needs of our fellowship by not addressing this?
- Let's not overlook the legal implications of serving a membership too young for Alateen.
- A sponsor would retain the right to not allow anyone to disrupt the meeting; specifically, a younger child whose attention span might cause problems. I was a sponsor for younger children and found they did share experiences, but I was sharing the strength and hope. As a result of the heartfelt, open and honest sharing during this session, a motion originating from the floor of the Conference was presented, requesting the Board of Trustees review inconsistencies within our literature. The discrepancies pertained to age references for Alateen groups. The motion did not carry.

Lydia M., PR
Moderator



Paralea R., IL (S.)
Moderator

The remaining concerns from the Open Discussion Session were referred to seven workshops for consideration.

What action should an Information Service Office take if it disapproves of the group's practices for format?

The workshop assigned this question felt the Area Information Service is there at the will of the group, they do not grant permission. If groups do not follow the Steps and Traditions or use the guidelines, they will have to deal with the consequences. Additional clarification can be found in the Policy Digest, pages 12 and 24.

Workshops

**Workshops
continued**

How does a group sign a release of indemnity requested by the church used for meetings without breaking anonymity? If signed, is there a liability exposure?

A "group" would not be able to sign such a document. Each individual is free to make their own decisions, while the group remains autonomous. By signing a release of indemnity, the intent is merely to release the church from liability; the person signing the release would not incur liability.

Since we have an Institutions Month in October and a P.I. Month in May, how about a month devoted to CPC?

Although the idea is a good one, it may be too constraining for the many professions to reach. Perhaps a year-long calendar divided into pairs of months geared for specific groups, i.e. one month for doctors, lawyers, would be more appropriate. During the first designated month contact could be made. Since follow-up procedures are vital, the second designated month could serve that purpose.

Do Areas subsidize RSS attendance by funding some member participation?

More Areas are seeing the benefit of sending members to Regional Service Seminars, including Seminars held outside the Region. Sending non-service members plants the seed for us to reap the harvest. Attendance by members of the World Service Committee sparks interest while Delegate attendance is a benefit. The general consensus was that this practice can be most beneficial to all parties concerned.

Can the WSC have a voice in selecting Delegates to the IAGSM?

After the workshop, membership reviewed the IAGSM structure. They had difficulty understanding the intent of the query. The feeling expressed was that the International Coordinator was representing the WSC when attending the IAGSM.

Discussion of video recorders at AI-Anon events.

Protection of anonymity was the primary concern. Other concerns expressed were in relation to possession and control, use and ownership of the recorded material, as well as the makeup of the audience. If the recordings were used, they would serve as material for archives only.

Could our Concepts be reviewed and changed to allow softcover books since hardcover books are not allowed in locked facilities?

The workshop members referred to Concept XII (page 39) which neither prohibits nor approves the production of softcover books, but addresses the economic and quality considerations for literature production. Each Area should discuss solutions for modifying books in line with institutional restrictions, i.e., removing covers, or entrusting the books to the facility until the inmates' release.

How can we motivate groups to increase contributions?

All the workshops agreed that increased local emphasis within their Areas could aid in motivating contributions. Several suggestions included: articles in Area newsletters; using the personal touch in fund raising; using and explaining the Seventh Tradition leaflet. The common idea expressed by the workshops was educating the membership on the importance and significance of contributing funds. It was recommended that the WSO include a copy of the leaflet with the appeal letter mailing. In this vain, a motion originating from the floor of the Conference was presented to have the WSO include a copy of the 7th Tradition leaflet with each triannual appeal letter. After much discussion on cost and practicality, the Motion was defeated.

As with the Twelve Steps and Twelve Traditions, Al-Anon should adapt AA's Promises.

The majority opinion was that in Al-Anon we do not make promises, rather we offer our experience, strength and hope. Adapting the Promises could be in violation of our Eleventh Tradition. Some members felt strongly in favor of using the Promises, pointing out there is nothing specific in them to AA except the copyright.

Since Literature Distribution Centers may have to charge shipping/postage expenses, can the WSO pass on these costs to the members/groups when ordering direct from the WSO? This would eliminate the dollar advantage the WSO may have over LDCs and result in a reduced expense for the WSO as well.

The main purpose of a Literature Distribution Center (LDC) is to expedite literature to the groups; therefore, it is a service. While a substantial discount is already given to an LDC, the Conference was alerted that charging for shipping/handling is being reviewed by the Budget Committee. In the interim, suggestions included: when feasible, have members pick up the literature to save on postage; one LDC mails 4th class at no charge to groups and 1st class if the group is willing to pay the difference.

Would the World Service Conference re-evaluate their stand on specialized groups being listed as specialized?

It was suggested that Delegates bring the matter up in their Areas and, if appropriate, at the 1990 WSC. One thought that the name of a group, however specialized, is the members' first effort at group conscience; it may help members identify themselves as a group.

**Workshops
continued**

POLICY

Audrey informed the Conference members of the composition of the Policy Committee: Members of the Board of Trustees and Executive Committees; WSO Staff Administrators; Committee Chairpersons; the Executive Director, and Deputy Executive Director. As all 31 members stood, she pointed out that this was the largest group conscience meeting short of the Conference itself.

The Policy Committee recommended text changes to The Digest of Al-Anon/Alateen Policies, beginning with the section entitled Membership Eligibility. The proposed change will re-emphasize that Alateens are members of Al-Anon and may attend Al-Anon meetings. To reinforce the fact, the Alateen Committee recommended that a statement be added to the Digest similar to the one already appearing in Al-Anon and Alateen Groups at Work. Text of the approved change can be found in the motions section.

In the Digest under the section, Individuals With Other Problems, the Committee proposed a statement be added to assist individuals and groups within the fellowship to give direction to people who attend Al-Anon meetings with problems other than alcoholism. At the April 1988 Policy Committee meeting, an ad hoc committee was charged with examining the current phrasing in this section to: determine whether the word "refer" should remain, since professionals make "referrals"; remove references to specific organizations since they are not necessarily for families and we could never remain current; and indicate that membership qualification can only be determined by the individual. The motion carried and can be found in the motions section.

A motion originating from the floor of the Conference was presented to delete the word "deeply" from the Digest, p. 12 under the heading of Membership Eligibility.

The motion was withdrawn by the originator and referred to the Policy Committee for consideration.

Policy Presentation

Audrey S., Chairman

Sandra F.,

Deputy Executive Director

PUBLIC INFORMATION

Public Information Update

Patricia G., Chairman
Carole K., Administrator

Reaching Minorities: A listing of black media contacts was sent to P.I. Coordinators for their Areas. WSO sent Al-Anon and Alateen information to the National Black Media Organizations. A minority meeting was held in late March where members gave reports on their attendance at WSO In-town Committees and projects within their communities.

Press Release: In addition to P.I. Coordinators, Trustees and Delegates, a spring press/media release was sent to AP, UPI and PR Newswire regarding the newly registered Al-Anon group in the Soviet Union. As a result of this release, a radio station in Chicago, WMAQ, requested a telephone interview, an article appeared in the *Boston Herald*, and the *U.S. Journal* asked for additional information for an article. Two news releases were sent regarding *Just Topsy, Honey* and *My Name is Bill W.* As a result of the flyers on *Bill W.*, produced by the Institute of Learning, WSO received inquiries for Al-Anon/Alateen literature. A follow-up letter to P.I. Coordinators was sent regarding the newest PSAs.

Press Attendance: Due to the increasing media interest in Al-Anon, the P.I. Committee invited the press to Stepping Stones on Saturday, April 29th for the memorial plaque presentation.

Other: The Service Workbook revisions were completed. Three hundred sixty-three calls were processed by the 800 number. Thirty-one percent of these resulted from the ABC show *Just Topsy, Honey*. A Pebble in the Pond will be forwarded for production.

Public Information Report-Back Virginia S., FL (N)

The original M-38 Table Display with the kangaroo pocket and a revised sample, using the Alcoholism Can Tear A Family apart poster, were viewed. The Committee decided to develop a new display using the poster.

Concern was expressed over the lack of Area response on the feedback sheet that is to be included in future PSAs. The Delegates were asked to submit comments for the P.I. guidelines that are being revised.

The Executive Committee has given conceptual approval to develop a handout on anonymity. The leaflet would contain short, bulleted excerpts on one side and a mini-poster on anonymity on the other. The P.I. Committee presented the following motion:

"The P.I. Committee recommends to the 1989 World Service Conference that it approve production of a display leaflet on anonymity."

New radio scripts will be developed. Area Coordinators are asked to submit Al-Anon/Alateen scripts found to be successful. A P.I. campaign to inform cable TV stations of the availability of *Al-Anon Speaks For Itself* was discussed. May 1990 was given as a possible date for launching this project which would include mailings, a poster, a bank of articles, repackaging the video and a workshop for its distribution by Areas and Districts.

The P.I. Service will be sending news releases every two months to P.I. Coordinators announcing current information.

SHARING AREA HIGHLIGHTS

Henrietta C., Chairman, NM
Roxy C., Moderator, NY(S)

The following topics were discussed at the Sharing Area Highlights Session:

- Does our literature cover newcomers donating when the basket is passed?
- Free literature to newcomers is bankrupting groups.
- Limited access groups have GRs attending District meetings in a different District.
- How does an Area set up a District?
- How are Areas handling requests for equipment to aid the hearing impaired?
- The need for information regarding whether an Area should divide, and how to do it.

SHARING AREA HIGHLIGHTS continued

- A request that the Board of Trustees look into the feasibility of producing the ODAT in braille.
- How many Areas have Alateen Conferences where the Alateens have closed meetings, closed to sponsors and other adult registrants as well?
- A suggestion was made that an Area retain three, first edition volumes of our books in their Area Archives rather than submitting them to the WSO.
- A request for suggestions on handling group records.
- Several Areas are concerned about CAL which contains words or phrases not used in our fellowship, i.e., Merry-Go-Round, Index to Recovery and Guide to the Families.
- Is it appropriate to use a puppet show version of What's "Drunk" Mama? at a convention?
- Workshops are using topics, such as AIDS, which are not within Al-Anon.
- A DR decided that one member had been in service too long and took it upon herself to close the group mailboxes and establish a new one to distribute mail to the groups. The District is in chaos and the Area has been asked to help.
- A group calling themselves Al-Anon is using only the AA Big Book for meetings.
- A group is being asked to get insurance in order to keep the meeting at the locale.
- Three Areas requested input on election procedures and possible Handbook changes.

REGIONAL SERVICE SEMINAR

U.S. Northeast: The Seminar will be held 8/4-6/89 at the Stamford Sheraton (CT), site of the WSC. Theme: Pocketful of Miracles.

Canada West: The Seminar is scheduled for 11/10-12/89 at the Sheraton Landmark in Vancouver, BC. Theme: Service — Attitude of Gratitude.

U.S. Southeast: The Seminar will be held 3/10-12/90 at the Holiday Inn Downtown located in Jackson, MS. Theme: Participation: The Key to Growth.

Other News: Updated guidelines for Regional Service Seminars will be distributed during the breakout sessions. Beginning in 1991 after three new Regions are formed, three RSS's will be held each year. Bids from the U.S. Northwest are now being accepted; the selection will occur during the fall.

Regional Service Seminar Update

Mary Fran W., Chairman
Rita McC., Administrator

Since one-third of the Delegates were new, Mary Fran reviewed the plan given conceptual approval by the 1985 WSC to add three new Regions; the '86 Conference approved the motion to add one Region per year. For the 1989 Conference, a three-year trial plan was instituted to elect a Regional Trustee to the newly designated U.S. North Central Region.

Although still considered a part of the U.S. Southeast Region in 1989, Missouri, Arkansas and Louisiana did not submit candidates for the selection process since they will do so next year for the new U.S. South Central Region.

With the formation of the new South Central Region, the Areas remaining in the U.S. Southwest Region will select an RT nominee, as will the remaining Areas of the U.S. Northwest. In 1991, the three Canadian Regions will select RT nominees according to the newly designated Regions.

The new experimental RT Plan will impact upon scheduling future Regional Service Seminars. In complying with the 1986 WSC Board motion, additional Seminars will not be scheduled until 1991 when all new Regions have been added. There will then be three Seminars each year.

Expansion of the Regions

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

NOMINATING

Nominating Committee Update

John B., Chairman

Meetings: Committee held one meeting in January and met the six potential nominees. Three were nominated. The members approved the simplified explanation of the nominating process to elect Trustees-At-Large and Regional Trustees that will be used during Conference week.

Nominating Committee Report

John B., Chairman

A condensed explanation of the Trustee-At-Large selection process was presented. Specifically, the names of qualified members are requested by and submitted to the Board of Trustees Nominating Committee. A profile resume with pertinent information is required. As of 1989 there are nine Trustees-At-Large with three elected each year.

John thanked the Delegates for submitting 23 resumes for consideration and for their strong support of this process. After review by the CCT and Nominating Committees, six candidates were submitted to the Board and invited to attend a reception prior to the January 1989 Board meeting. Three nominees were selected. These names are being submitted to the Conference for traditional approval. After receiving approval the election will take place at the annual Board meeting. In this way, the Board elects its successors.

Trustees-At-Large: The Conference gave its traditional approval to the following nominees:

Louise B.	VA	First 3 year term
Syntha E.	NE	First 3 year term
Bill S.	NY	Second 3 year term

Regional Trustees: Traditional approval was also given to the slate of RTs nominated earlier in the Conference week:

Angela W.	U.S. (North East)
Maxine K.	U.S. (North Central)

(The U.S. Southeast Region did not elect an RT; the only ballot taken for this Region failed to receive the two-third vote required for a candidate.)

Executive Committee: The Conference membership was advised of the Board selection of Executive Committee members for a one year term:

Bob D.	PA	(eligible to serve 3 years)
Jane O.	NY (S)	(eligible to serve 2 years)
Rae S.	NY (S)	(eligible to serve 1 year)
Mary Ann K.	WSO	Administrative Staff Member

Jane O. was elected Chairman of the Executive Committee.

Officers of the Board: The officers were approved as follows:

Mary Fran W.	AZ	Chairman
John B.	IL	Vice Chairman
Mary C.	ONT	Treasurer

Myrna H. serves as Secretary of the Board by virtue of her position as Executive Director.

A motion was made, seconded and carried to approve the 1988 Nominating Committee Report.

Conference Committee on Trustees Update

Carolyn W., Chairman

CCT completed the second year of its second three-year trial period as a subcommittee of the Nominating Committee. Carolyn reminded the Conference that the function of CCT is to assist the Nominating Committee in soliciting resumes for potential Trustees At-Large.

This past year was the first opportunity for the Committee to operate without procedural changes. After the 1988 WSC, all Conference members were invited to submit resumes and related material for candidate selection. Twenty-three resumes were reviewed by CCT and Nominating Committees.

After discussion, it was concluded that both committees have reached an acceptable standard of evaluation of candidates and that the defined role and function of the CCT ran very smoothly during the past year.

The Nominating Committee will be presenting the candidates who were selected with CCT input.

NOMINATING continued

The following major topics were considered: Review of the 1988/89 Trustee Selection Process and Resume Form (23 resumes were received which is a vast improvement over previous years); Discussion of Nominating Committee Trustee Resume evaluation system and its possible use by CCT (CCT will use the Nominating Committee's rating form on a trial basis); Evaluation of the CCT trial which ends in 1990 and the future of the Committee (there was consensus for a permanent committee); Selection of a Chairman of the CCT for next year (Dan C., DE, was selected Chairman and Sue B., MT, Alternate Chairman).

**Conference Committee
on Trustees Reportback**
Carolyn W., Chairman

Due to the increased number of Regions, changes were made to the RT Plan. The changes reflect a revised number of participating members in the voting process necessary because of the realignment of Areas.

Regional Trustee Plan

Based on these changes, Delegates outside the Region were chosen by lot to vote in the 1990 Regional Trustee election:

U.S. Northwest Region	TX (W), OK, HI WV, 1st alternate NJ, 2nd alternate	U.S. South Central Region	MA, ND, MT VT, 1st alternate MN (S), 2nd alternate
U.S. Southwest Region	BC/YUKON, OH, ND FL (S), 1st alternate MT, 2nd alternate	U.S. Southeast Region	AZ, ONT (S), NY (N) BC/Yukon, 1st Alternate MD/DC, 2nd Alternate

BOARD OF TRUSTEES

Having completed a successful trial period, the Board of Trustees recommended, and the Conference approved, amending text in the Twelve Concepts of Service Manual to include At-Large Members of the Executive Committee in the composition of the Policy Committee. The motion is intended to widen the group conscience. This will serve to add the At-Large members to the Policy Committee since the other Executive Committee members are already attending by virtue of their positions.

Board Motions
Bob D., Chairman

Approximately 18 months ago, the Long-Range Study Panel began looking into the feasibility of moving all or part of the WSO premises when its current lease expires in 1996. The LRSP established a schedule of questions to be researched, and expects to make a final recommendation in 1991. Various relocation criteria were presented to the Conference as determined by the LRSP. As the Panel continues its study of the projected state of the WSO at the expiration of its lease, the Board felt the time had come to report preliminary findings and to seek additional input from Conference members. In this light, the Board presented a motion to continue to study the feasibility of relocating the WSO and report back to the Conference annually. The motion was carried.

Conference members were provided with an information sheet in response to a 1988 WSC motion to discontinue printing the World Directory and requesting that a committee be formed to present alternatives to the 1989 WSC. Following the 1988 WSC, the toll-free calling hours were expanded. Group Records currently fields approximately 60 calls per day primarily from the U.S. To date in 1989, there have been more than 2,600 calls from traveling Al-Anon members looking for a contact. Another large segment of the calls came from professionals seeking meeting referrals. Alternative recommendations were included with detailed information. A study of the 800 number will continue.

Other motions presented by the Board of Trustees included: not to proceed with the production of a historical audiotape of Anne B. as a saleable item (carried); to hold an International Convention at the same time as AA in 1995 (not carried); to consider participation at AA's 1995 International Convention, if AA agrees to subsidize the cost (carried); to amend the Regional Trustee Plan to conform with the expansion of Regions (carried).

SHARING CONCERNS

Anita M., Moderator

Anita M. summed up the week by sharing "We have come together this week to serve the worldwide fellowship of Al-Anon -- for the group and the health of this wonderful program. While we are united as one body with one purpose, each of us has come here with a unique combination of gifts, talents and abilities to contribute to the accomplishments of this 1989 World Service Conference." She then invited Conference members to express thoughts, feelings, unresolved concerns and personal growth experiences.

- It has been so gratifying for me to see all the God-given talents used this week.
- I'm so grateful for the communication channel this Conference represents. I believe in the spirit of rotation and thank you for letting your heart talk to mine.
- I never realized how great a spiritual experience it would be.
- Thank you to the staff for all the hard work. I feel comfortable knowing you'll be handling the hard work ahead.
- I know I will take a little bit of all of you back with me.
- When I leave here, it will take a long time to leave it behind.
- Thank you to my home group for trusting me.
- The Conference members have given me strength. I've learned to say what my opinions are.
- When elected Delegate, I was told I'd be giving three years of my life -- well, Al-Anon gave me back my life.
- This Conference gave me self-confidence, self-esteem and some of the greatest friends I'll ever know.
- I hope I can give back to my Area all the love and support I gained here. Thank you.
- The process works!

In a final display of love and sharing, Myrna and Norma presented each outgoing Delegate with a scroll to illustrate gratitude and appreciation for three years of sharing.

SPIRITUAL SHARINGS

Paralea R., IL

Since I was a child, God was a very real influence in my life. We drifted apart, but always came back. After much prayer I decided to marry rather than enter a mission. God was not much of a priority in my husband's life and I began to drift away. After about a year of marriage I was not prepared for the insanity that was to come. Even though I knew God was real, I didn't know how to get Him to change my life.

After many years with a violent, alcoholic husband I found myself overwhelmed by life. By the time I reached the doors of Al-Anon, I was a classic martyr taking my problems out on our four children. After having left my husband several times, I decided to give our marriage one more try with the help of Al-Anon. That was 17 years ago.

Recovery is long-term and for us it is still a growing process. During this time we've had many years of sobriety, but it's been broken up with drinking episodes. Our daughters, with children of their own, are married to alcoholics and drug users and our son is showing signs of alcoholism. Fortunately, they all have a foundation of recovery.

These years in Al-Anon have been an adventure in getting the kind of relationship with God I had never imagined. The Steps showed me how to connect with Him to face my shortcomings and trust Him to help me make amends. In each Fourth-Step inventory I'm able to see defects and I ask God to remove them by using Step Seven. God helped me to replace the rage I felt for my children with patience and respect. They have now become some of my best friends. So many positive traits have taken the place of negative ones.

I became active in service very early. I realized that being active made me feel obligated to maintain my own personal growth in the program. Service is another arena to discover defects and surrounded by love and acceptance, they too can be removed. I knew if ever I were able to serve as Delegate, I would experience fulfillment through personal growth.

Life is so full -- there is so much that needs to be done. I want to be doing what God wants for me to do. Once again I'm feeling the flow in my life from His guidance. The greatest insanity is allowing anyone or anything to deter me from living by the truth as I see it. Al-Anon has saved my life, my marriage and my children. This experience as Delegate has greatly deepened my faith in God and given me many moments of joy.

SPIRITUAL SHARINGS continued

Taking the First Step was very difficult for me because for more than 30 years my self-confidence depended on being able to control every situation and person in my life. Even when I was defeated, I didn't admit it. I got back up and lowered my head to charge in a new direction.

My mother told me some strange things when I was little that left quite an impression. She said that she loved my father, but left him because he wouldn't be a good father to me. She made a tremendous sacrifice just for me -- I better be worth it. My mother told me she loved me, but didn't like me because I looked and acted like my father.

Growing up I always had a Higher Power; I called her Grandma. She had a Higher Power called God. She taught me to believe, but I thought He only listened to Grandma.

After high school I got married and a year later, we had a beautiful little girl. Life was not as I expected it would be. Soon after I lost my only contact with a Higher Power when Grandma had a stroke. I had to handle things myself from now on -- I knew I could do it. When I learned I was pregnant with our second child, I filed for divorce and when she was born, it was final. I was alone and knew I could do it all by myself.

After carrying on my battle with the world for five years, I remarried. When my third daughter was born and things settled down, I got a good job. We had a lot of friends and were very happy. I couldn't see that Jack drank any more or any differently than anyone else.

With his behavior becoming erratic and unpredictable, my husband told me he thought he had a drinking problem. I got busy to fix things for him -- I called our minister, a counselor, the personnel department where he worked and his sister.

My husband went to a treatment center and thought sobriety would be easier for him if I went to Al-Anon. Thinking it would be a good place to get information on this new development in our lives, I went. From the time my grandmother died, until after I came to this program, I honestly believed I was the Highest Power.

For years I had considered myself a powerful person because of the skills I had learned as a child and developed as the wife of an alcoholic. Even though I acted like a tyrant, manipulating everyone, I felt like a victim. I was so obsessed with controlling that I had no idea what my feelings were.

As I listened to my sponsor and my group, I began to recognize my feelings and learn what to call them. I began to believe I belonged in Al-Anon. I started to see there were people and situations that were out of my control and responsibility. A feeling of peace allowed me to open up to the people in my group.

I am able to love now, accepting myself. The love I've experienced in Al-Anon has allowed me to know the power within me and the Power greater than myself, whom I now choose to call God.

Carolyn W., MO

STEPPING STONES

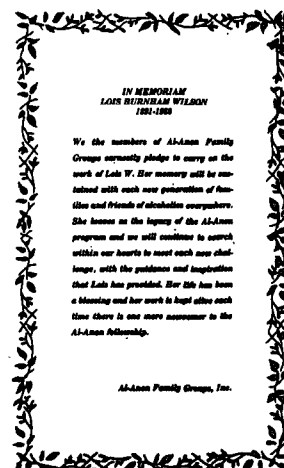
Although the 1989 WSC had officially closed, expectation filled the air on April 29th as approximately 90 Conference members and their guests boarded buses to take them from the hotel to visit Stepping Stones, home of Lois and Bill W. This would be a first for Panel 28 and 29 and a second-go-round for Panel 27. When Conference members arrived many felt the loss of Lois because of her past graciousness of greeting each guest individually. Others were jubilant at 'just being there.'

An outdoor presentation of a plaque in memory of Lois from the Al-Anon Board of Trustees to the Stepping Stones Foundation was planned. Due to inclement weather, it turned out that 140 people crowded together in the living room. Amid the flashing of cameras, Robert D., Chairman of the Board of Trustees, introduced Hank G., Chairman of the Archives Committee. Hank reminisced about Lois. Audrey S., former Chairman of the Policy Committee, aided Hank in his delivery.

He remembered Lois working in the garden she cherished, hosting Sunday teas, giving examples of her sense of humor and determination in starting the Al-Anon office. Hank concluded with the words Lois so often wished visitors, "safe home." Robert D. then introduced Mary Fran W., Chairman-Elect of the Board, symbolically passing the torch and the responsibility. She in turn presented the plaque to Robert Adams, Vice President of Stepping Stones Foundation who humbly and graciously accepted on behalf of the Foundation.

At the end of the presentation, everyone departed. The visit to Stepping Stones remained, as it always had been, a highlight for all who attended.

Lois W. Memorial Presentation



1988 WSO ANNUAL REPORT

EXECUTIVE DIRECTOR'S REPORT

Myrna H.

SPECIAL REPORT

1988 marked the year of the passing of our co-founder, Lois W., and our first General Secretary, Henrietta S., both of whom were instrumental in the development of the WSO as we know it today.

Lois W. - October 5, 1988

On October 5th our beloved co-founder, Lois, passed away at 3:15 PM in Northern Westchester Hospital, Mt. Kisco, NY. She had been admitted to intensive care on September 19th and gently passed away two and one-half weeks later. She was visited daily by Fran Hartigan, Stepping Stones Executive Secretary, and others close to her. Myrna H., Sandra F., Carole K. and Margaret O'B. visited with her as well. Nell Wing, Bill's secretary, Ethel, her long-time aid and Anne Smith, her cousin, were present at the time of her passing.

At several Staff meetings, plans were formulated to inform our fellowship, the public and the professional community within two days of her death. Work escalated on a special "Memorial Issue" of *INSIDE AL-ANON* which had been authorized by the May Executive Committee and the July Board at the recommendation of the *INSIDE AL-ANON* Committee.

Myrna received the call from Fran Hartigan, informing her that Lois had passed away. She and Sandy immediately set a telephone chain in motion which had been prearranged to contact close members of the Al-Anon family including the Board of Trustees, Area Delegates, and representatives from General Service Offices in other countries. *The New York Times* was notified and a full-length obituary appeared on October 6th. The "Memorial Issue" of *INSIDE AL-ANON*, compiled while Lois was hospitalized, was ready to mail to groups within 48 hours.

On October 6th a press release from the WSO Public Information Service was sent to *Associated Press*, *United Press International* and all the major TV networks. A copy of this release was sent to our membership at the Area levels to carry the same message to local media throughout the fellowship grapevine.

Meanwhile, tributes to Lois began to pour into the WSO from around the world.

On October 7th, 50 people gathered at Stepping Stones to share memories of Lois in a Quaker-style meeting. Bob D., Chairman of Al-Anon's Board of Trustees, Myrna, Sandy and Margaret represented the WSO. The meeting was opened by Fran Hartigan. The first speaker was Nell Wing, followed by Ann Smith, and Bud Smith (Bill's nephew). Al-Anon and AA members, as well as close friends from the metropolitan area including her groundskeeper, Ron Tausek, and her five aides attended.

Lois was interred on October 10th after a very brief graveside ceremony conducted by Dr. Jack Norris, Trustee Emeritus of AA and close friend to both fellowships. She was buried next to Bill in the East Dorset Cemetery between East Dorset and Manchester, VT on a colorful and sunny fall day. Bob D., and Hank G., past Chairman were present; Anita M., an Al-Anon Trustee, also attended.

Myrna selected the Marble Collegiate Church to hold a memorial service for Lois during Board week to enable the entire Board to attend. The fellowship was also advised of this service; they were invited to attend or hold similar type services in their area. A select number of tickets were distributed to past and present Trustees, WSO and Intergroup volunteers, AA GSO and AA Intergroup and to various other interested individuals. Myrna worked with Sandy and Margaret, following input from the entire Administrative Staff, to arrange the service which was attended by approximately 700 people. Copies of the "Memorial Issue" of *INSIDE AL-ANON* were passed out.

Other actions included a Board decision to purchase a crimson maple tree for Stepping Stones with a plaque that reads: "It takes one person to start something, but many others to keep it going." LOIS BURNHAM WILSON, 1891-1988 - Al-Anon Family Group Headquarters, Inc.

→ The Board also agreed to place a plaque both at Stepping Stones and the WSO Archives with the following words taken from a tribute developed by Sandy in conjunction with Myrna and Margaret which appeared in *The New York Times* on October 9th: "We the members of Al-Anon Family Groups earnestly pledge to carry on the work of Lois. Her memory will be sustained with each new generation of families and friends of alcoholics everywhere. She leaves us the legacy of the Al-Anon program and we will continue to search within our hearts to meet each new challenge,

with the guidance and inspiration that Lois had provided. Her life has been a blessing and her work is kept alive each time there is one more newcomer to the Al-Anon fellowship."

The Deputy also prepared a card which was sent by the WSO in acknowledgement of condolences and contributions sent on behalf of Lois. Many of these cards included handwritten notes.

A bookplate for distribution with LOIS REMEMBERS was developed by the Archivist at the suggestion of the Literature Administrator.

The Conference Committee selected a new theme for the 1989 WSC - March 4th Into Service - in commemoration of Lois' birthday.

Staff Administrators, Supervisors, and the entire WSO participated in the many activities surrounding Lois' passing. Articles appeared in each WSO publication and a special issue of *The FORUM* is underway.

Today, approximately \$26,393 in memoriam contributions have been received by the WSO. Through discussion with Fran Hartigan, we learned that the Stepping Stones Foundation plans to maintain the premises in the same way as when Lois was alive.

Much work remains in the Archives to preserve the tributes that continue to arrive at the WSO from our fellowship and the public at large.

Henrietta S. - May 17, 1988

Henrietta S., first paid worker and General Secretary of the WSO passed away on May 17th. Carloads of WSO staff attended Henrietta's wake in Westbury, NY. While there, we spoke with several family members telling them of Henrietta's contribution to Al-Anon. We subsequently sent them packages of material including the book, *FIRST STEPS* and the cassettes, *Lois W. & The Pioneers*. A sketch was commissioned for this purpose which will eventually be placed in Archives. Numerous in memoriam contributions were received. Many did not indicate Al-Anon membership. Each letter was individually acknowledged informing the contributor that we were unable to accept their contribution unless they were members of Al-Anon; however, if they were in agreement, we would forward their checks to the Stepping Stones Foundation. Each nonmember contributor agreed. In addition, many sympathy cards and letters received were passed on to Henrietta's family.

Both Lois and Henrietta established the foundation of the Al-Anon fellowship, and though we have defined and refined the guidelines they have set forth, virtually nothing has changed in our basic program since their pioneering days. This is a testament to their vision and strength and our gratitude to these dear Al-Anon members will be everlasting.

OVERALL ADMINISTRATION:

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 Executive Director and each WSO committee. The Executive Committee, which meets monthly, is empowered to act on behalf of the Board between Board meetings.

PERSONNEL ADMINISTRATION:

Executive Director - Myrna H. is responsible to the Board of Trustees and the Executive Committee for the implementation of the corporation's policies, the management, staffing and operation of the WSO. As Secretary of the Board, the Executive Director is a Trustee and an ex-officio member of all WSO committees.

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

Controller - Richard J. Keilly (nonmember), 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 Executive Director, Deputy and Controller, the Administrative Staff consists of the Office Manager, who acts as liaison between the Business and Service functions, the Archivist and the Administrative Staff/Coordinators of Standing Committees.

The Executive Director and the Deputy met quarterly with the Staff Administrators to establish goals. The Deputy maintained oversight in the implementation of projects and evaluated each Staff Administrator 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 - Two long-time Staff Administrators retired this year. Ann S., Group Services Coordinator left on April 1st, and Linda McF., Alateen Administrator on May 27th. Ann began her work at the WSO as Institutions Secretary and Linda, Literature Secretary. Individual retirement luncheons were held and gifts on behalf of the Board were presented to Ann acknowledging 15 years of service and to Linda for 13 years.

A plan whereby the CPC Administrator handled the Standing Committees of both CPC and Institutions which began in 1987 proved unworkable. Following approval at the July Board meeting, CPC and Institutions reverted back to having two Staff Administrators.

By year's end, former Alateen Assistant, Bonnie C., was appointed Alateen Administrator after serving in an acting capacity for several months and Claire R. was appointed Institutions/Group Services Administrator. (See the Group Services Report in this portion of the Annual Report.)

A new addition to the WSO administrative team is Fran M., who began as FORUM Administrator in September following an extensive recruitment process. Until Fran was hired, Rita McG., Editorial Assistant, admirably processed *The FORUM* magazine under the direction of the Executive Director.

A system of sponsorship was set up for new Administrators in keeping with this practice throughout our service structure. Margaret O'B., sponsored Bonnie; Rita, Claire; and Carole, Fran.

The new titles of Executive Director, Deputy Executive Director and Staff Administrators, approved by the Board of Trustees, were implemented within the office and reported to the 1988 WSC. All service manuals reflected the new terminology with the exception of the Twelve Concepts of Service which will be updated following a three-year trial use of the new titles.

The Deputy consulted with each Administrator concerning their support staff needs. Following consultation with the Executive Committee Chairman and the Executive Director, she prepared a report which was subsequently approved by the Board of Trustees to expand our staff from a total of 68 to 72 to keep up with the growing needs of providing services to our almost 30,000 Al-Anon Family Groups.

At the Board's request, a luncheon meeting was held with all Staff Administrators and other WSO Conference members concerning committee activities. Resulting from this meeting an ad hoc committee was struck to determine ways to improve the efficiency of Standing Committees.

The Administrative Manual was updated and distributed to all Administrative and Supervisory Staff and WSO volunteer Conference members for informational purposes.

Additional Assignments - In addition to the coordination of the activities of their respective service committees, all Administrators worked as a team on various projects and also provided articles for *The FORUM*, *INSIDE AL-ANON*, and *AREA HIGHLIGHTS*.

Each Administrator handles subsidiary assignments as well, which are rotated periodically in an attempt to equalize workloads. Below is a chart of assignments:

<u>Assignment</u>	<u>Staff Administrator</u>
1990 International Convention	Carole K./Mary Ann K.
1995 International Convention	Mary Ann K.
Regional Service Seminar	Rita McC.
<i>AREA HIGHLIGHTS</i>	Rita McC./Claire R.
*Getting In Touch Directory	Ann S./Claire R.
*Information Services	Ann S./Claire R.
Military Groups	Mary Ann K.
*Hearing & Visually Impaired	Sandra F./Ann S./Claire R.
In-house Library of	Margaret O'B.
Outside Publications	
Conference Summary	Rita McC.
Splinter Groups	Margaret O'B./Claire R.
Lone Member Services	Carole K.
NPIC	Ellen D.
Spanish Subcommittee	Mary Ann K.
Guidelines	Linda McF./Claire R.
*Service Manuals	Linda McF./Claire R.
*Service Workbook	Ann S./Claire R.

*These assignments were all combined under the heading of Group Services.

The International Staff Administrator was named by the Executive Director to serve on the Executive Committee for the year 1989; the P.I. Administrator served during 1988.

Support Staff - The Office Manager, Joan Hochbaum (nonmember), reports that a number of staff members left our employ due to retirement, resignation and termination. Several promotions occurred and new employees were hired to fill vacancies.

Temporary Assistance - Due to prolonged vacancies, a staff member on disability, and the heavy workload in the Group Records, Filing, and FORUM departments, temporary assistance was engaged from a "temp list" maintained at the WSO to avoid the higher cost of using temporary agencies.

STAFF CONCERNS:

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

Benefits - Our representative for the Lord Abbett Personal Retirement Plan introduced new investment choices to staff enrolled in our Personal Retirement Plan and continued to give financial advice. Additionally he met with new staff members to review the plan's content.

Cash Awards - Two staff members received a cash award for referring candidates for employment who completed six months in our Shipping Department and Secretarial Team.

Fire Safety - After we complained repeatedly, a fire consultant, engaged by the building management, inspected our present systems. He issued a report to the building to upgrade amplification of voice instruction boxes and educated our staff about fire drill rules and regulations.

Employee Assistance Program - An Employee Assistance Program (EAP) was implemented to assist employees experiencing personal difficulties which might affect job performance. Our Office Manager acts as the link between the employee and outside professional assistance.

New Medical Plan - Due to increased costs, it became necessary to change our insurance carrier. The new health plan, provided by Prudential Insurance Company, is a combination of both an HMO type coverage and a choice coverage, resulting in overall increased health care benefits at a lesser cost to the WSO.

Our Office Manager met several times with Prudential representatives to establish better lines of communication, improve claim payments and work out administrative problems which have been troublesome and ongoing.

Job Description and Evaluation - Job descriptions for all staff were updated where needed and annual evaluations were conducted by the appropriate supervisor. Evaluations involved discussion between the supervisor and the staff member to clarify performance needs and strengths.

Training and Development - All Staff Administrators, many supervisors and some support staff attended seminars and courses to enhance their skills, maintain their professionalism and keep up with the latest technology. They included: Perspectives on Newsletter Editing, Design and Production; Computer Systems; Desktop Publishing; Personnel Diagnostics on Computerization of the Personnel Department; Troubled Employees and the Concept of an Employee Assistance Program; Time Management; Media Conference; New Regulations for Fringe Benefits; The Essentials of Writing and Editing; Management Techniques, Meeting Planning and various other seminars sponsored by the New York and American Societies of Association Executives.

Personnel Manual - The Personnel Manual was revised to include our new sick leave policy and a description of the newly implemented Employee Assistance Program.

Salary Plan - Salary ranges for all positions were adjusted in accordance with our annual salary survey and a new salary range chart was developed.

Smoking Policy - The smoking policy was changed restricting smoking to one room within the office and limited during the regular lunch hour. In-house "Kick the Habit" seminars were conducted by the American Lung Association with positive results for eight of the 14 smokers who attended.

SPECIAL EVENTS:

Holiday Festivities - In addition to our annual Holiday Party for staff and volunteers, a New Year's Eve Breakfast was hosted by the Executive Director and Deputy, and December 24th and 30th were set aside for staff wishing to bring their children to the WSO for a visit.

To maintain our high level of office morale, other festivities for the staff and their families included: the third annual picnic; opening the office on Thanksgiving to view the Macy's Thanksgiving Day Parade from our excellent vantage point; and several other small gatherings for holidays and special occasions of staff held during lunchtime or on scheduled breaks.

Open House - The Open House for the fellowship was held on Saturday, September 17th. The morning session convened at a nearby church followed by tours of the WSO. Although attendance did not meet our expectation, attendees benefited from the one-to-one contact.

OFFICE OPERATIONS:

Filing Procedure - Our subject filing system implemented earlier in the year has proven effective as a reference tool in answering correspondence.

FORUM Circulation - The print-run sheet indicating the number of FORUM subscription issues printed monthly, will be given to The FORUM Editorial and Business Committees for informational purposes.

Testing Material - A new testing procedure was developed by the Team Supervisor allowing for better screening of the candidates' overall secretarial knowledge and capabilities.

New Equipment/Computer Systems - A microphone system was purchased for the Board Room to provide adequate amplification.

New desktop IBM-compatible computers were purchased, along with several printers and a Word Perfect word processing software package for the Secretarial Team and other staff.

Four FAX machines were purchased and placed at the WSO, the Shipping Department, and with the

Chairmen of both the Board of Trustees and the Executive Committee. Additionally, we now have PFA accessed in our system as well.

Office Space Expansion - Larry O'Neil, Architect, provided us with a bid on redesigning the Word Processing Room to accommodate The FORUM Editorial Assistant and Publications Assistant. This area will be designated our "Publications Room."

Volunteers - Volunteer assistance provided services in the Shipping Department and elsewhere when needed. Approximately 5,556 hours were devoted to support services and 2,990 to administration.

GROUP SERVICES:

Service Manuals - The four Al-Anon/Alateen Service Manuals were updated, produced and distributed to all English-speaking groups.

Service Manual Binder (M-31) - The binder rings will be 1/4" larger to accommodate additional materials members wish to retain.

AREA HIGHLIGHTS - The September and December issues were compiled and distributed.

Getting In Touch With Al-Anon/Alateen - The 1988 revision was compiled and distributed. Due to increased CPC, Institutions, and P.I. pack and Proposed Group Packet mailings, the supply of 1988 printings depleted more rapidly than anticipated. The Executive Committee approved using the Group Records 800-numbers in the next printing. The Alateen, CPC, Institutions, and P.I. services expressed the need for the development of a revision procedure to assure accuracy of future revisions.

Information Services - Routine procedures included reading and distribution of appropriate information to various WSO services. Correspondence related to: the relationship of the Tenth Tradition and bond claims; service arm autonomy and the need to resolve local disputes within the Area structure before contacting the WSO; policies relating to the exclusion of groups distributing outside literature from A.I.S. meeting lists; questions about listing adult children groups which do not conform; and the imperative need for Information Service Offices to provide accurate mailing addresses and telephone numbers for traveling members, newcomers, and professional inquiries.

Splinter Groups - Requests for Al-Anon meeting format were received from individuals starting self-help groups. Increased referrals and use of city, state and national self-help clearinghouses were made to expedite telephone and written inquiries not related to Al-Anon/Alateen. Overeaters Anonymous requested information about prudent reserve funds.

Service Workbook (K-17) - Production of the revised Service Workbook was delayed until the existing supply is depleted. A larger notebook ring will be provided in the revised workbook.

Guidelines - Responsibility for revisions was reviewed and reassignments were made accordingly.

Form Letters, Group Records - Revisions of form letters were developed with oversight of the Executive Director.

Hearing Impaired - Correspondence received related to the Seventh Tradition and payment of interpreters from group or service arm funds. Information was provided to several A.I.S. Offices regarding funding and membership/nonmembership status of interpreters at meetings. Assistive listening device inquiries were referred to an Al-Anon member with personal knowledge of these instruments and their use at meetings.

Visually Impaired - Letters requesting updated address, telephone, and available Al-Anon literature were sent to all agencies appearing on the Materials For The Visually Impaired in the U.S. and Canada (S-14) listing; the only known supplier (Xavier Society) of the Braille ONE DAY AT A TIME in the U.S. has discontinued this service. Information was obtained from the AA General Service Office regarding their handling of requests for Braille, large type, and cassette literature. Al-Anon members contacted the WSO on behalf of visually impaired members or newcomers to inquire about available CAL for the blind or disabled; those requesting the Larger Print ODAT were informed of its availability.

Miscellaneous - Area and Information Service newsletter articles about Lois W. were given to Archives; mailing labels of Information Services and Area newsletters were provided to the Stepping Stones Foundation in order for the Foundation to obtain its own copies of Lois W. newsletters.

PRODUCTION:

Conway Policastro (nonmember), Production Manager, reports the following:

Books - AL-ANON FACES ALCOHOLISM - 13th printing; DILEMMA OF THE ALCOHOLIC MARRIAGE - 15th printing; AL-ANON FAMILY GROUPS - 16th printing; ODAT - 23rd printing; AL-ANON'S TWELVE AND TWELVE - 9th printing; ADAT - 5th printing; AS WE UNDERSTOOD... - 4th printing and the larger print ODAT - 1st printing.

New Material - Al-Anon/Alateen Survey pamphlet - 1st printing; Al-Anon's Twelve Traditions Illustrated - 1st printing; Does She Drink Too Much? 1st and 2nd printings; 1990 Convention letterhead stationery; The FORUM poster display unit.

Translations into Russian - Purpose And Suggestions; Understanding Ourselves and Alcoholism; and the reprint, "Have You Tried Al-Anon Doctor?" were all produced in-house (for the first time in Russian).

General Literature - 65 leaflets, pamphlets, etc., were produced in addition to the WSC Summary, Service Manuals and the CAL Catalog.

Newsletters - ALATEEN TALK; AL-ANON IN INSTITUTIONS; AL-ANON SPEAKS OUT; ARCHIVES SHARINGS were all produced.

Offset Department - The in-house Offset Department produced 3,331,424 impressions this year.

Specialized Items - The new TV PSA's (AV-14 & 15) were produced this year.

Other specialized items were distributed as follows: *Alateen Tells It Like It Is - The Video - 1,305; Alateens Tell It Like It Is audiocassette - 249; radio spots - 190; Beginners cassettes - 513; Alcoholism, The Family Disease cassette - 629; Lois W. & The Pioneers cassettes - 203; Understanding Ourselves and Alcoholism cassette - 921; Little Bit of Al-Anon cassette - 207; Al-Anon Speaks For Itself - VHS - 704; Beta - II; U-matic cassette - 10 and Family Picnic TV spot - 5.*

SPANISH SERVICES:

Teresa M., Supervisor, reports:

New - AL-ANON'S TWELVE AND TWELVE; AL-ANON FACES ALCOHOLISM; The Seventh Tradition pamphlet; Resolution of Gratitude; Workshops; Public Information Calendar; four Al-Anon reprints; all flyers announcing new material and Al-Anon's Open House; Ask-It-Basket (from 1985 to 1987); Guidelines for the Press (NPIC); Responsibility Statement; sign-up sheet for the 1990 International Convention (Al-Anon/Alateen); cover letters for International, CPC, Institutions and P.I. with Spanish material, the overseas appeal letter; 64 letters from GSOs and 134 individuals.

Major Revisions - THE DILEMMA OF THE ALCOHOLIC MARRIAGE (5th edition); Some Answers in Al-Anon; Operation Alateen; Information for the Newcomer; Guidelines for Alateen Conferences; Youth and the Alcoholic Parent; Three Views of Al-Anon; World Service Handbook; Al-Anon Family Treatment Tool; Al-Anon Fact File; To the Mother and Father; Purpose and Suggestions.

Minor Revisions - So You Love an Alcoholic; Spanish Order Blank; Supplementary Material; Alcoholism, A Merry-Go-Round Named Denial; Freedom From Despair; Just For Today; Al-Anon Service in Correctional Facilities; Al-Anon/Alateen Program cards; Our Group is Doing It; Alateen Do's and Don'ts card; Open Letter to My Teacher.

Newsletters Translated and Produced - Seven issues of DENTRO DE AL-ANON (including Lois' "Memorial Issue"); six issues of AL-ANON Y ALATEEN EN ACCION; one issue of AL-ANON EN LAS INSTITUCIONES; two issues of AL-ANON HABLA CLARO; two issues of ALATEEN PARA TI.

Subscriptions - to Spanish newsletters increased by 167.

Spanish Group Records - There are now 260 groups in the U.S. (53 of which are in Puerto Rico) and 3 groups in Canada. Total new groups registered this year at the WSO worldwide are 416 Al-Anon; 64 Alateen; 28 adult children; and 11 Institutions.

FRENCH SERVICES:

Reported from Publications Francaises, PFA by Alberte C.

The question of how PFA relates to the World Service Office is being studied by both the WSO and PFA. After a meeting with the Chairman of PFA's Board, Cay C., and the General Secretary, Alberte C., the WSO's Executive Committee Chairman, Executive Director, Deputy and Controller, it was agreed that a plan would be developed outlining some recommendations for immediate and future action. As a result, a five-year plan was proposed for adoption by the Board of Trustees in 1989 that calls for immediate computerization of PFA's accounting procedures and for a liaison from PFA to the WSO.

Our sales for 1988 have been much higher than we anticipated. The book, *ALATEEN - A DAY AT A TIME (B-10)* has had a tremendous success. Available in French for the first time last June, the sales of this book have since been almost equal to that of *ONE DAY AT A TIME IN AL-ANON (B-6)*, our best seller. Considering the number of Alateen groups, we have to conclude that this book is also very popular among Al-Anon members. However, this publication brought a decrease in sales of the other Alateen book, *ALATEEN - HOPE FOR THE CHILDREN OF ALCOHOLICS (B-3)*.

Eighty thousand sheets of paper were utilized to print service manuals, meeting booklets (updated three times a year) *INSIDE AL-ANON*, guidelines and order blanks for literature and *The FORUM*. Volunteers gave us about 1,000 hours of their time to assemble, bind, staple or fold these items, not to mention an additional 1,200 hours given by other volunteers to revise all French translations.

Except for the over-the-counter sales that represent about 1/3 to 1/2 of our sales, we sent 2,068 parcels of literature, 9,573 envelopes containing *The FORUM* and/or *INSIDE AL-ANON*, and 675 letters plus the notices added to newsletters.

Number of registered Al-Anon groups: Quebec: 489 (including 14 beginners' groups, 27 groups holding a beginners' meeting prior to their regular meetings, 4 adult children groups, 3 gay/lesbian groups, 1 male group; 1 open meeting group plus 1 holding open meetings at regular intervals). Literature Distribution Centers 6; Information Services 1; Institutions Groups 2; New Brunswick, 33; Ontario, 28; and the United States, 8.

Alateen Groups: Quebec, 68; New Brunswick, 1 and Ontario, 2.

Proposed Groups in Quebec: Al-Anon 4; Alateen 4.

We also serve a number of overseas Al-Anon and Alateen groups and contacts in Belgium, France, Germany, Italy, Switzerland, Australia, Central African Republic, Chile, French Guiana, Haiti, New Caledonia, Tahiti.

Work Completed - The FORUM, INSIDE AL-ANON (including the "Memorial Issue"), AL-ANON SPEAKS OUT - 1988 and 1989 Canadian Bulletins, appeal letters, material for the 1990 International Convention, material for NPIC, Press Release and letter concerning Lois' passing away.

Minor Revisions - Alcoholism, The Family Disease; So You Love An Alcoholic; A Guide For The Family of The Alcoholic; Lois' Story; Purpose and Suggestions; Three Views of Al-Anon; Are You Concerned About...; Homeward Bound. New format: Declaration Card "Let It Begin With Me" and Alateen Program Card.

Major Revisions - Youth And The Alcoholic Parent, Al-Anon You And The Alcoholic, Guide For The Sponsors of Alateen, Al-Anon Fact File, order blank.

New Publications - ALATEEN - A DAY AT A TIME, Al-Anon Speaks To You, The Professional; Digest of Al-Anon & Alateen Policies; Does She Drink Too Much; Who Are The Members of Al-Anon & Alateen; Al-Anon, Then and Now; Index of INSIDE AL-ANON topics.

GROUP RECORDS:

World Directory - Since the World Directory is no longer printed, we are now able to stagger the mailing of the Group Information questionnaires, in the winter and the remainder at a later date, allowing the Group Records Department to insert the necessary changes without obtaining assistance from other departments or hiring temporary help.

Groupwide Mailings

Six issues of INSIDE AL-ANON	155,247
Tri-annual Appeal Letter	44,402
1988 Service Manuals	19,384
1988 Conference Summary	19,135
World Directories	18,734
Questionnaires for 1989 World Directory	11,835

Limited Mailings

Six issues of ALATEEN TALK	36,132
Six Advance Notices	6,792
Five Personnel Mailings	5,444
Two issues of AL-ANON SPEAKS OUT	27,469
One seasonal Professional Mailing with AL-ANON SPEAKS OUT	13,733
Three issues of AL-ANON IN INSTITUTIONS	13,938
Two issues of AL-ANON HABLA CLARO	1,586

One issue of AL-ANON EN LAS INSTITUCIONES	915
Six issues of DENTRO DE AL-ANON	29,542
Six issues of AL-ANON Y ALATEEN EN ACCION	29,542
Four issues of AREA HIGHLIGHTS	8,169
Four issues of LONE MEMBER LETTER BOX	4,307
Contribution Statements	18,813
Two P.I. News Releases	338
Two issues of ALATEEN PARA TI	902
Spanish Service Manual and Updates	752
Regional Service Seminar (U.S. Southeast)	3,756
Open House Flyer	4,433
Lone Member Questionnaire	743
Canadian Contributions	16,951
Recruitment of Volunteers	1,727
FORUM Past Subscribers Survey	1,500
FORUM Present Subscribers Survey	2,000
INSIDE AL-ANON (Lois' Memorial)	22,760
Special News Release (Lois' Memorial)	1,310
Special Tri-State Announcement (Lois' Memorial)	1,759
Special Announcement - Spanish (Lois' Memorial)	271

Subscriptions - (subscription issues for the year ending December 1988)

	Total	
	1988	1987
The FORUM	59,500	57,347
ALATEEN TALK	2,243	1,749
INSIDE AL-ANON	4,613	4,695
AL-ANON IN INSTITUTIONS	1,059	655
DENTRO DE AL-ANON	791	711

REGISTERED GROUPS AND LONE MEMBERS

December 31, 1988

	1988	1987
Al-Anon Groups Worldwide	25,906	24,325
Alateen Groups Worldwide	3,282	3,157
Institutions Groups	630	628

Total Groups	29,818	28,110
Information Services & GSOs	285	295
Literature Distribution Centers	142	128
Lone Members	373	316

	U.S.	Canada	Overseas
Al-Anon Groups	16,689	2,030	7,187
Alateen Groups	2,171	257	854
Institutions Groups	508	29	93
Information Services	169	17	99
Literature			
Distribution Centers	126	8	8
Lone Members	141	31	201

PROFESSIONAL SERVICES:

Legal - Steps toward legal action were taken against the Greatway Insurance Company in Sheboygan, WI, for continuing to use an exact replica of our circle within the triangle logo on its stationery and flyer promoting drunk driving insurance. Following correspondence and calls from our copyright attorney, Robert Faber, Greatway responded that they would agree to stop using the logo on their promotional material and their printed insurance policy forms. They subsequently sent a copy of their redesigned logo.

Our copyright attorney was also contacted concerning *The FORUM* trademark registration formerly handled by another firm. He also filed declarations confirming filing of registration in the patent office of the Al-Anon, Alateen and triangle trademarks.

Following a letter from a Canadian member who claimed there were different statutes for reporting child abuse cases, volunteer Al-Anon members who are attorneys, Robert S. and John F. were contacted to provide input for the revision of the Alateen Responsibility Statement. The Executive Committee essentially agreed with the revision, which basically shifted the emphasis of the existing statement, but suggested other editing changes.

A letter was received addressed to Sandra F., "Attorney," from an insurance company in Cleveland, OH advising us of a claim against Al-Anon arising out of an incident whereby one Alateen member attacked another resulting in a stab wound to the right thigh. Sandy informed the company of her correct title and the fact that Al-Anon has no authority over its groups nor do the groups have any accountability to our office. She enclosed literature describing our structure.

Following Board approval, we gave permission to Bright Star Press in Texas and Frames of Mind in Minnesota to reproduce coins using our logo. Our agreement cautioned them against using the World Directory and against using any language which might indicate any form of endorsement by Al-Anon.

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

Public Relations - A delegation of eight Soviets, two interpreters and their guests visited the WSO on May 6, 1988.

Mary Ann K., the International Coordination Administrator, was invited to the New York State Council on Alcoholism to speak to the staff about Al-Anon and then to a group of their members who planned a visit to the Soviet Union to bring further information and experience about alcoholism. In conjunction with this trip, Mary Ann also addressed the staff of the State Division of Drugs and Alcohol talking about Al-Anon as a community resource.

At the invitation of the Acting Director, Marguerite Saunders, the Executive Director attended the tenth anniversary dinner of the New York State Division of

Alcoholism and Alcohol Abuse, October 24th in Albany, NY.

The Archives Administrator 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 P.I. Administrator attended the Family Program at Hazelden, Center City, MN. She toured the facilities and learned how they integrate Al-Anon into their programs.

The Alateen Administrator attended a symposium sponsored by the National Committee for the Prevention of Child Abuse in New York.

GENERAL CORRESPONDENCE:

Letters protesting the dual member policy and concerns and requests for information about adult children rank highest among the correspondence received at the WSO on single subjects. Some of them include: a letter from a dual member 25 years sober and 19 years in Al-Anon charged this was the most blatant kind of discrimination; another stated that if there was a conflict of interest at one time, there no longer is; one group cited this policy was a factor in dropping Al-Anon registration and another asked to review this policy in light of "the rapid growth of multiple-alcoholism within a family becoming more prevalent;" other letters inquired whether a former AA member could serve as a GR and if our policy impinged on civil rights. There were several letters from adult children groups surrounding pressure from the Area to conform; communication related to an Al-Anon adult children group which disbanded because of dominance within the service structure, our policy on the exclusive use of CAL, and from a member in Canada wishing to form an adult children group with a decided Al-Anon focus after she attended an ACA group.

Other noteworthy topics of correspondence included: an explanation of attraction/promotion and affiliation/nonendorsement; policy regarding the acceptance of AA contributions from an AA convention with Al-Anon participation; concern over the sale of Al-Anon books by a bookstore at higher prices; use of group contributions for Area incorporation; affirming that Lois' anonymity be maintained; passing on the proceeds of an AA conference to an Al-Anon group; a suggestion to provide stronger wording advising not to use the word "co-dependent;" a question whether the suggestion to use CAL at meetings has a monetary basis; direction on using translations for group purposes only; AA's that wish to form a group for members who are also adult children of alcoholics; the development of Area Service Seminars; how the WSO disposes of outdated group records material; why we need contributions with such a large reserve fund; a suggested change in the wording of the guideline, Let's Take A Group Inventory; consideration of disbanding all specialized groups; whether purchasing a typewriter or recording device for Area workers violates the Tradition of owning property; the pros and cons of incorporating an Area Assembly; a request for the Trustees to take

action against smoking at meetings; a letter from a member stating her meeting was an unsafe environment due to "cross-talking;" placing the Alateen or Al-Anon video in video stores; inappropriate language used on a flyer for an Alateen event; concern over guidelines for choosing an Alateen Sponsor; affiliation between Al-Anon and Families Anonymous; information about tax deductions for group contributions; non-CAL tapes and films at Al-Anon meetings; suggestions regarding trinkets and medallions and a request to continue printing the World Directory.

There were several questions about the use of the Al-Anon logo which included: whether a supplier of items for an Al-Anon convention required prior approval to reproduce our logo (permission is granted to the fellowship) and the supplier acts only as an agent; two letters questioning what proof a group had that a supplier of medallions had WSO authorization and another letter questioning whether a group could distribute medallions to its members.

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, Australia, Belgium, Brazil, Colombia, England, France, Finland, Germany, Ireland, Japan, Mexico, New Zealand, Sweden, The Netherlands, Portugal, and West Germany.

SPEAKING INVITATIONS AT CONFERENCES/CONVENTIONS:

As Service Manager, Sandra F., Deputy Executive Director, coordinates all speaking engagements for the WSO Administrative Staff. All speaking engagement report-backs are kept by Inez Gonzalez-Lopez, Administrative Assistant to the Executive Director, who also prepares the report.

Staff participated in the following events:

First Quarter - Linda McF., Alateen Administrator, The 4th Annual Rushmore Roundup in Rapid City, SD; Teresa M., Spanish Services Supervisor, The Hispanic Convention in Queens, NY.

Second Quarter - Mary Ann K., International Coordination Administrator, The AA/Al-Anon Convention in Basil, Switzerland; Bonnie C., Acting Alateen Administrator, The Midlake '88 Alateen Conference in La Crosse, WI; Claire R., Group Services Coordinator, The Tenth Annual Manitoba Conference in Winnipeg, Canada and Geri H., Literature Administrator, The Pennsylvania Convention in Gettysburg, PA.

Third Quarter - Bonnie C., Alateen Administrator, The Northern Illinois Al-Anon/Alateen Assembly in Chicago; Rita McC., Conference Administrator, The West Virginia Conference; Carole K., P.I. Administrator, The Minnesota Al-Anon/Alateen Conference, and Mary Ann K., International Administrator, Rhode Island's 14th Annual Workshop.

Fourth Quarter - Bonnie C., Alateen Administrator, The Virginia Fall Assembly, The Eastern Seaboard Alateen Conference; Geri H., Literature Administrator, The Nebraska 10th Annual Reunion and The Oklahoma Area Al-Anon Convention; Claire R., Institutions Administrator, The Indiana Area Assembly; Teresa M., Spanish Services Supervisor, The Ninth Spanish Al-Anon Convention in Los Angeles, CA and Sandra F., Deputy Executive Director, The Fall Assembly in Jefferson City, MO.

ALATEEN

Cathleen H., Chairman
Linda McF./Bonnie C., Administrators

COMMITTEE: As of May, 1988 Bonnie C. became the Acting Alateen Administrator when Linda McF. retired, and as of August 1988 Bonnie was named the Alateen Administrator.

Anita M., Trustee-at-Large, continues to serve as the Board of Trustees Liaison to the Committee. The Committee has two Alateen members from Connecticut and Indiana, serving through conference calls.

PROJECTS UNDER CONSIDERATION:

An Alateen video on recovery; reviewing CAL for younger Alateen members developed from existing sharings and drawings.

PROJECTS IN PROGRESS:

4TH Step Inventory Guide - An editor/writer selected earlier this year is now completing the first draft. Artists are still being considered.

Pamphlet Explaining Alateen To Parents - The title, "What Alateen Means To Me" was selected to replace the working title "Hey Mom, Hey Dad." The approach will be brief and simple. A first draft is being compiled based on letters solicited from Alateen members to their parents.

Youth and the Alcoholic Parent - The major revisions were circulated to the full Standing Committee and a new draft is being compiled.

ALATEEN TALK reprints - Past issues were indexed by themes. Each theme will be produced on a single sheet and will be offered to the fellowship as an ongoing reprint series.

Responsibility Statement - A revision is underway to emphasize checking local laws.

The FORUM Alateen Page - The increased articles from Alateen Sponsors appears to attract Al-Anon sponsors.

COMPLETED PROJECTS:

ALATEEN--HOPE FOR CHILDREN OF ALCOHOLICS was indexed; Open Letter To My Teacher has been revised.

Guidelines - Alateen Meetings In Schools (G-5), major revision; What is Expected of an Alateen Sponsor? (G-17); For Alateen Conferences (G-16), For Area Alateen Coordinators (G-24) now includes the Responsibility Statement.

Minor Revisions - Facts about Alateen; Do's and Dont's; Operation Alateen.

Alateen Sharing Letter - The February issue focused on the results of the 1987 Al-Anon/Alateen survey and public information within the fellowship. The August issue focused on ways to encourage Al-Anon members to sponsor Alateen.

ALATEEN TALK - Subscriptions increased 39%. Each issue now has a theme along with a new feature, "Alateen Meeting Topic Questions." Themes were: Love, Passing It On, Living in the Solution, Together We Can Make It and Higher Power. A special mailing included feedback sheets and Lone Member registration forms.

CORRESPONDENCE: Inquiries continue for literature and registration of Alateen groups for younger members; letters and calls concerned with starting Alateen meetings in schools increased; several letters and calls concerned unacceptable behavior by Alateen Sponsors and Alateen members.

CONVENTIONS ATTENDED: Two conventions and two Area Assemblies were attended by Alateen Staff.

REGISTRATION: Since less than 1/3 of Alateen proposed groups actually register, fewer items are sent to proposed groups while registration packets have been expanded. In order to best serve Alateen members, registration and update forms now include the age levels of the group.

ARCHIVES

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

COMMITTEE: The Committee met three times. At the 1988 WSC, it met with Delegate members for the first time.

*WSC PRESENTATION: All Committee members participated in a narration detailing the history of a 1957 TV film titled, *The Understanding Heart*, aired on the Loretta Young Show, which was subsequently viewed by the Conference.*

ARCHIVES RESEARCH TEAM: The Archivist met with Frank M., AA Archivist and Fran Hartigan, Executive Secretary, Stepping Stones Foundation, in February and May. The Stepping Stones Foundation Archives will be

located in the new house on the property and sprinkler systems will be installed. Lois' home is to contain protective measures as well. Lois' papers, loaned to Stepping Stones, are in the process of being copied.

ORGANIZATION OF MATERIALS: A professional Archivist was consulted once while Gillian Grozier, a free-lance researcher, continued working two days a week sorting and reorganizing the files and preparing an index on computer. In the fourth quarter Dave F. began volunteering one day a week to help with the sorting and organization of material. In-house accessions have increased considerably. Unsorted material is recorded in a book and then housed safely until it is processed. The next step is for the Archivist to prepare a descriptive guide for each folder of material which has been reorganized.

NEWSPAPER CLIPPINGS: A new transfile will house newspaper clippings reviewed and repaired by the Archivist, then copied on perma-life paper. Both the copy and the original are stored chronologically in separate archival folders. Completed thus far are the years 1949 through 1959.

ANNE B. TAPE: After the WSC approved producing a tape of Anne B., appeals to Areas for early tapes were made resulting in minimal usable material. The focus of the project had to be changed. A proposal was submitted suggesting interviews with friends, developing a narration with voice-overs interspersed with Anne's real voice utilizing existing archival material.

EVELYN C. TAPE: After the Committee reviewed the outline for the interview, the Archivist taped Evelyn, an early pioneer and member of the Archives Committee, after the October meeting. Evelyn also gave the WSO Archives a written account.

ARCHIVES SHARING BULLETIN: The Spring and Fall editions were completed and mailed to approximately 65 Area Archivists or Coordinators.

ORIGINAL 87 GROUPS: A scrapbook was prepared consisting of copies on perma-life paper of the 87 data cards of groups and individuals contacted by Lois and Anne to begin the formation of Al-Anon Family Groups.

BOOKPLATE: A bookplate in memory of Lois W. for insertion in her autobiography was developed by the Literature Administrator and the Archivist.

CERTIFICATE OF GIFT: For members who wish to retain their Al-Anon material, which may be of historical significance, the Committee developed a certificate of gift form for members to notify their families of their intent to turn their material over to the WSO upon death. The form, AR-3, was enclosed with the Fall issue of the Archives Sharing Bulletin.

CHRISTY VISITS THE WSO: This discontinued slide presentation was offered in the Archives Sharing Bulletin on a first-come, first-serve basis. Thirteen Areas received this historical piece at no charge.

SOCIETY OF AMERICAN ARCHIVISTS: The Archivist attended the annual meeting September 29 - October 2 in Atlanta, GA. Seminars, exhibits and tours were included.

PROCEDURES: Day-to-day activities were carried on by the Archivist, including encouragement and guidance to Argentina, South America, and U.K. and Eire Archives.

BUDGET

Jane O./Marjorie W., Treasurer
Richard J. Keilly, Controller

COMMITTEE: Activities and recommendations included: discussions of the 1989 Budget; establishing a goal whereby annual transfers of excess income are made from the General Fund to the Reserve Fund, subject to Board approval; consideration of the financial obligations resulting from an accident involving a volunteer attending a meeting at the WSO; authorization of an allocation for the purchase of four FAX machines; consideration of purchasing a computer software package for archival purposes; revision of the Seventh Tradition leaflet with a recommendation that the amount of the tri-annual appeal be raised from \$2 to \$3 per member; review of a proposal to initiate a computer program compatible with ours to link up with PFA's operations; study of costs for increasing personnel; review of departmental budgets; determining the financial aspects of holding the 1992 IAGSM outside the U.S. and Canada; consideration of establishing a budget for volunteer committee members.

Additional activities included reviewing the price and initial ordering quantities of all new CAL and supplementary material.

CONFERENCE

Norma McG., Chairman
Rita McC., Administrator

COMMITTEE: The full Conference Committee met three times; the Interim five times.

CONFERENCE PREPARATION: From January through April, activities focused on the many details required for coordinating the 1988 WSC. Preparations were finalized, including arrangements with the Sheraton Stamford Hotel & Towers selected as the Conference site on the basis of space and cost.

Plans for the 1989 WSC began in June and it will assemble at the Sheraton Stamford Hotel & Towers, Stamford, CT, April 24-29, convening at 8:30 AM on April 24th with the theme, "March 4th Into Service."

HOSPITALITY: A complimentary copy of LOIS REMEMBERS was given to Hospitality Room volunteers. Hospitality details for the 1988 WSC were handled by Deanna Z., Assistant to the Conference Administrator.

CONFERENCE SUMMARY: Over 2,400 copies were sent to Delegates for distribution to their Area World Service Committees. Approximately 372 were sent to past Delegates, Trustees and other WSO Conference members. Current Delegates and registered groups received single copies.

ASK-IT-BASKET: The complete compilation was mailed to Panel 29 Delegates with the 1987 and 1988 WSC updates. In 1989, Conference members will receive the entire edited Ask-It-Basket which is sent every three years. Questions submitted at the 1989 WSC will be mailed to Conference members after the Conference allowing Administrators to research answers.

MAILINGS TO CONFERENCE MEMBERS: During the first quarter, pertinent material was mailed for the 1988 WSC. Subsequent mailings included material relative to the 1989 WSC. Contribution slips and print-outs were mailed periodically.

ELECTION ASSEMBLIES/PANEL 26: Areas elected Panel 29 Delegates (1989-1991) in the Fall of 1988. A sample of the "Open Letter" for new Group Representatives was sent to Panel 26 since the Areas they represent participated in the election of Panel 29 Delegates.

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

EQUALIZED EXPENSE FUND: The Board approved an increase for the 1989 WSC from \$525 U.S. to \$550 U.S. The Canadian equivalent remains at \$700.

PANEL 29 (1989-1991): The names of Panel 29 Delegates were received; a letter of welcome was sent with appropriate material.

STANDING COMMITTEE PRESENTATION: Alateen and CPC will give 30-minute presentations, followed by a 15-minute question and answer period. Other committees will give a 5-minute update where appropriate.

STEPPING STONES: On Saturday, April 29, 1989 at 2:15 PM following Conference proceedings, buses will leave the Sheraton Stamford Hotel & Towers to visit Stepping Stones and will return at approximately 5:30 PM.

GREEN LIGHT/RED LIGHT: Conference members will continue to be asked to submit their questions to the WSO prior to the Conference. Green Light concerns and topics will be sorted for consideration during the Red Light session. Four Open Discussion questions and Workshop topics will be selected.

WSO DINNER/OPENING SESSION: The WSO Dinner will be held at 6:00 PM on Sunday, April 23, 1989. An Al-Anon meeting will follow. The Opening Session will begin promptly at 8:30 AM on Monday, April 24, 1989.

OVERSEAS REPRESENTATION: In September invitations were sent to all General Service Offices for their participation at the 1989 WSC. Brazil, Flemish Belgium and Italy sent their regrets. Japan and Germany will send a representative.

ANNUAL REPORTS: Conference members will receive the reports before the WSC. Questions regarding the report submitted to the WSO before the Conference, along with answers, will be included in the portfolio.

PANEL 26: Outgoing Delegates were sent a letter of recognition for their dedicated service, the Conference Summary and **AREA HIGHLIGHTS**.

EXPANSION OF REGIONS: Time has been allotted for discussion on the WSC Agenda. U.S. South Central is scheduled to vote for a Regional Trustee in 1990 along with the U. S. Northwest and U.S. Southwest.

REGIONAL TRUSTEE PROCEDURES: Cover letter, voting procedure and resumes of RTs were sent to members voting during the 1988 election session for RTs for Canada (East) and Canada (West). Resumes and cover letters were also sent to Conference members. The results of these elections were: Mary C., Canada (East), and Gloria P., Canada (West), both reelected for a second three-year term.

Material was sent to Delegates and Chairmen in the U.S. Northeast, U.S. Southeast and U.S. North Central Regions to aid in their election process during the 1989 WSC.

The following resumes were received:

U.S. Northeast Region - Geraldine V.S., Connecticut; Betty F., Maine; Angela W. and Alternate, Alan C.E., Maryland/DC; Jane D., New Jersey; Marion W., New York (N); Tom C., New York (S); Mary R., Pennsylvania. There were no candidates from Delaware, Massachusetts, New Hampshire, Rhode Island and Vermont.

Delegates outside the U.S. Northeast Region plus Alternates drawn at the 1988 WSC are:

Puerto Rico	Lydia M.
Indiana	Jan K.
Tennessee	Claude K.
Louisiana	Gail F.
Illinois (N)	Mary Jane M. (1st Alternate)
Florida (N)	Virginia S. (2nd Alternate)

U.S. Southeast Region - Fran B., Mississippi; Conchita R., Puerto Rico. There were no candidates from Alabama, Florida (N), Florida (S), Georgia, Kentucky, North Carolina, South Carolina, Tennessee, Virginia and West Virginia.

Delegates outside the U.S. Southeast Region plus Alternates drawn at the 1988 WSC are:

Connecticut	Mary Ann R.
New York (N)	Mary G.
Maryland/DC	Beatrice R.
Pennsylvania	Mary C.
California (N)	Mary A.T. (1st Alternate)
Ontario (S)	Margaret M. (2nd Alternate)

U.S. North Central Region - Maxine K., Illinois (N); Jean Z., Indiana; Lois T.B. and Alternate, Florence G., Iowa; Bill LaF., Michigan; Richard B. and Alternate, Judy S., Ohio; Dolores K., Wisconsin. There were no candidates from Illinois (S), Minnesota (N) and Minnesota (S).

Delegates outside the U.S. North Central Region plus Alternates drawn at the 1988 WSC are:

Tennessee	Claude K.
New Hampshire	Lois C.
Pennsylvania	Mary C.
South Carolina	Betty Sue W.
Utah	Lois S. (1st Alternate)
Arkansas	Lora G. (2nd Alternate)

The names of the voting Trustees will be drawn at the January 1989 Board meeting. Each Conference member will be sent a set of resumes.

3-MINUTE TALKS: Outgoing Conference members selected to speak at either the WSO Dinner, Spiritual Meeting or The Many Faces of Al-Anon panel will be given the option of presenting a 3-Minute Talk at the 1989 WSC on the topic, Accepting the Leadership Challenge.

MANY FACES OF AL-ANON: There will be one speaker from each panel of Delegates and one from the WSO.

SUBCOMMITTEE: ADMISSIONS/ AGENDA/HANDBOOK

Helen W., Chairman

The 1988 WSC voted to include the Northwest Territory as part of the Alberta Area. The Delegate will be called the Alberta/NWT Area Delegate.

The Committee met three times and has been expanded to include Angela W. and Audrey B. as In-town members.

All recommendations for Handbook changes were reviewed for presentation to the Standing Committee at the 1989 WSC.

The Committee participated in the selection of Spiritual Speakers and the Conference theme.

OFFICE PROCEDURES: Correspondence and telephone inquiries regarding Area situations were answered on a daily basis. Records continue to be updated; forms reviewed. Area newsletters were read and articles were excerpted for *AREA HIGHLIGHTS*.

COOPERATING WITH THE PROFESSIONAL COMMUNITY

Mary C., Chairman
Ellen D., Administrator

PROFESSIONAL ACTIVITIES: The following nine conference/meetings related to CPC work were attended by WSO Staff/Volunteers:

National Advisory Council on Alcohol Abuse and Alcoholism, Bethesda, MD - Feb 4, 1988

National Convention on Children of Alcoholics, San Francisco, CA - Feb 14-17, 1988

National Association for Children of Alcoholics, New Orleans, LA - Feb 28-Mar 3, 1988

National Council on Alcoholism, Arlington, VA - Apr 22, 1988 (presentation given)

Rutgers Summer School on Alcohol Studies, New Brunswick, NJ - June 22, 1988 (presentation given)

National Medical Association, Los Angeles, CA - July 30-Aug 4, 1988

Responding to New Parents, an Approach to Preventing Child Abuse, NY, NY - Oct 26-27, 1988

The Third Annual New Jersey Conference for Children of Alcoholics, Asbury Park, NJ - Nov 11-12, 1988 (presentation given)

National Council on Family Relations, Philadelphia, PA - Nov 14-16, 1988

EXHIBITS: Al-Anon exhibited at 23 national/regional conferences where volunteers staffed the booths, distributed literature and showed the films. Based on evaluations, showing our videos at the booths was discontinued. The films *Al-Anon Speaks For Itself* and/or *Alateen Tells It Like It Is* were shown at the film festivals of three conferences; hardcover books were sold at six conferences; literature was sent to 20 conferences for their "free take one" tables; and tabletop exhibits were provided at two conferences.

Exhibit Booths - Two booths were refurbished.

ONGOING PROJECTS:

AL-ANON SPEAKS OUT - The 1982-83 issue which focuses on the Twelve Traditions was reprinted as a special issue. The Winter 1987-88 issue featured a new design. It focused on the 1987 Fellowship Survey and was mailed along with an order blank for *Alateen Tells It Like It Is*, the Survey leaflet and the Seasonal Letter.

The Summer 1988 issue featured an article on the Soviets' visit to the WSO. The inserts were: An Open Letter To My Teacher and an order blank offering a complimentary copy of *Getting In Touch With Al-Anon/Alateen*. As a result of this offer 3,780 copies of *Getting In Touch* were sent. Both the Winter and Summer issues were sent to over 13,000 professionals. The Winter 1988-89 issue, a memorial issue for Lois, was compiled.

COMPLETED PROJECTS:

Al-Anon Speaks For Itself - A news update offering suggestions on using the film in service work was mailed to CPC, P.I., Institutions and Alateen Coordinators and to Area Newsletter Editors.

Who Are The Members Of Al-Anon And Alateen? (1987 Survey) - This new leaflet which summarizes the results of the Survey became available for distribution.

Breakfast For Professionals - Held at the National Council on Family Relations Conference on November 16th, in Philadelphia, PA, the breakfast was attended by 59 professionals and 18 Al-Anon volunteers. The program included a brief explanation of Al-Anon, local Al-Anon and Alateen speakers and a screening of the film, *Al-Anon Speaks For Itself*.

Alcohol Awareness Week, October 1988 - In response to requests for material, complimentary literature was sent to 17 colleges and universities.

CPC SHARINGS - This newsletter was mailed to CPC Coordinators in the Spring and Fall.

PROJECTS IN PROGRESS:

Yearly Calendar for 1989 - A schedule was established for articles to appear in each issue of *INSIDE AL-ANON* as a means of encouraging our members to reach out to groups of professionals.

Abstracts - Two abstracts and applications for Al-Anon/Alateen presentations were sent to the conferences of the National Association of Alcoholism and Drug Abuse Counselors and the Alcohol and Drug Problems Association of North America.

Bookmark: Al-Anon/Alateen Is & Is Not - A motion to produce this bookmark was approved by the 1988 WSC. The bookmark is targeted for completion by the 1989 WSC.

A Memo To The Professional Community Regarding Our Primary Purpose - This handout is in the final stages of production.

Breakfasts For Professionals 1989 - The American Orthopsychiatric Association and the American Association for Marriage and Family Therapy were contacted about the possibility of Al-Anon holding a breakfast at their conferences.

Mailing To Medical Libraries - Approval was received to arrange a mailing to medical libraries in the U.S. and Canada.

PROJECTS UNDER CONSIDERATION:

What Al-Anon/Alateen Is And Is Not - Development of an 8 1/2 X 11 handout that provides information on various aspects of the program.

CPC Display - Development of a display of CPC tools to be used at Regional Service Seminars.

Film Loop - Development of this project featuring excerpts from the Al-Anon and Alateen videos is being reconsidered.

OFFICE PROCEDURES:

Reprints - Reprints used as CPC tools were reviewed and approved for continued use.

Revisions - Al-Anon Speaks To You, The Professional; The Al-Anon Fact File; Al-Anon Faces Alcoholism; Al-Anon Family Treatment Tool In Alcoholism; Al-Anon, You And The Alcoholic; Al-Anon and Professionals; An Open Letter To My Teacher; Guidelines for Introducing Al-Anon To The Professional Community and for Cooperating with the Professional Community; Service Workbook; and A Pebble In The Pond.

Office Work - A CPC or Educator's pack and a form or personalized letter was sent in response to over 1,442 professional inquiries.

SUBCOMMITTEE: NPIC (NATIONAL PUBLIC INFORMATION CANADA):

Mary C., Chairman

COMMITTEE: The WSC approved a motion that the NPIC Committee become a permanent subcommittee of the CPC Committee. The Committee established the acronym "NPIC" to stand for "National Public Information Canada," since it had also been referred to as National P.I. Committee on many occasions.

AL-ANON SPEAKS OUT, Canadian Bulletin: The 1988 issue featuring information on the pamphlet, Al-Anon Speaks To You, The Professional and the video, *Alateen Tells It Like It Is* was sent to over 2,300 professionals along with an order blank for the video, a complimentary copy of the pamphlet, and a form asking professionals if they wish to remain on the mailing list. The 1989 issue featured information about *The FORUM* and the Soviet doctors' visit to the WSO. A total of 10,280 current and past issues have been mailed to members for service work. The mailing list was computerized.

BREAKFAST FOR PROFESSIONALS: Work began on Al-Anon hosting a breakfast at the Canadian Criminal Justice Association Congress' 1989 Conference on June 29th in Halifax, Nova Scotia.

EXHIBITS: Al-Anon was represented at seven conferences with our exhibit booth. Literature was sent to 10 conferences for their "free take one" tables. Three conferences were sent literature for their registration

packet.

INQUIRIES: 897 packets of literature were mailed in response to inquiries.

MEDIA CONTACTS: Information and literature was provided to 16 professionals.

VIDEOS: 44 copies of the films *Al-Anon Speaks For Itself* and *Alateen Tells It Like It Is* were sold.

THE FORUM

Anita M., Editorial Committee Chairman
Gloria P., Business Operations Chairman
Fran M., Administrator

EDITORIAL COMMITTEE:

In September, Fran M. was hired as FORUM Administrator. Until Fran was hired, Rita McG., Editorial Assistant, compiled the magazine. The Committee regrettably accepted the resignation of Committee member, Irene S.

The Committee prepared and approved the following: a FORUM Functions List indicating committee oversight; guidelines for writing to *The FORUM*, which were published in the April/May issue of *INSIDE AL-ANON* and the April issue of *The FORUM*; and guidelines for selection of material to be published for its own use.

FORUM FAVORITES - The scope of FORUM FAVORITES, Vol. 3, was established to include editorials from the past four editors. The Committee agreed to: produce Vol. 3 of FORUM FAVORITES and subsequent volumes; index Vol. 1; sell each volume separately or together; design a new cover for existing, as well as subsequent volumes. The Committee requested that a motion be presented at the Conference regarding additional volumes.

The FORUM 1988: *The FORUM* featured the slogans plus the "sayings," Principles Above Personalities; Al-Anon's Declaration, Let It Begin With Me; and the Serenity Prayer. The use of the grabbers on the cover was reinstated following a two month temporary removal.

Articles - Among articles published in 1988 were: "Moving Around the Globe," (Jan) on the International Al-Anon General Services Meeting held in August in London, England; "Twenty-Seven Valentines," (Feb) describes how an adult child of an alcoholic improves communication with her father; "Ninety-Miles from the Arctic Circle," (Mar) from an American living in Sweden who overcame loneliness; "Al-Anon is for Non-Christians too!" (Apr) from a Jewish member on unity; "Overcoming Anger," (May) on using the Seventh Step to eliminate anger; "A Lasting Decision," (June) on staying in the active alcoholic situation; "Secret to Recovery," (July) on willingness to change; "Pain has Purpose," (Aug) on the

management of pain; "Act of Violence," (Sept) describes how members avoid violence today with the help of Step Ten; "Replacing Fear with Faith," (Oct) on walking through fear; "Healing," (Nov) on moving from self-righteous indignation and blame to self-love; "Contemplating Spiritual Growth," (Dec) on importance of principles found in the ODAT book.

The FORUM 1989: The theme chosen for 1989 covers was "Journey to Serenity" and the Twelve Steps was voted the subject of "The Theme," page 22. The Committee approved a request from Alateen Services to focus on encouraging Alateen Sponsorship on the Alateen page.

The March 1989 issue will consist of Lois' memorial service, her personal sharings, as well as members remembering Lois.

The words "Journey to Serenity" were placed on the cover in January to inform members of the 1989 theme. However, the Committee agreed to resume using "a meeting in my pocket" in February.

FORUM BUSINESS OPERATIONS:

Approximately 59,500 copies of *The FORUM* were mailed in December and there were 42 FORUM Coordinators. The poster display board, approved as the primary FORUM promotion for 1988, was completed in November. Mailing is scheduled for January 1989.

The membership survey was conducted by Wolf/Altschul/Callahan, Inc. Questionnaires were mailed to 2,000 present and 1,500 past subscribers in mid-September. Responding were 1,069 present and 327 past subscribers in mid-November. Preliminary results were received late December to be reviewed at the Committee meeting in January '89.

The Executive Committee gave conceptual approval for production of a four-color slogan booklet as a one-time saleable souvenir item to be sold at the 1990 International Convention. The booklet will include text of "The Theme," page 22 of the 1988 FORUMs on the slogans/sayings, along with the WSO artwork depicting the slogans symbolized by flowers.

Two mailings were sent to FORUM Coordinators (February and March) with display ideas, back issues, reprints and order blanks in bulk. The March letter included a reminder that the May '88 issue commemorates the tenth anniversary of *The FORUM* in magazine format. When the FORUM Coordinator/Contact changes, the new Coordinator will receive a complimentary one-year subscription. The former Coordinator is to pass on the original material sent.

Promotion ideas for 1989 include: establishing a subscription envelope for renewals; offering groups three sets of FORUM Reprints (18) for six new subscribers; holiday promotion (13 for 12); individual subscription could be encouraged by groups through offering an incentive, (i.e., free one-year subscription for each group that orders ten individual subscriptions).

INSIDE AL-ANON (IA)

Jane O., Chairman
Sandra F., Editor

COMMITTEE: The Committee remains a subcommittee of the Executive Committee. During the first and second quarters, Linda McF. maintained the position of Editor. Sandra F. now continues as Editor. Jane O. was appointed Chairman following the 1988 WSC. Due to popular demand for the "Special Issue For and About Adult Children of Alcoholics" (Oct/Nov '86), a four-page reprint was developed and 10,000 copies printed.

SPECIAL ISSUE: Following Lois W.'s death, a "Memorial Issue" was published and mailed to WSO Conference members, Board of Trustees and registered groups. Copies were also passed out following the memorial service at the Marble Collegiate Church. Excerpts were featured in Area and Information Service newsletters. Following a group-wide mailing, a total of 15,000 extra copies were ordered due to the large volume of requests (5,000 with initial order, 10,000 when supply was exhausted).

EDITORIALS:

Feb/Mar - Included suggestions from the WSO Policy Committee to adult children groups; a "Group Spotlight" on smoking at meetings and a "Service Profile" on Bill S.

Apr/May - Highlights were a request for sharings for the creation of CAL; an explanation on the differences between P.I./CPC/Institutions services and a "Service Profile" on Rae S.

June/July - Three days following the WSC, a proof sheet of the mini-summary was mailed to Conference members. Errors were corrected before the final issue was mailed to groups.

Aug/Sept - The passing of Henrietta S., Al-Anon's first General Secretary was announced; Mother Hale's visit to Lois at Stepping Stones; synopsis of Soviets' visit to the WSO; and announcement of WSO's Open House in September.

Oct/Nov - Featured the 1990 International Convention in Seattle; the new daily reader and information on the topical index; the value of the service manuals; WSO's registration policy and announcement of new Administrators. The "Service Profile" featured Geri H.

Dec/Jan - A synopsis of the details of Lois' passing; results of the IAGSM held August 21-25 in London and of WSO's Open House; the 1989 WSC theme; and "Send Us Your Comments" on cross-talking. The "Service Profile" featured Kuniko N., General Secretary of Japan's GSO.

INSTITUTIONS

Bill S., Chairman
Ellen D./Claire R., Administrators

SERVICE: Although separate Standing Committees were retained, the Institutions Service was combined with CPC; Ellen D. served as the CPC/Institutions Administrator. After a nine month trial it proved impractical for one Administrator to handle both assignments. Effective August 1, 1988, Claire R. assumed her new position as Institutions Administrator.

COMMITTEE: The Committee met seven times including the Standing Committee meeting at the 1988 WSC.

AL-ANON IN INSTITUTIONS - The March, July and November issues were completed and distributed. The March issue contained an article discouraging the criticism of newcomers who use professional terminology. The November issue featured a tribute to Lois W. in recognition of her early awareness of Institutions service work.

PROJECTS COMPLETED:

October Institutions Month Calendar, 1988 - The calendar was sent to the fellowship along with the July issue of *AL-ANON IN INSTITUTIONS* newsletter and the August/September issue of *INSIDE AL-ANON* following review by the 1988 WSC Standing Committee. All Information Service Offices and Area newsletter editors in the U.S. and Canada received a copy of the calendar and a cover letter encouraging reproduction.

Al-Anon Spoken Here - The 1988 revision contains the statement on labels (Page 41, Section 5, Item b) from the Digest of Al-Anon and Alateen Policies as suggested by the Institutions Committee.

1988 WSC Presentation - The Committee presented the results of its 1987 WSC questionnaire sent to Delegates and Institutions Coordinators requesting feedback for a proposed audiovisual service tool. A slide presentation was shown as a rough sample of the video; a skit depicting different kinds of members an Institutions group reaches was also presented by Delegate and In-town members.

PROJECTS IN PROGRESS:

Audiovisual Service Tool - Crommie and Crommie, Inc. was selected as the producer. This film aims to stimulate the interest of Al-Anon/Alateen members in Institutions service work. It is now in the final stages of production.

Service Workbook (K-17) - The Committee reviewed the Institutions section; expansion is planned.

Homeward Bound - Revision of this leaflet, in cooperation with the Literature Service, has begun; WSO newsletters will be used to elicit sharings to expand the

personal sharings section.

An Open Letter To Institutions Professionals - Sample correspondence to Institutions professionals and a questionnaire for Al-Anon follow-up received from Minnesota (N) are being adapted for inclusion in the Service Workbook.

Planting A Seed - Revisions have been obtained from the Committee members.

PROJECTS UNDER CONSIDERATION:

Mailing To Treatment Centers - A partial mailing to treatment centers in the U.S. and Canada to provide information about Al-Anon is being considered.

Professional Terminology - The following ideas were developed to discourage the use of terminology at meetings: create a leaflet similar to the P.I. piece, Detachment; add statements to the Al-Anon/Alateen Institutions Service Guidelines and to the Beginner's Meeting Format to discuss portions of the leaflet, Al-Anon Spoken Here.

OFFICE PROCEDURES:

Reprints - "The Role Of Al-Anon Groups In The Treatment Program Of A Veterans Administration (VA) Alcoholism Unit" was reviewed and approved for continued use. Current articles are being sought to develop a new reprint.

Office Work - A packet of appropriate literature and a form letter were sent in response to over 115 professional inquiries.

Form Letters - Eight form letters were developed and will be put to use in answering various routine inquiries.

Mailing List - 2,004 Institutions professionals are on our mailing list.

INTERNATIONAL CONVENTION

1990 Convention

Myrna H., Chairman
Carole K., Coordinator
Mary Ann K., Co-Coordinator
Sandra F., Special Events Chairman

COMMITTEES:

Planning - In June, Myrna and Carole attended a Meeting Planners' Convention in the Seattle Convention Center and viewed this facility to re-evaluate Al-Anon's meeting space needs. Contact was made with representatives of the Seattle Convention Bureau, tour consultants and hotel representatives. Plans are underway for three trips (March, September and November) by Planning Committee members and other administrative staff.

A presentation on the 1990 was given at both the IAGSM and the 1988 WSC. At the IAGSM, emphasis was placed on insuring international participation.

Entertainment - A local company was asked to submit estimates for a band to play at the Opening Parade and the Alateen Dance.

Registration/Housing - Forms are targeted for September 1, 1989 mailing.

Hospitality Suites - Florida (N) has requested a hospitality suite. Suites remain available.

Translations - Bids for simultaneous translations in French, Spanish and German for the opening meeting were requested.

Camping Information - Campers can make reservations on their own with private campsites that are outside city limits. There will be five public schools within the city limits for self-contained rigs. Registration for these sites must go through the registration/housing process in September '89.

Welcoming - A meeting was held in Seattle with Dorothy A., Welcoming Committee Chairman, and Caryn J., Co-Chairman to discuss continued cooperation in all hospitality efforts.

Special Events - Assignments:

Thursday, July 5 -

GSO International Luncheon, Fran M.
Press Conference/External P.I., Ellen D.

Friday, July 6 -

Opening Parade, Claire R.
Pioneer Luncheon, Margaret O'B.

Saturday, July 7 -

Conference Reunion Luncheon, Rita McC.
Alateen Dance/Alateen Program, Bonnie C.

Sunday, July 8 -

Welcoming Committee Luncheon, Geri H.
The Four Big Meetings, Myrna H. and Sandy F.

1995 CONVENTION

Myrna H., Chairman
Mary Ann K., Coordinator

The cities of Minneapolis, Toronto, San Diego and Atlanta were chosen by AA's Site Selection Committee where Al-Anon had one vote. Each presented different challenges in coordinating two simultaneous conventions.

Each city was visited by a site selection team including an AA Staff member, AA Controller, AA Trustee, Convention Consultants and an Al-Anon Staff member. Following a second visit to Toronto by three Al-Anon Staff members, a letter was sent to the Site Selection Committee recommending Toronto as the city that could meet our requirements for space and internal transportation.

San Diego was subsequently chosen by AA's Board for AA and ultimately Al-Anon's 1995 International Convention.

The site was visited and several tentative plans were designed contingent on completion of two hotels and presentation of the city's older convention center.

Due to the logistics involved, an elaborate bus system is required in San Diego. Budget considerations were raised because of overall increases in the convention costs and in particular this costly transportation system. Financial implications for Al-Anon are to be investigated further.

INTERNATIONAL COORDINATION

Marjorie W., Chairman
Mary Ann K., Administrator

INTERNATIONAL AL-ANON GENERAL SERVICES MEETING (IAGSM):

On August 21 - 24, 1988, at the Hotel Russell in London, England, 38 Delegates represented 21 structures with the theme, "Voicing the Language of the Heart." Countries represented were: Argentina, Australia, Belgium (Flemish), Belgium (French), Brazil, Costa Rica, Finland, Germany, Iceland, Italy, Japan, Mexico, New Zealand, Norway, South Africa, Spain, Sweden, Switzerland (German), U. K. & Eire, U.S. & Canada.

At the last minute, France notified the IAGSM Chairman they were unable to attend. International Coordination Committee members attending were: Marge W., Mary Ann K., Myrna H., Sandra F., Margaret O'B., Bill S., and Ruth S.

The ad hoc IAGSM Admissions Committee, chaired by Bill S., agreed upon the criteria for future structures attending meetings. There were workshops on various services and subjects such as Group Conscience through National Conference and How to Better Serve our Groups. General Sessions included: Internal Structure of GSO, GSO Workers--Paid & Volunteers, Rotation of Volunteer Committees, Admissions Committee Guidelines and Working Through Our Differences, among others. Marge, IAGSM Chairman, led the meeting as the following motions (summarized) were passed and later approved by the Board of Trustees: that every other IAGSM be held outside the United States beginning with the 1992 IAGSM; that a process be established for bringing last minute items to the meeting; that the proposed plan of the ad hoc IAGSM Admissions Committee be adapted; that an ad hoc IAGSM Committee be formed to study the future development of the IAGSM and its relationship to the WSC; that structures send two Delegates to each IAGSM on a rotating basis if at all possible.

Costa Rica - Two hundred copies of AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS in Spanish were sent to the GSO on consignment.

Denmark - The GSO has requested a loan from the WSO to publish the ODAT for the first time. Congratulations were sent to the GSO for their newly published monthly magazine, *Perspektiv*. Our service manuals in English were sent to each group as requested by the GSO in preparation of their first national meeting. An individual having difficulties buying literature in the Faeroe Islands was directed to the GSO.

Finland - The addition of six Finnish stories to AL-ANON FACES ALCOHOLISM, was approved by the WSO Board of Trustees after they set a review process. This project, on a trial basis, is to be reviewed in three years.

Germany - The GSO moved to Essen. Two representatives from the GSO attended the WSC. The GSO requested approval to adapt the final chapter of AL-ANON FACES ALCOHOLISM to conform to their structure. The International Coordination Committee suggested they keep the original version with an addendum section or footnote explaining its adaptation.

Ghana - Information, material and a registration form were sent to the first Al-Anon group meeting in Tenia.

Greece - The members of the Parthenon Al-Anon Group have published the ODAT in Greek for the first time.

India - Members continue to try to organize an Information Service Office in Bombay. A letter addressed to the groups in Calcutta stating the importance and benefits of having an Information Service was sent at the request of June D., an Al-Anon member visiting the WSO from Calcutta. Joyce G., an Al-Anon service member from Bombay also visited the WSO.

Israel - Interest in setting up a service structure, Information Service Office and reprinting literature was expressed.

Italy - A contribution was received from the GSO. Questions on anonymity within the fellowship were answered.

Japan - The GSO is in the process of registering the Al-Anon trademarks. A literature contribution was received from the GSO. Information, material and registration forms were mailed to three individuals in Tomakomoni, Komoro, and Himeji-Shi Hyogo-Ken. A social worker interviewed our CPC and International Administrators.

Kenya - A professional wishing to start an Alateen group was directed to the two existing groups in Nairobi for support and sponsors.

Korea - The Serenity Group in Seoul has printed their first two pieces in Korean; Understanding Ourselves

and Alcoholism, Purpose and Suggestions.

Lesotho - A relocated Al-Anon member from Canada is trying to start a group and connect it to the structure of South Africa.

Mexico - Information was sent to the GSO about the WSO's Executive Committee, Board of Trustees and one-time bequests. AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS in Spanish was printed in the U.S., but gratitude was sent to the GSO for their efforts at gathering information to help the WSO determine the most economical way to print. The WSO has bought the poster, Alcoholism Can Tear A Family Apart, from the GSO for sale in the U.S. & Canada.

Micronesia - A member requested Russian literature after reading *INSIDE AL-ANON's* issue about the International Administrator's visit to the Soviet Union. A new group in Saipan (Mariana Islands) was registered.

New Zealand - Clarification on the Twelve Concepts of Service was sent to the GSO's Chairman of the Board who questioned the General Secretary's role as a paid employee and a member of the Board of Trustees.

Poland - While in Switzerland, the WSO International Administrator met our Polish contact and longtime correspondent, Olga. The groups in Poland meet openly and Al-Anon group information is given when distress calls are made to a city hotline. Clarification was given to Olga about our translation review process and guidelines on How To Start A Service Structure. Close contact with our Polish translation reviewer, Hanna, in British Columbia, Canada, continues about translations in progress. Complimentary material was sent to three Polish Al-Anon contacts in Poznan, Wroclaw, and Warszawa. The WSO received a list of 72 Al-Anon and eight Alateen groups meeting in 50 cities.

Portugal - The WSO's Board of Trustees approved the reprint of the ODAT for the first time with cooperation from Brazil with the mechanicals.

South Africa - An Al-Anon member requested permission to reprint our literature to use at Overeaters Anonymous meetings. It was suggested they write literature from their own experiences. Members wishing to contribute to the WSO from Information Services were directed to channel their contributions through the GSO. The newly printed ODAT in Afrikaans was received. Efforts to register our trademarks by the GSO continues.

Soviet Union - On May 6, Al-Anon and AA shared a day as hosts to eight Soviet professionals. This was a part of the Soviet-American exchange begun in 1987. These professionals visited the WSO for breakfast, an open Al-Anon meeting and a tour of the office. Several WSO Staff escorted them through the maze of midtown traffic at noontime to the AA General Service Office for lunch. Interest in Al-Anon by the Soviets was expressed for future exchanges. The AA International Secretary visited Moscow and reported that an Al-Anon

Following the meeting, the Host Committee held a dinner where local Al-Anon members served food from all over the U.K. & Eire and entertained the IAGSM members with folk dancing and music from their land.

COMMITTEE: The International Coordination Committee was restructured to take effect after the 1989 WSC. The Committee will be composed of the Chairman, Staff Administrator, Board of Trustees Liaison, a longtime volunteer member and the Executive Director as an ex-officio member.

SUBCOMMITTEE: SPANISH

Sandra F., Teresa M. and Mary Ann K. made decisions that set directions for the work accomplished under the Spanish Services Report. Among them are: WSO printed the TWELVE STEPS AND TWELVE TRADITIONS after working with the GSOs in Mexico and Spain; WSO will print AL-ANON FACES ALCOHOLISM with the English version; a variety of free-lance translators will continue to be used to keep current on the updating, revising and translating of newsletters, literature and correspondence; groups in Argentina, Brazil, Mexico and Spain will no longer be on computer at the WSO. We will maintain copies of their directories and a count of their groups for accurate reporting of Al-Anon groups worldwide; a special luncheon for WSC Delegates with Spanish-speaking groups in their Area is planned; the copyright page of all translations will indicate the original is Conference approved, not the translation; approval was given by the Executive Committee to update and reproduce the TV spots already in Spanish.

MAILINGS: Five cover letters were mailed to the GSOs providing information, material and news sent to our WSC members. Three cover letters were mailed to the IAGSM Delegates regarding finances, presentations, the brochure, and the Fifth IAGSM Summary. A copy of AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS was sent to the WSC Delegates with the most Spanish-speaking groups in their Area.

LITERATURE REQUESTS: Material was sent in Chinese, Finnish, French, German, Greek, Hungarian, Italian, Korean, Norwegian, Polish, Portuguese, Russian, Spanish, Swedish, Vietnamese.

MEETING INFORMATION: Requests were received for groups in Bangkok, Hong Kong, India, Japan, Philippines, Switzerland, Thailand.

TRANSLATION SERVICES: Three CAL pieces translated into the Russian language (Understanding Ourselves, Purpose & Suggestions and the reprint, "Have You Tried Al-Anon, Doctor?") have been reproduced by the WSO and mailed to 40 interested professionals in the United States and the Soviet Union. A new procedure has been developed with the Literature Administrator to save the GSOs considerable time when updating their pieces. New translations are in process for: Danish, Flemish, German, Greek, Hungarian, Italian, Japanese, Polish, Russian, Swahili.

AL-ANON INTERNATIONALLY: All requests for first time reprint permission from a structure will be sent to the Executive Committee; only if difficulties arise will it go to the Board.

Reprint permission forms were sent for the following pieces to be reproduced in that particular country: *Alateen Tells It Like It Is*, Australia; Alateen Sponsor to Sponsor, Al-Anon Spoken Here (pamphlet & door hang), ALATEEN--HOPE FOR CHILDREN OF ALCOHOLICS, and AS WE UNDERSTOOD..., Brazil; Living With Sobriety and Alcoholism, A Merry-Go-Round Named Denial, Colombia; Information for the Newcomer, It's A Teenaged Affair and Why Is Al-Anon Anonymous?, Denmark; Alcoholism Can Tear A Family Apart (posters) and ALATEEN - A DAY AT A TIME, Germany; Did You Grow Up With A Problem Drinker?, Al-Anon, Is It For You?, Guide for Sponsors of an Alateen Group, Living With Sobriety, and Sponsorship, What It's All About, Italy; Just For Today, Al-Anon, Serenity Cards, and Alcoholism Can Tear A Family Apart, Mexico; Sponsorship, What It's All About and AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS, Norway; Purpose & Suggestions, Freedom From Despair and Alateen Do's & Don'ts, Poland; ONE DAY AT A TIME IN AL-ANON and service manuals, Portugal; Alcoholism Can Tear A Family Apart, South Africa.

Argentina - A script of Al-Anon Speaks For Itself, in Spanish, was sent. Received from the GSO a directory of their groups with copies of guidelines and the Third Argentina National Conference Summary.

Australia - The first Spanish-speaking group in New South Wales was registered. The WSO will work closely with the GSO on the reprint of the simplified Twelve Steps for the aboriginal people.

Belgium (Flemish) - The GSO moved to a new location. Cooperation between French and Flemish was seen as a Flemish GSO representative attended the French Belgium Second Annual Conference.

Belgium (French) - Information regarding registration of the Al-Anon trademarks in the Benelux countries was mailed to all countries involved.

Brazil - An organization called Tox-Anon requested permission to adapt Al-Anon literature. The WSO suggested they create material for their specific needs. Much interest was shown in creating a committee called, "Contact with Professional Communities."

Chile - The name of our contact along with a print-out of all registered groups, was sent to a member who might help the scattered groups unite.

*Colombia - The General Secretary resigned from the GSO. A National Alateen Standing Committee formed. Clarification was sent to the GSO regarding the sale of literature on credit and the conversion of the film, *Alateen Tells It Like It Is*, to their video band. The functions of the GSO and Intergroup were also explained.*

group is existing there. The WSO is working with Al-Anon members who confirm this and are to visit the Soviet Union in April for more concrete group information. Material in Russian and English was mailed to a doctor in Moscow requesting information on our program of recovery. A request from the Temperance Promotion Society (TPS) for graphic Al-Anon material was filled by sending our posters to be placed in a travelling exhibit about alcohol abuse in the U.S.

Spain - A letter of appreciation was sent to the GSO for their effort at gathering information to determine the most economical way to print AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS into Spanish. Two English-speaking groups in Malaga and Mallorca registered with the WSO and were encouraged to register with the GSO as well.

Sweden - Two professionals from the Bureau of Alcohol and Narcotics in Stockholm visited the WSO and exchanged material with the International Administrator.

Switzerland (German) - Several letters regarding the registration of the Al-Anon trademarks have been exchanged through the FAX machine. The GSO invited our International Administrator to participate in the AA/Al-Anon Convention in Basle.

Tanzania - Additional material regarding our program of recovery was sent to a professional. A letter to the WSO written in Swahili was sent for translation to our contact in Bariadi.

U.K. & Eire - Congratulations and thank you letters were sent to the GSO's Host Committee for their hospitality and record keeping of the IAGSM. The GSO members are eager to work with the WSO so they can be the English-speaking Information Service for Europe. Two past WSC Delegates shared information regarding Area activities with the GSO in London since the U.K. & Eire's Conference was considering adding the Area level to their structure. Subsequently an Area level was added.

Venezuela - Legal documents were exchanged in order to register the Al-Anon trademarks.

West Indies - Information, material and registration forms were sent to: Trinidad, Jamaica, Barbados, and San Fernando. Our Criteria for Granting Reprint Permission of CAL was sent for the first time to the Esperanza Al-Anon Group in Dow Village, Trinidad to reprint the ONE DAY AT A TIME IN AL-ANON since foreign exchange is difficult to obtain in that country. The WSO suggested they begin with a small pamphlet or leaflet.

Information on starting an Al-Anon group was sent to individuals in the following countries: Bahamas, Bolivia, Ecuador, Ethiopia, Fiji Islands, Hong Kong, Hungary, Iran, Malaysia, Mauritius, New Guinea, Nigeria, Philippines, Solomon Islands, Singapore, Turkey, Zambia, and Zimbabwe.

LITERATURE

Peggy L., Chairman
Geri H., Administrator

COMMITTEE: The Committee met eleven times. Profiles of Jim L., PA, and Grace S., PA were presented to the Board of Trustees.

TOPICS UNDER CONSIDERATION:

Illustrated Material - After the response to Al-Anon's Twelve Traditions - Illustrated and The Concepts: Al-Anon's Best Kept Secret? is assessed, consideration will be given to the production of additional illustrated pieces. A report will be given at the January meeting.

Larger Print Literature - The response to larger print ODAT and Alcoholism, The Family Disease is being evaluated prior to considering the production of additional larger print items. A report will be presented at the January meeting.

Material for Men - The response to Does She Drink Too Much? will be evaluated prior to considering production of additional pieces for men. Expansion of Al-Anon IS for Men has been postponed due to work on four major projects. Sharings written from the male perspective are being requested.

Sharings from Men - Sharings which focus on particularly male situations and written from the male perspective are being requested. In these sharings members would briefly tell about a situation or experience and then at length describe how they used a specific program tool: a Step, Tradition, slogan, reading or practice, and how it helped them in recovering from the effects of someone else's alcoholism.

International Sharings - Sharings have been requested from members in other countries through letters to GSOs and articles in *INSIDE AL-ANON*.

Revisions and Consolidation - The Committee has begun consideration of revising and/or consolidating So You Love an Alcoholic (P-14), Al-Anon, You and the Alcoholic (P-2), and Information for the Newcomer (S-4).

Beginner Tapes - Revision of these tapes was scheduled for consideration at the January meeting.

Questions and Answers - The Committee has begun consideration of a pamphlet which provides an Al-Anon response to a frequently expressed need/desire of a large segment of our fellowship, adult children of alcoholics.

Homeward Bound - The Institutions Committee will undertake a major revision of this piece.

PROJECTS IN PROGRESS:

AL-ANON FAMILY GROUPS Revision/Expansion - The revised outline submitted by the writer contracted for this work was approved by the Policy Committee. The schedule and procedure for writing, editing (by a copy editor), reviewing, rewriting and producing the "substantially revised and expanded" AFG were established and incorporated into the contracts.

The first draft of chapters 1-4 was approved with suggestions/revisions. A second draft of chapters 1-4 has been submitted to the Literature Committee for review. Writer and editor are proceeding according to contract schedule and procedures. Policy Committee reviewers have been selected.

An article requesting additional sharings was submitted to *INSIDE AL-ANON* and *The FORUM*.

Difficult Situations - A new writer was selected for this project. Overall guidelines, list of topics and outline for introductions to topics were developed by the In-town Committee. Second draft of manuscript was not approved. Alternate writers and approaches for this project are under consideration. Articles describing the type of sharings sought were prepared for *INSIDE AL-ANON* and *The FORUM*.

Index to Recovery in CAL - Using a master index to select subject headings, the In-town members of the Literature Committee collaborated with a free-lance indexer. Committee members determined the title, designed the cover, wrote the Key and Introduction, and agreed upon the content and final presentation. The selling price was set at \$1.00.

A glossary of terms was considered for this work but was not supported by the Committee. Members expressed the opinion that a certain amount of recovery takes place through the process of trying to understand; further, many terms, phrases, concepts used in Al-Anon do not lend themselves to dictionary definition.

Articles in *INSIDE AL-ANON*, *The FORUM*, and *AREA HIGHLIGHTS* describe the Index to Recovery in CAL and announce its forthcoming publication.

Daily Reader - The 1988 WSC gave conceptual approval "for development of an additional daily reader to address the needs of all the fellowship." Guidelines were established and sample pages approved by In-town members. Delegates and Policy Committee reviews were sent guidelines and sample pages. Writer/editor signed a contract agreeing to submit 20 pages of meditative readings each month beginning in March 1989 until a total of 366 are accepted. The writer/editor will also produce an introduction and an index. Editorial procedures and schedule were established and incorporated into contract.

Banners - The Committee requested input from the Production Department and the fellowship on alternate means of producing banners. A proposal to produce the banners in a durable vinyl in essentially the same size and format as earlier banners was received

from a member in Ohio. Approval was given and the selling price was set at \$20. per set -- to be sold in sets only. Availability is anticipated in February 1989.

COMPLETED PROJECTS:

ONE DAY AT A TIME IN AL-ANON Larger Print (B-14); *Does She Drink Too Much?* (P-62); *Al-Anon's Twelve Traditions* - Illustrated (P-60).

AS WE UNDERSTOOD... (B-11) - The 1987 WSC requested all future bindings of this book be in hardcover. Responding to the many requests in our fellowship, an index was developed for the first hardcover edition of this book. The selling price of was set at \$6.00. An advance notice/order form was mailed. The book became available in December 1988.

Al-Anon Spoken Here (P-53) - Permission was granted to include question and answer recommended by the Institutions Committee in pamphlet for reprinting. However, including the question/answer appeared to preclude adding the Preamble (1985 WSC decision). To maintain selling price and production costs as well as to attract attention to the message of Al-Anon Spoken Here, permission was obtained to print the Preamble on the front cover.

Microfiche - Following approval by the Executive Committee, permission was granted to University Microfiche to produce English, Spanish and French-Canadian Al-Anon literature on microfiche. In an effort to carry the Al-Anon message to others, microfiche will be used in libraries, rehabilitation centers, universities and hospitals.

SERVICE ACTIVITIES:

Literature Coordinators - To further an active interest in all CAL, increased communication with Literature Coordinators was begun. Literature Coordinators were sent *Alcoholism*, *The Family Disease* (Large Print) indicating deletion of gender orientation and service manuals with 16 common questions that can be answered with reference to pages in the manuals. Coordinators will also receive copies of newly produced books and pamphlets along with advance notices/order forms. Fifteen new Coordinators were added to the service network.

Permission to Reprint - Thirteen releases were granted for brief excerpts from Al-Anon material to be quoted in outside material. Permission for outside organizations to use the Preamble, Opening/Welcome and Closing is not granted.

Standardization of Recovery Books and Pamphlets - As recovery books and pamphlets are reprinted they now include: a standardized copyright page with Preamble, uniform pagination, larger print/bold face catalog numbers on rear panel of pamphlets, copyright pages, book spines and jackets. Other Al-Anon books and pamphlets are now listed numerically by catalog numbers within each category.

Literature for Translation - A procedure has been developed to provide up-to-date material to all GSOs that produce translations of recovery CAL. Use of WSO standardized copyright page (allowed for amendment by laws of each country in which material is produced), and placement of catalog numbers is suggested. In accordance with this newly developed procedure, up-to-date material for 17 books and pamphlets has been provided to International Coordination Service.

Catalog and Order Forms - In an effort to call attention to Al-Anon's literature and service material, and to simplify ordering these items, work has begun on redesigning and updating our Catalog of Conference-Approved Literature and attendant order forms. Attention is being focused on clarity, accuracy and attractiveness.

Advance Notice - Advance notice/order forms were designed to announce: Does She Drink Too Much?; Larger Print ODAT; Al-Anon's Twelve Traditions - Illustrated; AS WE UNDERSTOOD...Indexed/hardcover; Index to Recovery in Conference-Approved Literature; Al-Anon's Steps and Traditions Banners; Catalog Update.

Revising and Reprinting - Six Al-Anon books and 30 pamphlets were reviewed. Minor revisions were made and new standards incorporated prior to reprinting. Letters, memos, order forms and guidelines for Literature Distribution Centers and guidelines for the Literature Committee were revised and reprinted.

Correspondence - The largest percentage of letters received were sharings for upcoming literature projects, apparently in response to articles in *INSIDE AL-ANON*, *The FORUM*, *AREA HIGHLIGHTS*. Many letters concern literature other than CAL.

LONG-RANGE STUDY PANEL

John F., Chairman
Sandra F., Secretary

PANEL: Several guests attended meetings during the year. One new member, Frank R., was recruited. The Panel continues to receive its direction from the Board which periodically reviews and prioritizes LRSP agenda topics. It also receives input from Trustees, Staff and other invited guests. Discussions continued on WSO's relocation, minority participation in Al-Anon, dual membership, WSO service structure, office technology.

Informal meetings were recommended by P.I. and CPC in conjunction with members of the black community, and the 1987 Al-Anon/Alateen Fellowship Survey was reviewed and analyzed. The dual membership topic was removed from the LRSP agenda topics by the Board of Trustees who felt that minority appeals can be made to the Policy Committee.

The following Administrators, and whenever possible Chairmen of their Committees, attended meetings and discussed their long-range goals: Alateen,

CPC/Institutions (as two separate services, one Administrator), International Coordination and Literature. Prior to each meeting, the Administrator of each service submitted a list of goals based on committee discussions. The Panel discussed and expanded the list which then went back to the Committee for consideration.

A status report on the WSO relocation study will be given by the Task Force on Relocation in January for reporting at the 1989 WSC.

NOMINATING

Rae S./John B., Chairmen

COMMITTEE: The Nominating and CCT Committees met three times during the 1988 WSC. Discussions included: improving working relations and defining the lines of responsibilities. The Profile/Resume form (dated 4/88) was revised and will now be utilized by those submitting resumes for: Trustee At-Large; Standing Committee Membership; Officer/Board of Trustees; Regional Trustee; Alternate Regional Trustee and the Executive Committee.

Letters from the CCT and Nominating Committee Chairmen, along with revised copies of the Profile/Resume and Trustee Guidelines were mailed to all Conference members soliciting Trustee candidates by August 14, 1988, in preparation for the slate to be presented to the Board in January 1989.

As a result, 23 resumes were received and the following names were selected for Board consideration: Louise B., VA; Syntha E., NB; Cathleen H., NY; Faun L., CA; Phyllis M., NY and William S., NY. A final slate will be presented to the 1989 WSC and approved by the Board at its Annual Meeting.

Other Committee activities included: Board approval of the Committee's recommendation to extend annual approval of the Board Chairman and the Executive Director to serve on the Nominating Committee; to print this year's resumes on color-coded paper for the 1989 WSC Brochure in order to differentiate between At-Large and Regional Trustee candidates; that the Chairman review the Trustee voting procedures to simplify the instructions, and discussion concerning the possibility of developing a method which would allow Trustees, eligible for re-election to stand for office. The Board will consider this further.

POLICY COMMITTEE

Audrey S., Chairman
Sandra F., Secretary

COMMITTEE: The Policy Committee consists of all WSO Conference members. It is the largest expression of group conscience short of the annual WSC. The

Committee met four times to discuss issues pertaining to the Traditions and the Twelve Concepts of Service.

POLICY DIGEST REVISIONS: The 1988 WSC approved the following: A text change to pages 20-22 under FINANCES, items IV. through VIII. The entire section on Fund Raising was reorganized to apply to all levels of service and to provide added direction on the use of raffles. On page 19 under FINANCES, the amount of individual contributions was increased from \$500 to \$1,000 per year.

Other activities included: A second revision by the Alateen Committee, page 12 under I. MEMBERSHIP AND GROUPS, a. Membership Eligibility, was approved by the Policy Committee for presentation to the 1989 WSC; an ad hoc committee presented a second revision to page 42 consisting of a repositioning of the entire text under Referrals to Families with Related Problems with the addition of, e. Individuals with Other Problems under section V. DILUTION OF THE AL-ANON PROGRAM.

Other discussions included consideration of Staff rotation; correspondence from a member who adamantly opposed the use of the Lord's Prayer at meetings; the issue relating to two separate groups requesting the use of the name Al-Anon + AIDS or a byline, AIDS/ARC. The Committee concluded use of a reference other than alcoholism would blur Al-Anon's primary purpose. This prompted further discussion on group registration procedures. A request from a District to address the inappropriateness of having one no-vote from Alateen members of the group, resulting in the disqualification of a potential Alateen Sponsor; a consensus was reached that the Statement of Purpose (Jan/Feb '81 *INSIDE AL-ANON*) not appear in the WSO service manuals, but to continue supplying it upon request; a group's relationship with a clubhouse was addressed; a request from Australia's GSO to allow a graphic illustration providing an explanation of the Steps for aborigines was considered; dual member correspondence continues to be brought to the attention of the Committee. The At-Large members of the Executive Committee will continue to be seated on the Policy Committee with voice and vote.

PUBLIC INFORMATION

Patricia G., Chairman
Carole K., Administrator

COMMITTEE: To expand the Committee to include members working in the media field, a flyer was distributed to several Manhattan meetings. Three members with media experience responded.

1988 WSC: The presentation highlighted the P.I. tools illustrated on a large key. An explanation by Committee members on using the various tools followed. Committee activities included ongoing articles on the P.I. tools and reviewing, revising and/or discontinuing outdated service material.

PROJECTS IN PROGRESS:

Minorities - The LRSP suggested the P.I. and CPC Committees research ways to attract minorities, starting with the black community. The P.I. and CPC Administrators attended workshops, seminars and conventions concerning minority communities. Three meetings were held with black Al-Anon members. Some suggestions were: make minorities aware of Al-Anon and Alateen as a community resource, begin with the churches; provide Al-Anon and Alateen material to the community centers and neighborhood libraries; educate the general public that Al-Anon is not a "white" program, begin with black publications; have the illustrations in our materials include minorities. It was agreed there are no short-term answers. Encourage the Al-Anon minority members to serve on WSO Standing Committees. The Institutions Administrator joined the meetings in an effort to reach families of alcoholics in institutions.

Service Workbook - The P.I. section was divided into six categories: Guidelines, Workshops/Presentations, Media Information, Literature Listings, Scripts and Skits.

800# - A report was given to the Board on history, cost, current use and suggestions for future use. Over 860 calls were logged in 1988.

Proposed Anonymity Handout - The Executive Committee gave conceptual approval to developing a piece about the Tradition of anonymity as it relates to public information service work. An outline will go to the 1989 Standing Committee for review and a motion for Conference approval.

Pebble In The Pond - Revisions of the P.I. section were sent to Committee members. All suggestions were included in the second phase of the extensive revision process.

COMPLETED PROJECTS:

Posters - M-20 (Family Design) and M-21 (Teenage Design) posters were discontinued.

Public Service Announcements (PSAs) - The new TV PSAs were shown at the WSC. As suggested by the 1988 WSC, a disclaimer was added to the PSAs and storyboards stating that no Al-Anon or Alateen members participated in the film. The storyboards and return cards were sent to 900 TV stations in the U.S., to P.I. Coordinators and NPIC. The return cards were forwarded to the Area P.I. Coordinators for follow-up. Seventy-one Alateen and 86 Al-Anon PSAs have been sold. The old PSAs, AV-5, AV-6 and AV-9 were discontinued. A revised Spanish version which includes SAV-4 and SAV-6 will be available on one tape.

P.I. Calendar - The '89 Calendar was created to look like a birthday card and mailed with the Nov/Dec issue of *INSIDE AL-ANON*. The Spanish version was mailed with the Feb/Mar issue of *DENTRO DE AL-ANON*.

Media Kit - The contents were revised and the storyboards from the new PSAs were added.

COORDINATORS' CORNER - The Spring/Summer issue was mailed on May 31st and the Fall/Winter issue in November.

Press Releases - Three press releases went to a news wire service and one announcement to the P.I. and Alateen Coordinators and Information Services. The first was about the Russian visit to the WSO and Al-Anon's 37th birthday. The second was about Mother Hale's visit to Stepping Stones to meet Lois. The third was Lois' obituary and memorial service information. The news announcement was about the rerun of the TV film, *Under the Influence*.

COOPERATION WITH THE MEDIA: Thirty radio programs, TV shows and film producers (local and national) used Al-Anon and Alateen materials, address and 800#. These included episodes in *Falcon Crest*, *As the World Turns*, *Good Morning America* and *48 Hours*. Fundy Cable Ltd. in Canada is airing both videos, *Al-Anon Speaks For Itself* and *Alateen Tells It Like It Is*, on a monthly basis.

COOPERATION WITH OUTSIDE PUBLICATIONS: Authors and publishers from 86 publications including newspapers, and magazines were provided with information and/or interviews. A small mention in the *Star*, a weekly publication, resulted in over 400 requests for the pamphlet, *Understanding Ourselves and Alcoholism*.

COOPERATION WITH OUTSIDE AGENCIES: Information and material were sent to approximately 70 organizations.

SUBCOMMITTEE: LONE MEMBER

Patricia G., Chairman

LONE MEMBER REVISIONS: Information sheet (LM-5) was revised and reprinted as a leaflet. It was mailed with *ALATEEN TALK* to inform Alateen members leaving home for college or the service. As a result, 70 new Lone Member Contacts were registered.

REGISTRATION FORM: The form was revised to ask Lone Members permission to give their name to a newcomer seeking Al-Anon or Alateen in their area.

MAILINGS: Due to an increase in return mail and concerns expressed about the lack of replies to letters, a letter was sent to all Lone Members asking if they were still interested in the Lone Member Service. 220 letters were sent: 54 said yes, 22 no and 144 didn't respond. A similar letter was sent to Lone Member Contacts. 655 letters were sent: 266 remained, 117 removed and 273 didn't respond.

AUSTRALIAN GSO: This GSO requested all registered Lone Members be removed from the WSO mailing list and that the *LONE MEMBER LETTER BOX*, sent bulk mail, be decreased from 130 to 80.

LONE MEMBER LETTER BOX: The March, June and December issues were mailed to Al-Anon/Alateen Lone Members and Contacts. The September issue was sent to all groups. As a result more than 80 members wrote in to be sponsors and inquiries were received from Sweden, France and Italy.

NEW REGISTRATIONS:

Proposed Al-Anon Lone Members-78
Proposed Alateen Lone Members-15

Registered Al-Anon Lone Members-33
Registered Alateen Lone Members-9

Registered Al-Anon Contacts-184
Registered Alateen Contacts-19

REGIONAL SERVICE SEMINAR

Mary Fran W., Chairman
Ann S., Group Services Coordinator
Rita McC., Administrator

COMMITTEE: Rita McC., Conference Administrator, assumed the RSS assignment when Ann S., Group Services Coordinator, retired in March. The bid form was revised to elicit more comprehensive information and will now be included in the RSS Guidelines.

Host Committees are requested to forward registration fees to the WSO weekly, or as designated. The newsletter *AL-ANON SPEAKS OUT* will now be included in the RSS registration packets. The Canadian Bulletin will be sent to the Seminars held in Canada.

THE 1988 WSC: An agenda, draft of the revised RSS Guidelines which includes the RSS bid form and bid schedules, were distributed at the breakout sessions.

GUIDELINES: A revision reflects changes concerning the taper and the sale of service manuals.

CANADA (EAST) RSS:

Mary C., Chairman
Linda McF., Staff Coordinator
Ann S., Group Services Coordinator
Rita McC., RSS Administrator

St. Mary's University, Halifax, NS, Canada, June 10-12, 1988.

REGISTRATIONS: There were 354 registrants, with the WSO represented by: Robert D., Chairman of the Board; Mary C., Regional Trustee and Canada (East) RSS Chairman; Jean Louise B., Trustee-at-Large; Sandra F., Deputy Executive Director; Rita McC., RSS Administrator; Carole K., P.I. Administrator; Ellen D., CPC Administrator.

TAPER: The translation equipment supplier was the official taper. The International Simultaneous Translation Service provided 60 to 90 minute tapes at a cost of \$7.00 each (Canadian funds).

SIMULTANEOUS TRANSLATIONS: Translators were recommended by the company providing rental headsets. Three translators were hired at a cost of \$350.00 per translator for a four-hour day.

MAILINGS: In addition to standard RSS material for registration packets, material for each of the English-speaking workshops was sent for distribution by the workshop chairman. PFA sent the material for the French registration packets and workshops.

REPORT-BACK: The Host Committee did an outstanding job of handling registrations and providing hospitality. Accommodations were good and although the lines were long, the college cafeteria provided excellent meal choices. As requested by the Region, all workshops, including four in French, were taped. There was simultaneous translation of the general session meetings. The evaluation forms indicated preference for the workshops, the WSO personnel talks and the sharings on P.I. and CPC. The Larger Print ODAT was sent to the Host Committee. During an informal evaluation meeting between the RSS Chairman, Deputy and Staff Administrators, rap sessions were suggested for future Seminars.

U.S. SOUTHWEST RSS:

Mary Fran W., Chairman
Rita McC., RSS Administrator

Salt Lake Hilton, 150 West South, Salt Lake City, UT, November 11-13, 1988.

REGISTRATIONS: There were 362 registrants with the WSO represented by: Robert D., Chairman of the Board; Mary Fran W., Regional Trustee and U.S. Southwest RSS Chairman; Angela W., Regional Trustee and U.S. Northeast RSS Chairman; Patricia G., Trustee-At-Large; Myrna H., Executive Director; Rita McC., RSS Administrator; Margaret O'B., Archivist; Ellen D., CPC Administrator.

REGISTRATION FORM: An additional box was added to determine interest in a Spanish-speaking workshop, along with the name, address and phone number of the hotel.

MAILINGS: The WSO shipped 14 boxes of standard RSS material to the Host Committee for registration

packets including packets of material to be distributed by workshop chairmen.

TRANSLATION: Translation from English to Spanish was available. Equipment and translator were furnished by California (S).

REPORT-BACK: The Host Committee did an excellent job handling registrations and providing hospitality. All workshops, including one in Spanish, were taped. The evaluation forms indicated that the workshops, WSO personnel talks and the five rap sessions, which were held for the first time, were the most popular sessions. The Larger Print ODAT was sent to the Host Committee.

U.S. NORTHEAST RSS:

Angela W., Chairman
Rita McC., RSS Administrator

Sheraton Stamford Hotel and Towers, One First Stamford Place, Stamford, CT, August 4-6, 1989.

SITE: The Holiday Inn in Grand Island, NY, which was originally selected, did not have adequate meeting space. Several hotels in Indianapolis, IN; Annapolis, MD; and Washington, DC; were researched and found to be unsuitable.

Angela W., Seminar Chairman; Rita McC., RSS Administrator; Mary Ann R., CT WSD and Ricki L., Host Committee Chairman, visited three hotels in Stamford, CT. The Sheraton Stamford Hotel and Towers was selected because of adequate meeting, banquet and breakout space with moderate costs.

CANADA WEST RSS:

Gloria P., Chairman
Rita McC., RSS Administrator

The Sheraton Landmark, 1400 Robson St., Vancouver, BC, Canada, November 10-12, 1989.

SITE: All the hotels which submitted bids at the October RSS meeting presented problems of space or cost. Rita McC., RSS Administrator; Gloria P., RSS Chairman and Joyce B., Panel 29 WSD, visited three hotels in Vancouver. The Sheraton Landmark was selected.

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1989 ASK-IT-BASKET QUESTIONS

ALATEEN

1. What progress has been made on revisions of Convention Planning Guidelines, G-7, G-16, G-20, to deal with security for Alateens at these events? This was discussed in a workshop at the 1988 WSC.

Alateen Services has included the Responsibility Statement (AL-8) in G-16, Guidelines for Alateen Conferences. Further revisions are being considered.

2. Where there is no Al-Anon available to sponsor Alateen, can an AA fill in so the kids have someone?

An AA member can only assist an Al-Anon member only if the AA member is an Al-Anon member as well.

3. An Alateen member (13) attends an Al-Anon group. He has asked to chair the meeting sometimes, but the group feels he should attend one of the two Alateen groups in his town. They think he would be more at home than in Al-Anon. Some of the members feel uncomfortable when he is around. Other members feel he should be allowed to chair. The group is divided. What do you think?

Tradition Three states "...The only requirement for membership is that there be a problem of alcoholism in a relative or friend." When any member of the program finds a group that is comfortable it is hard to accept another home group. Teenagers are encouraged to attend Al-Anon along with Alateen meetings.

4. Since we are an Al-Anon Family Group, we need some sort of literature for the young family members, too young for Alateen. Could someone draw some pictures or explanations for them. Most are eight going on 30 and need help!

There was an extensive discussion about literature for younger members at the 1989 WSC. It was pointed out that the reading level of even older Alateens may require simpler explanations. All we can share, however, is the written expressions of our existing membership. It is our members who write our literature. At present, we are unable to produce material for individuals too young for Alateen.

5. Are we facing the problem of Alateen Sponsors, especially preteen not being cleared of any criminal background? Are we assuming Al-Anon or AA members could be people without related problems? Are we exempt from the act that requires clearance to work with and around children? (Federal Act) Checking with local law does not apply.

The new revised Responsibility Statement has addressed this issue. Some Areas have developed sponsor qualifications for potential sponsors.

6. In what ways can AA contribute to Alateen without breaking Traditions? What is acceptable and what would be a break in Tradition? Can AA make a contribution to Alateen on a personal and/or group level?

Al-Anon and Alateen members cannot accept outside contributions. AA members may assist Al-Anon members as Alateen Sponsors and offer fund-raising suggestions.

ARCHIVES

1. Is there a way for Archives to produce a list of Al-Anon/Alateen speaker tapes and make it available to Information Services and Districts? Could these tapes become Conference-Approved Literature?

With the multitude of speaker tapes in existence, it would not be practical for the WSO to produce a list, nor could WSO evaluate such tapes to become Conference-approved. Material in CAL is reflective of a variety of shared

experiences, whereas tapes are reflective of one member's interpretation. This does not preclude maintaining tapes for historical purposes or for members to send in sharings for CAL consideration in cassette tape format.

2. Why has our First Legacy changed; in 1972 to 1973 from Acceptance to Recovery without being brought to the World Service Conference for vote?

The First Legacy was changed in Al-Anon and Alateen Groups at Work in 1973 from Acceptance to Recovery to conform with the Twelve Concepts of Service which was approved at the 1970 WSC.

CONFERENCE

1. Why is the World Service Conference held in spring as opposed to the summer, which prevents some professionals such as teachers and tax preparers from being able to serve as Delegates? (answer from AIB pg. 25)

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

2. INSIDE AL-ANON was approved to be a vehicle for WSO reports and pertinent information. AREA HIGHLIGHTS was to be for Area sharings. Slowly the amount of WSO committee material has been appearing in AREA HIGHLIGHTS and less Area sharings. Are you having trouble getting enough material from Areas to fill AREA HIGHLIGHTS?

Each service at WSO reports on how Areas are participating and shares information about new material for service work to give Area workers advance information. All Area newsletters are scanned for sharings that would help others in service.

3. Can a Delegate quote from CAL to support a subject in an Area bulletin? If so how extensively does this endanger copyright?

The guideline for Area Newsletters (G-21) authorizes the use of brief excerpts and provides credit information. Brief excerpts are recommended.

4. World Service Handbook For Al-Anon & Alateen Groups, pg. 3 Area Coordinator. Suggest this definition include that a Coordinator cannot be an AA member to make it consistent with the other written material. Page 32 states, "An Al-Anon/Alateen member, who is not a member of AA, is eligible to serve as Area Coordinator..." Also, pg. 14 of the Digest of Al-Anon & Alateen Policies is quoted, "For these reasons AA members do not serve as Group Representatives (GRs), District Representatives (DRs), Area Coordinators, Newsletter Editors, Delegates..."

This suggestion will be passed on to the Admissions/Handbook Committee.

5. Suggest the Conference Summary be printed in black ink on white paper so we can read it. The cover can be colorful!

This idea will be considered. A different color cover, however, is considerably more expensive.

6. In the World Service Handbook under II. Elections; B. Election of World Service Delegate it states, "Instead of this, many Assemblies prefer to have a final ballot taken. Then the candidate with the most votes becomes the Delegate." Isn't this contrary to the Concepts of Service? Pg. 20 Concept IX - fourth paragraph - Pg. 14 Concept V - eighth paragraph.

This question will be considered by the Admissions/Handbook Committee.

7. Are there any kinds of job descriptions/outlines for Area World Service Conference Officers and Coordinators in addition to the World Service Handbook and the guidelines?

Often Areas provide additional suggestions for their service workers. When these ideas are passed on to the WSO, the WSO can share them with others. Guidelines are not written by the WSO, they come from the membership.

8. World Service Handbook — Why is there no definition of a Trustee and Trustee-At-Large on pages 3-5?

The definition of the Board of Trustees and other WSO Committees appear on Pages 9-II of the World Service Handbook.

9. Can a proxy vote be sent in (mailed) to an Assembly if the GR or Alternate can't attend?

There is no provision for proxy voting in the Handbook. This is a matter of Area Assembly autonomy.

10. Can the Green Light question originator be assigned to the workshop that addresses their submitted question?

Workshop assignments are designated before questions are submitted to the WSC.

11. Would it be possible to develop a videotape of the group conscience process at the World Service Conference?

The WSC is for Conference members only. No videotaping would be allowed during session.

CPC

1. Could a statement be added to P-34, Al-Anon and Professionals, stressing that professionals who are Al-Anon members and Alateen Sponsors should not use professional therapy techniques in their Alateen groups?

The CPC Committee has revised the answer to the first question on page 3 of the pamphlet which addresses this matter. It will appear in the next printing.

INSTITUTIONS

1. A member who faithfully attends an Institutions meeting weekly, but does not attend any other regular meetings, is this O.K.?

It is OK for our members to attend any meeting where they feel comfortable. From time to time, there are members who feel they cannot leave the Institutions group where they first learned about Al-Anon. Many times, a second meeting or home group is established at the same facility. Encouraging words from more experienced Al-Anon members might be helpful to a person who continues to attend the Institutions meeting without ever finding a regular home group.

INTERNATIONAL COORDINATION

1. Are the words Al-Anon and Alateen translated in other languages or do they remain the same? If they are not translated, why?

As far as we know "Al-Anon" and "Alateen" are the words used in other languages because there are no translatable words.

2. What help can an Information Service give in the process of translations so that our current Conference-Approved Literature might be translated into languages that have not yet been addressed?

An Information Service can encourage members who speak other languages to write WSO and volunteer to work on original translations as reviewers of other translators' work.

LITERATURE

1. Why was, This Is Al-Anon, not included in the Newcomers' Packet?

The selection was based upon reaching the broadest spectrum of our membership within financial constraints. Members are free to add whatever other pamphlets they think may be helpful to the newcomer.

2. Why does the cost of our Al-Anon/Alateen literature keep going up and AA literature goes down?

The continually increasing cost of producing our literature is paid for with income from its sale. It may be possible that at some time increased contributions to the World Service Office (WSO) will permit a leveling off of the selling prices.

4. My Area would like to know if there are any plans to produce literature for service sponsorship and sponsors?

The pamphlet, Sponsorship — What It's All About (P-31) offers guidelines for all sponsorship in Al-Anon. Consideration will be given to additional text on service sponsorship.

5. Any literature pending for service sponsors?

(See #4 above)

6. Service Sponsorship — there is a lack of this in our Area. Could we have something written on:

- 1. What is a service sponsor?**
- 2. What are the benefits?**

(see #4 above)

7. Could we have our own literature display racks (similar to AA's metal ones)?

We continue to explore the possibility of offering a literature display rack. However, we have not received enough requests to make stocking this item financially feasible.

8. Non-Conference-Approved Literature. e.g. (CODEPENDENT NO MORE) — books like these are so right on, and there's so little Conference-Approved Literature for adult children. Could we have some category for literature such as this, i.e. not written by "us," yet definitely apropos.

Al-Anon Conference-Approved Literature (CAL) is written by Al-Anon members for the purpose of sharing the Al-Anon program with members of our fellowship and the public-at-large. "Approving" outside literature would violate our Sixth Tradition. See, Why CAL? (P-35)

9. Is it right and proper for the funds of an Al-Anon group to be used for buying literature (non-Conference approved) from another publishing house or bookstore? What can a member do about it?

Our Sixth Tradition suggests we "...never endorse, finance or lend our name to any outside enterprise, lest problems of money, property and prestige divert us from our primary spiritual aim." Perhaps a discussion on the Traditions would be helpful. See, Why CAL? (P-35).

10. Could more literature be developed for people with minimal education (simpler words or perhaps pictures or comic book theme)?

Al-Anon literature is written for a very broad-based reading audience. The personal sharing of members at meetings and on a one-to-one basis often helps all members apply the program to their own lives.

11. One of my Districts raised enough money in order to take advantage of the 25% discount for ordering 25 books of one title plus the extra 20% discount for ordering over \$375.00.

They were informed that they did not qualify for the discount because they were not large enough, or have one group strong enough to handle being a registered "LDC." Since their single purpose is to

question of an alcoholic (AA) member's right to be a GR. As I understand, the group conscience thinking on this view is ever-evolving.

The 1989 WSC discussed this subject at length and a majority of the Conference members reaffirmed their earlier stance in support of this policy. The Policy Committee is always informed of the minority view and considers this subject at least once annually. If any change is to occur, it would have to begin at the Area level. (Also see 1985 Ask-It-Basket question.)

8. A member in my Area feels the displaying of Lois' picture in the meetings is creating a "personality" of Lois. She claims when she sees Lois' picture it makes her think of religious communities that always have their founder's picture in view. Furthermore, Lois was *only* a co-founder, and besides there were many other pioneers who were just as important and responsible for Al-Anon's growth as Lois. She claims we are not respecting the principle of equality and anonymity of our fellowship. What do you think?

At a recent Policy Committee meeting, the continued sale of Lois' picture was reaffirmed. While recognition was also given to the many pioneers around the world who have contributed to the growth of the Al-Anon fellowship, a decision was reached to maintain special recognition of our only two co-founders.

9. Our Area is having a problem with families that have a drug problem, such as sons, husbands, fathers, etc. Now we do have NAR-ANON. I believe there are two or three groups, but we still have a few that still insist on coming to our groups. We do phone the rehabilitation centers, but every once in a while they still send them to our group. We took the card that AA uses and drew up one for Al-Anon:

THIS IS A CLOSED MEETING OF AL-ANON FAMILY GROUPS

In support of Al-Anon's singleness of purpose, attendance at closed meetings is limited to persons who have a relative or friend with a drinking problem. We ask when discussing your problems, you confine your comments to the problems Alcoholism has created in your life.

IF THERE IS NO PROBLEM OF ALCOHOLISM WE ASK AT THIS TIME THAT YOU LEAVE.

The following statement of purpose which appeared in the Jan/Feb 1981 issue of *INSIDE AL-ANON* might be more appropriate: "Our meeting lasts for approximately one hour. During this hour we come together for mutual help. We come to learn how to live the Al-Anon program. The group conscience requests that all present refrain from gossip, dominance and discussion of religion, treatment centers, self-help programs, counseling and the use or mention of material other than our Al-Anon Conference-Approved Literature. Please remember that in Al-Anon we keep the focus on us and not on the alcoholic. We thank you for your cooperation in our group effort to stick to Al-Anon principles."

The Policy Digest revision under "Dilution of the Al-Anon Program" approved at the 1989 WSC asks each individual to decide for themselves whether or not they belong in Al-Anon, keeping in mind that it sometimes takes a few meetings for potential members to determine if they belong. Asking an individual to leave their first meeting might prevent someone who belongs from getting the help they need.

PUBLIC INFORMATION

1. Can we adapt the slides of POPO to a videocassette to use at our Area workshops. Any problem with copyright?

A written request is needed to consider this possibility. There is no copyright problem if the WSO authorizes its use.

2. Our Area would like something printed stating the difference between a P.I. talk and a talk given within the fellowship. We would like to see specific points on how to plan a P.I. talk.

The Guideline (G-1), For Al-Anon/Alateen Members Interested In Speaking, has this information.

3. I suggest we change the wording on the leaflet "Are you concerned with ..." which is used by P.I. to be reworded to read, "Has anyone's drinking ever bothered you?" This would open the doors to many more who are no longer living with an alcoholic. Divorced, separated, adult child who no longer lives at home and anyone whose alcoholic is no longer drinking but is not in the fellowship.

The piece is presently being revised. This suggestion will be submitted to the P.I. Committee.

4. The latest revision of Detachment S-19, had the two World Service Office numbers printed in the space we use for our local Area Information Service number. Please leave space for us to show our local telephone number. Please also leave space for our local telephone number on Alateen, Is It For You? S-20; Al-Anon, Is It For You? S-17; Did You Grow Up With A Problem Drinker? S-25.

There currently is space for local information. We will see if more space can be provided at the next printing.

5. Could Area or local CPC Committees prepare an insert regarding what Al-Anon is and how it could help to be placed in utility bills? (A similar project has been undertaken by the American Cancer Society.) As one member put it..."What better place to hear about Al-Anon than on an electric bill when the lights have been turned out." Is this promotion?

This P.I. project, (not CPC), is another avenue for informing the public about the Al-Anon program. If the piece "informs," rather than "sells" our program, it is not promotion.

GENERAL

1. Can a group have a library of non-CAL available for members' use?

Having a group library is a matter of group autonomy; however, when a group library consists of outside literature, there is an implication that Al-Anon as a whole endorses the materials. See also, Why CAL, Al-Anon Spoken Here and Digest of Al-Anon/Alateen Policies.

2. Is it all right for members to give copies to others in the fellowship of written sharings of their own or other members? Can those be used in meetings?

The suggested literature of Al-Anon Family Groups is our Conference-Approved Literature. The *FORUM*, our monthly magazine, is a publication consisting of members' sharings and is the "voice of the fellowship." When individuals distribute their own or other members' sharings, the articles have not been reviewed for adherence to the principles of Al-Anon and it is important to point out that such sharings are one members' opinion as are verbal sharings at a meeting. We suggest such articles be sent to The *FORUM* or to the Literature Committee for consideration. In this way, the entire fellowship could benefit.

3. The Ask-It-Basket summary is such a good tool. It would be helpful to have the questions of the interim years printed with each category on a separate sheet of paper. This would make it easier to duplicate and keep the complete set of information in logical order. Would this be too costly? If so, could the Areas reimburse for the excess expense?

The format we have established avoids making the Ask-It-Basket more cumbersome. You are free to devise your own format; however, we ask that neither the questions nor answers be changed.

4. Please comment on individuals selling program related trinkets at AWSC or Assembly meetings to make money for their Information Service Office or Intergroup. This is obviously a group conscience item, but comment would be appreciated.

It is within the autonomy of the Area World Service Committee to determine whether or not any items are sold during Area Assemblies. The Intergroup

carry the message and to help families, they were shocked when their order was denied the discount.

- a) They ask if this policy can be changed?
- b) They also ask if outside groups such as Hazelden "LDCs" are eligible to receive this discount?

Literature Distribution Centers (LDC's) operate on a long term basis and are a means of raising funds to provide additional Al-Anon services to the District or Area in which they function. The special discount given to LDC's permits them to support themselves and provide ongoing distribution of Al-Anon literature. Only Al-Anon members or groups of members, who follow these guidelines, may be registered as an LDC. See Guideline G-18. Outside suppliers do not receive this discount.

12. There is a portion of Tradition Five that reads: "We do this by practicing the Twelve Steps of AA ourselves..." AA members will say the only way to practice the Twelve Steps of AA is to "read the first 165 pages of the Big Book and study the AA Twelve & Twelve." A group in our Area has understood this Tradition to mean literally what the AA's say and state that this Tradition okay's the use of the Big Book and the AA 12 & 12 in Al-Anon meetings. Granted, each group is autonomous, *but*, when this group stated this before a group of active Al-Anon members and "old timers," there wasn't much said except opinions. Usually when a problem arises with groups, etc..., a person can rely on the Traditions to straighten things out; but, in this case, there is nothing that states otherwise. I would like the WSO to make some sort of a statement in regard to this. *Then*, I believe we should change the wording in this Tradition so it reads:

"Each Al-Anon Family Group has but one purpose: to help families of alcoholics. We do this by practicing Al-Anon's Twelve Steps, by encouraging and understanding..."

It is my understanding that this will take a 3/4 written vote of all the registered Al-Anon and Alateen groups worldwide. -- So be it.

There is direction on this subject. Our Digest of Al-Anon & Alateen Policies 1988-89 (P-25) page 27 states, "It is well to remember... that AA literature is written for and from the viewpoint of alcoholics. Reliance on opinions expressed in AA and other outside publications can distort the Al-Anon approach, particularly for the newcomer."

A decision to poll the groups to change the wording in our Traditions will require the approval of the WSC.

13. Could it be possible that Al-Anon think about once again coming up with a set of Al-Anon slogans?

The Committee will consider the feasibility of producing slogans for display.

14. Our Area has a group that wants to hold Big Book study meetings. Does "Not suggested for use at Al-Anon meetings" mean we should not do it, or is it up to the autonomy? (see AIB pg. 60)

"Not Suggested" means we cannot enforce, but we hope for an "obedience in the unenforceable." Experience has shown that using only Al-Anon Conference-Approved Literature (CAL) in our meetings helps us to focus on ourselves and our recovery from the effects of alcoholism in another person. Our Digest of Al-Anon & Alateen Policies 1988-89 (P-25) Page 27 states, "It is well to remember.... that AA literature is written for and from the viewpoint of alcoholics. Reliance on opinions expressed in AA and other outside publications can distort the Al-Anon approach, particularly for the newcomer."

15. I've noticed that when there are many newcomers in a meeting it's awkward for them during the recitation of the Serenity Prayer and reading The Steps. We try to share our ODAT books, but it's often not practical. In looking in AA literature, I notice that the Serenity Prayer and The Steps are printed on nearly every pamphlet; I would suggest WSO consider this for new literature.

This is Al-Anon (P-32) contains the Opening/Welcome, Closing, Preamble, Steps, Traditions, Serenity Prayer. Space permitting, the Steps and Serenity Prayer are reproduced in other literature.

16. The Concepts: Al-Anon's Best Kept Secret? (P-57). Suggest the title of this pamphlet be changed. It was first published in 1970 so why

should it be a secret after 18+ years?

Our experience reflects that many Al-Anon members are not familiar with the Twelve Concepts of Service.

17. Could we suggest a 4th Step Inventory for Al-Anon adult children? Their needs growing up were different from living with a spouse.

This suggestion will be passed on to the Literature Committee. In the meantime, using a combination of Blueprint for Progress and the questions in the latest version of THE DILEMMA OF THE ALCOHOLIC MARRIAGE which follow the Steps might be helpful. They are now "relationship" rather than "marital oriented." Also look for the upcoming Alateen 4th Step Inventory booklet since some adult members also say they find Alateen literature helpful in terms of taking an inventory of relationships with their parents.

POLICY

1. Are there any guidelines for a Policy Committee? Who serves on it? How often does it meet? How to prepare and present recommendations?

Guidelines for the Policy Committee can be found in the Twelve Concepts of Service (Concept XI). The Committee consists of the Board of Trustees, the Executive Committee, Chairmen of all Standing Committees and the Administrative Staff (all World Service Office Conference members). It meets quarterly and any Al-Anon/Alateen member can make a recommendation by writing to the Chairman or Secretary of the Committee. It is useful to provide suggested wording if anyone wishes to make an addition or revision to the existing text of the Policy Digest. The Policy Committee also considers matters regarding interpretation of the Traditions or the Concepts which cannot be answered from existing publications.

2. At one of our groups our new GR who is active in Al-Anon, stated that at one time she went to AA thinking maybe she had that problem and later realized it was a passing thing and Al-Anon was where she needed to be. Can she or can't she hold office? Not now active in AA.

The GR can hold office. The existing policy applies to members who currently attend both AA and Al-Anon meetings.

3. Some Al-Anon members are registering at hotels under the name of Al-Anon when they go to conferences in order to receive the corporate rate. Is this against policy?

If the member is registering at a hotel to attend an Al-Anon function, the member is entitled to any discount which the hotel allows to groups.

4. Does ACA and ACOA have permission to use the Twelve Steps and Twelve Traditions from AA or from Al-Anon? (If they are using our adapted versions?)

All requests to adapt the Steps and Traditions are forwarded to AA who own the copyrights.

5. Has WSO changed its stand on retreats?

No, the World Service Conference has not changed its stand (the WSO takes its direction from the Conference), but did approve wording in 1987 which specifically suggests the word "retreat" not be used for Al-Anon/Alateen spiritual events because of its religious connotations.

6. Why does WSO register groups who clearly state in their name that they are exclusive instead of inclusive? We say we don't — but WSO does?

As approved at previous World Service Conferences, the WSO will register any group seeking to attract a particular category of member providing that it keeps its doors open to all Al-Anon members.

7. Because of the explosive growth of the adult children's movement, and also because so many of our alcoholic brethren that are reaching out to this problem, I request that the Policy Committee review the

would sell items with the permission of the AWSC. Other commentary on this subject can be found in the Digest of Al-Anon and Alateen Policies in the section on fund-raising.

5. Could the WSO print a Welcome Newcomer Letter?

We could if there were a number of requests for such an item and if we received specific suggestions. Information for the Newcomer is a leaflet specifically designed to welcome the newcomer.

6. In light of the GR's responsibility to see that group mail gets to the group and the 3-year term of office, could a statement be added to the first paragraph in the "Suggestions for a new Al-Anon group" sheet that would encourage use of GR if a member is listed as the group's PMA?

Groups have the option of making the Group Representative's address the Permanent Mailing Address (PMA) and the Group Contact. This information must be indicated on the Group Registration Form and/or Al-Anon/Alateen Group Information Sheet.

7. What do you suggest doing, when groups only want to be listed as Al-Anon but want to do their own thing (totally)?

Provide them with as much information as possible about the benefits of adhering to Traditions. Workshops and group inventory meetings are helpful. Most groups, if given the freedom, will ultimately see the wisdom of the combined informed group conscience of Al-Anon as a whole. Those which do not, eventually leave of their own accord. After we have provided information in a loving manner, we can Let Go and Let God.

8. If a member knows that another member of the Assembly attends AA meetings on a regular basis, should that person be asked to declare his or her intentions?

It is more effective to let members take their own inventories in keeping with the principles of our program. Having the Area Chairman or designated Area trusted servant review eligibility requirements for GRs and/or members of the AWSC prior to voting on agenda items will inform dual members of our policies.

9. Do members of the World Service Office attend Al-Anon meetings regularly?

The Al-Anon World Service Office has 72 paid employees; not all are Al-Anon members. The WSO Staff Administrators, Executive Director and Deputy Executive Director must be *active* Al-Anon members in order to hold their positions.

10. What can be done about groups who insist on functioning as ACOA but are calling themselves Al-Anon, too. They are registered with both organizations.

When a group registers with the WSO, there is a tacit agreement by the group to abide by the Twelve Traditions. Affiliation as a group with another organization is a breach of the Traditions. We would hope that the group would take its own inventory and if the group chooses to remain affiliated with another organization, it needs to notify the WSO in order to be removed from our records. When an adult children of alcoholics group registers at the WSO, they are informed specifically of this Tradition. We then have to rely upon the integrity of the members of the group.

11. Have any groups been asked to sign a lease (yet) for their meeting place?

Groups as such are usually not organized enough to obtain a lease. The only experience we can share from the WSO is with the leases of larger service centers. Areas may have more experience about groups which have been asked to sign a lease.

12. Holding membership in more than one group: a. This makes for members making limited commitment to a group; b. A number of members override all business meetings by joining all groups. How can we solve this problem?

a. There is no limit to the number of groups a member may choose to attend or belong. Attending as many meetings or belonging to as many groups as

desired, is part of our freedom as Al-Anon members. There is, however, a statement in the Digest of Al-Anon and Alateen Policies regarding multiple group membership and office holding (see item l., item f.) No person may be the GR of more than one group.

b. Business meetings are usually attended by the group's trusted servants and others who may be interested in that particular group. (See Al-Anon and Alateen Groups at Work, page 25, Steering or Advisory Committee.) The group, Steering or Advisory Committee may wish to take a group inventory or review the Traditions before addressing routine business matters.

13. Can one group have two meeting nights? Example: Monday and Wednesday, or should it be two groups with two different GRs?

One group may have two meeting nights. If it is one group, then it has only one GR, not two. Having one or more meeting nights is a matter of group autonomy. When a second group is formed, it has the advantage of having its own set of trusted servants which means more members are involved in service work.

14. The service manuals are free for the English-speaking groups. I would like to know why the French speaking groups have to pay \$3.00 per manual each time they are revised? I feel this is against our Fifth Concept which protects the rights of the minorities. Many groups in my Area have trouble (financially) to buy the initial copies and they are revised every two years, and since they are unable to purchase new ones they continue with the outdated ones.

It is not always possible to guarantee that translated Al-Anon literature and service materials will cost the same amounts as the English-speaking literature because of the limited quantities produced. As it is, the WSO subsidizes the cost of French literature whereas English literature derives an income. Our Fifth Concept relates to service arm decisions; the Seventh Tradition of self-support might apply here.

15. 4th Step Inventory Sheet — our Area would like to see a covering statement on its use stating that all delegates (shortcomings?) or assets are not bad or good. We need a healthy balance.

Will the writer of this question please clarify the meaning.

16. How does one handle this situation? AA members outnumber our Al-Anon meeting and conduct these meetings to their liking. Al-Anon members have tried to have a "group inventory" according to Guidelines #G-8 and fail.

If the AA members are dual members or are attending an open Al-Anon meeting, they have the right to be present. It is suggested that AA members, may from time to time, attend an Al-Anon meeting as a guest speaker; however, AA members should not regularly chair an Al-Anon meeting. (See Al-Anon and Alateen Groups at Work, pg. 34 and the guideline, for Cooperation between Al-Anon and AA.) If an effective group inventory cannot be taken, those who are concerned may wish to form a new group at another meeting location.

17. We recommend to the World Service Conference that a coordinating committee for Information Services (Intergroups) be established at WSO to provide a communication link among the Information Services.

The Information Services are presently served by the Group Services Administrator at the WSO. (Group Services is part of the Institutions Administrator's assignment.) Part of this new assignment is to better coordinate Information Service activities. In the meantime, Information Services can communicate with each other using the Getting In Touch With Al-Anon and Alateen listing (S-23) or by asking for information from the WSO.

18. Small groups — four or less members — have a tough time having enough money available for anything more than rent. A local mental health group offered \$100.00 for purchasing Al-Anon literature for Al-Anon to distribute to the community with Al-Anon's local phone number on it. Would this violate the Seventh Tradition?

Yes, the Seventh Tradition would be violated if the Al-Anon group accepted money or literature from an outside agency. The Mental Health Agency

could be encouraged to order the literature on its own and distribute it as an agency. Many times, Al-Anon literature is effective when left in waiting rooms or given to clients.

The Al-Anon group, however, could cooperate with the mental health agency by providing them with the local Al-Anon telephone contact number. In turn, it could be placed on the literature.

19. Could we have a clarification of "open" and "closed" meetings?

Closed meetings are for all Al-Anon members; anyone whose life has been affected by alcoholism. Open meetings may be attended by anyone interested in Al-Anon/Alateen along with Al-Anon/Alateen members. See the Digest of Al-Anon/Alateen Policies and the pamphlet, *Planting A Seed*.

20. Why don't the Delegates get copies of newsletters from WSO, such as P.I., Alateen, Archives, etc.?

Delegates have always received copies of *INSIDE AL-ANON*, *ALATEEN TALK* and *AL-ANON IN INSTITUTIONS*. The Coordinator sharing vehicles will now be added to the list.

21. Is the clearinghouse number used by WSO for referring to other self-help programs an 800#. If so what is the number? International number?

Clearinghouse numbers used by the WSO are based upon the home state of the caller. We do not know of a 800 number for a national or international clearinghouse; some state clearinghouses have 800 numbers for their residents. Bear in mind, 90% of splinter group calls received at the WSO are from people in New York City.

22. Our District has received a request to appoint an Al-Anon adult children Area and District Coordinator. Is this within Al-Anon guidelines?

The Area Structure presented in the World Service Handbook indicates that Areas may choose to create, combine, or eliminate Coordinator's positions based upon Area Al-Anon/Alateen service needs and autonomy.

23. How can Al-Anon groups serve our older members who no longer drive or who are not physically able to attend meetings?

The same way we serve other members without cars or who are disabled. Individual Al-Anon members may wish to offer car rides to meetings, to visit disabled members, or by telephone calls. A subscription to *The FORUM* or suggesting involvement in the Lone Member Service are other possibilities.

24. The use of WSO, CPC, PSA, P.I., etc. is confusing. Could we have a list of the meaning or not use initials.

The WSO makes every effort to avoid the use of initials in correspondence or materials unless an explanation is incorporated in the body of a statement. After first stating the full term, we then use parenthesis with the initials. Service work is kept more attractive and inviting when members comprehend titles and terms. A list of initials would further encourage such use by calling attention to them. A more conscious effort of trusted servants to avoid or explain the use of initials would be helpful at all service levels.

25. Area concern: that the World Service Office makes decisions that should be taken before the World Service Conference. Lets get back to basics of representing groups through the Delegates and the Conference.

Without an example, it is impossible to offer a specific answer. The Twelve Concepts of Service carefully define the autonomy and authority of the World Service Conference, Board of Trustees, and the World Service Office. Areas become confused and feel the WSO is overstepping its bounds when lack of understanding of the Twelve Service Concepts and delineation of duties is not accepted or understood.

26. Can the World Service Office be more careful about using "AFG" on mailing labels rather than "Al-Anon" in order to preserve anonymity?

The WSO makes every effort to protect anonymity by avoiding the use of the

name, Al-Anon, on mailing labels. This is also why we encourage A.I.S. offices and groups to have a P.O. Box as their permanent mailing address.

27. Are travel expenses to A.I.S. meetings covered by their group?

When expenses for trusted servant travel are covered by the group or service arm, more members are able to become involved in service work and the group is responsible for its representatives.

28. Would WSO establish a policy statement for groups (GRs, etc.) on "How to handle the new demand of rental agreements." Several groups have been forced to move their location several times because of the mandate for a signed rental agreement. This means full name for signature, etc.

The WSO cannot establish a policy statement for groups' rental agreements as each group is autonomous. The only rental agreement the WSO handles is our own lease. We are not a central organization which controls our service arms. (See pg. 34 Digest of Al-Anon/Alateen Policies, Section I, item b.)

29. Can WSO look into the possibility of obtaining a "blanket" insurance policy to cover all the groups on a liability insurance? The groups would pay the WSO the premium payments.

If this cannot be done, please issue a statement explaining why it cannot be done.

See answer above. Also, unlike other parent organizations with chapters which provide financial and structural reports, the WSO exerts no control over the groups it serves. Each group is autonomous.

30. Why are the duties of ISR so limited in the manual, pg. 24?

The World Service Handbook and Al-Anon and Alateen Groups At Work do not contain extensive descriptions of Intergroup Service Representatives or Alternate Intergroup Service Representatives because of service arm autonomy. Al-Anon Information Service Offices (Intergroups) can contact each other to find out the varying duties of ISR.

31. Our Traditions and our actions always encourage support for and loyalty to AA. Is there a way we can encourage reciprocity? I placed flyers on the hospitality table and was told later that they were thrown away because they were not AA. I also noticed a large sign above the cookie and cake table stating "property of AA." My understanding is that the Assembly is a joint effort as are the various level conventions. Perhaps AA could benefit by hearing the speech of Bill W. to the first Al-Anon convention.

We cannot force an outside entity to accommodate or cooperate with Al-Anon. Our Sixth Tradition is for Al-Anon members and Al-Anon groups to follow; it does not obligate AA. When there is Al-Anon participation in an AA conference, it is helpful to have an Al-Anon member serve as a liaison member to the AA Conference Committee, if invited. It might also be helpful to speak to the AA Host Committee about your experiences.

32. Please print Al-Anon's Twelve Concepts of Service for Al-Anon & Alateen Groups in larger type consistent with the other three service manuals. Delete or revise the last sentence of Al-Anon's Twelve Concepts of Service on page 6 which reads:

"It is to be hoped that these Twelve Concepts will be a welcome document for the use of our Trustees, the World Service Office and the members of the Conference and that it will prove to be a reliable working guide in years to come."

As I understand it, the Concepts are our Third Legacy and is for all of us. Lois said that the "Concepts are blueprints for conducting group affairs."

Our concepts were taken from AA's Concepts which read: "It is much to be hoped that these Twelve Concepts will become a welcome addition to our "Third Legacy Manual of AA World Service," and that they will prove to be a reliable working guide in the years that lie ahead."

This suggestion is under consideration for the 1990 revision. Keep in mind that increasing the type size adds pages to the manual. Al-Anon's Twelve Concepts text was written by Lois and a committee based upon Al-Anon's experience. All Al-Anon members are encouraged to use the Twelve Concepts of Service as a guide and the sentence on page 6 does allow for such use. Any member, however, can recommend new wording of the text of the Twelve Concepts by writing to the WSO, to the attention of the Policy Committee.

33. Al-Anon & Alateen Groups at Work (P-24) — Pg. 23 states that the Secretary "notifies WSO of any changes of mailing address, picks up the mail from the post office box or a Permanent Mailing Address." In the September 1988 AREA HIGHLIGHTS on pg. 6, the following question and answer appeared:

"Q. Groups have sent in changes of GRs and are still not receiving their mail. They state they have sent in this information more than once.

"A. When a group sends in the name of their new GR to the WSO, the only thing entered into the computer is the change of GR. If the GR is to be the new Permanent Mailing Address, the letter must state so. Otherwise, mail continues to go to the address given as the Permanent Mailing Address (PMA). To the WSO, that GR and the PMA are two different people unless we are told that they are the same."

Volunteers in my Area have wasted hours struggling with this situation. How many thousand groups do we have and why should our World Service Office and we not be on the same wavelength? The groups should not have to write a letter, but they should be given a form from our World Service Office so they can print or type the information.

See World Service Handbook, page 26, Section I, item d. The Permanent Mailing Address may be different from the Group Representative's address. If a group is not receiving its mail from the WSO, the GR is responsible for contacting the WSO to provide updated information as needed.

34. I received ALATEEN TALK and AL-ANON IN INSTITUTIONS newsletters and there was a white form titled "Al-Anon/Alateen Group Information" with the initials on the lower lefthand side, "ALPG-h," but no date. There was nothing in the envelope to show its purpose.

The Al-Anon/Alateen Group Information Sheet (ALPG-h) was included with

the mailing of the WSO newsletters as a sample of the Group Records update sheet for Al-Anon/Alateen Groups.

35. What is WSO's definition of "conceptual approval?" The motion on page 59 of the 1988 Conference Report states that the 1988 WSC gave conceptual approval. Is this approval or were the Delegates to get input from their Area?

The Conference members of the World Service Conference grant conceptual approval of Conference-Approved Literature and Standing Committee projects. This means they approve of the concept or idea of the project. The Committee of origin proceeds to develop and guide the project into reality. The motion on page 59, gave conceptual approval to another daily reader which is in progress.

36. Will we ever produce a piece of literature similar to AA's, Problems Other Than Alcohol?

It has not yet been proposed by a Standing Committee nor presented to the World Service Conference for conceptual approval.

37. Can an Information Service remove a group from their listings who is not following Traditions and not using Al-Anon materials and format in their meetings? They are Al-Anon in name only and want to appear in meeting lists?

If a group declares itself an Al-Anon group, then it is an Al-Anon group provided it has no other affiliation. (See page 24, Section V, Digest of Al-Anon and Alateen Policies.)

Our Service Concepts remind us that no punitive action should be taken. The purpose of an Al-Anon Information Service Office is to represent and serve groups. No service arm "polices" the groups it serves.

38. Is it possible to have some literature or guidelines on how to conduct a business meeting? Whose responsibility, how often and a general guide as to how they should be conducted. Something similar to the suggested meeting in the World Service Handbook.

Guidelines are based on the shared experience of our membership. Any suggestions sent to the WSO could be considered for Al-Anon and Alateen Groups at Work.

ACCEPTING THE LEADERSHIP CHALLENGE

Lora G., AR

Since entering the doors of Al-Anon in 1977, I have learned to accept many challenges in my life. I was exposed to service work by my first sponsor. She told me I could not say, "No" to Al-Anon's requests. With this thought in mind, when I was asked to clean rooms, chair meetings and attend Area and District meetings, I said "Yes."

My current sponsor continued to teach me acceptance of the leadership challenge through her example. It was an honor to be asked to serve as Alateen Sponsor, District Secretary, GR, DR, P.I. Coordinator, Alternate Delegate and most recently, Delegate for my Area.

This is a year of endings for me. I rotated my turn as Convention Chairman and will rotate this final year as Delegate. Being "just" an Al-Anon member in the audience is my newest challenge. By accepting these endings I can offer a new leadership with the grace and dignity Al-Anon has given me and serve as an Al-Anon member.

To steal a line from my sponsor's three-minute talk as a Panel

24 Delegate, "There is life after Delegate" and it feels good. I thank my God, Al-Anon and my Area for these extraordinary adventures. May God bless each of you and keep you safe.

Mary Ann R., CT

"Accepting the leadership challenge" requires that I evaluate my motives and define my leadership role.

How I feel about myself determines how I will react to any given situation. Careful attention to my personal recovery by attending regular Al-Anon meetings and maintaining daily contact with Al-Anon friends has been essential. I will continue to be imperfect, which is a blessing in itself. I see my role as one of giving guidance and direction, learning to "delegate" responsibility.

In the final analysis, I am responsible for my own behavior. I learned years ago that I could not be all things to all people. With the help of my Higher Power and Al-Anon friends I will try to continue being true to myself.

Marilyn B., ID

"Accepting the leadership challenge" was not easy for me. When the disease of alcoholism came along and my over-protected, spoiled ways no longer worked, I became the martyr and assumed responsibility for everyone around me -- including the dog and cat. By the Grace of God, and self-defense, I found Al-Anon. For many years I shied away from service because I was tired of being responsible.

My introduction to service took the form of Group Representative. While attending a District meeting I was asked to serve as Alternate DR. At that very same meeting the present DR resigned -- I was not prepared for this -- but it seems that God knows what's best for me.

I have learned so much about Al-Anon through service; it hasn't been easy, but I have developed patience, tolerance and love of others. I'm grateful to all of you for being here too.

Marie A., ME

When I was elected Area Delegate I felt overwhelmed, scared and inadequate. I knew, though, that my Higher Power put me there to accept a new challenge in my life and prepare me for a growth period.

These years as Delegate have taught me humility, to put principles above personalities and to remember that I am only a trusted servant of the Area. I have learned that I am powerless over others and not to take things personally. The rewards have been numerous and the knowledge endless. My Al-Anon family has grown from groups to Districts to the Area and, most recently, the Conference.

I am now ready to accept another challenge, with the help of my Higher Power. I wish the new Delegates well and thank you all for the privilege of getting to know you. I love you all.

Zelda R., NE

Without knowing what was ahead, an invitation to attend the Assembly led me into service. My sponsor encouraged me, "Your growth continues when you don't say 'No' to Al-Anon." More directly, "Don't ever let ME hear you say 'No' to Al-Anon."

My family moved 13 times during progressive alcoholism, but finally came to the end of the line in Lincoln, NE where the Family Mission became our home. A young woman I sponsored was shot and killed by her blacked-out husband. About the time his sentence in the penitentiary began, the District started holding workshops behind the walls. These experiences compelled me to accept the position of Institutions Coordinator -- transporting inmates to meetings, providing literature and being a contact.

A highlight for me was last summer at a Round-Up with 4,000 in attendance. A hand was placed on my shoulder and I turned to look into the eyes of a young man I had transported to meetings many years ago.

Serving Nebraska as Area Delegate has truly been the greatest challenge my Higher Power has carried me through thus far. After last year's Conference, I returned home to a situation with my teenaged daughter that needed immediate attention.

The principles of Al-Anon have proved they work; by working through acceptance and giving full parental support, a little baby girl joined our family. With the Grace of God, blessings will continue to grow as I don't say no.

Jean T., IA

Did most of you walk right into Al-Anon and say, "Service looks like something I would like to do?" If you did -- I didn't. I was too consumed with my own pain. I had played God for so many years, it was difficult for me to accept that I had character defects, but after two and one half years in Al-Anon I surrendered and took Step One.

It was then that my life changed and I became grateful for a program that gave me a direction, the willingness to use the tools to develop awareness, and the courage to look at myself and realize that I, too, had contributed to the problem.

In gratitude for what this program had given me, I accepted various service positions. I became aware of, not only how important group conscious was, but how exciting, informative and frustrating it can be.

Service may not always be a joyful and positive experience, but it can always be a growing one. It has taught me to rely on my Higher Power. If I remember who is in charge, the mountains become mole hills.

Thank you Al-Anon, for being the tool that allowed me to reach me.

Gail F., LA

As our beloved co-founder, Lois, always said about herself, "Anyone can start something, but it takes all of us to keep it going."

At my first meeting, the topic was the Second Tradition. I never liked authority, so immediately, I knew this program was for me. God was the only authority I wanted in my life.

After meetings I would see members picking up chairs, coffee cups and giving comfort to those who needed it -- I wanted to be able to do that. I thank God for the member who drove me to meetings. She later became my sponsor and encouraged me to start "doing the little things."

I'm so grateful people cared enough to urge me to go to Assembly meetings. I found love and sharing from all over the State of Louisiana at my first Assembly. I've been going ever since and feel it's another tool that keeps me coming back to Al-Anon. I had a greater awareness of worldwide Al-Anon.

Now, after so many years, I have the honor of serving at the World Service Conference. I had always wanted to understand the Concepts and finally did after the pamphlet, The Concepts, Al-Anon's Best Kept Secret, was published. I use them in my personal life as well as in the group. At the Conference, I see them come alive.

Joan A., NV

When I got to Al-Anon, I was devoid of all feeling except depression. I had withdrawn into a corner and trusted no one. I wasn't even able to identify the anger and retaliation that was now a way of life for me. I had no self-esteem and was sure I had nothing to offer. I know today that anger was only a cover-up, fear was the real motivator in my life.

I was introduced to service when asked to be GR. It was probably the one factor that kept me coming back. To be where I am today is far beyond any dream. I am learning how to live comfortably in my own skin.

As a trusted servant, I'm learning to trust God for direction and guidance. I'm learning to trust YOU, to work with you, and let you see me as I really am. My inner self-esteem today tells me that I do have something to offer; I can be worthwhile; I can have a sense of accomplishment and fulfillment.

I heard it said, "If I don't take a chance, I haven't got a chance!" Growing in this program is the biggest challenge of my life because I am taking the risk to walk through fear and be the best Al-Anon I can be. I know the rewards are equal to my efforts.

Lillian G., Newfoundland/Labrador

I used to think that leadership started for me in my pre-Al-Anon days -- demanding "do this...do that." I wondered why my oldest girl disliked me, rather than her father, whom I blamed for my misery. After coming to Al-Anon, love began to surface through working step by step. With that came positive leadership. We can all show leadership if we start with ourselves -- a smile or a "please" -- respect has to be earned. We should encourage and lead new members into service. I had my times when I neglected the service role I had taken on. I felt guilty and didn't like myself for not being honest, but with the support of members I overcame it.

So, please, if you notice a member is staying away, don't turn a blind eye, call them and let them know you're there. If this wasn't done for me, I wouldn't be here today. Thank you, it has been a wonderful learning and growing experience.

Lois C., NH

I'd like to begin by saying, "I didn't know. I didn't know." When I arrived at the door of Al-Anon I was hurt, bewildered and scared, but couldn't talk to anyone for fear of being hurt again. I didn't know what Al-Anon could do for me. I didn't know how deeply I had been affected by alcoholism -- but I committed myself to learn.

I did know with that first meeting that I was home. Through many meetings, the Twelve Steps and my Higher Power, I found resources in me I didn't know I had. I was like a sponge, soaking up as much information as possible. I was eager to listen to how my life had been affected by drinking, but wasn't so eager to hear about my faults.

Thankfully, I got a sponsor my first night. I called her faithfully for three and a half years. She encouraged me to become active in my group. Her encouragement directed me into other service roles. This time was especially difficult for me since my husband and I separated -- I was back to Step One.

At District meetings I kept hearing about "Area Service." It was a real challenge and personal growth experience. When the DR resigned, I asked my Higher Power for guidance and put my hand up. Then the doubts flooded in.

I got a service sponsor and called her regularly. With her help, I found the challenges of the job came one day at a time and were handled one day at a time. I was never given more than my Higher Power and I could deal with.

Being Delegate hasn't always been easy. Growth has come many times through trial and error, tears and a renewed commitment to service. I am grateful for the worldwide knowledge of Al-Anon and the most precious friendships I could ever have.

Roxy C., NY (S)

"We see things not as they are, but as we are." Some years ago this would have meant, "The challenge of being accepted as the leader." My formula for living was to act strong and be in control. I would work to attract the attention of the right people and not make waves. I knew this would get me an impressive title, fame and prestige, along with the power to control others. Instead I achieved frustration, resentment and anger. I lost my formula and finally lost me.

Eventually I found Al-Anon. You accepted me and gave me

love, hope and trust. You told me to keep coming and encouraged me to become a trusted servant. I began to see your acceptance. With all the trust placed in me I grew with serenity and humility. I learned that doing a job was more gratifying than wearing a title. The challenge became a need to listen, learn and grow as part of the group.

My Higher Power selected me as Area Delegate and I found a whole new challenge -- earning the many gifts you have given me through your trust. I must concentrate on becoming a better me. I must control -- my emotional outbursts, not others. I mustn't make waves -- to get my own way or just to keep the peace. I need to be determined to work the group conscience.

My formula hasn't changed, but through each of you and my Higher Power the way I see it and use it has. I believe I am accepting this new challenge. I'm not perfect, but like all of you, I'm getting better. Today I do believe we all love and trust each other in a special way.

Frankie S., Ont. (N)

Who would have believed that a few short years ago, a person such as myself, would be here one day sharing at the World Service Conference. I was beaten down by alcoholism, hopeless and helpless.

"Accepting the leadership challenge" began in my home group and wove its way here through joy and pain. The beautiful friendships I've developed and the work I've been privileged to participate in have made up the joy. The pain is from being forced to look squarely at my defects of character.

Service work is molding me into the person my Higher Power intends me to be. By nature I tend to retreat where it's safe, but very dull and unchallenging. Being a Delegate has expanded my world and thrust me into action. Our previous Delegate put it so lovingly, "God, in His wisdom, will help you to see your part in the Conference. All you need to do is provide honesty, an open mind and willingness."

I see the leadership challenge as a relay race. Lois started the race and has passed the baton on to us. Our responsibility is to run a good race and pass on our experience, strength and hope to the next runner. What a beautiful journey we are privileged to be on.

Henrietta C., NM

When I came through the doors of Al-Anon I was hurting, full of despair and anger. I had no self-esteem; I felt like nothing. I knew I was home when I saw the hope in the eyes of the Al-Anon people. As I continue to grow I'm able to get past my feelings of fear and unworthiness.

I consider service work to be an important part of my recovery. Through each job I have developed attributes of tolerance, flexibility and dependability. I have learned that it's okay to be human -- capable of making mistakes. I may not like change, but I can adapt to whatever comes my way.

What makes Al-Anon so dear and special is the unconditional love expressed by all. We have no leaders, only trusted servants. I'm grateful to my Area for the privilege of serving them. I thank each one of you, for without your love and support, I would not be "accepting the leadership challenge."

Lydia M., PR

I can almost say I was born scared. As far back as I can remember I was afraid to express myself, to disagree with others,

afraid I would make a fool of myself or appear dumb. I was afraid I would feel unloved and alone.

After many years of allowing myself to be controlled by what I perceived others to be thinking, I arrived at Al-Anon. SCARED? I didn't talk for almost one year. Finally I began to share and by Letting Go and Letting God I began to get involved more and more. Unfortunately, when I began to share my feelings I found myself disagreeing just for the sake of disagreeing. That's when I had to start practicing tolerance. I needed to listen with an open mind; to focus on the issue rather than the person and to accept the group conscience.

My Higher Power led me to the job of Delegate. My fellow members gave their love, support and patience as I fumbled along. By "accepting the leadership challenge" I have become a person and now, one day at a time, I am striving to become a better person.

Jeannete S., Sask.

Less than six months after I came through the doors of Al-Anon I got involved in service. Sometimes I got involved because I couldn't tolerate the silence when a volunteer was being sought. Mostly, the reason was personal growth.

I feel that God has blessed me with the gift of leadership. I always knew He had something in store for me. Besides serving Al-Anon, last fall I started taking classes to become an ordained minister. This has been a year of new experiences for me.

Al-Anon has taught me to believe in my Higher Power. I wish to thank everyone here for the gifts you have given me -- yourselves. My sponsor once told me that to truly have serenity I will need to learn to see the face of God in every person. Although this isn't always easy, it certainly is easy with the people in this room.

Betty Sue W., SC

I don't think I'm unique when I say I never felt good enough. As a student I never made the honor role, my grades weren't good enough. As a teenager I played sports, but I wasn't good enough. When I met my Prince Charming, he liked me just the way I was. A few years later, as the effects of alcoholism took over our lives, I realized I failed as a wife because I wasn't good enough.

Twenty years of active alcoholism followed before I heard about Al-Anon. I wanted to learn all I could. Reading the literature and attending the meetings helped me develop a personal relationship with God that a lifetime of church attendance had not given me.

I began service in Al-Anon when our Group Representative resigned. Although I knew other people were more capable, no one was volunteering. I put my name down so we would continue to at least get our mail. Various jobs came along in the same way; one year I held the jobs of GR, DR and Area Institutions Coordinator because no one else volunteered.

After a lot of prayer I left the decision for serving as Delegate to God and the South Carolina Al-Anons. I was the most surprised person there when I was elected. I know all of you will understand when I say, "I thank you, God, for helping me to accept the leadership challenge."

Gwen C., SD

I don't know if one can go back and pinpoint the exact moment "accepting the leadership challenge" became a conscious decision.

Actually, I began service in AA when my husband's friend asked me to help with typing a project -- but I was hooked. The opportunities for Al-Anon service are as varied and exciting as Al-Anon is.

I've heard so many people say they didn't even want to serve, but now it is one of the main reasons for their personal and spiritual growth. The first time I ran for Delegate, I felt I had the time, ambition and the desire -- I was just what the South Dakota Al-Anons needed. I wasn't elected. After that I started to miss meetings because I just wanted to be left alone.

My mother used to tell me, "We don't always get what we want, but God will give us what we need." Three years later God gave me just what I needed and I was elected Delegate. He wanted me to be there for others when I wasn't able to be there for myself.

I thank Al-Anon for the opportunity of a lifetime -- to serve by leading and to lead by serving. Most of all I am grateful for the opportunity given to me to recover personally through service to others.

Lois S., UT

Accepting the awesome responsibility of preserving the integrity and clarity of the Al-Anon message is not so much of a challenge as it is a natural result of growth.

Our leadership positions are not filled because there is some particular desire, or a particular need. Our leaders are not chosen because they are bigger, tougher, talk faster or louder, or because we think they will influence others.

Our leaders are chosen because they radiate understanding, knowledge and tolerance. When leadership is required, they surface in the crowd -- that is not a deliberate act, but a natural result of growth through Al-Anon.

If there is a challenge in Al-Anon, it is to overcome fear -- that very same fear we felt the day we arrived in Al-Anon. The fear of standing and telling our story to a room full of strangers; the fear of turning our lives over to an unknown power; the fear of finding within ourselves the strength to survive.

I am not here because I accepted a challenge. I am here to express my gratitude to the Al-Anon program and its members. I'm here to help, however small, to keep our message pure; to keep the Concepts and Traditions intact. I hope I can be an example others would choose to follow.

Margaret McH., WY

I've been in Al-Anon almost 13 years, and in service for 12 of those years. After receiving the gifts of the program, I just wanted to make coffee and talk to a newcomer. I'm still doing that, but my God has said time after time, "Not enough."

When I first came here I was bitter, hateful and self-righteous. It took at least six months to break through the barrier. Those wonderful people showed me unconditional love, they accepted me and led me by the hand out of despair.

God has given me the gift of caring about people in a loving way that I never had before. He has led me into service work and it is my way of reciprocating for all that I have received.

I've heard it said that some people only accept the crumbs of this program. Well, I feel like I'm sitting at the head of the table enjoying the whole banquet.

MOTION #16 (92 yes, 6 no, 1 abstention)

To consider Al-Anon's participation at AA's 1995 International Convention if AA agrees to cover the cost of our participation.

MOTION #17 (70 yes, 27 no, 1 void)

To develop a piece that would address the use of professional terminology in Al-Anon/Alateen meetings.

MOTION #18 (62 yes, 27 no, 8 abstentions, 2 void) NOT CARRIED

That the 1989 World Service Conference reaffirm that the intent of prior Conference decisions regarding the AL-ANON FAMILY GROUPS book, is to revise and expand the existing material rather than create a new work.

MOTION #19 (93 yes, 2 no, 2 void)

That the World Service Handbook on page 26 be reworded as follows:

c. The GR and the Area Assembly

In addition to attending the Election Assembly, the GR is expected to attend all scheduled Assemblies and any interim Assembly which the Chairman or Delegate considers necessary, and report back to the group. The GR or the Alternate GR, in the GR's absence, votes at the Assembly. Each group has one vote.

Letter b. remains the same along with letters d. through i.

MOTION #20 (96 yes, 1 no, 1 void)

That the Admissions/Agenda/Handbook Committee become permanent and be known as the Admissions/Handbook Committee.

MOTION #21 (86 yes, 10 no, 1 abstention)

The Public Information Committee recommends to the 1989 World Service Conference that it approve production of a display leaflet on Anonymity.

MOTION #22 (82 yes, 13 no, 2 abstentions)

The Archives Committee recommends to continue to gather information on Anne B., including interviews with people who knew her for possible production of an audiotape or a booklet about Anne B., which will be valuable to Al-Anon's history and the fellowship as a whole.

MOTION #23 (19 yes, 76 no, 1 abstention, 2 void) NOT CARRIED

The Archives Committee recommends to produce a booklet on Remembrances of Lois, gleaned from the many tributes that have come to the WSO, in commemoration of her 100th birthday in March 1991.

MOTION #24 (WITHDRAWN)

That the WSC pin (without the year designation pin guard) be made available for purchase on a one-time offer to past Delegates that did not receive them.

MOTION #25 (55 yes, 39 no, 4 abstentions) NOT CARRIED

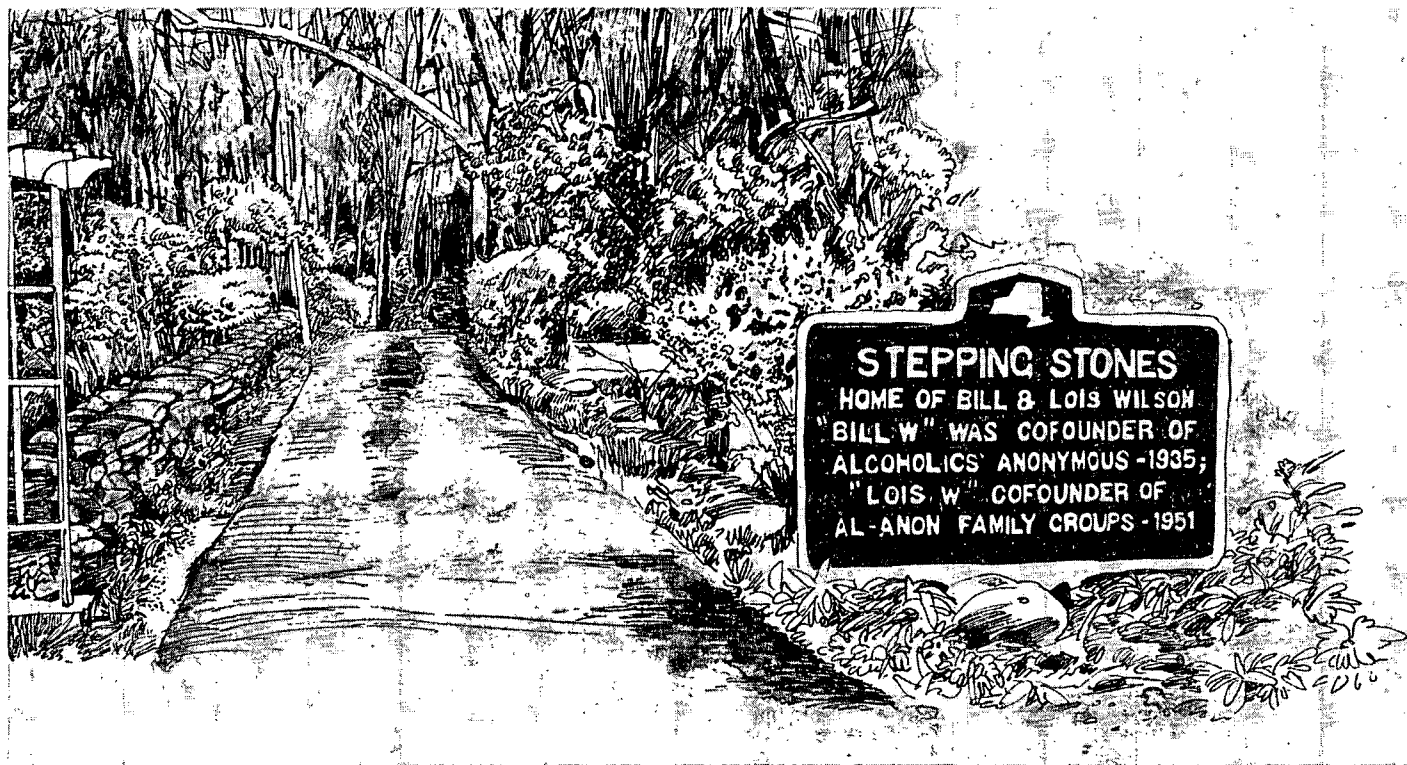
That the WSC suggest that the Board review the inconsistencies between the By-Laws defining age requirements of Alateen, and the reference to the age range of Alateen groups in the AFG Book (pg. 31) which refers to preteens being included in the membership and report their findings to the 1990 WSC. Further, that our legal counsel give us an opinion on Federal Law regarding our responsibility as a fellowship in dealing with teens and preteens.

MOTION #26 (15 yes, 80 no, 1 abstention) NOT CARRIED

To include one copy of the 7th Tradition pamphlet in each of the tri-annual Appeal letters sent out by WSO.

MOTION #27 (84 yes, 10 no, 1 abstention, 1 void)

That the Board of Trustees continue to study the feasibility of relocation of the World Service Office and report back to the Conference annually.



MOTIONS

MOTION #1

The Admissions/Agenda/Handbook Committee moves that the following participants be seated with voice and no vote: Alberte C., Secretary, Publications Francaises (Al-Anon member); Teresa M., Supervisor, Spanish Services (Al-Anon member); Richard Keilly, WSO Controller (nonmember); Cecilia M., Overseas Representative Japan (Al-Anon member). (UNANIMOUS)

MOTION #2 (98 yes, 1 abstention)

To approve the 1988 Annual Reports.

MOTION #3 (98 yes)

To approve the 1988 Financial Report, as submitted. (UNANIMOUS)

MOTION #4 (98 yes, 4 no)

To approve the 1989 Budget as submitted.

MOTION #5 (88 yes, 9 no, 2 void)

To approve a text change to page 12 of the Digest of Al-Anon/Alateen Policies under The World Service Office; I. Membership and Groups; a. Membership Eligibility.

a. Membership Eligibility

Anyone who feels his/her personal life is or has been affected by close contact with a problem drinker is eligible for membership in Al-Anon (see page 42, item VI.) Alateens are members of the Al-Anon fellowship. Where there is no Alateen meeting available, teens seeking help are encouraged to attend Al-Anon meetings. As the name implies, Alateen is designed for members in their teens...

MOTION #6 (90 yes, 8 no)

Amendment to the Digest of Al-Anon/Alateen Policies, page 42, item VI.; Families with Related Problems.

e. Individuals with Other Problems

Many individuals come to Al-Anon seeking help. If these individuals determine they have not been affected by a problem drinker, members of the Al-Anon group may inform them of our Third Tradition which states in part: "...the only requirement for membership is that there be a problem of alcoholism in a relative or friend." They may also be informed of other self-help programs, many of which follow the Twelve-Step format.

MOTION #7 (WITHDRAWN)

Deletion of the word "deeply" from the Digest of Al-Anon/Alateen Policies, page 12, Membership Eligibility. Motion to delete the word "deeply" from the first line of Membership Eligibility, to read: Anyone who feels his/her personal life is or has been _____ affected by close contact with a problem drinker is eligible for membership in Al-Anon...

MOTION #8 (92 yes, 4 no, 1 void)

The FORUM Editorial Committee moves that the 1989 World Service Conference approve the production of Volumes 3 and 4 of FORUM FAVORITES.

MOTION #9 (95 yes, 2 no)

To amend the text of the Twelve Concepts of Service, page 28, re: The Composition of the Policy Committee.

The Policy Committee is composed of the Trustees, At-Large members of the Executive Committee, the Chairmen of all committees and the Al-Anon Staff, and meets quarterly in advance of the Trustees' meeting.

MOTION #10 (94 yes, 1 abstain)

That due to the lack of audio material currently available of Anne B., we not proceed with the production of a historical audiotape as a saleable item.

MOTION #11 (97 yes)

That the Regional Trustee Plan be amended as it appears on the appended pages, to become effective in 1990. (modifications are underscored)
AL-ANON FAMILY GROUP HEADQUARTERS, INC. (UNANIMOUS)

REGIONAL TRUSTEE PLAN

(Approved at 1988 World Service Conference)

Numbers 1 through 6a. remain the same

b. SELECTED CONFERENCE MEMBERS - Three 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 three are not personally at the following World Service Conference. The Conference selects additional Alternates, if required, to makeup the quota of 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 - Three Trustees of the World Service Office chosen by lot with one Alternate also chosen by lot. The Chairman of the Board serves as the 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 underscored changes apply:

b. SELECTED CONFERENCE MEMBERS - One other Delegate chosen by lot from among the first and second year Delegates. One Alternate is also named, in case the individual is not personally at the following World Service Conference. The Conference selects an additional Alternate, if required, to makeup the quota of Delegates who caucus to make an Assistant Chairman of the RT Nominating Committee to assist in conducting the voting procedure.

c. WORLD SERVICE BOARD MEMBERS - One Trustee of the World Service Office chosen by lot with one Alternate also chosen by lot. The Chairman of the Board 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: Area Delegates within the voting Region are to exceed those voting outside of the Region by at least one vote.

7. Each RT Nominating Committee will use the following voting procedure:

a. Chairman and Assistant Chairman sit at a table in front of the room. The Chairman votes only if he or she has been chosen by lot; the Assistant Chairman always votes.

Letters b. through n. remain the same
Numbers 8 through 11 remain the same

MOTION #12 (99 yes)

To approve the 1988 Nominating Committee Annual Report. (UNANIMOUS)

MOTION #13 (WITHDRAWN)

To consider Al-Anon's participation at AA's 1995 International Convention if AA agrees to subsidize the cost of our participation.

MOTION #14 (49 yes, 85 no, 2 abstentions, 2 void) NOT CARRIED
That Al-Anon will hold an International Convention in 1995 at the same time as AA.

MOTION #15 (91 yes, 1 no, 1 abstention, 3 void)

That the Canadian subscriptions to The FORUM be payable in Canadian funds (rounded) equivalent to the U.S. price.



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