

1990 AL-ANON FAMILY GROUPS WORLD SERVICE CONFERENCE

THEME: OUR WARRANTIES- A CORNERSTONE OF SERVICE

STAMFORD, CONNECTICUT

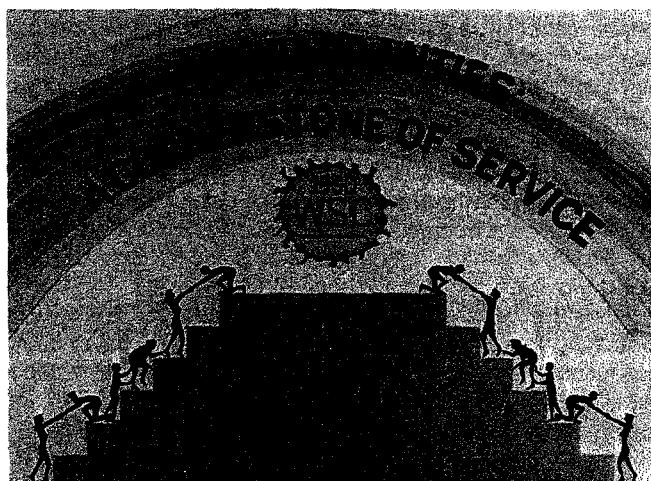
APRIL 23-28, 1990

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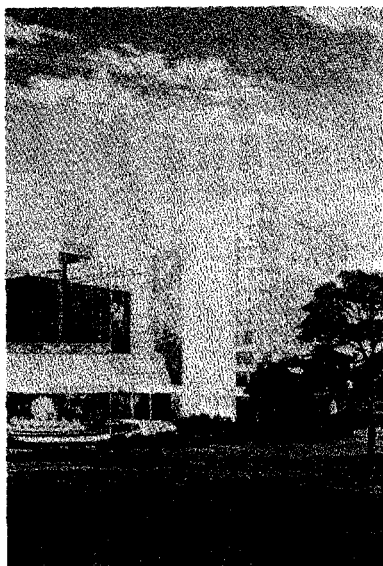
CONCEPT II.

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

Our Warranties - A Cornerstone of Service WSO DINNER:



"Bound together by mutual love and trust, we have come together to work toward a common goal. The growth and unity of our fellowship is our primary concern as it has been for every Conference before us." Norma McG., Conference Chairman, opened a new decade of World Service Conferences with these welcoming words.

On the evening prior to the official start of business, the traditional WSO Dinner took place bringing together Delegates, WSO Staff, Trustees and guests to the 30th Anniversary World Service Conference. A special welcome was extended to past World Service Conference Chairmen helping to share in the celebration. Helen G., Linda McF. and Ann S., past WSO Administrators, passed along warmest wishes for a wonderful experience.

As the Conference theme, Our Warranties - A Cornerstone of Service was about to come alive, Norma introduced the former Conference Chairmen who helped build the foundation. Penny, Jean, Ruth and Bob each shared special feelings of being home and wished success with God's guidance to the participants.

Expanding on their thoughts, Norma shared, "I know this week will be a memorable experience for us all as we witness the wonderment of our program in action."

The Dinner Speaker, Mary G. from New York (N) recanted how service became a cornerstone of her recovery with personal sharings that were humorous, heartening and so familiar. Mary backtracked to share her earliest memory of a character defect. While playing in a sandbox with her adored cousin, a plan was formulated to take care of the local bully who continually trounced her sandcastles. On his third go-round through the castles, each would grab a leg and bring the bully down.

With her heart beating furiously, Mary reached out and grabbed on the second run. Hearing her cousin hiss "Not yet," Mary realized too late that she was in it alone. "So I did what was in my nature to do — I held on. I got dragged over rocks, and stumps while the other children laughed." Here was the start of a lifetime pattern — take control, grab on and don't let go — even when battered.

At 16, Mary began a relationship that would lead to Al-Anon where her primary lesson would be to let go. While drinking was a part of her family life, it seemed to be a minor irritation and not the angry pattern she came to know. "I know now how that background was my preparation for life with a drinker. My perception of a normal family was set and the kind of man I selected fit in."

After a million break-ups, Mary finally gave into marriage with the preconceived idea that it wouldn't be a very good one. The bliss of the first few months gave way to regular madness. "The drinking was frequent and accompanied by violent anger as verbal abuse was escalating." Doing all the classic things, she argued, pleaded and cried.

Daily putting on her Mary Sunshine smile, she went about life saying "fine, fine, everything's fine" to family, friends and the world. "But I knew in my heart that the problem was alcohol and it was BIG." The Jekyll and Hyde personality became normal. Only the frequent, crippling headaches and abusive behavior toward her son gave any indication that things were not fine. "I was on the brink of child abuse. I lashed out when he woke me; I cried over him; held him and spanked him."

Sometime during the third year of marriage, Mary suggested to her husband, Leo, that maybe alcohol was a problem and he should call AA. "He thought it was a good idea and told me to go ahead. I did. I told them I had a friend whose husband had this problem..." Three years later after mentioning AA again, Mary and Leo visited friends and were taken to their first AA and Al-Anon meetings. Coming back home, Mary continued to attend Al-Anon as the dutiful wife joining the ladies' auxiliary to learn the ways of keeping her husband sober, bake cookies and march in their parades.

"My first year in the program was a revelation because I did not come seeking help for myself. I hit my personal bottom — he was sober, I couldn't blame him anymore." Recognition of her own illness began to surface and Mary stepped into a relationship with an unknown but loving Higher Power.

Since the focus was no longer on the alcoholic, the time waiting at windows, worrying and controlling was suddenly freed up. Not knowing what to do with herself, Mary practiced being less responsible, "I forced myself to stay home from work and read a book in bed — I only made it until noon." It was then that her sponsor knew she was ripe for service. Plunging into P.I. work, chairing meetings and handling the Assembly newsletter gave her an outlet for energies. "There I found out who I was."

Through service she came to believe in herself and her potential. The principles embodied in the Traditions became the guide for every facet of her life. "I was able to risk, grow and stretch

myself in an accepting environment. I finally allowed the God of my understanding to provide my life's direction. I still listen for that low voice to guide me."

"Service took every talent and defect and ground them to use for something bigger than me — something I could never have named. Who would have imagined so much joy from so much pain. I couldn't wait for those meetings. They gave me an outlet for my energies — the sharing, the laughter, the dancing. I'm still one of the late night boogie-ers.

"I never thought I would hear myself say alcoholism and grateful in the same sentence, but I am grateful to alcoholism. When I understood that it was alcoholism which brought me to this program of self-discovery, and to God as I understand Him, I knew that gratitude was the right word."

After the WSO Dinner, a departure from previous WSCs, Conference members met in the General Session Room for the Sharing Area Highlights meeting.

SHARING AREA HIGHLIGHTS

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

Hester B., CA (S), Chairman
July P., HI, Moderator

- The principle of rotation and how the Areas handle it
- Can members subscribe to *AREA HIGHLIGHTS*?
- How do the Areas ensure newsletters follow Tradition?
- Does any one get paid for attending the Conference?
- Reimbursement to Area Officers for gasoline
- The concept of a single line structure
- Including an Adult Children Coordinator in the Area Committee
- A poll, sponsored by Colorado is being taken. Delegates are asked to complete and return a form.
- Election procedures for the Areas
- Area budgets
- What are the Areas doing with Lone Members?

Joyce B., BC/Yukon, was chosen as Chairman of the Sharing Area Highlights meeting for the 1991 WSC and Ora B., AZ, was chosen as moderator.

A unanimous show of hands at the end of the meeting verified the Delegates' consensus to continue the Sharing Area Highlights session at future Conferences.

OPENING SESSION

The 1990 World Service Conference was officially opened on Monday, April 23rd 8:30 AM by Conference Chairman, Norma McG. "By becoming volunteers we assumed a tremendous responsibility. "Reciting her favorite lines in the Twelve Concepts of Service, Norma continued, "There is another sort of authority and power which the Conference cannot be without, the spiritual power which flows from the activities and attitudes of truly humble, unselfish and dedicated Al-Anon servants." Norma reminded the Conference body that no matter how large or small the contribution, each person will contribute something valuable to the fellowship that has given us so much.

Following the roll call, Norma introduced Mary Fran W., Chairman of the Board of Trustees, who welcomed Conference members and read the Twelve Traditions. Winnie S., NM, and Glenna C., UT, read the Concepts. The Warranties were read by Fayanne G., Atlantic Provinces. The three-minute talk theme: Service, A Cornerstone of Recovery, was spiritually and warmly reflected throughout the week as Panel 28 Delegates shared their personal stories of growth and recovery through service.

To begin the week-long session of sharing ideas, strength and hope, Norma requested a consensus on the Conference voting procedure. The members agreed there would be closed ballots with motions, to be carried by substantial unanimity (2/3 majority), originating from Standing Committees, the floor of the Conference, the Policy Committee and/or the Board of Trustees. Each motion would be read by the Conference Chairman, who would call for a second,

OPENING SESSION (continued)

and the floor would then be opened for discussion. At the conclusion, the motion recorder would reread the motion and the vote would be taken.

Syntha E., Chairman of the Admissions/Handbook Committee, presented the 1990 WSC's 1st motion to seat with voice and no vote three Conference participants:

Alberte C.
Teresa M.
Richard Keilly

Secretary of PFA, Inc.
Spanish Services Supervisor
WSO Controller (nonmember)

APPROVAL OF ANNUAL REPORTS

Myrna H., Executive Director of the WSO, presented the Annual Reports for Conference consideration. As each section was reviewed, the Staff Administrator was provided the opportunity to update, clarify and respond to queries. Updates can be found in each committee's report listed subsequently. After review, a Motion was made, seconded and carried to approve the 1989 Annual Reports as amended. (See Annual Report Section)

STANDING COMMITTEES:

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

<u>COMMITTEE</u>	<u>Panel 29 (1989-1991)</u>		<u>Panel 30 (1990-1992)</u>	
Admissions/Handbook	Ellen W. Bob K.	Alberta/NWT VA	Jan T. Winnie S. Carol O'D.	IL(S) NM CT
Alateen	Debby H. Pauline O. Ora B.	VT QUE(E) AZ	JoAnne J. Sharon H. Sylvia B.	ID SASK AR
Archives	Joyce B. Edith J.	BC/Yukon MS	Glenna C. Dee McK.	UT WY
Cooperating with the Professional Community	Anita S. Ginny K. Daria M.	NJ NC WI	Margaret R. Felix M. Ann P.	ONT(N) PR NE
Conference Committee on Trustees	Frank H. Fran D. Sue B.	OK AL MT	Josephine B. Peggy S.	NFLD/LAB IA
Institutions	Chesley L. Cecelia L. Carol McK.	CO MA OR	Kathi L. Sarah M. William R.	AK MO NY(S)
Literature	Ann H. Greg A. Patty K.	WA GA ND	Judi L. Edna S. Camille G.	NV SC NH
Public Information	Kitty K. Fayanne G. Bernadyne S.	WV Atlantic Provinces MN(N)	Barbara M. Jody T. Trudy L.	LA SD ME

SPANISH SERVICES

Presentation

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

The Spanish Services presentation explicitly detailed the worldwide growth of Al-Anon through the heartfelt words of Teresa M., Supervisor. Slides enhanced the presentation by illustrating the various cultures representative of the 21 Spanish-speaking countries.

Since the last report at the 1987 WSC, the Spanish groups have grown at a remarkable pace. In 1987, 194 were registered in the U.S. and Puerto Rico; today there are 354 Spanish-speaking groups — a growth of 82%. To further depict the growing population, "the U.S. Census reports that the Spanish-speaking population in the U.S. is increasing 5.75% faster than the rest of the population."

Spanish translations of books and literature were produced by the WSO through its Spanish Services Department to share the joy of recovery.

AL-ANON'S TWELVE AND TWELVE book was first printed in 1988. Its second printing in 1989 is already sold out. AL-ANON FACES ALCOHOLISM's translation was donated by GSO members from Mexico and Spain. This is another example of the devotion and dedication throughout the Spanish-speaking communities worldwide. The book's second printing is expected by June of this year.

AL-ANON FAMILY GROUPS (formerly, LIVING WITH AN ALCOHOLIC) was the first book available in Spanish and was presented by Henrietta S., our first WSO General Secretary to the 1966 WSC.

Literature translations are a lengthy process that require detailed review before appearing in print. Members throughout the world lovingly volunteer their services to ensure the Al-Anon message is carried forth.

Emotions reached a peak as warmth filled the room when Teresa shared a message that touched a personal cord in her. After fleeing from her native Cuba many years ago, she was thrilled to report that the first Spanish-speaking group was formed in the town she was born. "After 21 years, God put His finger on my country."

Spanish Services produces five newsletters: *DENTRO DE AL-ANON (INSIDE AL-ANON)*, *AL-ANON Y ALATEEN EN ACCION* (excerpts from *The FORUM* magazine) *AL-ANON EN LAS INSTITUCIONES (AL-ANON IN INSTITUTIONS)*, *AL-ANON HABLA CLARO (AL-ANON SPEAKS OUT)*, and *ALATEEN PARA TI (ALATEEN TALK)*.

"It has been said, where there is no vision the people perish," Teresa quoted. "Our Al-Anon pioneers had a vision, the dream of a recovery program for themselves, their families and friends. A dream of a world where serenity rules the hearts of those affected by alcoholism. Their vision needs new pioneers today. They need you and I to carry out their vision."

FRENCH SERVICES

Alberte C. reported on the growth of Al-Anon throughout Canada. Beginning with its evolution from one group of three French-speaking members, Alberte shared, "Al-Anon was born out of a need, and each time a new service is created, it fulfills that need. Such is the case with French groups and French translations of Al-Anon/Alateen literature."

The beginning was not easy — with no place to meet, no money, no literature and most of all no serenity, the determined members began. The French Group, as it was registered with the World Service Office in 1955, used the AA Big Book and a booklet entitled, "The Alcoholic's Wife." Sensing the need immediately, Harriet, a pioneer member of Al-Anon in Canada translated two Al-Anon leaflets into her native language. This was the first step in a new Al-Anon service arm.

The following year, Harriet received authorization to translate and publish Al-Anon literature with the permission of Al-Anon Family Group Headquarters, Inc. In 1960, the first issue of *The FORUM* was published in French. In 1963, with 28 French-speaking groups and three English-speaking groups, Quebec established its Assembly. Committed to "translate and spread the Al-Anon message and WSO communications to the French-speaking groups," Harriet was elected Delegate.

With translations progressing rapidly, the Al-Anon French Publications Committee was incorporated in 1976 and became Les Publications Francaises PFA — translated, PFA means for families of alcoholics. Currently there are nine Board members and seven Executive Committee members to oversee the operation.

Alberte was extremely proud to report that through the years, six books and most of the literature have been published in French. Three additional book translations are underway and *The FORUM* has been modified from a mimeographed printed form to a 48-page bimonthly magazine.

In closing, Alberte reflected, "Al-Anon is growing and its services are following accordingly to meet the needs of its members. We pray that one day our program will be available in all the countries around the world."

Further enhancing the program tools available to the French-speaking communities, motions originating from the floor of the Conference were presented for approval. Permission was granted to reproduce French versions of the films, *Al-Anon Speaks For Itself* and *Alateen Tells It Like It Is* to enable service workers to spread the Al-Anon program of recovery.

Publications Francaises, Inc. PFA Presentation

Alberte C., Secretary

ALATEEN

Update

Peggy L., Chairman
Bonnie C., Administrator

Alateen's 4th Step Inventory: The booklet was announced in the February issue of *ALATEEN TALK* and *AL-ANON SPEAKS OUT*, with an order blank. To date, 10,731 copies have been sold.

Alateen Talks Back Series: The Committee unanimously agreed to continue this series. 7,710 copies have been sold. The themes chosen for the next series are: How Alateen Helps Me Cope With Anger, Self-esteem and How Alateen Helps Me Cope With Special Problems. The Committee is considering an idea to include the series with *ALATEEN TALK* subscriptions.

Hey Mom, Hey Dad - What Alateen Means To Me: The outline is currently under review.

Alateen Registration: With direction from the Policy Committee, the Alateen Committee will review the policy statement on Alateen registration. This will be discussed further by the full Alateen Standing Committee.

Cartoon Booklet: An Alateen member will be submitting his cartoons for review.

Alateen Coordinator's Sharing Letter: Under the new title, Alateen-Spotlight on Coordinators, the letter is in production.

Alateen - a day at a time: Minor revisions have been completed to include the slogans and Serenity Prayer.

Reportback

Debbie H., VT

Reporting on the success of the Ontario Regional Conference, Elizabeth expressed her pleasure at being the Alateen speaker.

The Committee reported that a form letter has been developed and will be sent to all new registered groups to encourage Alateen groups worldwide. A French translation will be done by PFA.

Responding to the Policy Committee request to review the Alateen registration policy statement, the Committee discussed the tally taken of the ages of children in registering groups. Opinions were shared and the consensus was to plant the seeds for younger members and let it grow. Unanimous approval was given to keep the Policy statement on Alateen registration as is.

Discussion ensued on how to address the problem of Alateen sponsorship in schools, new groups, etc. One suggestion was to have the Alateens speak to the Conference members. Additional ways to increase sponsorship were expressed. A motion was presented to the Conference to develop a service leaflet attracting Al-Anon members for sponsorship entitled Alateen Sponsorship, Is It For You? (See motions page)

The Committee voiced a need to develop the Alateen Talks Back Series into a CAL piece. A motion was presented requesting approval for a CAL piece comprised of sharings from past issues of *ALATEEN TALK*.

The Committee agreed to continue the Workbook (K-17) until further research is done.

ARCHIVES

Update

Helen W., Chairman
Margaret O'B., Archivist

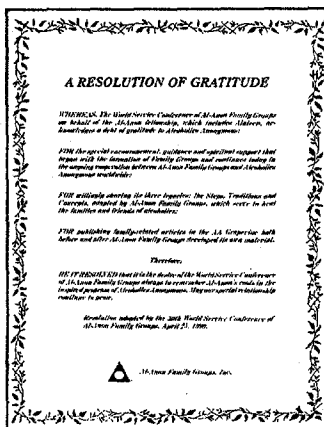
Leaflet on Anne B.: A second draft of the leaflet on our other co-founder, Anne B., will be reviewed. Additional material is being reviewed for possible inclusion.

AA Resolution of Gratitude: The Board of Trustees approved the concept of a Resolution of Gratitude to AA as recommended by the Archives Committee. With Conference approval, the Archivist will proceed to have an attractive plaque inscribed.

1990 International Pioneer Luncheon: Our Archivist is working on a plan to tape longtime members (25 years or more) at the Convention as schedules permit.

LOIS REMEMBERS: The Committee began to review the book in the context of recovery material which might be included in the Index to Recovery in CAL. Findings will be submitted to the Literature Committee.

Preservation of Material: Conservation measures to preserve our material, refurbish old files into new acid-free folders, photocopying newspaper clippings and photos and creating new files, is being explored.



The Committee discussed preservation and conservation measures. It was felt that documents such as Conference Summaries, World Directories and scrapbooks should be refurbished and preserved. The Archivist will follow up and investigate binding costs with the assistance of the Production Department. The consensus was to move forward, even if it must be slowly due to budget constraints. A suggestion was made to inquire how the Areas preserve and conserve their material.

The majority of members felt that the edited draft of the Anne B. project placed too much emphasis on Lois W. Dave F. will attempt to edit the draft, since he did not know Lois or Anne. Members will also incorporate segments of the Nell Wing interview into this piece. September 1st was set as a deadline.

Suggestions for the 1991 Archives Presentation at the WSC were showing the films *Lois' Story* or *The Understanding Heart*. Additional ideas are due by September 1st.

In 1982-83, when audiotapes were being made featuring Lois W., Margaret D. and Henrietta S., the opportunity was seized to videotape as well. A technician involved in the original taping contacted the Archivist suggesting that the tapes be edited and made into a documentary. To date, the requested written proposal has not been received. While discussing whether to pursue this project, a suggestion was made to excerpt portions of the unedited tapes and present them to the 1991 WSC to decide. Presenting at the Conference would also focus on the wealth of material in the Archives available to the fellowship. Additional topics for presentation at the 1991 WSC were discussed.

The Committee broke into three groups to discuss assigned chapters of LOIS REMEMBERS for a recommendation to the Literature Committee regarding the Index to Recovery in CAL.

Reportback

Mary Jane M., IL (N)

CONFERENCE SITE REPORT

Space has been reserved for the 1991 World Service Conference at the Sheraton Stamford Hotel and Towers with the understanding that it will be released if more suitable accommodations are located.

Rita McC., Administrator

Sites within the greater New York metropolitan area have been explored. Various considerations are taken into account when locating adequate space. Sites considered should provide complimentary meeting space, competitive rates for room and meal functions and breakout meeting rooms must be within reasonable proximity to a General Session Room. Information obtained showed that hotel rates within the New York metropolitan area have not been competitive with those in Stamford, CT.

The dates of the 1991 Conference are April 29th through May 4th.

ADMISSIONS/HANDBOOK

(Subcommittee of Conference Committee)

The Admissions/Handbook Committee Guidelines were discussed. It was reported that the International Coordination Administrator joined the meeting to discuss Handbook changes recommended by the International Coordination Committee.

After discussion, the Committee submitted for approval seven motions to amend text in the World Service Handbook. The Conference voted to approve the recommendations, specifically to add The FORUM and Archives in several sections throughout the Handbook. Additional changes were made to clarify wording that relates to International Coordination duties. Further, conceptual approval was granted for the World Service Office to revise the AI-Anon Family Groups Chart in the Handbook.

Reportback

Judy P., HI
Syntha E., Chairman

COOPERATING WITH THE PROFESSIONAL COMMUNITY (CPC)

Update

Phyllis D., Chairman
Ellen D., Administrator

Completed Projects: The 1990 Al-Anon/Alateen Membership Survey was mailed to 525 Al-Anon groups and 192 Alateen groups in the U.S. and Canada. The survey leaflet will have the same design and title as the 1987 format "Who are the Members of Al-Anon and Alateen?" The Winter 1989-90 issue of *AL-ANON SPEAKS OUT* was mailed to approximately 17,000 professionals; the "Open Letters" were produced with the new format with the exception of An Open Letter to My Teacher; An Open Letter to the Human Services Professional was approved and produced and An Open Letter to the Clergy is being developed by the Committee. The Coordinator's newsletter was revised, with a new title, CPC Update and is being sent quarterly. The CPC Administrator attended the 63rd Meeting of the National Advisory Council at the National Institute on Alcohol Abuse and Alcoholism as Al-Anon's liaison. Al-Anon exhibited at five national conferences and arrangements were made for a presentation at the Rutgers School of Alcoholism Studies in June 1990; letters were sent to ten Institutes on Alcoholism offering free literature for their registration packets. The film, *Al-Anon Speaks For Itself* will be given a new logo and label for the videocassette; a one-page leaflet encouraging group involvement in CPC work is being developed and the pamphlet, Al-Anon and Professionals is being revised.

Reportback

Karl H., KY

CPC at Group Level: In an effort to get more members involved in CPC service, a draft of a fold-out leaflet was presented to the Committee. The proposed leaflet includes articles featured in *INSIDE AL-ANON*.

Open Letter to the Clergy: Revision suggestions will be compiled into the final draft and sent to Committee members for approval. Members agreed on a new title, An Open Letter to Spiritual Leaders.

Al-Anon and Professionals: At the Board's recommendation, the Committee considered a number of new titles for this pamphlet to better reflect its nature and use.

Service Workbook: Committee members considered returning to the use of individual kits in place of the Service Workbook. Since the viewpoints were varied, Area feedback will be provided to the WSO.

Rolodex Card: The Committee agreed with the Board's recommendation to discontinue the leaflet, You Can Render a Great Service to Families of Problem Drinkers, as it is not fully utilized. After further discussion, the Committee felt that there is a need for a service tool to enable professionals to contact Al-Anon. A motion was presented to the Conference for approval to develop a Rolodex card to replace the leaflet.

NATIONAL PUBLIC INFORMATION CANADA (NPIC) Update (Subcommittee of CPC Committee)

Mary C., Chairman

Mailings: The 1990 issue of *AL-ANON SPEAKS OUT*, Canadian Bulletin was sent to approximately 3,500 professionals along with *AL-ANON SPEAKS OUT*, Winter 1990, a bilingual cover letter, the bookmark, Al-Anon/Alateen is & is Not, the announcement for *Walk This Path of Hope* and an order blank for professionals wishing to order material. A mailing to medical libraries is targeted for May and a total of 83 English and 10 French packets of literature were sent in response to inquiries.

NPIC has received more calls from professionals, the public and the fellowship since the bookmark was sent.

Videos: The three videos were sent to an agency which produces educational videos for Members of Parliament to use with their constituency.

Fact Sheet: A second draft of this tool, designed to inform professionals in Canada, was developed.

Information Sheet: A second draft was prepared to inform the membership about NPIC.

Office Manager: An advertisement for the Office Manager position was sent to the Ottawa and Hull Area Al-Anon groups. The current Office Manager will be resigning May 31, 1990. Three resumes have been received along with six other inquiries. The tentative date for interviews is the first week in May.

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.

Sales had declined significantly; however, an increase in net income is projected for 1990 (\$316,000) over 1989 (\$71,200) due almost entirely to a March 1 literature price increase. As a result of the price increase, publication sales, our largest source of income, are expected to total approximately \$5,135,000 in 1990, an increase of \$508,000 from 1989, in spite of an expected decline in unit sales as a result of the increase. Of our hardcover books, only the income from AS WE UNDERSTOOD should decline, published in a hardcover version during 1989. Sales of a new item normally decreases in the subsequent year. An untitled new book dealing with difficult situations should be available by year's end and income should approach \$100,000. The increased cost of purchasing literature will be offset by the increased selling price, and the gross profit on sales should increase to 72.9% from 71.3% in 1989.

FORUM subscription income is now projected at \$408,000, an increase of \$56,000. The increase is the result of a larger subscription base and a September 1989 subscription price increase.

Interest income should be slightly lower because of an anticipated decline in rates.

Contribution receipts are expected to increase to \$985,000 or 9.2% over 1989.

Total income should be approximately \$5,191,000, an increase of \$568,000 or 12.3% over 1989.

Overall expense is projected at \$4,874,000, an increase of \$323,000 or 7.1%. Labor costs are our largest single expense component consuming almost 50% of our entire budget. For 1990, they are expected to increase by \$204,000 to \$2,437,000, an increase of 9.1%. The increase is comprised of an overall 5% salary increase and increased medical plan expenses. Because of rapidly increasing health insurance costs we have again changed carriers; additionally, we are now self-insuring for part of each employee's medical claims in an attempt to reduce costs.

Our second largest expense is building occupancy which will increase by \$44,000 (6.4%) due to higher real estate taxes and porter wage contracts which are passed along to tenants. Packing and shipping charges will be considerably lower reflecting a full year's recovery of shipping and handling charges which we began assessing in July of 1989. Postage costs will increase due mainly to a group-wide mailing of handbooks. The increase in repairs and maintenance is misleading. A credit of \$5,300 was recovered in 1989 to cover a water damage claim. Travel and meeting expense will be lower in 1990 due to a reduction in the number of committee meetings.

FORUM printing costs will be higher because of the expanded magazine and a printer's price increase. Other printing expenses, totalling \$89,000 include the costs of producing Handbooks for a group-wide mailing. French literature service costs will decline as support requirements at our Canadian office diminish. All other expenses generally reflect increases related to inflation.

The cost of the biennial International Al-Anon General Services Meeting should be about \$61,000. The P.I. Special Projects line item exists to cover costs that might be incurred should there be a national TV program including Al-Anon as a contact and listing an 800 number for reaching us.

Finally, a new CPC Survey will be produced during the year at an estimated cost of \$13,000.

1990 Budget

Mary C., Treasurer

Richard Kelly, Controller
(nonmember)

AL-ANON FAMILY GROUP HEADQUARTERS, INC.

1990 Budget

Schedule 1

Literature Sales	Revised Budget 1989	1989	1990 Budget
FIRST STEPS--35 YEARS OF BEGINNINGS	\$ 16,000	\$ 11,800	\$ 10,000
AS WE UNDERSTOOD...	160,000	168,600	150,000
AL-ANON FAMILY GROUPS	75,000	68,800	76,000
AL-ANON FACES ALCOHOLISM	105,000	95,200	103,000
DILEMMA OF THE ALCOHOLIC MARRIAGE	95,000	88,000	97,000
ONE DAY AT A TIME	1,600,000	1,464,300	1,575,000
ONE DAY AT A TIME - Large Print	64,000	63,900	64,000
FORUM FAVORITES	35,000	31,200	34,000
ALATEEN -- HOPE FOR THE CHILDREN	52,000	50,100	56,000
ALATEEN -- a day at a time	170,000	153,500	170,000
LOIS REMEMBERS	31,000	31,700	30,000
12 STEPS & 12 TRADITIONS	350,000	323,700	350,000
DIFFICULT SITUATIONS	--	--	100,000
Other Literature	<u>2,160,000</u>	<u>2,076,400</u>	<u>2,320,000</u>
<i>Income from publications</i>	4,913,000	4,627,200	5,135,000
Cost of Literature Distributed			
FIRST STEPS--35 YEARS OF BEGINNINGS	10,000	9,200	4,000
AS WE UNDERSTOOD	48,000	45,100	39,000
AL-ANON FAMILY GROUPS	23,000	20,200	22,000
AL-ANON FACES ALCOHOLISM	32,000	28,700	30,000
DILEMMA OF THE ALCOHOLIC MARRIAGE	28,000	24,900	26,000
ONE DAY AT A TIME	417,000	397,100	419,000
ONE DAY AT A TIME - Large Print	20,000	20,300	21,000
FORUM FAVORITES	8,000	6,400	7,000
ALATEEN -- HOPE FOR CHILDREN	16,000	15,200	16,000
ALATEEN -- A Day at a Time	56,000	49,800	53,000
LOIS REMEMBERS	10,000	10,100	10,000
12 STEPS & 12 TRADITIONS	95,000	87,800	90,000
DIFFICULT SITUATIONS	--	--	35,000
Other Literature	<u>648,000</u>	<u>612,700</u>	<u>620,000</u>
<i>Cost of Literature</i>	1,411,000	1,327,500	1,392,000
Gross Profit from Literature Sales	3,502,000	3,299,700	3,743,000
FORUM Subscriptions & back issues	360,000	352,400	408,000
Interest earned	55,000	56,900	54,000
Contributions	910,000	901,900	985,000
Other Income	--	11,000	--
1990 Convention	--	--	--
<i>Total Income</i>	4,827,000	4,621,900	5,190,000
<i>Less Expense (Schedule 2)</i>	<u>4,731,000</u>	<u>4,550,700</u>	<u>4,874,000</u>
<i>Excess of Income - General Fund</i>	<u>\$ 96,000</u>	<u>\$ 71,200</u>	<u>\$ 316,000</u>

1989 Reserve Fund Interest - \$240,000

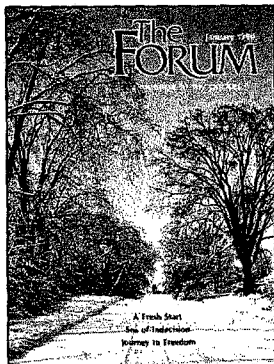
Schedule 2

Operating Expenses	Revised Budget 1989	Actual 1989	1990 Budget
Salaries (Incl'g Temp. Help)	\$1,840,000	\$1,774,200	\$1,895,000
Employee Benefits	<u>475,000</u>	<u>458,600</u>	<u>542,000</u>
<i>Total Labor Cost</i>	2,315,000	2,232,800	2,437,000
Building Occupancy	680,000	684,400	728,000
Packing and Shipping	220,000	212,600	82,000
Postage	305,000	267,700	300,000
Telephone	43,000	42,800	48,000
Stationery & Office Supplies	130,000	126,100	138,000
Office Services and Expenses	36,000	32,000	36,000
Repairs and Maintenance	47,000	36,700	47,000
Travel and Meetings -Committees	150,000	145,700	102,000
-Office/Trustees			25,000
Legal & Audit	17,000	15,800	18,000
Printing: <i>FORUM</i>	143,000	145,700	172,000
Conference Summary	28,000	29,600	30,000
<i>INSIDE AL-ANON</i>	44,000	44,300	48,000
Other	70,000	64,400	89,000
CPC Exhibits	36,000	24,500	36,000
Direct Conference Cost	84,000	86,100	93,000
French Literature (PFA, Inc.)	76,000	67,700	65,000
P.I. Media Projects	10,000	-	-
Canadian Public Information (NPIC)	43,000	38,100	42,000
Regional Service Seminars	13,000	16,400	18,000
In Office Volunteers	29,000	28,300	31,000
Insurance	17,000	12,300	15,000
Miscellaneous	<u>25,000</u>	<u>24,000</u>	<u>27,000</u>
<i>Total Operating Expenses</i>	<u>4,561,000</u>	<u>4,378,000</u>	<u>4,627,000</u>
<i>Non-Operating Expense</i>			
Int'l Al-Anon Gen'l Service Mtg.		--	61,000
P.I. Special Projects	10,000	-	10,000
CPC Survey		--	13,000
Archives Consultants	2,000	1,500	--
Depreciation & Amortization	<u>158,000</u>	<u>171,200</u>	<u>163,000</u>
<i>Total Non-Operating Expense</i>	<u>170,000</u>	<u>172,700</u>	<u>247,000</u>
<i>Total Expense</i> <i>(Schedule 1)</i>	<u>\$4,731,000</u>	<u>\$4,550,700</u>	<u>\$4,874,000</u>

THE FORUM

Update

Anita M., FORUM Chairman
Fran M., Administrator



Adult Children Reprint: A reprint for and about adult children of alcoholics was produced in early February and is included in a new packet which is sold for \$1.75.

Slogan Book: The 32-page glossy coated, 4-color Slogan Book is being produced this month as a souvenir. 15,000 books will be sold at the International Convention for \$8.00 each, and two for \$15.00.

Tear-off Page: The tear-off page is in its eighth month of a nine-month trial period. The Executive Committee voted to extend the trial period to one year to avail us an opportunity to analyze results. Conference members will be made aware of the findings.

FORUM FAVORITES, Vol. 3: Two additional collections of editorials were submitted to the Literature Committee for approval as part of the CAL process. A majority of the editorials submitted thus far have been approved. The target date for completion is early 1991.

FORUM Coordinator Guidelines: A questionnaire, sent to FORUM Coordinators seeking suggestions was returned by 18 of the 58 Coordinators. Guidelines will be developed when responses are analyzed.

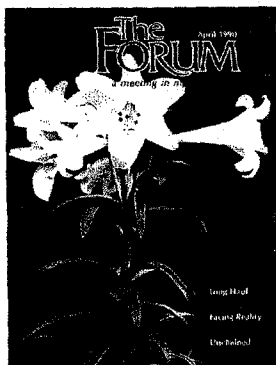
FORUM Business Operations

Bob D., Chairman
Fran M., Administrator

Subscription Envelope: The FORUM Administrator and the Controller are exploring use of subscription envelopes. A report of their findings will be submitted at the May 1990 Committee meeting.

FORUM Binder: The Committee inspected a corrugated slipcase that will either replace the current FORUM binder or be offered in conjunction with it.

FORUM Presentation



The FORUM In-town Committee members literally brought the pages of the magazine to life during their presentation. Illustrating the creativity displayed every month in *The FORUM*, the Committee reported the results of its survey ratings by wearing costumes of life-sized pages. As the hostess of "Survey Says" strolled through the magazine she reminded the Conference that the survey was taken of 2,000 current and 1,500 past subscribers.

Each "page" described its content along with the survey results in graphic detail. The "feature story page" was excited to report that 93% of the respondents rated it excellent/good. The "Alateen page" requested more sharings from members, while the "subscription page" was happy to report that there are currently over 63,000 FORUM subscribers.

The finale featured a rendition of "New York, New York" with editorial license prevalent as the Conference participants joined in with the In-town Committee to sing praise to *The FORUM*.

Conference members shared equally creative ideas and suggestions for using *The FORUM* to spread the Al-Anon message as well as a vehicle for meetings.

INSIDE AL-ANON

Update

Jane O., Chairman
Sandra F., Editor

A survey of 5% of the readers in the U.S. and Canada was conducted. Results reflect that interest in *INSIDE AL-ANON* has increased. Readers are requesting more group-related articles. Since ratings of the "Service Profile" has decreased over the last two surveys, it will no longer be a regular feature.

INSTITUTIONS

Committee: Met once in January and agreed to hold a task force meeting during the first and second quarters. The In-town membership has been expanded to include one minority Al-Anon member and one minority guest.

Update

Jean B., Chairman
Claire R., Administrator

Homeward Bound: In-town members are reviewing articles received to date in order to expand a future printing.

Open Letters, Institutions Section Combined Service Workbook: The Committee is revising these letters to make them more useful and current.

Institutions Group Inventory for Al-Anon Members: The new text of this service sheet is completed and distribution needs final approval from the Committee.

Professional Terminology Piece: The Committee has held two task force meetings to develop the text for this new piece.

March 1990 Institutions Coordinators' Mailing: Area Coordinators received a cover letter with the March issue of *AL-ANON IN INSTITUTIONS* which provided an update of WSO activities and requested Coordinator's input. CAL and service material suggestions were also included.

AL-ANON IN INSTITUTIONS: Brief service suggestions for types of facilities needing more Institutions service work continue to appear and will remain a regular column.

For another year, the Committee will continue to focus on projects regarding "P.I. within the fellowship." Particular attention will be given to our existing Institutions service materials to attract and assist members to Institutions service work.

The text of the new service sheet, The Institutions Group Inventory for Al-Anon Members, was approved and will be prepared for distribution. Articles in the WSO newsletters will announce its availability and uses. This service tool will be incorporated into the next revision of the Institutions section of the Combined Service Workbook.

Drafts of the first two sections of the piece on professional terminology were completed. The Committee will continue to work on the proposed third section.

The 1990 October Institutions Month Calendar was completed. To further encourage use of the videocassette, the theme, Walk This Path of Hope, will be used again. The Committee requested an overall review of the calendar's format and graphic appearance. Committee members and Coordinators will be asked to complete a feedback sheet with comments and suggestions.

The Committee will decide whether the Statement of Purpose (I-4) remains useful, as it has not been updated since 1986.

Several topics were developed for future issues of *AL-ANON IN INSTITUTIONS* including: Sponsorship, Cooperation with AA, and articles encouraging Alateen Institutions groups. Committee members and Institutions Coordinators will be asked to submit sharings.

Reportback

Mary C., PA

1990 INTERNATIONAL CONVENTION

Update

Myrna H., Chairman
Carole K., Coordinator
Mary Ann K., Co-Coordinator

Carole and Mary Ann reported that the Host Committee plans for welcoming Al-Anon and Alateen to Seattle are well underway. The meeting room space has been finalized; signs have been ordered; stages have been designed and decorated on paper; and entertainment needs have been filled (i.e., the Seattle City Band for the Opening Parade, a singing poet for the Pioneer Luncheon and a deejay for the Saturday Night Dance).

Now it's time for the participants — letters are being sent to the registrants who will be leading and speaking in the workshops. Speaker assignments and correspondence are now being coordinated as a combined effort by Staff and Trustees.

For the first time, in addition to the host city providing hospitality, other areas — Florida (N) and the Canada West Provinces, Saskatchewan, Alberta/N.W.T., Manitoba and BC/Yukon — are having hospitality rooms in the Sheraton and Holiday Inn Hotels.

Presentation

The International Convention Planning Committee left no stone unturned preparing for the Convention in Seattle. Now that registrations have been made and travel plans finalized, the WSO Staff Administrators were happy to take Conference members down the runway of a Fashion Show of Events. Festively attired in the latest Convention-wear, the Staff delighted Conference members with a parade of color creatively depicting the Convention agenda. From the Opening Parade to the Pioneer Luncheon to the Alateen Dance, the Convention promises to be a memorable event. The show was a reminder to Conference members to come dressed appropriately — in Al-Anon, that means clothed in serenity, draped from head to toe in a positive attitude.

INTERNATIONAL COORDINATION

Update

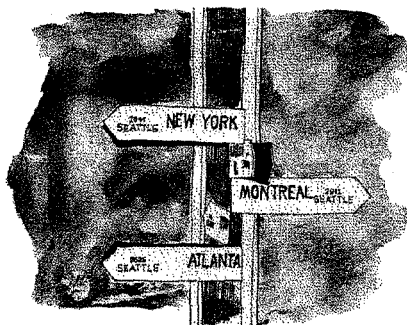
Bill W., Chairman
Mary Ann K., Administrator

IAGSM: 1990 is the 10th Anniversary of the IAGSM. Attending in October will be 20 structures with 13 languages spoken.

Soviet Union: Seven Soviet PhD's visited the World Service Office as part of a study on the treatment of alcoholism in the U.S. While visiting a rehab center in Seattle, they hope to attend the 1990 International.

Russian Literature: The one-year project announced in *The FORUM* and *INSIDE AL-ANON* has resulted in the sale of \$1,500 worth of Russian material for members to send to a Russian contact provided by the WSO.

Presentation



The International Coordination Committee's presentation highlighted Al-Anon's growth worldwide as well as member sharings. Emotions rose and goose bumps could be felt as the story of Al-Anon beginnings in other lands unfolded.

Bill S., Chairman, opened the presentation by describing the uniqueness of the Committee from others, which was recently reduced by two WSO members. Bill then shared a letter from the GSO in El Salvador after the earthquake in October 1986, "It was a miracle, the GSO building was still standing even though the surrounding ones were completely destroyed. Our Higher Power protected us all. The Serenity Prayer from members around the world reached us to pass strength and hope through our meditations."

Reports from other Latin American countries included the disheartening news that Al-Anon has all but disappeared from Nicaragua. In El Salvador, because of political problems, only five groups are alive. Panama has one Alateen and two Al-Anon groups. Growth was reported in Mexico, as an Archives Committee has been established.

Inflation is the main inhibitor in the South American countries. Argentina reports that "prices fluctuate several times during any given day. There was a time when we were within hours of a food supply cutoff. The state of inflation can be like the beginning of living with sobriety." To

meet the challenge the GSO responded by limiting book sales to one copy per group as it was impossible to replenish supplies and mobile libraries were encouraged. One member shared her heartening story of how she was able to save enough money for one year to purchase her first Al-Anon book. In spite of the numerous obstacles, over 2,200 Al-Anon groups are meeting in South America.

The words of the General Secretary of the GSO in the U.K. & Eire could be heard on audiotape explaining the various duties and progress of Al-Anon abroad.

The Committee continued their global look at the eastern part of the world. In Zambia, Africa a desperate call came from a woman married to an alcoholic. After various communications, the Committee was happy to report that a registration form came eight months later for the start of a new group. In Tanzania, East Africa a small miracle had been achieved as Al-Anon literature was translated into Swahili. Throughout the continent, communications continue and as new hurdles are faced the experiences of others will ease difficulty in overcoming them.

Asia, Australia and the Far East were the last legs of the journey. Japan reported that every one of its 88 groups contributed to the GSO making it possible for them to reprint *ALATEEN — A DAY AT A TIME* and the Twelve Steps and Twelve Traditions. In the Soviet Union, interest in starting groups has been overwhelming. There are currently eight registered and reports of at least 70 members attending the Moscow Beginners' Meeting. In Kiev, a member writes, "We are gaining faith, hope and love. Simple humble women come to our meetings in tears and a dramatic change occurs in their expressions. We study how to be courageous and understand problems of alcoholics. We are very grateful for your support, but need more literature."

The Committee ended their tour of worldwide Al-Anon by reminding the Conference that the struggle to start Al-Anon in the United States and Canada is part of history now. Through letters and visits, we must try to be sensitive to those countries who have no history as yet; places where ideas such as "self-support" can happen and a Conference which is democratic in thought and action, is a reality.

MANY FACES OF AL-ANON

Growing up as the oldest daughter of a Southern Baptist Deacon, I was constantly reminded to be an example for my younger sister as well as the other kids in church. My mind told me that I must be perfect since I was such an example for everyone around me.

We lived in a very small town where everyone knew each other. I met Jack in high school; he was a senior, I was a freshman. I knew he drank some, but with me as an example, it certainly wouldn't be a problem. We were married, and into that marriage this perfect person brought two problems — I was 16 years old and pregnant. Our son was born and 16 months later our daughter arrived. Jack and I never had a chance to adjust to being married, let alone being the parents of two children.

In the beginning, the drinking didn't cause any great problems, but as the years passed the disease progressed. Then I thought the answer to my prayers came. We were transferred to another small town; here I felt we could have that perfect life, but the drinking only worsened.

I became a very angry person full of resentment and fear. I was angry not only at Jack, but at God for letting this happen to me. I became so wrapped up in Jack's drinking that I missed some very precious years with my children. After they married, Jack and I were alone for the first time. Things got really bad, he would come in drunk and I would have a personality change.

One Saturday night the phone rang and I knew before I answered who it was. Jack was in jail and needed me to call the lawyer and his boss with an excuse for missing work. I said no, hung up, then got down on my knees and asked God to take over. Within a few days Jack was in a treatment center.

The next month was the most relaxed and peaceful time in my life. I didn't have to worry about anything — I was numb. It was then that Jack went to AA and I went to Al-Anon. I was given a copy of the Twelve Steps, but skipped each one that mentioned God because I knew there was nothing wrong in that area.

Bidge B., TX (E)

MANY FACES OF AL-ANON (continued)

After a year and a half I wasn't doing well at all. I went to my first Assembly meeting and heard a very special speaker. Everything began to fall into place not just in my head, but in my heart. I started working the Steps all over again, this time without skipping any. I gradually began to find the God of my understanding — not my parents', not the church's. I learned to pray again. This was the beginning of peace and serenity within. I realized that God never did desert me; He was the one who carried me when I couldn't do it myself. He was there all the time for me, but I just wouldn't look up. Today I have learned to thank Him for whatever is taking place in my life.

Al-Anon gave me so much when I needed it so badly. You gave me love and learned to love. You told me it was okay; you wiped my tears. You gave me the most precious gift of all — the God of my understanding. Today I can stand here and say I am a very grateful to Al-Anon and I want to thank you all for being there when I hit bottom.

**Josephine B.,
Newfoundland/
Labrador**

My story will probably differ from many others in that I was introduced to Al-Anon long before I recognized my problem. For that I am grateful. It happened that my best friend had reached the end of her strength trying to cope with her husband who drank too much. Many a good summer outing was ruined because of our husbands' drinking. After seeing a notice in the Saturday paper explaining how Al-Anon could help those whose lives may be affected by drinking, I went along with my friend.

In the intervening years, and before I fully understood the power of the program, I wavered and wondered if maybe some of my problems could be attributed to the drinking in our home. I read some literature on the "QT" and attended meetings, but not very seriously.

At this same time, I was regularly visiting my doctor complaining about mysterious pains that he couldn't locate. I began to notice that the pains were most severe during the drinking binges. I was growing sad, angry, resentful and bitter about my marriage. Later my illness developed into something more serious — a cancerous growth.

I entered the hospital for an operation with my ODAT book. I accepted that I was being called to place my trust in a Power greater than myself. Here was an opportunity to reflect on all aspects of my life. Let Go and Let God helped me release my husband to the God of his understanding. Upon reflection, I feel my disordered life was fully the cause of my physical breakdown.

Following the hospitalization, a wonderful Al-Anon friend encouraged me to start a group in my hometown. That group soon started an Alateen group. I began to absorb more and more of the program and allowed it to change me. I was soon devoting more and more time to service.

The Suggested Welcome says, "We, too, were lonely and frustrated, but in Al-Anon we discover that no situation is really hopeless and it is possible for us to find contentment and even happiness, whether the alcoholic is drinking or not." I believe this; I accepted humility as a way of life and allowed my Higher Power to mold and direct my life since I had failed so miserably on my strength alone.

Coming from an island province I have witnessed many stormy scenes on the ocean and many beautiful calms afterwards. I feel that my life before Al-Anon was like a boat tossed about by the storms. Now with Al-Anon as my anchor, I will be shielded from the storms of life each time they blow.

Edith J., MS

It seemed I was always waiting for excitement in my life. Whenever I heard a train whistle I wanted to go somewhere. Now it's airplanes. During World War II life became very dull so I enlisted in the Women's Coast Guard Spars, and found my excitement. I also found Mr. Excitement. He drank a lot, but it seemed like everyone did.

I had been a very independent person, but when alcoholism crept in I found myself being more and more dependent on an undependable person. I was getting sick physically, mentally and spiritually. We agreed to move to get away from those people who were getting him drunk. I soon learned that geographical cures don't work. I cried, walked the floor, wrung my hands and even planned his funeral. This would go on until he came home, usually without a scratch. Once he told me my halo was crooked and I almost reached up to straighten it.

A big load was lifted from my shoulders when some friends took us to our first meeting. All I heard that first night was, "It wasn't my fault." I couldn't wait to tell my husband I wasn't going to accept that guilt anymore. Later I heard the rest of the phrase, "I didn't cause it, I couldn't

control it and I couldn't cure it, but I could contribute to it if I didn't learn to accept it and deal with it."

My sponsor became a very important part of my life. She helped me look at myself and see what an enabler I had been. The First Step was not hard for me. Steps Two and Three were because I felt that God had abandoned me but eventually my faith returned. My mental anguish started to leave when I practiced detachment. My favorite slogan is, How Important Is It? It's a great leveler.

Becoming involved in service has been a great growing experience for me. I have had the good fortune to serve as GR, Convention Co-chairman, DR and Area Archivist. After being elected Delegate I wondered if I was the right person for the job, then the theme "March 4th into Service" was introduced. I knew then that God had this plan in mind for me — March 4, 1956 is my spouse's sobriety date. Our programs have allowed us to live these past years instead of simply existing, and for that we are truly grateful.

Many things that I thought were coincidences have happened in my life, but through the program I have found that a "coincidence is a miracle of God who chooses to remain anonymous." I know I owe my sanity and my life to the Al-Anon program. I hope I will always remember where I came from and to be there when someone reaches out for help. I have been privileged to experience service in worldwide Al-Anon.

When I was elected Group Representative in 1975 I never imagined that I would be telling my story at the World Service Conference. Once you turn your life over to your Higher Power, He puts you where you should be. There is one thing I've learned in Al-Anon — there are no coincidences — our Higher Power works in mysterious ways.

My childhood was relatively uneventful. I was the oldest of three children growing up in Decatur in a family of German ancestors. My grandfathers, father and other family members all made their own beer, but I don't recall any problem drinking.

I left home during World War II when I enlisted in the Navy. While stationed on the West Coast I found "heaven" and decided to live there. I married a girl from Oregon and we had three sons. Over time we matured in different directions and divorced. Later I met a young lady, we married and moved to Park Ridge, IL where my job had taken me. The day we moved into our new house, my oldest son came to live with us. Time does not permit detailing the transformation of our new loving family to a "normal, alcoholic one" with the disease affecting my son. All the signs were there — bottles evaporating, I marked them; lectures, threats, denials.

After high school my son married, divorced, held several jobs, and lived in swinging singles apartments. I wound up in the coronary care unit; fortunately it wasn't a heart problem, but it afforded me time to reflect on my family. I was doing everything I thought a father should — legal advice, financial assistance, fixing the car after each accident — but nothing worked.

I remember seeing an AA Clubhouse in the area. I decided to call and was told that if my son wanted help they were there. The voice suggested I contact a group called Al-Anon. At the time it sounded like one drunk trying to keep another out of trouble, but I did call. I didn't realize then that my Higher Power was at work.

I stayed on the phone with the Al-Anon contact for 1 hour and 45 minutes. You know the routine, "Yes, but I don't have the problem — it's my son. I want him to stop drinking." The lady did make some sense so I attended a few meetings — anything to help my son. After two months I finally asked the question, "How do I get Rob sober?" Thank God they were able to penetrate my thick head with thoughtful words — I wasn't the cause, I couldn't control the drinking and I couldn't cure my son.

I kept coming back using the tools of our program. After a few months I left the cocoon of the Beginner's Meeting and moved on. I settled into a Step group. I started to learn that my job as a parent is to become unnecessary to my children. I learned to act rather than react. I learned to set limits and not back off. When I changed, Rob had to change. My program was tested when he would push the "dad button" to see if I would slip back.

Thank God for my sponsors, the meetings and the caring and sharing of Al-Anon members. Al-Anon has brought peace and serenity into my life beyond all expectations. The many levels of service I have been privileged to be involved in have been the stepping stones to my recovery. Continuing in service is the gratitude I have for the program, Lois and Anne, and all of you who were there when I reached out.

John B., WSO

MANY FACES OF AL-ANON (concluded)

Years ago I heard an AA speaker say that if you are not on something it is easy to fall off, but if you are in something it's very hard to fall out. Today I feel that I am in the Al-Anon program and don't plan to fall out. Thank you for allowing me to share with you.

Hester B., CA (S)

When I came to Al-Anon I heard that I must change. Before the program, I volunteered for the praise and recognition. Change came when I did service for my own growth. Service taught me to care about myself and feel capable of doing a job to the best of my ability and not the way others would tell me to do it. I always fell short of their expectations — at least in my eyes. I learned to listen to suggestions and "take what I like, but leave the rest."

I also heard there were no "no's" to Al-Anon requests. When asked to volunteer in the Intergroup office, I began my long history of service. As I look back, I see that the most important attribute I have gained through service is to have an open mind. I can listen to both sides and see merit in each. I also can understand how hard it is to take a stand and stick by it. All my life I have changed in midstream as I watched someone else for approval or changed my mind to please my listener. I have tried to be a Delegate that is here to represent my Area and not myself. Being a trusted servant is very important to me.

It is hard to believe this is my third year. As a first-year Delegate, I listened to the outgoing Panel and felt that time was so far off for me; but here it is. I feel so full and so alive. Lois started this program when she was my age. I only hope and pray for the willingness to carry on for those who are new and those to come that they, too, may feel the joy I have each day because I married an alcoholic and found Al-Anon.

LITERATURE

Update

John K., Chairman
Geri H., Administrator

The audiocassette of *Living With Sobriety Another Beginning* (A-10) was produced; Adult Children of Alcoholics Newcomer's Packet (K-21) was made available. Guidelines for: Cooperation Between Al-Anon and AA (G-3); Area Literature Coordinators (G-6); Al-Anon/Alateen Participation in Area AA Conventions (G-7); Group Representative (G-11); How to Start a Group (G-12); Al-Anon Services in Correctional Facilities (G-14); District Meetings (G-15); Literature Distribution Centers (G-18); Organizing an Alateen Group (G-19); Meeting on Wheels (G-22); Area Alateen Coordinators (G-24); The Open Al-Anon Meeting (G-27); Introducing Al-Anon to the Professional Community (G-28), and Ordering Literature (G-31) were revised.

AFG Book: The Literature Committee complied with each aspect of the Board of Trustees motion regarding the revision/expansion of Al-Anon Family Groups and will submit its report to the Board.

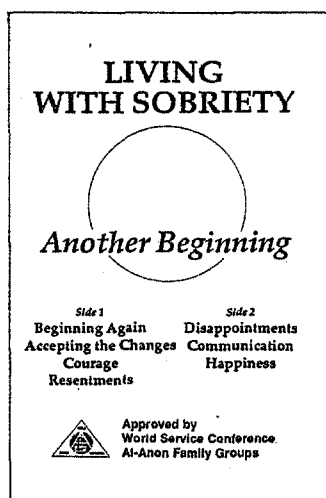
Difficult Situations: A task force met in February to consider responses to the initial draft. Members developed guidelines to give the writer/editor practical direction for reworking the manuscript. The writer/editor will incorporate the Committee's suggestions in a near-final draft.

Daily Reader: The writer was released from her contract because she found the committee process unworkable.

FORUM FAVORITES, Vol. 3: Four collections of editorials submitted by The FORUM Editorial Committee were approved.

Living With Sobriety: Another Beginning (P-49): The text and newly completed index have been reset in larger type. A Committee member is adjusting index page references to accommodate the changes in pagination.

Al-Anon, You and the Alcoholic (P-2): The Committee is reviewing the pamphlet offering suggestions for updating it. In response to the Committee's request, CPC has provided new professional testimonials.



Daily Reader: While there is no writer currently assigned to the Daily Reader, the collection of sharings has continued. Although it is premature to decide on a final page format, it was agreed that the familiar format of an ODAT page be considered. Discussion ensued regarding the appropriateness of non-AI-Anon quotations such as those in ODAT. Members expressed their interest in obtaining sharings from outside the U.S. and Canada. The feeling was that it is important to sense a real person "behind a sharing," and to avoid "generic" sharings that, by attempting to apply to all, are meaningful to few.

Reportback
Kit B., MN (S)

Difficult Situations: The Committee reviewed the report from the task force on this piece. Opinions regarding the tone and purpose of the piece included: an effective sharing should lead people to apply the Steps in any situation; the piece would be useful primarily to experienced AI-Anons; it could be a lifesaver for a newcomer; and the piece should not be considered an attempt to solve problems but to show how the tools of our program can be used in our lives. While the majority of sharings received to date have been from women, it was agreed that every effort be made to encourage submittals from all segments of the AI-Anon/Alateen membership.

AFG Book: The Committee recognized three possible courses of action open to it. Members were in agreement as to the characteristics of any revision or expansion of the existing book or the writing of a new book. The Committee also recognized that a substantial part of the AI-Anon fellowship highly values the existing book. After intense discussion the Committee voted unanimously to present two motions to the Conference: 1) to rescind the 1987 motion to substantially revise and expand the AFG book; and 2) that the Conference give conceptual approval for the production of a comprehensive and informational recovery book that reflects the universality of AI-Anon/Alateen today. The Conference members voted to approve the recommendations of the Literature Committee.

The Literature Committee's presentation covered a step-by-step review of the CAL process. Growing from an idea through to final form, Conference-Approved Literature follows a procedure that has evolved from and is in accord with that outlined in the Digest of AI-Anon/Alateen Policies.

Presentation

OPEN DISCUSSION

Sandy explained that the purpose of the Red Light/Green Light period is to allow Delegates to discuss those issues of uppermost importance to their Areas. The voting procedure allowed each Delegate to prioritize topics chosen for discussion on the floor of the Conference. The remaining topics would be referred to workshops for discussion and reporting to the Conference body later on in the week.

Sandra F.

It would seem less confusing if the adult children, stag, gay, men's and women's groups were to simply be called "AI-Anon Family Groups." That would eliminate any emphasis on our differences and focus on our similarities.

Suzie C., OH, Moderator

- Our meetings are AI-Anon first regardless of a splinter focus.
- AI-Anon is one set of Twelve Steps. I'm concerned that we're placing too much emphasis on an illness rather than recovery.
- Our Traditions are there to hold together our unity; focus groups chip away at that unity. Alcoholism is our common bond.
- Specialized groups address special needs of newcomers.

OPEN DISCUSSION (continued)

- Alateen is a splinter group. Sharing experience, strength and hope in a specific group can make people realize that we are part of a whole.
- Sometimes with guidance groups that start out with a focus eventually become a regular Al-Anon group.
- If a focus group is comfortable for a newcomer, it may broaden our attraction, but I wouldn't want it to be their home group.
- There is a need for people to band together with a common understanding.
- I fear that we are diluting our program.

Why are we perpetuating the confusion about Adult Children of Alcoholics (another organization) by putting out a special packet for them? Are we showing favoritism to one specialized segment of our membership and neglecting others?

- I'm sorry we ever started using the term "adult children." These members deserve literature for growing up with alcoholism.
- Adult children are here to stay. We should let everybody be and accommodate their needs.
- By providing literature, we may eliminate outside literature from circulating.
- We have literature for these members — it's called Alateen.
- These packets are in conflict with my Area's efforts to keep Al-Anon, Al-Anon.

Ginny S., FL (N), Moderator

Could we have an objective discussion of the pros and cons regarding dual members serving above the group level, and let the Conference make the decision as to whether or not we continue to discuss it?

Can the Conference address the problem of an admitted alcoholic, not a member of AA, becoming a GR, DR and therefore a member of the World Service Committee?

- There is plenty of service work available in AA.
- If allowed, how long before dual members are sitting in this room?
- If dual members would get involved in AA service, maybe we wouldn't have so much to do here.
- I need this program for me, I believe in it.
- I wonder how many hours AA spends debating this issue.
- Why are we singling out AA members? What about the other Twelve-Step groups?
- If the focus of the member is Al-Anon, why not?
- We need to work on attitudes, not just AA.
- I love Al-Anon and want to protect it.
- Service is important to recovery, do we want to deny recovery?
- Apparently there is a need from the fellowship. It is the Conference's responsibility to discuss it.
- Our Concepts ensure that the rights of minority points of view be heard.

Mary Ann K., WSO, Moderator

Since the growth of groups seems to have slowed these last few years, are we as a fellowship meeting the needs of a changing society?

- There seems to be more diverse people today. The issues this year's Conference is dealing with will help.
- People sometimes expect instant solutions due to the aggressive outside environment.
- The groups are challenged more today especially with the interaction of treatment centers, etc.
- There has been great impact on Alateen; our teenagers are changing.
- I came to the program as the wife of an alcoholic. At that time there wasn't a lot of information available. We've met those needs. We need to keep up with the times.
- Our new (AFG) book will help address the changes today.
- As Delegates, we need to educate and cautiously make that extra-special effort to be accepted.

- Today's society is more of a quick fix, visual, fast-paced world. We need to meet the life—styles of today.
- We are addressing the issues and meeting the needs slowly through literature, etc.
- The proliferation of treatment centers and professional terminology continued to be a major concern for our groups.
- We should go back to love, compassion and tolerance to stress the misuse of terminology. People are more receptive.
- The WSC and WSO are working together to meet our fellowship's needs.

Can an Information Service or any other arm of Al-Anon refuse to register or remove a group from their listing?

Anita S., NJ, Moderator

- Sometimes it is the only way to stop "violating" groups from spreading; is a protective action, not punitive. (Warranty Four)
- This can be used to alienate and hurt members. It should be left in our Higher Power's hands.
- The GRs in my District voted to remove one group that was violating Traditions. They felt group conscience spoke.
- In our directory, we detail a disclaimer that although every group is listed, it doesn't mean they are endorsed. Then we leave it up to our Higher Power.
- People take different things from different meetings—who can judge?
- Autonomy does not mean license. We still have a responsibility to the fellowship.
- We do not put a group in our listing without an ID number to show they went through the WSO registration process.
- Service arms cannot dictate unless they have received a group conscience vote from the ISRs.
- Warranty Five emphasizes we are democratic in thought and action.
- Office Managers or one person should not take it upon themselves to evaluate a group.
- Deleting a group is the same as asking a disruptive member to leave; however, oldtime Al-Anon members 12-Step the group first.
- WSO is required to register these groups because they call themselves an Al-Anon group.

Those topics not covered during the Open Discussion period were referred to seven workshops for consideration and were subsequently reported-back to the Conference. Questions appear in boldface type. When there is reference made to a similar subject matter, two or more questions may appear consecutively.

Workshops

- **Cameras used in meeting rooms at Regional Service Seminars break Traditions. Suggest WSC address this topic of cameras in meeting rooms.**

The workshop assigned this topic weighed the pros and cons of allowing cameras in meeting rooms. Opinions ranged from a fear of endangering anonymity to a concern that the essence of reporting on a meeting would be lost without pictures. This workshop recommended that the Archives and RSS Committees develop guidelines to reflect that photographs not be taken in meeting rooms in order to preserve the unity and anonymity of the fellowship.

- **Since literature sales continue to decline, it is imperative to continue discussing ways of increasing member contributions.**

This topic was addressed head-on by the workshop members. Ideas included: educating the fellowship on the use of CAL; keeping a supply of Birthday envelopes available; encouraging conventions that "sit on funds" to put them to use for Al-Anon worldwide; using a separate WSO contribution container in addition to the group basket; making love contributions for the WSO at Assemblies and Intergroup gratitude nights; have the groups stress the appeal letter to the individual members and making literature contributions to minorities.

Workshops (continued)

- **Are Alateen Sponsors too hard-nosed in expecting the teens to discuss the Twelve Steps? Kids want to talk feelings.**

The members felt that the teens are in a program that discusses the Twelve Steps and Traditions. With this in mind, group conscience meetings using CAL would establish what the responsibilities are for the Sponsor and the members.

- **Would the WSC prepare guidelines on how to attract Al-Anon and Alateens of the black community.**

The new Minority P.I. Subcommittee was discussed. As it is in its early stages, guidelines are not yet developed. Workshop members shared the feeling that while our literature has no color line, the problem may be in our graphics which depict non-minorities. The consensus was that the WSC not develop guidelines, but pass the suggestion along to the Minority Committee. Additional suggestions to open up communication lines included: have greeters to welcome everyone at meetings; invite ministers from the black community to group anniversary meetings; take minority newcomers to service workshops, and prepare them with loving concern.

- **What procedure should be followed when a volunteer on welfare or otherwise steals a considerable sum of money from an Al-Anon Information Office, etc.**

The workshop consensus was to strike the words "on welfare or otherwise" from the discussion as this could happen to anyone. Several members shared similar experiences while the group agreed that members must be aware of fund disbursements whether at the group or Area level. Care should be taken when appointing people to these positions. Recommendations included: not keeping large amounts of cash available; make daily deposits; have two people as signatures for a checking account; lovingly give the person the opportunity to repay then "let go," and institute quarterly/monthly treasury reports to show accountability.

- **Is Al-Anon legislating itself out of existence and preventing families of alcoholics from getting help by policing its groups?**

During discussion there was difficulty with the words "legislating, preventing and policing." Our purpose is to "inform" and "educate" but not enforce. We can only share what we have learned using our Traditions and then let go. Ideas were: take a close look at ourselves; are we courteous and loving to newcomers; do we remind members of terminology or the use of non-CAL; remind newcomers to attend at least six meetings before deciding whether or not Al-Anon is for them; keep in mind that this is God's program and not any one individual's, and to remember that Al-Anon offers us many tools for recovery, but they should not be used as hammers on each other.

- **Since the Handbooks often end up in the bottom of the literature box at groups, let's discuss a better method of distribution.**

A suggestion was made to list the Handbooks at the top of the literature order form. Additionally, the group recommended that they be visible and used at meetings.

- **What can be done to promote better unity and harmony between Al-Anon and Al-Anon adult children?**

In Al-Anon we focus on today's recovery. In COA today's recovery process often requires a focus on the past. How can we encourage and support adult children in Al-Anon groups and also maintain our primary focus of today?

Al-Anon is a program of attraction. We should support the adult children groups and recognize their need for a look at the past before they can begin with their future.

Workshops (continued)

- Should the mistake made years ago of our Al-Anon logo used on Conference-Approved Literature be corrected? [Editor's Note: In some of our literature, the three sides of the triangle are not equilateral.]

Our triangle should be respected and not distorted. More important, however, should be our efforts to equalize our own personal triangle of service, unity and recovery.

- Could the WSC approve changing the term of office for Delegate to four years?

Is it possible to reconsider the three-year term for DR, GR and the Area Committee being reduced to two years?

It is difficult to get people into service because of the three-year term for Al-Anon officers: a) three years seems an eternity to prospective volunteers; b) members see persons in office as politicians who stay too long or cliques seem to form; c) often the persons in office find they get burned out with details; d) the office can become a burden as often two things happen — those in charge become bossy or they let things slide just to get by.

The workshop members were comfortable with the three-year Delegate term as it provides enough continuity, understanding and experience to pass on. After three years, it's a good time to move on and grow in another area of Al-Anon. Regarding the term of DR, it may be a matter of Area autonomy. Shorter terms may break continuity of service and cause practical problems when choosing a Delegate under the present election procedures. Group Representative seems to be the most transient position. Two years may be a more manageable time period to attract responsible people into service. A solution could be to have a GR and Alternate GR with staggered elections.

- Are we too quick to recommend developing "new pieces" of literature? Should we call a moratorium on anything not already Conference-approved and take a second look at those in the works?

In this rapidly changing world and fellowship we need to envision what we will need six years down the road. Reality is that we depend on literature sales for 80% of our income. We need to market our attractiveness. Opinions varied on whether there is a need for additional literature. Thoughts were expressed that we should look at combining/eliminating older pieces which are not being utilized; sales have demonstrated that members like new pieces; we have one message of recovery, package this message in different covers to appeal to those who feel different. The group felt that the five-year moratorium on changing the ODAT should be repeated.

- How far does our cooperation with AA extend? Should we supply our confidential list of GRs and DRs to an AA Convention Committee for their mailings? Does WSO supply some on request?

Supplying confidential mailing lists to AA is inappropriate and breaks anonymity. This may best be handled through Coordinators or a liaison to AA. The requested information could also be included in a newsletter. It is unknown whether the WSO furnishes these lists to AA [the WSO does not]; however, any activity should be coordinated through the Al-Anon Delegate.

- Isn't it about time to recognize alcohol as a drug and change the focus of Al-Anon from the effects of alcoholism on family and friends to the effects of any drug on family and friends?

After discussing Traditions Three and Five, the consensus was in disagreement, as drugs are considered to be an outside issue. In Al-Anon we only know about living with alcoholism.

Workshops (continued)

- **"Alatot, Preteens" in Alateen. The Alateen groups are aware of autonomy, are informed, but do so anyway. Where is/should we have a stronger policy?**

I would like once again for the WSC to address the issue of younger members. There is a great need for younger groups in our area. The need seems to be coming from the fact that schools must have alcohol and drug education. This is beginning with our kindergarten students and they are becoming more aware at an earlier age.

Please address the problems that can arise when we have meetings for very young children.

The Alateen Committee was directed to review their registration policy statement for clarification concerning the ages of members. The WSO will continue to register groups as Alateen. The workshop members reiterated that Alateen Traditions Three and Five state teenage and teenager.

- **If there is a problem in a meeting within the District, is it necessary for the DR to be present? Or because we are autonomous, does each group take care of their own problems?**

It is not necessary for the District Representative to be present at the meeting to assist in resolving group problems; each group is autonomous. If a group fails to resolve issues they should refer to District or Area Assemblies as suggested in the Policy Digest.

- **Could a piece of literature be developed specifically to interest members in becoming involved in service work?**

How can we involve others in service?

How can we keep experienced members in service? A willing DR who is not elected to an office cannot stand if not re-elected DR. Sometimes we have more willing servants.

- **How can we get more people involved in service work? There is so much to do and so few to do it.**

The workshop participants questioned the effectiveness of literature to interest members into doing service work. *The FORUM* service articles and the sharing of personal experiences tend to be more reliable approaches. We can lead by example through sponsoring newer members pointing out the importance of service in personal recovery. One additional idea was to have the Areas consider opening up the eligibility for officer positions to experienced DRs and not limit it to active DRs.

- **Should we reinstate the World Directory?**

The consensus of the panel was not to reinstate the World Directory publication at the present time. It is recommended, however, that this issue be re-examined periodically evaluating printing/production costs. To determine problems with the WSO's 800 number, the panel tested the service successfully.

- **Remove the sexist terms from the Steps and refer to God as the Higher Power.**

The feeling of the group was that sexist terminology was being removed from literature, however, since so much importance is placed on the Twelve Steps as being the foundation of our program altering the wording would amount to a fundamental change in the basis of our fellowship. Any change to the Steps would require written consent from three quarters of the registered Al-Anon groups worldwide.

-
- **Are Area service arms holding onto too much money? (What is a prudent reserve for a group, District, Area Assembly, Conference, etc.?)**

Workshops (concluded)

As the first part of the topic was considered too general for discussion, the workshop focused on the latter. At the group level three months reserve was considered adequate since their needs are more predictable. Area service arms should have six months to one year reserve while Areas need a one year reserve. The opinions expressed were that the membership will respond in a time of need in the spirit of Tradition Seven. Money without purpose diverts us from our primary spiritual aim.

- **How can Area Coordinators get more unity and communication within Districts regarding services such as P.I. projects in order to make their report at the Area Assembly.**

Ideas shared included: communicate via telephone, newsletter and feedback sheets; educate the GRs regarding their communication responsibilities; create a committee to work with the Coordinators.

- **Is "sexual abuse" a suitable topic for an Al-Anon/Alateen Convention workshop?**

While sexual abuse may be a suitable topic, the focus should be on recovery i.e., surviving abuse, overcoming difficult situations. The discussion should center around attitudes and feelings, giving hope and comfort to members. Alateen Sponsors need guidance as this topic comes up often. The DILEMMA OF THE ALCOHOLIC MARRIAGE is a good resource.

POLICY

The Policy Committee recommended changes to the text of the Digest of Al-Anon/Alateen Policies in an effort to respond to the requests of our fellowship.

After the 1985 WSC voted to discontinue producing the World Directories, an ad hoc committee was formed to study alternative means of meeting the needs of the membership. The following proposed text changes represent the findings of the Committee after submission to Policy.

An addition to the section entitled, Meetings, was recommended. The text includes the toll-free numbers to call for locating meetings. The motion carried.

An amendment was proposed under the heading, Information Services that would emphasize the nondisclosure of individual members' names and phone numbers in the Information Service Directories. The Conference approved the motion.

To remind the fellowship that the World Directories, although no longer printed, are still confidential, a text change was proposed under the section, Other Publications. The wording refers to the confidential status of the obsolete books. The motion was carried.

In response to requests for clarification, two additional text changes were proposed regarding the use of films and video cameras at Al-Anon events. Under the section entitled, Conventions, proposed text is intended to discourage the use of non-Conference-approved films. The wording recognizes that sometimes films relating to the subject of alcoholism are shown, however, careful consideration is essential in choosing films; their content should not violate the Al-Anon/Alateen philosophy or principles. Concern was expressed over replacing the word "Traditions" with "philosophy" in the text, as well as possibly opening the door to interpretation whereby Al-Anon is approving the use of non-CAL films. After much discussion, the motion was defeated.

On the use of video cameras at Al-Anon events, the Policy Committee proposed adding a piece under, Conventions to reinforce Al-Anon's position that we do not recommend video camera use. The motion carried.

Report

Marjorie W., Chairman
Sandra F., Administrator

POLICY (concluded)

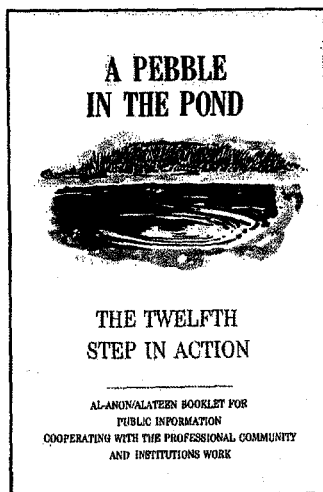
Further, it was brought to the Policy Committee's attention by Kit B., MN (S) and relayed to the Conference members, that the descriptive text concerning the Warranties on pages 37-41 of the Twelve Concepts of Service is paraphrased. After due consideration, the Policy Committee agreed to allow the references to remain, with the addition of a footnote explaining that the wording in this section is an adaptation of AA's Warranties and retained here for historical purposes.

A motion was presented from the floor of the Conference requesting changes to the Twelve Concepts of Service, pages 37-42, to match Article XII of the Charter and preserve the original text on page 44 of the same manual. After much consideration the motion did not carry.

PUBLIC INFORMATION

Update

Patricia G., Chairman
Carole K., Administrator



A Pebble In the Pond: Was completed and sent to all Delegates.

Birthday Packet: The goal was for the Birthday Celebration Packet was to distribute 500 packets. To date the membership has purchased 962.

P.I. Coordinators: The April P.I. newsletter was mailed to Coordinators and Delegates. The focus of the issue is Holding Public Information Workshops. The mailing included preparation, guidance and a workshop agenda.

Subcommittee: Beverly McC. was elected Chairman of the minority subcommittee of P.I. Other minority groups will be represented as the committee expands; initially the focus is on the black community.

Media: The *Jeopardy* game show included Alateen as one of its questions/answers; "Just Topsy, Honey," an *ABC Afterschool Special* will be rerun on June 14th with a P.I. Alateen tag-on that includes the 800 number; the video, *Alateen Tells It Like It Is*, the Alateen PSA, Al-Anon/Alateen literature and the 800 number were sent to Anna Carbolnell of ABC's *Tiempo* talk show. Local Al-Anon and Alateen members, including a member of the Alateen Committee, were interviewed for a show addressing alcoholism in the Hispanic community. David Harnish, set decorator for CBS' *As the World Turns*, requested props for a meeting segment in an April show. Several hardcover books, pamphlets and the Twelve Steps and Twelve Traditions banners were sent. The 800 number and Al-Anon/Alateen literature were sent to: *Twins Magazine* for inclusion in an upcoming article; *Parent's Magazine*; *Woman's Magazine*; the California Self-Help Center; The Network (NACoA); Children of Alcoholics: A Sourcebook; the Public Relations Society of America; Charles E. Merrill Publishing Co.; Apple Ink, a publication of Apple computers, and four independent book authors.

Reportback

Mary G., NY (N)

Anonymity Brochure: The Committee could not agree on the wording of the brochure, delaying production.

Media Letters: A packet of letters sent in by a member for use when approaching and thanking the media for cooperation was distributed. A suggestion was made to send them to Area Coordinators with slight revisions.

Posters: Bus posters developed by three members were viewed. After much discussion the Committee moved to develop ideas for a "Do-It Yourself" poster kit. A poster entitled, "Each One Bring One" was viewed by the Committee. After much discussion and consideration, it was decided not to use the poster.

In-town Membership: Ideas for a flyer and articles for internal publications to aid the In-town Committee in their efforts to attract and welcome new members will be submitted.

Minority Subcommittee: Beverly McC., Chairman of the Minorities Subcommittee to the P.I. Committee shared viewpoints to help minorities feel comfortable in Al-Anon Family Groups. This subcommittee is still in its organizational stages. Problems and suggestions on topics or issues relevant to minorities can be sent to the P.I. Administrator for forwarding to the subcommittee. Members expressed their gratitude and love to Beverly for the formation of the committee and sharing her personal story which touched the hearts of all.

REGIONAL SERVICE SEMINAR

U.S. Northwest: The Seminar will be held at the Rodeway Inn, Billings, MT from November 2-4, 1990. Theme: Comin' Alive in Service.

Canada East: Laval University, Quebec City will be the site of the Seminar on May 24-26, 1991.

U.S. North Central: Our newest Region will hold their Seminar August 23-25, 1992 at the Sheraton International Hotel in Rosemont, IL.

Other: A brainstorming session at the Committee's meeting proved informative, eliciting ideas that may be tested at future Seminars. Each Region will meet during the Conference with their RT to evaluate, plan and arrive at a group conscience decision regarding their particular Regional Service Seminar. Bids for the U.S. Southwest are now being expected; the selection will take place in the fall.

Update

Audrey B., Chairman
Rita McC., Administrator

REGIONAL TRUSTEE EXPANSION

Mary Fran W., explained the expansion of the Regions. As approved by the 1986 World Service Conference, beginning in 1989 with the U.S. North Central, a new Region will be added each year through 1991. In 1990 the U.S. South Central will select a Regional Trustee (RT) and Canada Central will follow next year.

The new, experimental RT Plan will have an impact on scheduling future Regional Service Seminars in compliance with the WSC Board motion, "that additional Seminars not be considered until all three new Regions have been added." The Board of Trustees has made the determination that, commencing in 1991, there will be three Regional Service Seminars each year.

The three-year rotation schedule for the now existing Regions will remain the same. The introduction of a new RSS will begin with the U.S. North Central in 1991, U.S. South Central in 1992 and Canada Central in 1993.

Mary Fran W.,
Chairman of the Board

While the RT Plan falls under the Board of Trustees umbrella, Rita McC., Conference Administrator, facilitates the process. Rita reviewed the established RT procedure for Conference clarification.

As a result of the increased number of Regions, changes were necessary in the RT Plan, specifically on the number of voting members. A drawing by lot was held for Delegates outside a Region to vote in the 1991 RT elections.

Regional Trustee Plan

Region	Voting Delegate	Alternate
Canada East	NY (S)	ALB/NWT
Canada West	Que (E)	WY
Canada Central	NH	IA

1989 WSO Annual Report

EXECUTIVE DIRECTOR'S REPORT

Myrna H.

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 (non-member), Business Manager of the corporation, prepares the budget in conjunction with the Treasurer and the Assistant Controller. He has oversight of WSO's business operations and provides financial assistance as required.

Other Administrative Staff - Besides the 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 Deputy met quarterly with 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

Ellen D., CPC Staff Administrator, was on disability from January 17th to June 12th, due to spinal difficulties and eventual surgery. The FORUM, Institutions and P.I. Administrators provided oversight of specific portions of the CPC work load with help of other Administrative Staff.

Due to a long-term illness, Eamon Timoney, (non-member) our Assistant Controller, left our employ to be with his family in England.

A copy of the Administrative Manual was distributed to all Administrative and Supervisory Staff for review and comments. A revised draft will go to the members of the Executive Committee and a final version will be available following the 1990 WSC.

The International Administrator was named by the Executive Director to serve on the Executive Committee for the 1990 year. In this capacity she also provides office back-up in the absence of both the Executive and Deputy Directors.

Standing Committee Meetings - Following the July Board Meeting, meetings were reduced to four per year with the exception of the FORUM Editorial Committee which needs to meet more often to review monthly manuscripts. Interim task force meetings were held with several committee members to work on specific projects. This decision was based on reducing the travel and staffing costs of monthly meetings and conserving the valuable time of volunteers. Deviations will be considered on an as needed basis.

Support Staff - The Office Manager, Joan Hochbaum, (non-member) 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.

STAFF CONCERNS

All Staff Memorandum Series - Forty-three 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 - The representative of our Personal Retirement Plan met with staff not currently enrolled to review its content and the benefits employees would gain from joining the plan.

The Pension Plan funding and vesting schedule were changed to conform with new pension tax laws.

Due to rising medical costs, Prudential, our medical insurance carrier, increased their rates. New carriers are being considered.

As part of our ongoing health care program, the Herald Square Fitness Center sponsored a free cholesterol screening for interested employees and the American Cancer Society, a seminar on early breast cancer detection.

Volunteers - A breakfast was held by the Administrative Staff for volunteers working in our Shipping Department to express our gratitude for the many hours they contribute to Al-Anon.

In order to develop a more extensive listing of volunteers to call upon when needed, a letter inviting members to serve was sent to all groups in the New York Metropolitan Area.

Personnel Manual - The Personnel Manual distributed to all staff was edited to provide more comprehensive definitions of present policies; new policies were added as well.

Orientation of New Staff Members - As part of our general orientation for staff members, we are arranging a periodic showing of *Al-Anon Speaks For Itself*.

Job Evaluations - Annual evaluations of all staff were conducted by the appropriate Supervisor. They involved discussion between the Supervisor and staff member to foster an understanding of performance needs and strengths.

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

Training and Development - The Executive Staff, 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: Developing Successful Office Skills; Supervision Under Stress; a five-day certificate program covering Finance, Computer Technology, Personnel, Office Operations, Writing and Editing; Cash Flow; Word Processing; Newsletter Editing, Design and Production; English As A Second Language and various other seminars sponsored by the New York and American Society of Association Executives.

Recruitment Plan - To attract applicants for vacant positions, a letter was sent to Al-Anon groups in the New York Metropolitan areas informing them of the various types of positions held by our staff.

SPECIAL EVENTS

Holiday Festivities - In addition to our annual Holiday Party held for staff and volunteers, a New Year's Eve Breakfast was hosted by the Executive Director and the Deputy and December 22nd and 29th were set aside for staff wishing to bring their children to the WSO for a visit.

Other festivities included: the fourth annual picnic for the staff and their families; opening of the office on Thanksgiving for staff and their families to view the Macy's Thanksgiving Day Parade. Several other small gatherings were held for holidays and special occasions held during lunch time or on scheduled breaks.

OFFICE OPERATIONS

Equipment - New acquisitions include: a reconditioned offset machine replacing one of our older models; a new compu-

terized UPS scale for the Shipping Department; a duplicating machine featuring editing, two-sided copies and faster reproduction of copies and a hydraulic paper cutter which can cut several reams of paper at once.

Our Basic Four mainframe computer equipment for Accounting, Group Records and subscriptions was replaced with a leased upgraded Basic Four mainframe for a five-year period. Leasing costs will be equivalent to our servicing costs over the five-year period. PFA will be computerized utilizing the same equipment.

Northgate Computers were installed in each Service Department and Mitsubishi laptop computers were purchased for the Executive and Deputy Directors.

Insurance Claim for Flood Damage - Our claim was settled and new carpeting replacing the carpet damaged by the flood was installed.

New Mailer - Due to tremendous problems with our outside mailing service a new mailer located in New Jersey was contracted. Our Office Manager visited the facility to set up a mailing and billing system.

Renovation of Office Space - Our word processing room was divided into two offices for the FORUM Editorial Assistant and the Publications Assistant now that the secretarial team members each have desk-top word processing equipment.

Volunteers - Volunteers continued to provide assistance in the Shipping Department assembling our Newcomer Packets and other departments on an as needed basis.

GROUP SERVICES

Insert Sheets, Service Manuals - The insert sheets with the 1989 WSC approved motions were distributed to all English-speaking groups. A financial report of production and mailing costs was submitted to the Executive Committee for review of the project.

Getting In Touch With Al-Anon/Alateen (S-23) - The 1989 printing now containing the Group Records' 800 numbers and service hours was distributed. Area Information Service (A.I.S.) offices in the U.S. and Canada were contacted to verify their addresses and telephone numbers.

Information Services - Nine A.I.S. offices using a member's name and home address were contacted and requested to furnish an office or post office box address as a Permanent Mailing Address (PMA). Area Delegates were contacted as needed to provide assistance in obtaining current PMAs and telephone numbers. A copy of a legal warrant (felony) filed by an Intergroup against its former treasurer using the name, Al-Anon/Alateen was received. Inquiries were received regarding the eligibility of dual members to serve as ISRs or Alternate ISRs. An AA Central Service Office and an A.I.S. wanted to know if dual members could handle Al-Anon Twelve Step calls as office volunteers. Correspondence from A.I.S. offices and Al-Anon adult children members regarding the deletion of adult children groups from local meeting lists were handled and Area Delegates were informed; materials explaining the difference between an A.I.S. and answering service were sent to several members seeking the WSO's A.I.S. registration policies and requirements for printing in *Getting In Touch With Al-Anon/Alateen*. The East Bay A.I.S.

in San Leandro, California was destroyed by the San Francisco earthquake and requested an interpretation of the Traditions in reference to accepting funds from the U.S. government; Delegates of South Carolina and Puerto Rico were contacted regarding damages incurred by the Area Information Service offices from Hurricane Hugo.

Service Workbook (K-17) - The 1989 revision was completed.

Splinter Groups - Telephone inquiries for Co-Dependents Anonymous, Chapter Nine and ACOA meeting information largely from Manhattan were received along with telephone requests for recommendations of co-dependent and adult children of alcoholics treatment center programs. Co-Dependents Anonymous (CODA) requested information about Alateen sponsorship and our procedures for handling the reporting of abuse. Overeaters Anonymous sought permission to adapt the Twelve Concepts of Service and was referred to Alcoholics Anonymous, the copyright holder. Nar-Anon Family Groups sought information on the Al-Anon/Alateen Public Information Service guideline (G-10) and information on group autonomy; Al-Anon's primary purpose was explained to individuals seeking to start groups for cerebral palsy, drug abuse, "helping professionals," non-believers, gang members, and Humans Anonymous. An Al-Anon member starting a chapter of Messies Anonymous was informed that our Al-Anon Preamble, Welcome, and Closing are copyrighted materials and could not be reprinted. Incest Survivors Anonymous adapted the By-laws of Al-Anon Family Group Headquarters, Inc.

Guidelines, Revision - The following were submitted to the Literature Service with updated information, Cooperation Between Al-Anon and AA (G-3); Al-Anon/Alateen Participation in Area AA Convention (G-7); How To Start A Group (G-12); Suggested Programs For Al-Anon/Alateen Meetings (G-13); and Al-Anon/Alateen Area Conventions (G-20).

Hearing Impaired - Several A.I.S. offices were referred to each other for information regarding providing interpreters. Counselor and Social Worker requests for interpreters at Al-Anon meetings were referred to local A.I.S. offices; a copy of a newsletter article announcing the availability of an interpreter at an Al-Anon meeting in Queensland, Australia was received. Inquiries were received regarding the use of a certified interpreter as compared to a non-professional volunteer. A translation of the Twelve Traditions into the vocabulary of American Sign Language was received from a hearing impaired Al-Anon member.

Visually Impaired - Lending copies of a 17th printing (1971) and a 19th printing (1985) of the ODAT were located at agencies for the blind in Minnesota and North Carolina respectively. Agencies in Spokane, WA and Rochester, NY requested permission to transcribe the ODAT into braille; the 23rd (1989) printings were provided. Both agencies will charge for the cost of thermoform paper and binding; braille ODATs will be available for purchase. Members seeking AS WE UNDERSTOOD... and Living With Sobriety in braille and large type Al-Anon adult children literature contacted the WSO. The 1989 revision of Material For the Visually Impaired in the U.S. and Canada (S-14) was produced in large type, non-glare, buff paper. Many written and telephone inquiries for the S-14 listing were received as the result of an announcement appearing in the alcoholism section for the Library of Congress' bimonthly magazine, *Talking Book Topics Review*; the National Library Service for the Blind and

Physically Handicapped (Library of Congress) is transcribing a lending copy of ALATEEN, A DAY AT A TIME into braille. A list of CAL presently unavailable in braille, or cassette tape was prepared and the Library of Congress and Recording For the Blind were contacted in regard to their procedures for transcription.

PRODUCTION

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

Books - B-1 AL-ANON FACES ALCOHOLISM - 14th printing; B-3 HOPE FOR CHILDREN OF ALCOHOLICS - 12th printing; B-4 DILEMMA OF THE ALCOHOLIC MARRIAGE - 16th printing; B-6 ODAT - 24th printing; B-8 AL-ANON'S TWELVE AND TWELVE - 10th printing.

New Material - M-44 New CPC bookmark; Alateen Talks Back Series - new reprint of past *ALATEEN TALK* articles; P-64 Alateen's 4th Step Inventory; AV-19 *Walk This Path of Hope* - new institutions video; SAV-10 Spanish version of *Al-Anon Speaks For Itself* video.

General - P.I. Calendar; Institutions Calendar; Service Manual insert sheets; M-38 revised easel stand; Alcoholism Can Tear A Family Apart for the leaflet; Are You Concerned About Someone's Drinking?; 1989 Conference Summary; 1989 CAL Catalog; 76 pamphlets, leaflets, flyers, posters, etc. were produced last year.

Offset Department - The in-house Offset Department produced 3,403,576 impressions last year.

SPECIALIZED ITEMS

Other specialized items were distributed as follows: *Alateen Tells It Like It Is* - the video - 438; Alateens Tell It Like It Is audiocassette - 254; radio spots - 70; Beginners cassettes - 437; Alcoholism, The Family Disease cassette - 536; Lois W. & The Pioneers cassettes - 205; Understanding Ourselves and Alcoholism cassette - 645; A Little Bit of Al-Anon cassette - 100; *Al-Anon Speaks For Itself* - VHS 42; Beta - 2; U-matic cassette 6.

SPANISH SERVICES

Reported by Teresa M., Spanish Supervisor

COMPLETED

New - AL-ANON FACES ALCOHOLISM; AL-ANON'S TWELVE & TWELVE (2nd printing) with index; the World Service Handbook; Al-Anon Treatment Tool; Al-Anon Fact File; Purpose and Suggestions; PSA; 3/4" u-matic videocassette containing three 30 minute TV Spots: You Can Render a Great Service; Detachment; Did You Grow Up With a Problem Drinker?; Lois' Story; A Teacher Finds Guidance; Alcoholism, The Family Disease; It's A Teenage Affair; The Twelve Concepts of Service; The Twelve Traditions Illustrated (Reprint); Doing Time; Links of Service; Information for the Newcomer; Are You Concerned...?; Twenty Questions from P-4; Why is Al-Anon Anonymous?; Alateen Fact File: Alcoholism A Merry-Go-Round Named Denial; Al-Anon's Twelve Steps and Traditions.

SUPPLEMENTARY MATERIAL

Alateen Is It For You?; Conference-Approved Literature; A History; Questionnaire Group/Individual History; Institution Literature Discount Package Form; Al-Anon/Alateen Information; Open Letter to the Police; Open Letter to a Lawyer; Al-Anon Update; Lists of Materials for K-17 (Alateen, General, CPC, Institutions, Archives, P.I.; Montages for books and Service Manuals; P.I. Calendar for May 1990.

NEWSLETTERS

Six issues of *AL-ANON/ALATEEN EN ACCION*; six issues of *DENTRO DE AL-ANON*; two issues of *AL-ANON HABLA CLARO*; two issues of *ALATEEN PARA TI*; one issue of *AL-ANON EN LAS INSTITUCIONES*; one issue of *INTERNATIONAL EXCHANGE*.

PROJECTS IN PROGRESS

Al-Anon Speaks For Itself (SAV-10); 1990 Catalog of CAL; Al-Anon and the Community (Reprint); Understanding Ourselves and Alcoholism; A Guide for the Family of the Alcoholic; World Service Handbook update inserts; translation and timing for the Spanish VHS *Al-Anon Speaks For Itself*.

SUBSCRIPTIONS

Subscriptions to our Spanish newsletters increased by 809.

SPANISH GROUP RECORDS

There are now 276 groups in the U.S. (56 of which are in Puerto Rico and three groups in Canada). Total new groups registered this year at the WSO worldwide are: 135 Al-Anon; 15 Alateen; 7 Adult Children; and 1 Intergroup. Total registered: 158.

FRENCH SERVICES

Reported by Sandra F.

A meeting was held in March with four members of the PFA Board, the Officers of the WSO Board, the Executive Committee Chairman, the Executive Director, the Deputy and the Controller. Discussion centered on computerization of PFA's record keeping and accounting operation, staffing and the role of PFA's Board in relationship to the WSO.

The Deputy Executive Director, Controller, Accounting Supervisor and our Computer Programmer went to PFA in December. Computer equipment which is compatible with the WSO system was installed and PFA staff trained. The WSO Board of Trustees' five-year plan was reviewed and boundaries were established for operational authority.

Reported by Alberte C.

At the end of 1989, there was the same number of Al-Anon groups in Quebec that we had in 1988, 489 groups; Ontario had 27 groups, less than 1988 and in New Brunswick, 22 groups were registered as compared to 33 in 1988; French-speaking groups in the United States were still 8, same as last year.

In Quebec, we had 53 Alateen groups whereas, in 1988 there were 68; Ontario had three groups, one more than in 1988 and New Brunswick was unchanged, one group.

New - The Twelve Concepts of Service (P-26); The Concepts: Al-Anon's Best Kept Secret? (P-57); Links of Service (S-28); Moving On! From Alateen to Al-Anon (P-59); Al-Anon's Twelve Traditions Illustrated (P-60); Planting a Seed (P-55); Al-Anon/Alateen is and Is Not Bookmark (M-44); *AL-ANON SPEAKS OUT* 1990 Canadian Bulletin; three Appeal Letters; material for the 1990 International Convention; material for the NPIC.

Major Revisions - Alcoholism, A Merry-Go-Round Named Denial (P-3); Information For the Newcomer (S-4); Living with Sobriety (P-49).

Minor Revisions - *ALATEEN---HOPE FOR CHILDREN OF ALCOHOLICS* (B-3); World Service Handbook (P-27); Freedom From Despair (P-6); Alcoholism: The Double Edged Sword (R-53); Alateen--Just For Today Bookmark (M-13); Is Alcohol a Problem in Your Family? (Illustrated posters M-22, M-23 and M-24) and miniposters (M-22s, M-23s and M-24s); Facts About Alateen (P-4); Just For Today - Alateen (M-11); Are You Concerned About Someone's Drinking? (M-1).

A 40-page French version of *The FORUM* was published bimonthly until September 1989 and was increased to a 48-page magazine as of that month. All our subscriptions are from January to January. Total subscriptions: 2,140.

A French version of *INSIDE AL-ANON* is sent all groups, free of charge. We also have 450 subscribers.

Operations - During the first 11 months of 1989, our sales of literature have been higher than for the same period in 1988 (by November 1989 we were showing an increase of 5.72% over 1988). Consequently, we did not have to ask for the full amount of subsidy allocated for 1989 by the WSO. However, the sales of last December were 43.5% down compared to 1988. This most unusual decrease is partly due to the extreme cold weather we experienced during the month of December, since our counter sales, which normally amount to approximately 1/3 of our total sales, were drastically reduced. Also to be considered, we had just published the book *ALATEEN--A DAY AT A TIME* around the same time last year, but we had no new book in 1989. We, therefore, finished the year with only 2.1% increase over 1988.

Further to the five-year plan set up by the WSO, a computer was installed at PFA during the month of December. An Assistant to PFA's General Secretary has been hired and will start working in February 1990.

GROUP RECORDS

World Directory - Since eliminating the World Directory, the mailing of the Group Information questionnaires were staggered, allowing the Group Records Department to insert changes without assistance from other departments or hiring temporary help.

Groupwide Mailings

Six issues of <i>INSIDE AL-ANON</i>	165,128
1989 Questionnaire World Directory	8,394
Three Appeal Letters	61,751
1989 Conference Summary	21,994
1990 International Convention	20,477
1990 Questionnaires	6,515
Service Manual Update	20,243

Limited Mailings

Six issues of <i>ALATEEN TALK</i>	42,814
Two issues of <i>AL-ANON SPEAKS OUT</i>	33,588
Six issues of <i>DENTRO DE AL-ANON</i> and <i>AL-ANON Y ALATEEN EN ACCION</i>	17,445
Four issues of <i>LONE MEMBER LETTER BOX</i>	5,411
Volunteer Recruitment Letter	1,629
Four issues of <i>AREA HIGHLIGHTS</i>	6,580
RSS - Northeast	5,946
Eight Advance Mailings	11,419
Two P.I. News Releases	561
<i>AL-ANON HABLA CLARO</i>	1,256
Information Services and Literature Distribution Centers - Catalog Update	859
<i>ALATEEN PARA TI</i>	127
Contribution Acknowledgements	18,818
Three issues of <i>AL-ANON IN INSTITUTIONS</i>	14,826
Two Personnel Mailings	6,022
Spanish Handbooks	266
RSS - Canada West	4,873
Literature Distribution Centers	414
CPC Mailing	2,330

Subscriptions - (subscription issues for the year ending December 1989)

	<u>Total 1989</u>	<u>1988</u>
<i>The FORUM</i>	61,998	59,500
<i>ALATEEN TALK</i>	3,628	2,243
<i>INSIDE AL-ANON</i>	5,149	4,613
<i>AL-ANON IN INSTITUTIONS</i>	1,056	1,059
<i>DENTRO DE AL-ANON</i>	1,056	791

REGISTERED GROUPS AND LONE MEMBERS December 31, 1989

	<u>Total 1989</u>	<u>1988</u>
Al-Anon Groups Worldwide	27,131	25,906
Alateen Groups Worldwide	3,238	3,282
Institutions Groups	<u>574</u>	<u>630</u>
Total Groups	30,943	29,818
Information Services GSOs	273	285
Literature Distribution Centers	149	142
Lone Members	369	373

	<u>U.S.</u>	<u>Canada</u>	<u>Overseas</u>
Al-Anon	17,268	2,033	7,830
Alateen	2,120	235	883
Institutions	<u>465</u>	<u>25</u>	<u>84</u>
Total	19,853	2,293	8,797
Information Services & GSOs	165	16	92
Literature Depots	131	10	8
Lone Members	160	31	178

PROFESSIONAL SERVICES

Audit - An annual audit and a mid-year review of our financial records were provided by the firm of Owen J. Flanagan, C.P.A. Additionally, an audit was conducted by this Auditor of Al-Anon's Pension Fund.

Legal - Our trademark attorney, Bob Faber, contacted the Council of Light in Hawaii and the D/FW Medical Center in Texas concerning trademark infringement. All parties agreed to refrain from using our Al-Anon triangle and circle logo.

Based on a new ruling on "work for hire" our free-lance contract form was revised by our attorney so that the writer turns the copyright over to AFG during work in progress.

Bob Faber also advised us that the use of brief quotes in the new Daily Reader would be "fair trade usage" which does not require prior release by the author.

Dundee Designs in Englewood, CO, and Twelve-Step Creations in Fort Lauderdale, FL, were given permission to use our logo on jewelry they are creating after it was determined that our logo is not being distorted. Dundee Designs also informed us they are discontinuing production of the coin and key chain with the butterfly and Al-Anon name.

AA's procedure on the use of AA literature on computer bulletin boards was reviewed. An additional suggestion was made and it was approved for use by Al-Anon.

Salary Consultants - Two representatives of Hay Associates discussed their methodology of conducting a salary study and submitted a proposal to the Board of Trustees in October.

GENERAL CORRESPONDENCE

A variety of correspondence and phone calls are handled by the WSO daily. Staff Administrators handled these calls and letters geographically as follows: Carole K., U.S. Southeast; Margaret O'B., U.S. Northeast; Fran M., North Central; Ellen D., U.S. Southwest; Claire R., U.S. Northwest; Geri H., Canada (E); Bonnie C., Canada (W) and Mary Ann K., Overseas.

Topics that generated the most interest this year were: dual membership; families with dual addictions; Lois W., our co-founder; concern about the need for literature and confusion surrounding adult children groups and an increasing concern about groups which are being pressured to conform in terms of using CAL and the use of professional terminology.

PUBLIC RELATIONS

The new General Manager of AA, Wayne P., visited with the Executive Director at the WSO to become acquainted, to discuss the International Convention and overall operations in general.

A representative from the New York City Mayor's Office met with the Executive Director to discuss a variety of ways in which they could help with problems which might cause us to relocate from Manhattan.

The Deputy Executive Director and the Institutions/Group Services Administrator met with Ron Rothman of the Tough-love organization to discuss our structure, fund-raising

methods and how we build commitment among volunteers.

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: Australia, France, Israel, Mexico, New Zealand and Scotland.

SPEAKING INVITATIONS AT CONFERENCES/CONVENTIONS

As Service Manager, Sandra F., Deputy Executive Director, coordinates all speaking engagements for WSO Administrators. All speaking engagement reportbacks are kept by Sandy's Assistant, Penny F., who also prepares the report.

Staff participated in the following events:

First Quarter - Bonnie C., Alateen Administrator, attended the Al-Anon and Alateen Convention in Spartanburg, SC and the one-day Midway Alateen Event in Red Bank, NJ.

Second Quarter - Bonnie C., Alateen Administrator, attended the METRO 89 Alateen weekend in New Jersey, the Eastern Alateen Roundup (EAR) in North Carolina and the Ontario South Alateen Unity Conference in Ontario, Canada.

Third Quarter - Fran M., FORUM Administrator, attended the Pacific Regional AA Service Seminar in Hawaii and the Northern Illinois Assembly; Carole K., P.I. Administrator, Service Day in Grandville, MI; Claire R., Institutions/Group Services Administrator, the Al-Anon/Alateen Convention, Nebraska Area Assembly in Kearney, NE and the Colorado State Convention in Denver, CO; Sandra F., Deputy Executive Director, Camp Kon-O-Kwee Al-Anon in Pennsylvania; Ellen D., CPC Administrator, the New York North Area Fall Assembly in Syracuse, NY and Myrna H., the Washington Area Assembly in Seattle, WA.

Fourth Quarter - Mary Ann K., International Coordination Administrator, attended the Northeast AA Regional Convention and Southern Ontario Assembly; Fran M., FORUM Administrator, Iowa Fall Conference; Claire R., Institutions/Group Services Administrator, 17th Annual Oklahoma Al-Anon/Alateen Convention; Geri H., Literature Administrator, Philadelphia District Workshop and Bonnie C., Alateen Administrator, the Northern California Alateen Conference.

ALATEEN

Peggy L., Chairman
Bonnie C., Administrator

COMMITTEE

As of May 1989 Peggy L. became the new Alateen Chairman; in June 1989 Deanna Z. became the Alateen Assistant.

Anita M., Trustee at-Large, continues to serve as Board of Trustee liaison to the Committee.

COMPLETED

Alateen's 4th Step Inventory Booklet (P-64) - Complimentary

copies were sent to all Conference members. All registered groups were sent advance notices announcing its arrival.

Alateen Talks Back Series (ATB 1,2,3) - To date, 7,710 sets of ATB 1,2,3 have been sold, and over 2,500 complimentary sets were sent to our membership and the professional community.

Alateen Responsibility Statement (AL-8) - A revised version was approved by the Executive Committee.

IN PROGRESS

Alateen Talks Back Series - The second grouping ATB 4,5,6 is underway. Ideas for distribution of an ongoing series is being considered.

Hey Mom, Hey Dad...What Alateen Means To Me - Two Committee members are working on a preliminary outline.

Youth and the Alcoholic Parent - The Alateen Administrator and Committee Chairman are processing a second draft of this major revision through the Standing Committee.

Guidelines - Alateen Meetings in Schools (G-5); Alateen Conferences (G-16); What is Expected of an Alateen Sponsor (G-17); Organizing an Alateen Group/Suggested Alateen Welcome/Leading a Meeting (G-19); For Alateen Coordinators (G-24); minor revisions will include the revised Responsibility Statement AL-8.

UNDER CONSIDERATION

New Alateen Video - The 1989 WSC unanimously approved a feasibility study. Three producers submitted their proposals. Due to our current financial conditions, the Board of Trustees is not recommending production of an Alateen video to the 1990 WSC.

Younger Members - Following the 1989 WSC, the consensus of the In-town Committee was that the age range continue to be left to the autonomy of the group.

Alateen Sponsorship - Is It For You? - Production of a handout leaflet is being explored. This will be brought to the full Standing Committee at the WSC.

Cartoon Booklet - (If Your Parents Drink Too Much) - Ideas for revisions are under consideration.

Alateen Coordinator Sharing Letter - was redesigned and reduced to one page. Mailings to Coordinators will be done bimonthly, accompanied by feedback sheets.

Writer's Workshop - The Committee is working on an outline to help Alateen members share ideas for future CAL.

ALATEEN TALK

Subscriptions increased 76%; the masthead was redesigned and the newsletter is now produced on a glossy stock. The June, August, October and December themes were: Celebrating Alateen Sponsors, My Favorite Step, How Alateen Helps Me Cope With Anger, Serenity. A special mailing included the advance notice for the 4th Step Inventory Booklet and the revised Alateen Responsibility Statement (AL-8).

CORRESPONDENCE

Sharings and drawings from the membership have increased; distress letters and phone calls arrive along with requests for starting preteen groups and groups in schools.

OTHER OFFICE ACTIVITIES

Professional librarians in Tacoma, WA public schools reviewed Alateen literature and highly recommended ALATEEN - HOPE FOR CHILDREN OF ALCOHOLICS and ALATEEN--A DAY AT A TIME for grade levels 5-12.

Permission was granted to the Library of Congress to print ALATEEN-- A DAY AT A TIME, in braille.

Work continues in cooperation with P.I. Services when Alateen members are requested for interviews from the media; 200 requests for preteen information were received.

CONVENTIONS ATTENDED

Six Alateen Conferences and one Al-Anon/Alateen Convention were attended by the Alateen Staff.

ARCHIVES

Henry G./Helen W., Chairmen
Margaret O'B., Archivist

COMMITTEE

Helen W. was appointed Chairman following the 1989 World Service Conference and Louise B., Liaison Member to Board of Trustees. The Committee recommended that Delegate members be added to the Committee on a permanent basis following a three-year trial.

COMPLETED

Official Photo of Lois - The Archives Committee chose the full-face, black and white close-up which was one of two on sale to the membership since 1968 to be the only photo sold, although it will not be listed on the price list. Its availability was reported through articles in *AREA HIGH-LIGHTS*, *The FORUM* and the Archives Sharing Bulletin.

Certificate of Gift Form - was revised to provide members with the choice of bequeathing their Al-Anon material to the Area Archives or WSO Archives.

Plaques - Two identical plaques were selected and inscribed with a tribute to Lois. One hangs next to Lois' painting at the WSO and the other was presented to the Stepping Stones Foundation.

Guidelines for WSO Archives Committee - were revised and updated deleting Lois W. as honorary member and adding Delegate members.

Guidelines for an Area Archives (G-30) - were revised. Reference to a specific archival company was eliminated and local Archivists/Coordinators were encouraged to seek inexpensive educational opportunities locally.

Lois' Christmas Messages - The Spanish Services Supervisor recommended messages from 1952 through 1988 be compiled into a new publication. The Committee suggested instead reusing them in December issues of *The FORUM*, and other in-house publications and as quotes for the new Daily Reader.

IN PROGRESS

Anne B. Project - Since there was insufficient content for a tape of Anne B., the Board of Trustees asked the 1989 World Service Conference to reconsider its 1988 mandate to produce a historical audiotape as a saleable item. The original intent of the motion called for a tape of rather than about Anne.

At the 1989 WSC, the Committee agreed not to proceed with the production of a historical tape but felt the fellowship needs to be aware of Al-Anon's other co-founder. A decision was reached that the Archives Committee continue to gather information on Anne B. (including interviews with people who knew her) for production of an audiotape or a booklet that is about Anne.

The Archivist gathered written material about Anne B., with a view to producing an in-house leaflet similar to Al-Anon: Then and Now, a brief history.

LOIS REMEMBERS and FIRST STEPS - A memo was sent to the Literature Committee that these books be included in the Index to Recovery. The Archives Committee will review the books guided by the Literature Committee's Index Topics.

Resolution of Gratitude From Al-Anon To AA - The Committee approved a Resolution to be presented at the 1990 International Convention in Seattle.

NEWSLETTER

Archives Sharing Bulletin - The Spring and Fall issues were completed. The Spring edition offered the 1982 edition (9th printing) of AL-ANON FACES ALCOHOLISM for Area Archives. The Fall edition offered a copy of the program of the Lois W. Plaque Presentation at Stepping Stones. The mailing list is updated before each issue, currently listing 74 Archivists/Coordinators. A new form was developed for reporting Archival activities in an Area.

OTHER OFFICE ACTIVITIES

The Archivist attended a three-day workshop sponsored by the Friars of the Atonement Archives, Garrison, New York and a one-day seminar on writing skills in Queens, New York. The professional, part-time assistant completed her assignment in February and was replaced by a full-time secretary to continue the work she began. The Archivist began compiling descriptive guides for each reorganized box and completed 36 boxes. The Archivist met once with Fran Hartigan, Stepping Stones Foundation Executive Director for cooperation and informational purposes. Two Archivists visited the WSO Archives (Argentina, South America and Florida (N)) reviewing Archives procedures. An Archives was formed in France, West Germany and Western Cape Town, South Africa. The Archivist was interviewed by a researcher, also an Al-Anon member, from a Philadelphia Institute writing on organization successes of Twelve-Step fellowships and their unusual structure. The producers of the *Hallmark Hall*

of Fame informed the Archivist of their intent to do a movie on Lois W.; subsequently material was forwarded. Transferring files from old folders to acid-free folders, removal of metal paper clips, photocopying newspaper clippings and photographs continues.

RESEARCH REQUESTS AND ACCESSIONS

Numerous requests for historical data were answered and reported quarterly. Recent acquisitions included 25 feet of noncurrent records from various in-house services and from a past Chairman of the Board.

BUDGET

Marjorie W./Mary C., Chairmen
Richard J. Kelly, Controller

COMMITTEE

Activities and recommendations included: discussion of the 1989 Budget; establishing the 1990 salary range; review of PFA's operations and annual contract; instituting a postage and handling charge on shipping orders; establishing a direction for future appeals; consideration of contingency plans for controlling expenses; amending the triannual appeal section in the Policy Digest; review of recommendations for distribution of CAL; consideration of providing free materials for use at conferences and conventions in recognition of their contribution to the WSO; review of cost of free-lance writers; departmental budgets; review of AI-Anon/AA comparisons in terms of literature sales and contributions; categorizing reprint prices; discontinuing manual insert sheets; sending complimentary copies of *The FORUM* to professionals; repricing the Workbook; consideration of alternatives for distributing complimentary copies of our service manuals to the groups; and review of a letter from a member re: excessive appeals by the WSO for money.

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

CONFERENCE

Norma McG., Chairman
Rita McC., Administrator

CONFERENCE PREPARATION

From January through April, the primary concern was coordinating the many details for the upcoming 1989 WSC. Material for Conference Members was compiled and arrangements with the Sheraton Stamford Hotel & Towers were finalized.

Shortly after the 1989 WSC, negotiations began with the Sheraton Stamford Hotel & Towers, Stamford, CT for the 1990 WSC, April 23-28. The Theme is "Our Warranties: A Cornerstone of Service."

HOSPITALITY

Hospitality Room volunteers received the larger print ODAT. Details for Hospitality at the WSC were handled by Deanna Z., Assistant to the Conference Administrator.

CONFERENCE SUMMARY

A free-lance writer/reporter prepared the material for the Summary which was published in a new format.

Over 2,400 complimentary copies were sent to current Delegates to distribute to their Areas; approximately 394 were sent to past Delegates, Trustees and other WSO Conference members.

MAILINGS TO CONFERENCE MEMBERS

During the first quarter, pertinent material was mailed regarding the 1989 WSC. Subsequent mailings included material related to the 1990 WSC including mailings of newsletters and new material. Contribution slips and printouts were mailed periodically.

AREA HIGHLIGHTS

Each quarter, 1,500 copies were mailed with inserts.

ELECTION ASSEMBLIES/PANEL 27

Areas elected Panel 30 Delegates (1990-1992) in the Fall of 1989. A sample of the "Open Letter" for new Group Representatives was sent to Panel 27 since the Areas they represent participate in the election of Panel 30 Delegates.

EQUALIZED EXPENSE FUND

The Board approved an increase for the 1990 WSC from \$550. to \$625. (U.S.). The Canadian equivalent was raised from \$700. to \$750. (Canadian).

PANEL 30 (1990-1992)

After receiving the names, a letter of welcome was sent with appropriate material.

OVERSEAS REPRESENTATION

In September invitations were sent to all General Service Offices for their participation at the 1990 WSC. In future Conferences, Overseas Representatives will be asked to participate in the 3-minute talks.

ASK-IT-BASKET

Questions and answers from the 1989 WSC were mailed to Conference members in June. All Conference members will receive the entire compilation of Ask-It-Basket which is sent every three years. Questions submitted at the 1990 WSC will be mailed to Conference members after the WSC allowing Administrators to research answers.

REGIONAL TRUSTEE (RT) PROCEDURES

A cover letter, voting procedures and the resumes of RTs from the U.S. Northeast, U.S. Southeast and U.S. North Central were sent to all Conference Members, voting and

non-voting, prior to the RT selection session at the 1989 WSC. The Regional Trustees elected were: Angela W., U.S. Northeast, re-elected for a second three-year term; Maxine K., U.S. North Central (the first election for this newly created Region). No Regional Trustee was elected for the U.S. Southeast.

For the 1990 WSC, material was distributed to Delegates and sent to Area Chairmen in the U.S. Northwest, U.S. South Central (first time), U.S. Southeast, and U.S. Southwest Regions to aid in their election process.

The following resumes were submitted:

U.S. Northwest Region - Nebraska, Skip L.; Oregon, Betty Y.; Washington, Wilma C. and Alternate Caryn J. There were no candidates from Alaska, Idaho, Montana, North Dakota, South Dakota, Wyoming.

U.S. South Central Region - Kansas, Patricia S. and Texas (W), Chris B. There were no candidates from Arkansas, Louisiana, Missouri, Oklahoma and Texas (E).

U.S. Southeast Region - Alabama, Lorraine B.; Florida (N), Frances M.; Florida (S), Deborah K.; Georgia, Sharon B. and Alternate Margaret S.; Kentucky, Patricia B.; Mississippi, Fran B.; Virginia, Donald W. and West Virginia, Jackie E. There were no candidates from North Carolina, Puerto Rico, South Carolina, and Tennessee.

U.S. Southwest Region - Arizona, Eunice G. and Alternate Thelma K.; California (S), Bob L. and Alternate Patricia R.; Colorado, Jim K.; Hawaii, Serafina S.; Nevada, Dottie D. and Utah, Laverne K. There were no candidates from California (N), Nevada and New Mexico.

The following Delegates were selected at the 1989 WSC to participate in the 1990 nominations:

Out-of-Region WSDs to Vote in U.S. Northwest Region:

TX (W) Margaret N.
OK Frank H.
HI Judy P.

Alternates

W.VA Kitty K. 1st
NJ Anita S. 2nd

Out-of-Region WSDs to Vote in South Central Region:

MA Cecelia L.
ND Patty K.
MT Sue B.

Alternates

VT Debby H. 1st
MN (S) Kit B. 2nd

Out-of-Region WSDs to Vote in U.S. Southwest Region:

BC/YUK Joyce B.
OH Suzie C.
ND Patty K.

Alternates

FL (S) Mary Ann S. 1st
MT Sue B. 2nd

Out-of-Region WSDs to Vote in Southeast Region:

AZ Ora B.
ONT (S) Margaret M.
NY (N) Mary G.

Alternates

BC/YUK Joyce B. 1st
MD/DC Beatrice R. 2nd

The names of the voting Trustees will be drawn at the January 1990 Board meeting. Each Conference member will be sent a set of resumes.

1990 WSC

Expansion of Regions - Time has been allotted for discussion on the WSC Agenda. Canada Central is scheduled to vote for a Regional Trustee in 1991 along with Canada (E) and Canada (W).

3-Minute Talks - Outgoing Conference members are invited to present a 3-Minute Talk on the topic Service: A Cornerstone of Recovery.

Standing Committee Presentations - The FORUM, International Coordination and Literature Committees will give 45-minute presentations. PFA and Spanish Services will give 15-minute presentations. All other services can present a 5-minute update where appropriate.

Green Light/Red Light - Conference members were 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 will be selected. The remaining questions will become workshop topics.

WSO Dinner/Opening Session - The WSO Dinner will be held Sunday, April 22, 1990 at 6:00 PM. The Opening Session will commence promptly at 8:30 AM on Monday, April 23, 1990 in the Freedom I & II Ballroom.

Invitations to Retirees - Administrators and support staff who have retired from the WSO, will be invited to the Opening Dinner. Past Conference Chairmen and the past Conference Administrator have been invited to the 30th Anniversary WSO Dinner.

Many Faces of Al-Anon - There will be one speaker from each panel of Delegates and one from the WSO.

ANNUAL REPORTS

Conference members will be mailed the 1989 Annual Report before the WSC. Questions regarding the report submitted to the WSO before the Conference, along with answers, will be included in the portfolio.

NPIC

The Board approved the concept of seating of the NPIC office manager at the 1990 WSC with voice and no vote.

PANEL 27

A letter of appreciation was sent to outgoing Delegates for dedicated service. They will continue to receive the WSC Summary and *AREA HIGHLIGHTS*.

SUBCOMMITTEE: ADMISSIONS/HANDBOOK

Syntha E., Chairman

By motion at the 1989 WSC, the Admissions/Agenda/Handbook Committee became permanent and will be recognized as the Admissions/Handbook Committee.

The In-Town Committee members are: Syntha E., Chairman; Rita McC., Conference Administrator; Norma McG., Con-

ference Chairman; Audrey B. and Maxine K., At-Large Members.

All recommended changes to the Handbook and the Committee Guidelines were reviewed and will be presented to the Standing Committee at the 1990 WSC.

The Committee agreed that recommending Conference themes and Spiritual Speakers was no longer an appropriate responsibility.

Letters were sent to Delegates with information regarding the Committee and its purpose along with a list of Committee members.

The Committee reviewed Ask-It-Basket questions and suggestions from Delegate members for changes in the Handbook Election Procedure and Requirements and responded to inquiries accordingly.

OFFICE PROCEDURES

Correspondence and telephone inquiries regarding Area concerns were answered daily. Area newsletters were read and articles of interest selected for *AREA HIGHLIGHTS*; records were updated.

COOPERATING WITH THE PROFESSIONAL COMMUNITY

Mary C./Phyllis D., Chairmen
Ellen D., Administrator

COMMITTEE

Phyllis D. became Chairman following the 1989 WSC. The Committee met five times including the Standing Committee at the 1989 WSC.

WSC PRESENTATION

The Committee's presentation included a skit, song, information on the new Bookmark: What Al-Anon/Alateen Is & Is Not and a CPC Workshop followed by a question and answer session.

PROFESSIONAL ACTIVITIES

The following 13 conferences/meetings related to CPC work were attended by WSO Staff/Volunteers:

The Drug Abuse Challenge To The Black Communities Health Conference, Atlanta, GA - Mar 15-17, 1989

National Council on Alcoholism Conference, Washington DC - Apr 28-30, 1989. (Representation at their Council of the Field Breakfast)

Alcohol And Other Drug Problems Third National Conference On Women's Issues, Tulsa, OK - May 7-10, 1989

University of Utah School on Alcoholism and Other Drug

Dependencies, Salt Lake City, UT - June, 20-25, 1989 (presentation given)

1989 Rutgers Summer School of Alcohol Studies, New Brunswick, NJ - June 21, 1989 (presentation given)

North American Congress On Employee Assistance Programs Conference, New York, NY - Aug 7-10, 1989 (open Al-Anon meeting)

40th National Conference Sponsored by the Alcohol & Drug Problems Association, Washington, DC - Aug 27-30, 1989 (presentation given)

National Association For Children Of Alcoholics, San Diego, CA - Aug 27-31, 1989

1st Annual Native American Children of Alcoholics Conference, Missoula, MT - Sept 10-13, 1989

National Victims Center Conference, Philadelphia, PA - Sept 21-23, 1989

11th Annual Conference on Alcohol and Other Drugs of Abuse, San Francisco, CA - Sept 27-30, 1989 (presentation given by local members)

National Association of Social Workers Conference, San Francisco, CA - Oct 11-14, 1989 (presentation given)

National Conference on Medical Education and Research in Drug and Alcohol Abuse, Rockville, MD - Nov 7-8, 1989

EXHIBITS

Al-Anon exhibited at 21 national/regional conferences where volunteers staffed the booths and distributed literature. The film, *Al-Anon Speaks For Itself* was shown at the film festivals of five conferences. The film was also awarded first place in the special interest category by the National Conference of the American Correctional Association. Hardcover books were sold at two conferences; literature was sent to 17 conferences for their Free Take One-Tables.

COMPLETED

Bookmark: What Al-Anon/Alateen Is & Is Not - This item was produced and became available for distribution.

Breakfast For Professionals - On October 12, 1989, a Breakfast and presentation was held for professionals attending the National Association of Social Workers Conference, San Francisco, CA. A total of 135 professionals and 16 Al-Anon volunteers attended. The presentation, chaired by the CPC Administrator, included Al-Anon and Alateen speakers, a Question and Answer period and a viewing of the film *Al-Anon Speaks For Itself*.

Mailing To Medical Libraries - A cover letter with a tear-off portion to return for more information was sent with the following inserts to over 2,100 Medical Libraries: Have You Tried Al-Anon Doctor?, Al-Anon, Family Treatment Tool In Alcoholism, The CPC Bookmark: Al-Anon Is & Is Not and the order form for Videos Carry The Message.

Yearly Calender - Articles focusing on reaching out to professionals in Business, Education, Law, Medicine, Mental

Health and the Clergy were submitted for the 1989 issues of *INSIDE AL-ANON*.

An Open Letter To Doctors - A new letter was developed to replace the outdated, An Open Letter To My Doctor.

Quotations from Professionals - In order to update quotes which appear in several pamphlets, letters of request were sent to a number of professionals; 15 have been received.

IN PROGRESS

Open Letters - A design was selected for the masthead for all of the Open Letters, with the exception of An Open Letter To My Teacher. The Open Letters will be listed on the Supplementary Order Blank at five free of charge and 100 copies for \$5.00.

1990 Al-Anon/Alateen Membership Survey - The Committee approved the survey questions and increased the number of Alateen groups being surveyed from 7% to 10%.

An Open Letter To Human Service Professionals - A draft of this proposed item was compiled at a task force meeting of several in-town members.

UNDER CONSIDERATION

Rolodex Card - This proposed item would provide space for members to insert local contact information, the 800 number to call for meeting information and information from the "You Can Render" leaflet.

CPC at the Group Level - The development of an item to inform groups about CPC and encourage them to get involved in this area of service.

The Open Al-Anon Meeting (G-27) - being considered as a CPC service tool, since this is no longer a P.I. guideline.

The Committee decided not to implement the following projects which had been under consideration: Memo to the Professional Community, Re: Our Primary Purpose; film loop; handout describing what Al-Anon is and is Not.

NEWSLETTERS

AL-ANON SPEAKS OUT - Winter 1988-89 was a memorial issue dedicated to Lois. The Summer 1989 issue featured an article on Al-Anon's Second International Convention. Enclosures were: The CPC Bookmark: Al-Anon/Alateen is & is Not, and an order blank to receive a complimentary copy of the first set of the Alateen Talks Back Series. Both the Winter and Summer issues were sent to over 13,000 professionals. The Winter 1989-90 was compiled and sent to production.

Seasonal Letter - The Committee agreed to discontinue sending this letter with the winter issue of *AL-ANON SPEAKS OUT*.

CPC Sharings - The Committee approved a new one-page Coordinator's newsletter to be produced quarterly. It replaces the semiannual CPC Sharings Newsletter. The Spring issue of this Coordinator's newsletter was sent to Area CPC Coordinators.

CPC Coordinators - Two bulletins were sent: one encouraged cooperation for National Collegiate Alcohol Awareness Week, October 15-21, and the second encouraged the use of "An Open Letter To My Teacher" and "A Teacher Finds Guidance in Al-Anon," when contacting educators.

OTHER OFFICE ACTIVITIES

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

Revisions - Pebble in the Pond, the Service Workbook, CPC items in the CAL Catalog, An Open Letter To A Lawyer, Al-Anon and Professionals, Al-Anon Speaks To You, The Professional and the Guideline for Introducing Al-Anon To The Professional Community (G-28).

Office Work - A CPC or Educator's pack and a form or personalized letter was sent in response to over 1,390 professional inquiries.

Welcome Visitors Sheet - A CPC pack and a form letter were sent to 671 professionals who signed at the exhibit booths to be on our mailing list for professionals.

National Collegiate Alcohol Awareness - Literature was sent in response to the requests of 14 professionals planning National Collegiate Alcohol Awareness Week.

SUBCOMMITTEE: NPIC (NATIONAL PUBLIC INFORMATION CANADA)

Gloria P./Mary C., Chairmen
Ellen D., Administrator

COMMITTEE

Mary C. became Chairman when Gloria P. resigned for personal reasons.

AL-ANON SPEAKS OUT

There were 6,931 Canadian Bulletins sent to members for service work. Eight copies of the Alateen video were sold in response to the 1988 mailing. The 1989 mailing along with a form to request a copy of *The FORUM* was sent out to 2,750 professionals in Canada. Approximately 350 copies of *The FORUM*, along with an order form were sent in response to the professional requests. The Bulletin for 1990 was compiled for production.

BREAKFAST FOR PROFESSIONALS

Hosted at Halifax, Nova Scotia on June 29, 1989. Approximately 70 professionals in the Criminal Justice fields attended along with 15 Al-Anon volunteers.

IN PROGRESS

A draft of a fact sheet for professionals in Canada and an informational sheet about NPIC and how it serves the membership is being compiled.

EXHIBITS

NPIC provided a display for eight exhibits. Literature was

sent for 12 Take-One-Tables and the registration packets for three at national conferences. The Al-Anon and Alateen videos were sent to three Film Festivals.

Speakers and chairmen were provided for two presentations at national professional conferences.

INQUIRIES

612 English and 85 French packets of literature were sent in response to inquiries.

MEDIA CONTACTS

There were six contacts with the Canadian media.

OTHER OFFICE ACTIVITIES

The office was relocated in September. A computer, printer and table were purchased and set up in the new office.

The Office manager attended three courses during the year. Two professional contacts were made: a counselor visited the office for information and the Office Manager later attended an Open House with representatives of other agencies in Ottawa.

A graphics design for a new exhibit booth was completed.

The FORUM

Anita M., Editorial Committee Chairman
Robert D., Business Operations Chairman
Fran M., FORUM Administrator

EDITORIAL COMMITTEE

The Committee met eight times. Cecil H. became a member of the Committee as of July 1, 1989.

COMPLETED

Special Issue - An expanded 28-page issue, dedicated to the memory of our beloved co-founder, Lois W., was printed in March. Extra copies were ordered and made available to non-subscribers, as well as subscribers, at \$.60 each.

In response to the membership survey which requested more pages, the first 28-page glossy cover issue of *The FORUM* with tear-off order form was produced in September '89. (See FORUM Business Operations section.)

IN PROGRESS

Slogan Book - The interior layout and cover art were approved unanimously by the Committee, with a recommendation by the Executive Committee to remove the title from the cover. The words "1990 International Convention" will be added in small print below the design and the title page will read, "A Presentation of Slogans and Sayings by Al-Anon Family Groups." (See FORUM Business Operations section.)

FORUM FAVORITES, Vol. 3 & 4 - The WSC approved a motion to produce Vol. 3 of FORUM FAVORITES and

subsequent volumes. The Literature Committee is currently reviewing sharings to be considered for Vol. 3. Target date for completion is early 1991.

FORUM Reprints - A reprint for and about adult children has been approved by the Executive and Policy Committees. Production will commence early in February 1990.

FORUM issues from 1984-89 are being reviewed for material to include in other new reprints. Topics under consideration are: Abuse, Loneliness, Trust and Relationships.

FORUM Coordinator Guidelines - A questionnaire was prepared and sent to Coordinators seeking their suggestions. Guidelines will be developed based on the responses.

UNDER CONSIDERATION

FORUM Binder - The Committee is investigating a new type *FORUM* binder. The Production Department has been requested to submit prices to the FORUM Business Operations Committee.

EDITORIALS

Articles - Among articles published in 1989 were: "Formula for Living," (Jan) on letting go and letting God; "Walker," (Feb) describes how a recovering alcoholic's story of courage helped this member to heal; "Lois' Story," (Mar) on Lois' realization that she needed a program just as much as Bill did; "Growing Pains," (Apr) a member shares that there can be no growth without pain; "Mainline to Maturity," (May) a male member shares how his relationship with his Higher Power and others has been restored and how he has attained maturity; "Long Road to Self-Esteem," (June) describes how a member's use of the Al-Anon tools helped her to grow spiritually and gave her self-esteem at last; "Daily Lesson Plan," (July) a member learned to speak the truth in love and balance; "False Barriers," (Aug) describes how this member began trying to convert others instead of facing her own fears; "Detour," (Sept) this member changed from a foot mat to a human being with her own free will and personality; "Shades of Grey," (Oct) a member who expected sobriety to be the solution to all her problems, finds herself with the help of the program; "Bells are Ringing," (Nov) an adult child relates how Al-Anon helped her to experience unconditional love, trust and serenity; "The Twelve Gifts," (Dec) a member elaborates on the valuable gifts she has received in the program.

BUSINESS OPERATIONS COMMITTEE

The Committee met three times. Approximately 62,800 copies of *The FORUM* were mailed in December and there were 53 Coordinators.

COMPLETED

Tear-off Page - The Board approved an additional tear-off flap to be added to the back cover commencing with the September '89 issue. One side features a *FORUM* subscription order form and the opposite side a changing order form for other Al-Anon material. Orders received on these forms will be monitored by the Accounting Department for a nine-month trial period and the effectiveness of the flap determined at that time.

contact with the staff of a facility and to serve as a periodic check list for those sponsoring an Institutions group.

UNDER CONSIDERATION

Open Letters, Institutions Section, Combined Service Workbook (K-17) - The Committee discussed the need to revise the following form letters which have not been updated since 1983: Letter For Use When Contacting Families of AA Members In An Institution (L-5); Institutions Letter To The Professional (L-7); Sample Letter To Be Used When Contacting Local AA Institutional Groups (L-9); Suggested For A Local or District Project (L-10). Particular attention will be given to current policies regarding cooperation with Alcoholics Anonymous groups (third party literature mailings) and staff of facilities.

Statement Of Purpose For Al-Anon Meetings In Institutions - This service sheet is being reviewed.

You Can Render (M-19) - The Committee recommended the development of an article in *AL-ANON IN INSTITUTIONS* to encourage the distribution of this piece to professionals.

OCTOBER INSTITUTIONS MONTH

The calendar was sent to the fellowship along with the July issue of *AL-ANON IN INSTITUTIONS* and Aug/Sept issue of *INSIDE AL-ANON*. The 1989 theme was "Walk This Path Of Hope." A.I.S. and Area newsletter editors in the U.S. and Canada received a copy of the calendar for duplication. Area Institutions Coordinators and Delegates were also provided with copies of the calendar to encourage local participation, and the calendar has been added to Regional Service Seminar registration packets.

AL-ANON IN INSTITUTIONS

The March, July and November issues of *AL-ANON IN INSTITUTIONS* were distributed. The March issue featured an article in recognition of Lois W.'s birthday and the 1989 WSC theme, March 4th Into Service. The July issue contained articles about October Institutions Month and the new videocassette, *Walk This Path Of Hope*. The November issue appealed to the fellowship for new personal sharings to expand the pamphlet, *Homeward Bound*. Alateen Institutions groups were sent a cover letter with each issue inviting sponsors and Alateen members to send sharings to the WSO to assure continuation of the Alateen page.

CORRESPONDENCE

A variety of correspondence and telephone inquiries were received. A sampling of subjects includes: Al-Anon adult children, dual member information and literature requests from inmates for their personal use or in behalf of relatives; AA groups at correctional facilities sought literature for distribution to their members, families or friends; prison counselors or inmate peer coordinators requested literature for juveniles and adults as part of substance abuse, family day and pre-release programs as well as staff workshops and residential libraries; professionals from hospitals and treatment centers inquired about forming Al-Anon adult children and Alateen groups; suggestions for Alateen literature at a hospital teen health fair and adolescent psychiatric hospitals were provided; information about audio/visual materials for a cable television patient/staff in-

service education was sent; a sexual assault program inquired about starting an Al-Anon group at their facility; limited access groups were explained to staff and Al-Anon members sponsoring a group at abused family residences; a group requested information about signing a statement for property liability during the meeting time; an Area Institutions Coordinator expressed her group's dissatisfaction with the number of newcomers sent by facilities and the resulting increased demand for literature.

COORDINATORS

Three cover letters and attachments were sent with mailings of *AL-ANON IN INSTITUTIONS*. Feedback sheets were provided for *Homeward Bound* and *Walk This Path Of Hope* articles. The 1989 revision of *Planting A Seed* was sent along with the advance notices for the P.I. Birthday Celebration Packet (K-20) and Table Display: *Alcoholism Can Tear A Family Apart* (M-38) for potential service projects. Articles targeting service projects at Veterans Hospitals and abused family residences appeared in the November *AL-ANON IN INSTITUTIONS* and December's *AREA HIGHLIGHTS*. This implemented a recommendation by the Delegate members of the Institutions Committee.

OTHER OFFICE ACTIVITIES

Inquiries - A packet of appropriate literature and a form letter were sent in response to 66 professional inquiries.

Form Letters - Three form letters were developed and put into use in answering routine inquiries.

Mailing List - 1,994 Institutions professionals are on our mailing list.

Correctional Facilities, Returned Packages - Two packets of literature from prison pre-release programs were returned because of staples in pamphlets; items with staples were eliminated and the materials were accepted by the facilities. Subsequently, literature requests sent to inmates, AA correctional unit groups, and prison pre-release programs consisted of materials without staples. Padded mailing envelopes also violate security regulations because drugs or contraband can be inserted inside of the stuffing; double manila envelopes are used instead.

1990 INTERNATIONAL CONVENTION

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

July 6-8, 1990
Seattle, Washington
Theme: Sharing New Horizons

COORDINATION

There were three trips to Seattle by different members of the Planning Committee and other WSO Staff responsible for the coordination of large meetings. While there, meetings were

The 1989 WSC approved a subscription price increase from \$ 6.00 to 7.50, effective September '89.

PROJECTS

Slogan Book - For sale at the 1990 International Convention, the price was set at \$ 8.00 each; two for \$15.00.

Subscription Envelope - A subscription envelope to be used at Area Assemblies and conventions is being considered. The Committee is reviewing samples, prices, and the possibility of various other uses in the office.

Subscriptions on Pads - The Committee decided against pursuing the pads since doing them in-house was too costly.

FORUM FAVORITES, Hardcover vs. Soft - Since the cost of producing the hardcover was higher than the soft cover, and the demand was minimal, it was decided to continue using the soft cover for Vol. 1, 2 and subsequent volumes.

The FORUM on Cassettes - The Committee will seek approval for this project at the 1990 WSC.

INSIDE AL-ANON (IA)

Jane O., Chairman
Sandra F., Editor

COMMITTEE

Index - The index has been updated through the June/July 1989 issue.

Reprint - The Executive Committee approved a reprint based on six articles which appeared in *INSIDE AL-ANON* from Dec/Jan '85-86 through Feb/Mar '87 on reaching out to newcomers. Availability of "A Few Special Words..." was announced in the Dec/Jan '89-90 issue.

Survey - The fourth sample survey, eliciting members' suggestions for improving IA's content and design, was sent to 5% of the groups in the U.S. and Canada.

EDITORIALS

Feb/Mar - In memory of Lois "Honor Our Co-Founder -- March 4th Into Service" was the banner headline; feature articles included a look at Alateen today and the growth of the National Public Information Canada (NPIC); the "Service Profile" was on Claire R.

Apr/May - Included updates on Conference-Approved Literature; news about the International Convention; clarification of WSO's policy concerning the use and sale of trinkets, medallions, etc.; welcome to the Moscow Al-Anon Group and a "Service Profile" on Bonnie C.

June/July - On May 3rd a proof sheet of the mini-summary was mailed to Conference members. When the final issue was mailed to the groups it included the 1990 International Convention flyer, Confidential Listing and Contributions listing for 1988.

Aug/Sept - Members' comments on "crosstalking" at meetings was featured; 5% shipping charges on literature orders was announced; registration information on the 1990 International Convention and a "Service Profile" on Fran M.

Oct/Nov - Featured an announcement on the new Alateen's 4th Step Inventory booklet; "Send Us Your Comments" on newcomers; alternatives to the World Directory; a historical look at varying appeals to the fellowship and a "Service Profile" on Audrey B.

Dec/Jan - *INSIDE AL-ANON* was printed in red and green and included an announcement of the preparation of the children of alcoholics packet; the first Christmas message from Lois W. and Anne B.; the 1990 WSC theme; the "Service Profile(s)" on Dorothy A. and Caryn J., co-hosts for the 1990 International.

INSTITUTIONS

Jean Louise B., Chairman
Claire R., Administrator

COMPLETED

Planting A Seed - Graphics and major text revisions were finalized for the 1989 printing.

Walk This Path Of Hope - The videocassette became available in June. A suggested workshop format and feedback sheet were developed for Delegates and Institutions Coordinators; a personalized open letter from the Institutions Committee describing uses of the video was enclosed. Positive feedback sheets from Institutions Coordinators and Delegates continue; sharings on the use of the film from Coordinators and Delegates appeared in the November issue of *AL-ANON IN INSTITUTIONS*, Dec/Jan issue of *INSIDE AL-ANON* and December's *The FORUM*.

Guidelines - The following were revised and submitted to the Literature Administrator: Al-Anon Service In Correctional Facilities (G-14), and For Institutions Coordinators (G-26).

IN PROGRESS

Homeward Bound Expansion - The fellowship has responded to appeals for sharings from members who found Al-Anon/Alateen through institutions meetings. Letters were also sent to: Alateen and adult children groups at institutions, parents and mens' groups. The purpose of expanding the pamphlet is to broaden its appeal by reflecting the variety of relationships our members have to the alcoholic.

Professional Terminology Piece - Having received conceptual approval from the 1989 WSC, the Committee began developing the text. Three sections will be created using the format of personal sharings and Serena T. cartoons: For the Newcomer; For Present Members; and for Long Time Members.

Institutions Group Inventory For Al-Anon Members - A first draft of a questionnaire intended for inclusion in the Institutions section of the Combined Service Workbook was developed. The purpose is to encourage members to retain

held with the Host Committee, the Convention Consultant, hotel personnel and other vendors providing convention services.

Convention Information Flyer - A groupwide mailing translated into Spanish and French and the registration forms, went with the Conference issue of INSIDE AL-ANON.

Newsletters - Each Administrator who edits a newsletter was given a publication schedule.

REGISTRATION FORM

The ten-page registration form was produced and mailed in cooperation with Alcoholics Anonymous. Two pages contained Al-Anon information only.

REGISTRATION

Mailings - In September, a groupwide mailing of the English, Spanish and French registration forms (four to each group) were sent directly from the printer. A cover letter, flyer and labels separated by language were sent to the printer to coordinate Al-Anon's mailing with AA.

Each GSO was responsible for distribution of registration forms to their groups. Groups in countries without GSOs, were sent four registration forms directly.

HOUSING/HOSPITALITY

Hospitality Suites - were reserved by Florida (N) in the Sheraton Hotel and by three Provinces of Canada (W) in the Holiday Inn.

RVs and Dorm Housing - AA's Host Committee in Seattle is responsible for assigning the space. A pre-set package, including two meals for a specified number of days, is available.

WSO Housing/Comp Rooms - Staff, Trustees, Executive Committee members and committee chairmen will be housed within the city limits in comp rooms where possible.

SPECIAL EVENTS

Alateen Dance - Bonnie C., Coordinator. The time of the Alateen dance was set at 9:30 p.m. to 12:30 a.m.

Pioneers Luncheon - Margaret O'B., Coordinator. Mary Fran W. will lead the event, Bob S., of Texas, will be the keynote speaker. Steve DePass, an entertainer, will present Al-Anon and Alateen history in song and rhyme.

Conference Reunion Luncheon - Rita McC., Coordinator. Irene P., Chairman and Rita met with the Four Seasons Banquet Manager in November and the contract was signed.

IAGSM Luncheon - Fran M., Coordinator. A luncheon will be held at the Space Needle for a maximum of 72 people. Invitations were sent through the GSOs to service workers, translators, and all IAGSM participants.

Parade - Claire R., Coordinator, toured the Coliseum in November. The Navy Band was selected and the Parade will be led by Welcoming Committee members.

Gratitude Luncheon - Geri H., Coordinator. This luncheon to be held at the Convention Center is being arranged to thank all members of the Welcoming Committee.

Public Information - Ellen D., Coordinator. The Public Information Chairman were sent Media Kits and the Al-Anon and Alateen videos. They are doing P.I. projects monthly and sending them to WSO for review.

CONVENTION CENTER

Spiritual Meeting - Sunday's Spiritual Meeting will be held at the Convention Center.

Smoking Policies - Smoking will not be permitted in the meeting rooms; however, there will be designated areas outside the meeting rooms.

SEATTLE CENTER

Alki Room - This room is reserved for Al-Anon hospitality with members of the Welcoming Committee on hand to greet our members.

There will be an overseas information, local information, a speaker's sign in tables, WSO booth, CPC display booth, and coffee set-up on the first floor level.

PROGRAM

The program titles in English, French and Spanish were finalized and the program is ready for typesetting. Names of the workshop chairmen will not appear on the printed program but will be on a sign at the Alki Room and Convention Center.

INTERNATIONAL COORDINATION

Marge W./William S., Chairmen
Mary Ann K., Administrator

COMMITTEE

In July, two new committee members, Syntha E. and Robert V., were welcomed by Bill S.

IAGSM

"Let the Concepts Be Our Guide" was the theme chosen for the IAGSM to be held at the White Plains Hotel October 5 - 8, 1990. Delegates have been elected from: Australia, Germany, Italy, Japan, New Zealand, Norway, South Africa, Switzerland (German), and the U.K. & Eire.

SOVIET PROJECT

Two pamphlets, Alcoholism the Family Disease and A Guide for the Family of the Alcoholic were printed in Russian. Since it is impossible to get currency out of the Soviet Union to purchase material, a plan was initiated encouraging Al-Anon members to buy literature in Russian and send it in small packages to the groups registered in the Soviet Union.

SERVICES

Seven cover letters were sent to GSOs providing updates and new material. Three cover letters were sent to Delegates and GSOs concerning the next IAGSM. Letters were sent announcing the availability of Russian material to professionals and members who expressed interest over the years.

Translation Services - The following materials were sent out for review: ALATEEN--HOPE FOR CHILDREN OF ALCOHOLICS - Danish; Understanding Ourselves and Alcoholism, The Al-Anon Focus, and This Is Al-Anon - Hebrew; Freedom From Despair and Twelve Steps & Twelve Traditions - Hungarian; AS WE UNDERSTOOD... - Italian, and pages 60 - 119 in Finnish; A Merry-Go-Round Named Denial, Operation Alateen, How Can I Help My Children? and Al-Anon Is For Adult Children of Alcoholics - Norwegian; AL-ANON'S TWELVE STEPS & TWELVE TRADITIONS and What's "Drunk," Mama? - Polish; So You Love An Alcoholic and Did You Grow Up With A Problem Drinker? - Swedish. Four members volunteered to be translation reviewers in: Dutch, Hungarian, Italian, and Norwegian.

Group Information - Members in Guyana, Honduras, Japan, Panama, Philippines, Saudi Arabia, Russia, St. Kitts, and West Indies were sent group information.

Military - A list of 75 groups was received from a member in West Germany coordinating military groups in West Germany, Italy, Holland, and Austria. Forty-five of the groups were not registered with the WSO. Letters were sent to make certain they were Al-Anon groups.

A FORUM reprint was designed as part of a package for those requesting help from the military.

AL-ANON INTERNATIONALLY

Permission to print for the first time in a structure will be sent to the Executive Committee. The following permissions to reprint were sent: Living With Sobriety, Alateen, Is It For You?, and *Getting Involved*, Belgium (Flemish); Al-Anon Spoken Here, ALATEEN--A DAY AT A TIME, Planting A Seed, Labor/Management Packet, Combined Service Workbook, and *Al-Anon Speaks For Itself*, Brazil; Information for the Newcomer, Denmark; Facts About Alateen, Purpose and Suggestions, and Information for the Newcomer, Iceland; AS WE UNDERSTOOD, Italy; Alateen, Is It For You?, How Can I Help My Children?, Alcoholism, The Family Disease, and Living With Sobriety, Korea; AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS, What's "Drunk" Mama?, So You Love An Alcoholic and Alcoholism, A Merry Go-Round-Named Denial, Poland; Al-Anon Posters, South Africa; Twenty Questions (an excerpt from Alcoholism, The Family Disease), Youth and the Alcoholic Parent, Al-Anon Fact File, Are You Concerned About Someone Else's Drinking?, Let It Begin With Me (declaration card), Just For Today (Al-Anon wallet card) and Just For Today (Al-Anon bookmark), Spain; So You Love An Alcoholic, Did You Grow Up With A Problem Drinker?, Al-Anon is for Adult Children of Alcoholics, Are Concerned About Someone Else's Drinking?, Al-Anon, Is It For You, Alateen, Is It For You, Al-Anon Basic Program Card, Alateen Program Card, Serenity Prayer Card, Information for the Newcomer, Just For Today (Al-Anon and Alateen wallet cards and bookmarks), What's "Drunk," Mama?, 11"x14" printed poster with illustration, and the Alateen Tenth Step Sheet, Sweden.

Argentina - To facilitate the registering of our trademarks legal forms were sent to the GSO.

Australia - The GSO has registered the Al-Anon trademarks. A loan of \$800 (U.S. dollars) was given to the GSO for 100 Step banners designed for Aborigines. The GSO moved to a new location. The GSO has converted *Walk This Path Of Hope* into the video system used in their country.

Belgium (Flemish) - The GSO is working on the registration of our Al-Anon trademarks. The GSO has converted *Al-Anon Speaks For Itself* into the European video band PAL and offered to share it with other GSOs. The manuscript for ALATEEN--A DAY AT A TIME was sent for review.

Belgium (French) - The GSO has moved to a new location.

Botswana - Clarification between the International Convention and WSC was sent to an individual in Gaborone.

Brazil - The GSO has registered our trademarks. The 1988 IAGSM Slide Presentation was shown at their 11th General Service Conference. The GSO converted *Walk This Path Of Hope* into the video band PAL. The first RSS was held in October.

Chile - An AA member in Santiago offered to organize the Al-Anon groups.

Colombia - WSO's experience was shared in eight long letters to the GSO on subjects including: the mention of religious retreats at meetings, fund raising events, structuring into Areas and Districts, registration of Al-Anon adult children of alcoholics groups, participation in book fairs, suggestions on contacting professionals in the community, and the division of duties at a national convention. Reprint permission was sent to the GSO for Alateen, Is It For You?

Costa Rica - Clarification was given to a group inquiring about "special workers" mentioned in Tradition Eight.

Denmark - Although WSO Board of Trustees approved a loan to the GSO for the printing of ONE DAY AT A TIME IN AL-ANON, ultimately the final cost Denmark would need to pay the loan, was too costly to complete the project. Leif S., GSO Secretary, 1986 IAGSM Delegate, resigned and Gerda R. is the English-speaking contact for the GSO. Preliminary ByLaws were received with a notice of a conference for Group Representatives.

Faeroe Islands - These islands are geographically separated from, but politically part of Denmark. Our "Criteria for Granting Reprint Permission for CAL" was given to a group in Torshavn since the language spoken there is an old Scandinavian dialect.

Finland - Russian material was sent to members travelling through Moscow. The reviewed manuscript for AS WE UNDERSTOOD... and its reprint permission form were sent to the GSO.

France - The GSO moved to a new location. Material on an Archives is planned.

Germany - Due to budget, a representative did not attend the Third Service Conference of Al-Anon Germany. Material on Area Archives was sent to the GSO.

Ghana - Clarification of the Al-Anon program was sent.

Greece - Evi S. visited the WSO and brought the newly printed ONE DAY AT A TIME IN AL-ANON in Greek.

Honduras - Information on starting a group was sent.

Hungary - The "Forras Al-Anon Csaladi Scoport Group" is the first Al-Anon group registered in Pecs.

Iceland - The GSO will be open five days during the week.

India - The first Intergroup in Bombay registered and our "Criteria for Granting Reprint Permission for CAL" was sent. The second Intergroup in Calcutta held their first meeting and elected officers. Two copies of the first edition of AL-ANON FACES ALCOHOLISM were sent to all the groups in India. A Beginners' Meeting was started for Bengali/English-speaking members in Calcutta.

Indonesia - A member moving from Texas to Jakarta requested material to start a group.

Israel - Information about sponsoring Alateen was sent to an individual in Tel Aviv along with the name of an Alateen Sponsor in Givataim.

Italy - The reviewed manuscript for AS WE UNDERSTOOD... was sent to the GSO.

Japan - Cecilia M., IAGSM Delegate, attended the 1989 WSC as a representative of Japan. Cooperation Between Al-Anon and AA Guidelines were sent to the AA Kansai Central Office and an Al-Anon group in Osaka inquiring about open meetings, anniversaries and conventions with Al-Anon and AA.

Kenya - Material was sent to a professional interested in Al-Anon as a resource for families and friends of alcoholics along with contact names for our two registered groups.

Korea - A Service Committee Meeting is held in Seoul every three months with representatives from each group. Guidelines for a General Service Structure and Information Service Office were sent to our contact, Morty K., who is organizing the groups in Seoul.

Lesotho - Three groups in an independent land-locked country within South Africa were registered as a separate structure in a separate country.

Malaysia - An English-speaking contact for the Al-Anon group in Ipoh, Perak, requested material in Malay, Indonesian, and Temid.

Mexico - Information on the relationship of the Executive Committee and Board of Trustees was shared by the Executive Director outlining her duties in a letter to the GSO. Many letters and calls were exchanged over the year on issues such as: P.I., open house at GSO, changing names of groups from "Young Al-Anon" to "Adult Children" and Regional Service Seminars.

Micronesia - Information on adult children of alcoholics and the name of an English-speaking contact were sent to an individual in the Mariana Islands.

Netherlands - A service committee for Al-Anon in Holland

requested assistance from the WSO to become a sound service structure. The Guidelines for a General Service Structure were translated into Dutch and cooperation with the Belgium service members has given them clearer direction. A member representing Al-Anon attended an International Conference for Third World Doctors. The GSO in England met the last minute requests for literature.

Nevis - A registration form with complimentary material was sent to a group in Charlestown.

New Guinea - Information about our Lone Member Service was sent to an Al-Anon member.

New Zealand - The Board of Trustees duties were requested.

Nigeria - Information was sent to an individual in Akwa Ibon State and a member relocating from Ireland.

Norway - AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS, in hardcover, was reprinted. Reprint permission forms were sent for: Operation Alateen; Alcoholism, A Merry-Go-Round Named Denial; How Can I Help My Children; To the Mother and Father of the Alcoholic; Are You Concerned...; and Al-Anon is for Adult Children of Alcoholics.

Philippines - A contribution came from the two registered Al-Anon groups in Metro Manila.

Poland - A professor from Warsaw, interested in Al-Anon's history, visited the WSO and received complimentary material.

Saudi Arabia - Information and material were sent to a professional interested in Al-Anon.

South Africa - WSO received an audiocassette from the GSO of Lois' Memorial Service in Pretoria and was forwarded to our Archives.

Soviet Union - On January 2, 1989, the first Al-Anon group in Moscow registered. At the end of 1989 there are two groups in Moscow, two in Leningrad, two in Vilnius, one in Lvov, and one in Kiev. The leaflets, Understanding Ourselves and Alcoholism and Purpose and Suggestions, were reprinted in-house at WSO in Russian. The International Administrator and P.I. Chairman attended a Soviet/American Conference on Alcoholism. Soviet attitudes toward the families of alcoholics and their openness to Al-Anon have improved since WSO's first contact with the Soviets in 1987.

Spain - The GSO is working to register the trademarks.

Sri Lanka - Complimentary material and group registration forms were sent to our contact in Colombo.

Sweden - The GSO continues to witness tremendous growth in their service structure by setting up District boundaries, choosing an appropriate date for their Conference, working with Finland's GSO on translations, and requesting information from the WSO on how to price literature.

Switzerland (French) - The GSO has moved from Geneva to Lausanne.

Switzerland (German) - The registration of the Al-Anon trademarks is completed. The GSO has moved from

Strengelback to Olten. As a service for the groups in Poland, the GSO will copy several Polish translations.

Tanzania - Information and material were sent to six church members who wish to help in the alcoholism education. Included was our Al-Anon contact's name in Bariadi along with copies of This Is Al-Anon in Swahili.

Trinidad - Literature, guidelines and manuals were sent to the First Port of Spain Al-Anon Group since material was lost due to a large turnover of members. Information and material were sent to several individuals. Gratitude was expressed by an individual who received supplementary Al-Anon literature.

Turkey - Lone Member Service information was sent to a member living in West Germany who wanted a contact living in Turkey.

U.K. & Eire - The GSO is in the process of registering the trademarks. Hazelden Education Services International in Dublin is offering the ODAT at a lower cost than the Al-Anon Information Center causing them difficulties. It was suggested to the service members to contact the Hazelden personnel to work out a less competitive agreement. Sheila A. will chair the ad hoc committee to study the relationship of the IAGSM to the WSO.

United Arab Emirates - Information, material, a registration form, and the location of an English-speaking group in Dubai were sent to an individual wishing to start an Al-Anon group.

Uruguay - A heartfelt letter sharing the difficulties of raising two daughters in the midst of alcoholism was answered and then forwarded to *The FORUM*.

Venezuela - The documents to register the trademarks were signed, notarized and returned to the GSO. The GSO members were directed to their Board of Trustees about the possibility of charging postage for literature to their members.

Viet Nam - Material was sent to an individual in Hanoi who hopes to start the first Al-Anon group there.

Yugoslavia - Lone Member Service information was sent to an individual in Belgrade who relocated from Australia.

Zambia - Information was sent to individuals wishing to begin a group and to those wanting to know our program of recovery.

Zimbabwe - The first edition of AL-ANON FACES ALCOHOLISM was sent to the Harare Al-Anon Group. Literature and our basic manual, Al-Anon and Alateen Groups at Work, were also included.

Sandra F., Teresa M., and Mary Ann K., set direction for the work accomplished under the Spanish Services Report. Among the major decisions made were the following: Production of *Al-Anon Speaks For Itself* in Spanish, Twelve Traditions reprint from *The FORUM*, review of translated material, procedure to distribute new material, and coordinating procedures between departments for translated material.

LITERATURE

Peggy L./John K., Chairmen
Geri H., Administrator

COMMITTEE

John K. was appointed by the Board of Trustees to serve as the new Literature Chairman.

The Literature Committee decided on a system of Task Forces (ad hoc committees for individual projects, meeting when necessary) to facilitate its work. Two Task Forces met.

COMPLETED

The following projects were completed during 1989:

- (P-63) Index to Recovery in CAL
- (M-45) Banners - Twelve Steps and Twelve Traditions
- (K-8) Sampler of Al-Anon/Alateen Literature
- (B-8) First Time Indexed - Al-Anon's Twelve Steps and Twelve Traditions
- (B-4) New jacket - DILEMMA OF THE ALCOHOLIC MARRIAGE
- (P-5) New cover - Blueprint for Progress - Spanish translation
- (P-53) New cover design - Al-Anon Spoken Here - Spanish translation
- (P-3) New cover color - Merry-Go-Round Named Denial - Spanish translation
- (P-4 In sync - Alcoholism, The Family Disease & P-4L)

IN PROGRESS

AL-ANON FAMILY GROUPS Revision/Expansion - The Chairman of the Board of Trustees' ad hoc committee for review of the AFG revision/expansion discussed her committee's report with the Literature Committee which decided upon the following plan of action: 1. Take a recap/inventory of this project from its beginning; 2. Confirm that the Literature Committee is in agreement; 3. Review existing book once again; 4. Present the Committee's conclusion to the Conference; 5. Present revised version; 6. Select another writer; 7. Continue to collect sharings.

It was also suggested specific procedures for manuscript review be incorporated into Literature Committee Guidelines.

A Task Force was formed to oversee and coordinate efforts to comply with the motion of the Board of Trustees.

Difficult Situations - Following Committee approval and Task Force refinement of the proposed outline, the writer/editor produced a manuscript which has been submitted to the Literature Committee for comments and suggestions. Members were reminded that this manuscript should not be duplicated. It can be shared with one other person and it must be returned to the WSO. Possible titles will be considered and discussed by Committee members at the January meeting.

Daily Reader - A new writer/editor was selected. After

meeting with the Committee and discussing several suggestions for the format and style of the writings, it was decided that the page format will be the same as in ODAT: Sharing, Today's Reminder, quote. In addition to 366 meditative readings, the writer/editor will also produce an introduction and index. In-town members again offered their suggestions.

FORUM FAVORITES Vol. 3 - Having used the Literature Committee's "Guidelines for Reviewing Material" in their selection process, the FORUM Editorial Committee submitted two collections of editorials for review by the Literature Committee. Each editorial will be considered individually and those approved for inclusion in FORUM FAVORITES Vol. 3 will not be edited. A third collection of editorials will be submitted to the Committee for review in January.

Living With Sobriety: Another Beginning (A-10) - The Executive Committee approved production of an audio cassette of this booklet. Guidelines were developed and several Al-Anon members who are professional recording artists volunteered to freely and anonymously record this booklet. Availability is anticipated in January 1990 with a selling price of \$6.00.

Living With Sobriety: Another Beginning (P-49) - Changes were approved in format, as well as the addition of an index. The index for the book is complete, a new cover has been designed and costs are being reviewed for changes approved by the Committee.

Al-Anon Is For Adult Children (P-52) - This pamphlet will be expanded by adding the "questions" and "thoughts" from DILEMMA OF THE ALCOHOLIC MARRIAGE (B-4). Availability is anticipated in mid 1990.

Children of Alcoholics Packet (K-21) - With the approval of the Board of Trustees, a packet of information has been developed for children of alcoholics with availability anticipated in January 1990.

UNDER CONSIDERATION

Illustrated Material - The sales figures for The Concepts - Al-Anon's Best Kept Secret? (P-57) and Al-Anon's Twelve Traditions - Illustrated (P-60) do not reflect a clear demand for more illustrated material at this time; we will continue to track them for another year.

Large Print Literature - The sales figures for larger print material were inconclusive. It was decided that production of additional large print material would not be recommended at this time. Methods of encouraging the use of these items are being considered. Larger print items are shaded for instant recognition on the new CAL order forms.

Material for Men - In response to articles in *The FORUM*, *AREA HIGHLIGHTS* and *INSIDE AL-ANON* several sharings from men have been received. It was suggested that Al-Anon IS For Men (P-1) be expanded with additional sharings from men.

Revisions and Consolidation - A complete revision of Al-Anon, You and the Alcoholic (P-2) will be undertaken in 1990. The testimonial section will be updated. So You Love An Alcoholic (P-14) is currently in the Newcomer's Packet, consequently, the Committee agreed not to expand it, as this would increase the cost of the pamphlet and the packet. The Literature Committee will not undertake the revision of

Information for the Newcomer (S-4) as this is a P.I. piece.

Beginner Tapes - Committee will consider revisions in 1990.

Questions and Answers - The Committee considered developing a pamphlet which would provide an Al-Anon response to a frequently expressed need/desire of a large segment of our fellowship, adult children of alcoholics. However, it decided to recommend that this material be sent to the writer/editor of AL-ANON FAMILY GROUPS Revision/Expansion for consideration as a sharing from an Al-Anon member.

Al-Anon Sharings from Adult Children (P-47) - A reformatting of this pamphlet is being considered. It would include the addition of Did Your Grow Up With a Problem Drinker? (S-25), the "Checklist for Maturity," slogans and edited sharings. A title change has been suggested.

Literature Rack - The Committee continues to collect information from groups on how they display CAL.

COORDINATORS

To further an active interest in all Al-Anon CAL, increased communication with Literature Coordinators continued. Literature Coordinators were sent samples of new items.

A letter and an inventory on the use of Conference-Approved Literature were sent to all Literature Coordinators. Responses show members' strong interest in our literature and the means of fostering an awareness of it.

Information on material available for the visually impaired was sent to Literature Coordinators, Literature Distribution Centers and Information Services, encouraging them to reach out to these disabled members of our fellowship.

Sixteen newly appointed Literature Coordinators were welcomed, registered and sent material to assist them in their service to the fellowship.

LITERATURE DISTRIBUTION CENTERS

A form letter was developed to respond to requests to register as Literature Distribution Centers. Centers were informed via a letter of a 5% shipping charge.

OTHER OFFICE ACTIVITIES

Guidelines - The revising and updating of all 30 Al-Anon Guidelines (G#) in preparation for reprinting continues. CAL - Is the Cupboard Bare? (G-31) has been revised and produced in the standard format for a guideline. It is now available under the title: Ordering Literature. Literature Coordinators (G-6) will also be produced in the standard format. Literature Distribution Centers (G-18) is now available.

Permission to Reprint - Sixteen releases were granted for brief excerpts from Al-Anon material to be quoted in outside material.

A request to reproduce excerpts from ODAT on computer tape and another to reproduce the entire text of ODAT on floppy disk, suggest areas of publishing Al-Anon may wish to consider for the future.

Advance Notice - Forms were designed to announce: Sampler of Al-Anon/Alateen Literature (K-8); Al-Anon's Twelve Steps and Twelve Traditions - Indexed (B-8); Listen and Learn; Catalog Update (M-45) (B-11), (P-63).

Efforts continue on simultaneously announcing material to groups and individual members.

Catalog and Order Forms - The Catalog of Conference-Approved Literature (S-15) was redesigned and updated. All order forms were updated prior to reprinting and include notice of the 5% shipping charge.

A four-page catalog, Reading for Recovery (S-15R), is also now in circulation. This smaller catalog will be used for our packets, exhibits and general information.

Revising/Reprinting - Five Al-Anon books and 41 pamphlets were reviewed; minor revisions were made before reprinting.

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*. There has been an increase in the number of letters offering suggestions for CAL.

LONG-RANGE STUDY PANEL

John F., Chairman
Sandra F., Secretary

PANEL

Several guests attended meetings during the year. One new member, Bob T., joined the Panel and John B. was appointed liaison from the Board of Trustees. The Board periodically reviews and prioritizes LRSP agenda topics. At the Panel's request "Dual Addictions" was removed as a topic for consideration since a Policy motion at the 1988 WSC provided sufficient direction for this subject. The Panel now has four agenda topics: Location of the WSO, Marketing Strategies, Service Structure and Future Surveys and Analyzing the Present Survey.

WORLD SERVICE CONFERENCE (WSC)

The 1989 WSC voted that the Board of Trustees continue to study the feasibility of relocation and report back to the Conference annually. The Panel is conducting this survey.

A subcommittee on Long-Range Marketing Strategies was formed and met once.

Relocation - A list of 22 relocation criteria was developed and grouped under four main categories to use in narrowing down the number of cities under consideration. The subcommittee appointed to determine if the WSO should be continued as a single unit determined it would not be advantageous to divide the WSO in the foreseeable future. A report on the progress of the relocation study will be made to the Board for presentation to the 1990 WSC.

NOMINATING

John B., Chairman

COMMITTEE

The Nominating and Conference Committee on Trustees (CCT) met twice during the 1989 WSC and reviewed the Trustee-At-Large candidates for the 1989-90 year and the profile/resume form; considered having CCT use the same rating sheet as the Nominating Committee for the selection of Trustee-At-Large nominees. They also reviewed the CCT Composition, Scope and Procedures Trial Guidelines.

Letters from the CCT and Nominating Chairmen, along with copies of the profile/resume and Trustee Guidelines, were mailed to Conference members soliciting Trustee candidates by August 16, 1989. As a result, 16 resumes were received and the following names will be presented to the Board of Trustees in January: John B., IL; Jean Louise B., CO; Pat G., NJ; Daisy M., VA; Jim L., PA, and Richard B., OH.

Other Committee activities included extending annual approval of the Board Chairman and the Executive Director to serve on the Nominating Committee; review of having a separate chairman of the Executive Committee and the Board of Trustees as outlined in the Twelve Concepts of Service, eliminating the remainder of the three-year trial of separate chairman for two years and combined chairmanship for one year; accepting the resignation of Gloria P., as Regional Trustee from Canada (West) with the appointment of a Trustee (pro tem) until the Annual meeting of the Board in 1990; suggesting that the CCT be made a permanent subcommittee of the Nominating Committee; the possibility of existing candidates also submitting profiles for Regional Trustee (RT) was discussed and it was agreed that if candidates accept an RT nomination, their names would automatically be withdrawn from further consideration for At-Large Trustee; discussion concerning the disadvantage of RTs being eligible to serve as an Officer of the Board since they cannot be designated as an Officer until after they have been nominated as a Trustee during the WSC in April (At-Large Trustees are nominated by the Board in January). A decision was reached to study various options.

The Committee also developed a slate for the Executive Committee with Jane O., Bob D., Mary Fran W., to serve as members At-Large and Mary Ann K., to serve as the Administrative Staff Member.

POLICY

Marjorie W., 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 meets quarterly to discuss issues pertaining to the Traditions and the Twelve Concepts of Service. Policy Committee guidelines were

revised to add three At-large members of the Executive Committee to the Policy Committee.

POLICY DIGEST REVISIONS

The 1989 WSC approved the following revisions to the Policy Digest: page 12 under Membership Eligibility-to provide clarification on the subject of Alateen membership and uniformity in the service manuals; page 42, VI. Families with Related Problems was changed to, e. Individuals with Other Problems. Al-Anon members can inform individuals of other sources of help, informing them of our Traditions, but it is up to the individual to determine whether or not they fulfill our only membership requirement.

Other activities included: regular reports to the Committee regarding ongoing correspondence, mostly appeals but also in support of the dual member policy; discontinuing use of Lois' signature stamp; in reconsideration of Lois' anonymity, a general consensus to adhere to the 1984 motion, "that the WSO protect the anonymity of the deceased"; a decision to continue to list Alateen conferences whether or not they are connected to the Assembly structure; approving an official version of the Alateen Preamble to the Twelve Steps; a consensus that if Al-Anon was to engage in seeking public legislation to protect anonymity, it would violate the Traditions; an ad hoc committee is developing a statement on tape recordings to clarify text in the Policy Digest; another ad hoc committee developed a statement for the Policy Digest amending text relative to the discontinuance of the World Directory, adding a section titled, Getting in Touch with Al-Anon and Alateen; Archives was directed to research the actual Warranties so they can be compared with the Handbook and the Twelve Concepts; the Alateen Committee was directed to review the Alateen registration policy statement to clarify the text concerning the ages of groups.

Other discussions included a request from the Mexican GSO to sell pictures of their co-founder who is deceased; correspondence which included petitions on the dual membership policy and the use of outside literature at adult children meetings; ideas for an article in *INSIDE AL-ANON* on the use of outside literature at meetings.

PUBLIC INFORMATION

Pat G., Chairman
Carole K., Administrator

COMPLETED

Service Workbook - Revisions were completed and submitted to the Group Services Administrator.

M-38 Table Display - The revised display is now in stock. The advance notice was mailed.

Birthday Calendar - The May 1990 calendar was completed and mailed with the December issue of *INSIDE AL-ANON*, the Spanish version with *DENTRO DE AL-ANON*.

Birthday Celebration Packet - This packet contains each of 12 posters and is being sold at a reduced rate (\$3.00). The advance notice was mailed in December.

Media Release - The first release featured the first Al-Anon group in the Soviet Union and Al-Anon's 39th and Alateen's 33rd anniversaries. The second introduced Alateen's new 8 1/2" x 11" illustrated 4th Step Inventory booklet.

PSAs - Three segments, SAV-4 Family Problem, SAV-4 Teenager, and SAV-6 Worker, were updated from earlier Spanish PSAs and six tapes were produced.

IN PROGRESS

Pebble In The Pond - Revisions were forwarded to production and a March 1990 completion date has been set.

Anonymity Pamphlet - The 1989 WSC approved the recommendation of the P.I. Committee to produce a leaflet on anonymity. Several designs and a text draft explaining anonymity are being reviewed by the Delegate members of the Committee.

UNDER CONSIDERATION

Radio scripts, sample letters for communicating with the media and a P.I. workshop.

COORDINATORS

News Releases - These bimonthly News Releases from the WSO, replaced the COORDINATOR'S CORNER newsletter. The first release focused on the Birthday Celebration Packet. The second encouraged Coordinators to prepare for future media events.

A news release about the airing of the movie, *My Name Is Bill W.*, was mailed to the Information Services, Coordinators and Delegates in early April.

PSAs - A follow up letter was sent to all P.I. Coordinators asking about responses from the stations to the new PSAs.

Contact with Black Media - All P.I. Coordinators were sent listings of black media contacts for their Area with a sample contact letter and a suggested list of literature with a request that they contact the media people on their list.

COOPERATION WITH THE MEDIA

Media - There were 29 inquiries for Al-Anon/Alateen material from radio, TV and film producers. The 800# was aired on *ABC's After School Special*, *Joan Rivers* and *Phil Donahue*.

Nickelodeon cable TV will be airing the Al-Anon/Alateen PSAs during a rerun series of *Bewitched* due to public request.

Outside Agencies - Requests for Al-Anon/Alateen participation in 18 health fairs were forwarded to the Area Coordinators.

Eight agencies, including the U.S. Public Health Service and the Senate Judiciary Committee, were sent Al-Anon and Alateen materials.

Outside Publications - Twelve resource books are listing information on Al-Anon/Alateen and/or the WSO address and P.I. 800#: The Library of Congress data base (NRCM), Department of Education Publication for Schools, Encyclopedia of Associations, The Serials Directory, Children of Alcoholics: A Sourcebook, Help For Children, Volunteerism

and Older Adults: A Reference Book, Health Report, Directory of American Youth Organizations, New York Housing Authority Resource Manual, Who To Contact For Help and Citizen's Prevention Resource Directory.

CareNotes Publications was sent our current mailing address and 800#.

A total of 25 directories, 15 magazines and 4 newspapers were sent Al-Anon and Alateen literature.

OTHER OFFICE ACTIVITIES

Total 800# calls were 1,827; correspondence from the general public requesting Al-Anon and Alateen information totaled 2,766.

REACHING OUT TO THE MINORITY COMMUNITIES AD HOC COMMITTEE

Minority Communities Committee - Several members of this subcommittee attended WSO In-town Committee meetings throughout the year. Jim D., a member of the Minorities Committee, represented Al-Anon at the Drug Abuse Challenge to the Black Community Health Conference in Atlanta, GA on March 15-17. The Minorities Committee is working on its structure so that it reports through the P.I. Committee.

SUBCOMMITTEE: LONE MEMBER

MAILING

To update the Al-Anon/Alateen Lone Member and Lone Member Contact lists, a letter was sent to all registered Al-Anon/Alateen Lone Members and Lone Member Contacts concerning their status.

CORRESPONDENCE

Five Lone Members in institutions were registered. Names were sent to Lone Member Contacts who have volunteered to correspond with institutionalized Lone Members.

Lists of institutionalized Lone Members and Contacts for these members were compiled.

LONE MEMBER LETTER BOX

The March, June, September and December 1989 issues were mailed to all Lone Member Contacts. September featured an article encouraging Lone Members to attend the 1990 International Convention.

REGISTRATION

Proposed Al-Anon Lone Members:	11
Registered Al-Anon Lone Members:	27
Proposed Alateen Lone Members:	22
Registered Alateen Lone Members:	15
Registered Al-Anon Contacts:	106
Registered Alateen Contacts:	21

OTHER OFFICE ACTIVITIES

There were 180 Lone Member Contacts and 35 Lone Members deleted from the Al-Anon and Alateen Lone

Member Contact and Lone Member lists when they did not respond to the September letter asking them if they wanted to remain on the mailing list.

Information on Lone Member procedures was given to the International Services for New Zealand, South Africa and Brazil who want to establish their own Lone Member Service.

REGIONAL SERVICE SEMINAR

Mary Fran W./Audrey B., Chairmen
Rita McC., Administrator

COMMITTEE

The revised guidelines, including the bid form, were typeset and printed for distribution at the 1989 WSC. It reflects that cash advance is available to the Host Committee, upon request, to cover documented expenses, i.e., postage and related costs incurred in registration follow-up.

Additional guidelines (printed in a different color) for Canadian Regions were approved. They will be inserted with the RSS Guidelines sent to Canada.

The registration fee was increased from \$10.00 to \$15.00 starting with the Northwest RSS in the Fall of 1990.

Copies of the Seventh Tradition pamphlet (S-21), flyers of new literature and materials will be included in the registration packets at all Seminars.

A "What's New" display board will be sent to all Seminars.

A film festival including Al-Anon's videos and PSAs will be considered for future RSS's.

BID SCHEDULE

The bid schedule was revised so that two site selection decisions would not be made at one RSS meeting and to allow ample time before the RSS to submit bids.

<u>RSS</u>	<u>Region</u>	<u>When Bids Are Due</u>	<u>When Decision Is Made</u>
Spring '91	Canada East	July '89-Oct '89	Jan '90
Summer '91	US North Central	July '89-Oct '89	Jan '90
Fall '91	US Southwest	Apr '90-July '90	Oct '90
Spring '92	US Northeast	Oct '90-Jan '91	Apr '91
Summer '92	US South Central	Jan '91-Apr '91	July '91
Fall '92	Canada West	Apr '91-July '91	Oct '91
Spring '93	US Southeast	Oct '91-Jan '92	Apr '92
Summer '93	Canada Central	Jan '92-Apr '92	July '92
Fall '93	US Northwest	Apr '92-July '92	Oct '92

1989 WORLD SERVICE CONFERENCE

A pre-Conference briefing meeting was held for all Regional Trustees and Administrators.

Copies of the revised RSS Guidelines and pertinent agendas were distributed to each RT for their breakout session. Administrators received a copy of the agenda for their Region, prior to the Conference.

U.S. NORTHEAST RSS

Angela W., Chairman

Sheraton Stamford Hotel and Towers, One Stamford Place;
Stamford, CT 06902; August 4-6, 1989.

Theme - Service - A Pocket Full of Miracles

Mailings - 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.

Accommodations - Single \$156.00; double \$104.00; triple \$86.00; quadruple \$78.00. Only meals for weekend \$51.00.

Reportback - There were 405 registrants. The WSO was represented by: Myrna H., Executive Director; Mary Fran W., Chairman, Board of Trustees; John Henry K., Trustee-At-Large; Rita McC., RSS Administrator; Angela W., Regional Trustee and U.S. Northeast RSS Chairman; Mary Ann K., International Administrator; Geri H., Literature Administrator. WSO personnel who attended as observers were: Bonnie C., Alateen Administrator; Fran M., FORUM Administrator; Claire R., Institutions Administrator, Dora Torres, RSS Assistant.

The evaluations indicated that the WSO Staff sharings, workshops and rap sessions were the most popular items; more workshops were suggested.

CANADA WEST RSS

Gloria P./ Lorill W., Chairmen

Sheraton Landmark Hotel; 1400 Robson Street; Vancouver, BC, Canada V6G 1B9; November 10-12, 1989

Theme - Service - Attitude of Gratitude

Site Inspection - Rita McC. and Gloria P. met with the Host Committee Chairman, Panel 29 (BC) Delegate and representatives from the hotel.

Gloria P., RT Canada (W) resigned from the Board of Trustees for personal reasons. Lorill W., was appointed Trustee (pro tem) to fill the Board vacancy.

Accommodations - Single \$214.00; double \$184.00; triple \$105.00; quadruple \$92.00. Meal package alone \$51.00 (Canadian funds).

Host Committee - A letter was sent to the Chairman inviting him and his Co-Chairman to attend the U.S. Northeast RSS with housing and meals paid by the WSO.

The Host Committee Chairman resigned because of relocation. A new chairman was named in June.

Reportback - There were 297 registrants. The WSO was represented by: Mary Fran W., Chairman, Board of Trustees; Lorill W., Canada (W) RT and RSS Chairman; Anita M., Trustee-At-Large; Louise B., U.S. Southeast RSS Chairman;

Sandra F. Deputy Executive Director; Rita McC., RSS Administrator; Claire R., Institutions/Group Services Administrator; Carole K., P.I. Administrator.

All workshops were taped. Evaluation forms suggested that WSO sharings and workshops were the most popular agenda items. Hotel accommodations were good.

U.S. SOUTHEAST RSS

Marjorie W./Jean Louise B., Chairmen

Holiday Inn Downtown; 200 E. Amite St.; Jackson, MS 39201; March 9-11, 1990.

Bids - Bids were received from Jackson, MS; Louisville, KY; and Metairie, LA.

Site Inspection - Rita McC. and Marjorie W. met with the Host Committee Chair, Panel 29 WSD (MS) and representatives from the Holiday Inn-Downtown.

In the absence of a U.S. Southeast RT, the Board appointed Louise B., Trustee-At-Large, as Chairman of the U.S. Southeast RSS.

Accommodations - Single \$140.00; double \$95.00; triple \$80.00; quadruple \$70.00. Meal package alone \$45.00.

U.S. NORTHWEST RSS

Audrey B., Chairman

Rodeway Inn; 1223 Mullaney Lane; Billings, MT 59109; November 2-4, 1990.

Theme - Comin' Alive in Service

Bids - Bids were received from: Bismark, ND; Welchers, OR; Billings, MT; Sun Valley, ID; Anchorage, AK.

Site Inspection - Rita McC. and Audrey B., met with Host Committee Chair, WSC Delegate and hotel representatives.

Accommodations - Single occupancy \$96.00; double \$68.00; triple \$54.00; quadruple \$46.00. Meal package alone \$24.00.

Mailings - A letter announcing the site was sent to all WSC Delegates.

CANADA EAST RSS

Mary C., Chairman

Bids - Have been received from Montreal, Quebec (W); Loretteville, Quebec (E) and Brampton, Ontario.

U.S. NORTH CENTRAL RSS

Maxine K., Chairman

Bids - Were received from: Rosemont, IL (N); Des Moines, IA; Minneapolis, MN (S); Indianapolis, IN; Moorhead, MN (N); Peoria, IL (S); and Milwaukee, WI.

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CONFERENCE COMMITTEE ON TRUSTEES (CCT)

Over the past few years, CCT has worked closely with the Nominating Committee developing a cooperative relationship that serves all our interests.

The profile resume now used as a key element in the selection process is a result of that cooperation. The resume is the base for a common and complete evaluation. CCT's first task in the selection process is to review these resumes as submitted and pass them along to the Nominating Committee with an evaluation.

At this stage, the Committee has developed a ten point evaluation table to weigh each item on the resume — experience, education and service. We are representing all the Delegates and offering our best judgment of each candidate.

The Committee feels the evaluations were fair and reasonable showing the benefits of a cooperative process open to the participation of every Delegate.

Update

Dan C., Chairman

Sue B., MT was elected Chairman for 1991.

The purpose of the Committee and the ten-point evaluation system was explained to new members. The Committee reviewed the Profile Resume forms making several changes to add space on the bottom for a personal history.

The 1990 schedule for submitting At-Large Trustee resumes was discussed.

New business items included "what constitutes a year after term as Area Delegate." This topic will be discussed more fully.

A Panel 30 Delegate will be elected co-chairman to step in as chairman the following year.

Reportback

Sue B., MT

NOMINATING COMMITTEE

John B., Chairman of the Nominating Committee thanked Dan B., Chairman of CCT, for explaining the Conference Committee on Trustees procedures. John explained the process for electing three At-Large Trustees.

At the conclusion of the Conference, candidates for At-Large Trustee are solicited via a uniform resume. Upon receipt, copies are sent to the Nominating Committee as well as the CCT members. Based on a ten-point scoring system, both groups independent of the other, evaluate the resumes. The evaluations are summarized at the WSO and the results are presented during the October Nominating Committee meeting.

The six nominees selected by the Nominating Committee are presented at the January Board of Trustees meeting. Thus, a slate of three At-Large Trustees is presented to the World Service Conference for its traditional approval. After concurrence, all nominees are elected by the Board at its annual meeting following the close of the WSC.

As a nominee, John turned the election proceedings over to Mary Fran W., Chairman of the Board. Several recommendations were made to expedite the voting process for future Conferences. The Conference body gave its traditional approval to the following nominees:

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

Richard B.	OH	First 3 year term
John B.	IL (N)	Second 3 year term
Pat G.	NJ	Second 3 year term

Regional Trustees: The Conference gave traditional approval to the following RT nominees earlier in the week:

Jim K.	U. S. Southwest
Pat B.	U. S. Southeast
Skip L.	U. S. Northwest
Patricia S.	U. S. South Central

Report

John B., Chairman

NOMINATING COMMITTEE (concluded)

Since the U.S. Southeast Region did not elect an RT in 1989, Pat B. will be serving the second year of her term in order to maintain the rotation schedule.

Executive Committee: The Conference membership was advised of the Board selection of Executive Committee members for a 1 year term.

Jane O.	(eligible to serve 1 year)
Bob D.	(eligible to serve 2 years)
Mary Fran W.	(eligible to serve 3 years)
Mary Ann K.	(Administrative Staff Member)

Jane O. was elected Chairman of the Executive Committee.

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

John B.	IL (N)	Chairman
Helen W.	IA	Vice Chairman
Mary C.	Ont (S)	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 1990 Nominating Committee Report.

BOARD OF TRUSTEES

Board Report

In response to past World Service Conferences, the Board of Trustees provided reports on various issues to keep the WSC members apprised.

As requested, a feasibility study was conducted regarding the production of an Alateen video. Due to exorbitant costs, a decision was made not to proceed with this concept. The ad hoc committee charged with the feasibility study worked with the Alateen Committee to develop alternative suggestions for reaching the fellowship to increase sponsorship and membership.

The FORUM Editorial Committee, which includes a volunteer Trustee as Chairman and a salaried FORUM Administrator, is in its second year of a three-year trial period. Currently, the structure is providing many benefits and a full report will be given at the conclusion of the three-year trial period.

The concept of reproducing *FORUM* articles on audiocassette tape was presented to the Board of Trustees at its April Quarterly Meeting. As a result, the Board Chairman requested, and received, a consensus from the Conference membership to proceed with a feasibility study to produce selected *FORUM* articles on tape.

An ad hoc committee responsible for reporting on the AFG book as charged by the Board of Trustees, recommended to the Literature Committee that detailed guidelines outlining the CAL process be produced. Further, the Literature Committee should again review the current AFG book to determine which, if any, portions can be retained. If the consensus was for a total re-write, it would be necessary for the 1987 WSC Motion to be rescinded.

The Delegates were provided with an annual report from the Long-Range Study Panel regarding relocation of the WSO. During the past year, the Panel reviewed the structure of WSO operations and agreed that the office should continue to be housed as a single unit with the possibility of relocating back-office operations (i.e., offset printing). The list of relocation criteria was narrowed down into several broad categories, including: staffing/volunteers; financial; professional services; accessibility, and national exposure. The Panel reported that since the current lease expires in 1996, a decision to relocate must be made in 1992. Updates will continue regularly to the Board of Trustees: annually to the WSC.

On behalf of the Board of Trustees, Mary Ann K., International Coordination Administrator, and Richard Keilly, Controller, presented preliminary information regarding Al-Anon hosting an International Convention separate from AA during the latter part of the decade. Responding to the questions regarding finances, rough estimates were presented. A questionnaire was distributed for the Delegates to poll their Areas to determine interest. After careful consideration, and much discussion, a motion from the floor of the Conference was approved to have the WSO proceed for one year with a study on the feasibility of Al-Anon hosting its own International Convention.

Motions were presented by Mary Fran W., Chairman of the Board of Trustees, and approved by the Conference voting members:

Board Motions

to terminate the three-year trial period relative to the Chairmanship of the Executive Committee and, continue pursuant to the Twelve Concepts of Service as written;

that Delegate members become a permanent part of the Archives Committee composition as the trial period is completed and the structure has proven to be successful;

that the composition of the Conference Committee be modified to reflect the current titles of its members;

to accept a Resolution of Gratitude to AA for presentation at the International Convention in the form of an engraved plaque as proposed by the Archives Committee;

the Conference Committee on Trustees (CCT) become a permanent subcommittee of the Nominating Committee as discussed at the 1989 WSC for Board consideration.

SPIRITUAL SHARINGS

In preparing for this talk today, I realized how much I have changed. Like many of you, I came into Al-Anon full of despair. If there was a good day, I was unable to recognize it because negative thoughts consumed every waking moment. I am very grateful for the experience, strength and hope shared in Al-Anon. When the problems from alcohol began to arise, I knew they were my fault and God was punishing me. One night when my husband hadn't come home I held a bottle of tranquilizers in my hand ready to take them all. Today I know God was working in my life for something stopped me and I walked into the bathroom and flushed them away.

Skeet J., MI

One of the first tools I tested was "Let Go and Let God." I had become exhausted trying to keep track of my husband's drinking. At an early meeting it was suggested that I "turn my husband over to God, go to bed and sleep the night." I was surprised to wake up in the morning and find he had come home and gone to bed without me watching the clock for hours. I felt good — this was the beginning for me.

The Serenity Prayer was quickly added to my tool belt for living. As crises situations arose, I found I could say the Serenity Prayer and calm myself. There were times — when my husband was sentenced to 2 1/2 years in a federal institution or when we lost our home or when our sons got into trouble because of drinking or when our daughter told us she was pregnant — that I could not get beyond, "God grant me the Serenity to accept..."

As I continued to go to Al-Anon, I began to see that it was going to be necessary for me to change. It seemed worth taking the chance at turning my life and will over to my Higher Power. It was scary for it meant that I had to accept what happened that day as God's will for me. There were events that took place that I would not have chosen, but I always felt the presence of my Higher Power. My faith is renewed each time I see something work out for the best. Sometimes my Higher Power gives me guidance so I know there is something I can do. Other

SPIRITUAL SHARINGS (continued)

times miracles take place and I know He is taking care of me. I'd like to share some miracles with you.

To make ends meet on my clerical salary was a miracle each week. I asked God each day for a safe drive to and from work on bald tires. One day I came home to find four new tires in my living room. A miracle, I think so, for my kids and my Higher Power were the only ones who knew of our need for tires.

Near Christmas one year I was feeling sad as it was payday and I knew there would not be enough money for Christmas gifts. I prayed and asked my Higher Power to help me accept things the way they were. The following day the wife of my husband's friend arrived. I thought she was bringing some cookies, but there was nothing in her hands. Instead she said, "Here is some money from Jack's friends for you and the kids." She told me there was one stipulation — I was to use part of the money to take the kids to see their Dad. Yes, another miracle. There was enough money left over to buy presents for all and shoes for one of the boys.

Looking back now I know that learning to accept what happened each day — pleasant or unpleasant — as God's will for me was a giant step in my recovery. I learned a real lesson in acceptance when my husband had been sent to a halfway house near our home. He was helping support us and we were all feeling quite hopeful about our future. With no explanation, my husband was ordered back to the institution to serve more time. We were all devastated and I couldn't help but question "why?" After some meditation, the thought "accept the things you cannot change" kept running through my head. I knew then that God would help me. In a few months Jack was back in the halfway house and we started again.

The Traditions gave my life stability. As they give our fellowship unity, direction and simplicity; they do the same when applied to our personal life. It was important for me to be "part of" a family and not one person alone struggling for the survival of everyone.

Al-Anon and my tool belt for living were helping me replace negative thoughts with positive ideas. It's so hard for a mother to let go and see her children get hurt. Learning to place my children in God's care allowed them to reach bottom and ask for help. Each one is recovering from their disease in their own way.

The last tool I'll add is service. Somewhere on my road to recovery I realized how lucky I was that someone cared. At that point I decided to get involved — making coffee, chairing a meeting, being treasurer, then GR. I never had any idea that would lead to sharing with you at this 30th Anniversary World Service Conference.

My heart is filled with gratitude for the programs of Al-Anon and AA. My husband is sober, my sons are happily married and my daughter had her second child the night before I left to be here with you.

I need to keep God's power active in my life. Doing this I find strength and courage to accept the things I cannot change and am able to enjoy the beautiful things around me. God gives me life.

Bonnie C., WSO

Briefly I'll tell you what led me into the program. I ran away, married an entertainer, traveled on the road for five years as a dancer, lived in three countries and, with the progression of alcoholism, wound up in my parents' home. I worked a "straight job" during the day and danced three nights a week.

In 1969 I came into Al-Anon. I remember walking in the door — three miles from the group I belong to today — thinking to myself, "Now what am I getting into?" At that time my ex-husband told me I had to go to Al-Anon and find out what it's all about to help him deal with AA. So when he pushed me up against the wall, I gritted my teeth and went.

Early on I attended an anniversary meeting. A woman was introduced who had been in the program for something like 14 years. I don't remember her name, only that she was a beautiful looking woman, she was quite sophisticated and much older than me. She was so incredible looking to me. As a matter of fact I can look at some of you and see her. It's very hard when you're new, you tend to judge first and then listen to what the person has to say. What I remember from that first meeting was that I saw something I wanted. I still get tears in my eyes because I feel like I've gotten it. I heard hope for me, I heard a lightness, a sparkle, something that definitely sparked inside me. And that hope, believe it or not, is still the reason I come to Al-Anon.

When I came into the program I was lost and lonely, but through the gradual process of finding out about myself with a tremendous amount of support from individuals in Al-Anon, I

reached the point of wanting to take my inventory. I went through the steps of trusting another human being and reaching a point of really believing that there is someone, somewhere out there, up there, much bigger and with more life and spirit than me.

The Alateen kids have two topics called "If God was over in the corner would you go talk to Him?" and a "God as I understand Him" meeting. I would not have touched the God of my past with a ten foot pole. Although it was very scary for me, through the program I gradually believed in a Higher Power. My faith goes up and down since I'm constantly being tested — there is always something going on in my life. There's a momentary lapse of turning away from my Higher Power. Al-Anon, specifically the Steps, helps you to face those things that are scary. When I get to the Eleventh Step I remind myself that I can't go through it alone. I realize it is an ongoing process and there are going to be days when I really believe in something outside myself that will handle my life. I tell myself that I'm never going to live this day again so let me focus on all — today.

In a meeting years ago I heard a saying that if you look at the crisis of your past, it will help you deal with today. If I can use my experience and look at those situations of the past, there's a very strong feeling that comes across letting me move on. When you go through crises there are opportunities to feel the joy of our program.

I need the program today as much as in the past. In January, I had health problems that we thought were cancer. I've shared so many feelings with everyone at the WSO. So much so that you're tired and I'm tired. But I know you're there for me. Yesterday I had some bad news from the doctor. I was scared, so full of fear, but I didn't stay in my room. I have lots of wonderful people to love me here. What better place to have a crisis. Is it a coincidence that I was asked to be a spiritual speaker — I don't think so. My God has me here for a reason.

I'm filled with so much gratitude. Once in a while, though, I feel sorry for myself — I'm allowed as long as it isn't for too long. The Serenity Prayer is so important for me. A day doesn't go by that I don't use it. I'd like to close with another prayer that's my spiritual connection with my Higher Power.

"Dear God, I have no idea where I am going. I do not see the road ahead of me, I cannot know where for certain it will end. Nor do I know if I am following Your will. But I do believe this. I believe the desire to please you does in fact please you. I believe that I have that desire in everything I do. I will trust you always, for though I may seem lost and in the shadow of death, which I've certainly experienced lately, I know I will not be afraid. I will really work on it because I know you will never leave me to face my troubles alone. I have been many places, I've lived many places, but no matter what happens to me, I will never, never be alone."

Even reading this prayer, I'm calming down. I love all of you and expect a hug from everyone before you go home. Thank you.

CLOSING SESSION

Helen W. opened the final session of the 30th World Service Conference that is designed to give the Delegates an opportunity to share thoughts and feelings in an open forum.

Helen W., WSO, Moderator

"As we come to the end of this WSC, we've again experienced that which makes our spiritual foundation so meaningful as outlined in the General Warranties and as our theme so aptly states, our cornerstone of service. We've reached our decisions this week by discussion and listening to others with respect, love and freedom." With those heartfelt words, Helen opened the floor for discussion:

- I came here scared, I gained confidence.
- Past Conferences talked of striving for unity — this year, I felt we didn't have to work so hard to get it.
- This Conference has truly opened my eyes to worldwide service.
- I'm going home much more humble.
- Even when we disagreed, we were able to talk.
- I leave here knowing Al-Anon is in good hands.
- There is so much love and gratitude in my heart — keep going Al-Anon!

CLOSING SESSION (concluded)

- Over the past three years I feel I have been true to myself and to my Area.
- What frightened me most was LaGuardia Airport.
- Six months into the program I heard about CAL. I knew Lois, Bill and Dr. Bob — but who was CAL?
- Farewell, it's never going to be goodbye.
- The circle of love has been completed; we've sealed the circle and it will never be broken.
- In Al-Anon you're never asked if you know what you're doing — only if you're willing.
- It's not my ability that my Higher Power wants — it's my availability.
- I won't be back in body, but in spirit and love.
- When I first walked in this room it was huge; it's gotten smaller.
- Where else but the 30th WSC could I learn about that DAM book. (DILEMMA OF THE ALCOHOLIC MARRIAGE)
- I believe that God picked us for the particular gifts we could bring to this Conference.
- It's wonderful to be able to laugh.
- Freedom to serve is freedom by which to love.



THEME: SERVICE - A CORNERSTONE OF RECOVERY

Each outgoing Delegate is given the opportunity to give a three-minute talk.

Margaret N., TX (W)

In the beginning days of my Al-Anon program, service helped me to remove the focus from the active alcoholism in my home. Being surrounded by people in recovery was a powerful tool. This exposure to wellness enabled me to leave a violent, explosive relationship. Later I married a man in recovery and we used our common programs to build a good, solid, loving marriage.

The greatest gift I have received from service is self-worth. I like to call it my "equalizer." Simply learning that I was no less nor greater than you is cherished knowledge. Carrying that further, I came to believe that I had an obligation to discover your beauty and unique qualities in order to recognize them in myself.

Thanks to a Higher Power, guiding me with His light, I am now learning to love and be loved through service. For that I am extremely grateful.

Beatrice R., MD/DC

With all the anger, resentments and defeat I could muster up I went to my first Al-Anon meeting. Since God wasn't going to help us, I did. I thought Al-Anon was a job referral agency for families like ours — a mother, four small children and a father that was always drinking. I soon learned it was a spiritual program for me. I gained self-respect by learning it wasn't my job to stop my husband's drinking. This realization made it easier to attend my second meeting.

Accepting alcoholism and trying to change myself soon became too painful. Joining a group and taking my turn at the various offices made Al-Anon less painful. Service beyond group level became a gentle distraction until my anger, resentments

and defeat changed to serenity, gratitude and hope.

Now when my life becomes too painful, my Higher Power gives me something to do in Al-Anon. Service makes recovery less painful for me.

Ginny S., FL (N)

I came to this program and you gave me principles to live by that would work as long as I applied them. You showed me the way to a Higher Power and gave me Twelve Steps to guide me; telling me I had a choice. You told me you would share my experience, strength and hope, but the actions were mine.

I have received such precious gifts. I experienced trials that brought faith and patience. I gained wisdom, knowledge and new attitudes. Your love, your laughter, your smiles, your caring — all precious gifts. Service is the cornerstone that holds recovery for the future. I give glory and honor to God for laying His hand upon my life by guiding me to service. I leave with you what God has given me:

I walked one day a few years ago
Into your doors walking oh so low
I was desperate with anger in tow
You reached out to help me let go.

I learned I struggled with a disease
If I surrendered I would be pleased
The smiles, the love given with ease
For others before have found a new peace.

Can they be mine? Can I reach and trust?
He said, if you want recovery you must
They're planting my seeds, now child just hush
Accept my gifts for they are fair and just.

These gifts are given for you to keep
As you in turn sow that others may reap
The recovery you gain will rise and leap
In your heart and soul you'll want to weep.

Now give yourself with dignity and grace
That others might have the ability to face
Life with serenity and a new pace
My child, go, for I've brought you to this place.

Mary Ann S., FL (S)

When I first came to Al-Anon, I did it myself — I didn't get a sponsor — I didn't call for help. I shared as little as possible and felt miserable most of the time.

One Sunday all the emotions and truths were too much and I found myself crying in church. My Higher Power worked through an Al-Anon member who offered me a tissue and shared her journey of recovery. This gal became my first sponsor and introduced me to service.

Service work helped me get out of my pity-pot — I knew I was not alone. I became the Telephone Answering Service Liaison. This gave me a personal opportunity of phone sharing. Working with people who were looking for a new way of life was a wonderful way to see our tools in actions.

Years have a way of slipping by and before I knew it I celebrated my seventh anniversary and became the South Florida Delegate. Although prior service experience helped me as Delegate, many times I have felt inadequate and unworthy. I am reminded to do my best and then give it to God to do the rest.

My first year as Delegate I had to report my WSC experience at our June Assembly meeting. I was excited and nervous. I was holding on to the podium for dear life. Before long I started reliving Conference week with enthusiasm. I felt I was back in the meeting room in the midst of love, patience and excitement of the WSC. That June day, I believe God spoke through me because I could never have done it without His help.

Service has been the real beginning of my recovery and is now the cornerstone of my continued personal growth through the Steps and Traditions.

Kari H., KY

I needed 18 months in this program to realize I was the reason for being here. I was introduced to service work by being elected GR and a few days later, DR. I knew nothing about what was expected of me or what I could expect. Thankfully a fellow member advised me to study the service manuals and attend Area Assemblies.

At my first Assembly I was amazed at the enthusiasm and willingness to share. Following our second Assembly I was elected Area Secretary. By this time I had a service sponsor who gave me support and encouragement to do the things I was asked to do. Through her undying love for Al-Anon she taught me to be willing to grow and share that growth with others.

It was because of my service sponsor who cared and loved me, because of the people in my Area who shared with me, and

because of a Higher Power who knows what I need that I was able to get better. I realize now that in order to know success I must know failure.

Service work has become a way of living for me — my cornerstone of recovery. It has given me courage to deal with my inadequacies, willingness to accept others as they are and joy in seeing growth and change in myself.

Being a service sponsor today I can continue building my house of recovery. Sharing in the joys and sorrows of those who serve after me, I can remain an active part of this fellowship. My personal growth would have been slower and certainly less satisfying without the cornerstone — service.

Suzie C., OH

I can't think of anything about service that hasn't been said much more eloquently. This much I do know — service isn't the cornerstone of my recovery, it is the bedrock.

I reached Al-Anon through someone else's Twelfth Step and the kind of love that could no longer watch me self-destruct. That person was willing to give up our relationship of 15 years rather than enable my indulgent self-pity. She gave me the message in the language I was able to hear, took me to a meeting and then turned me over to her Higher Power.

Another person made sure I got in with the winners — in the kitchen, washing ashtrays. She didn't give me the program in words, she gave it to me in actions. I needed to "work" a program not just "know" one.

I was frantically searching for peace. I found my peace in the bedrock under the cornerstones of the churches where my Higher Power hung out. His name is Margaret, Pat, Gladys and Bob, to name just a few.

Lois W. said, "If it wasn't meant to be it will self-destruct." I don't think she meant Al-Anon. The brick and mortar may go and the books may not survive, but they are not Al-Anon for me. Al-Anon is love. It is knowing that I walk hand in hand with the God of my understanding, a God I had to find. Al-Anon is joy in living, an ability to make healthy choices. For me it is knowing that someone, someplace will pour two cups of coffee and say, "Pull up a chair, let's talk."

I truly hope we have all been fortunate to have found the bedrock that is under every cornerstone. The name inscribed there is Al-Anon Family Groups.

Mary C., PA

Our manual tells us "Anything done to help a relative or friend of an alcoholic is service." I didn't realize that saying the Serenity Prayer, hearing the Steps and Traditions and reading literature was indeed serving a relative or friend — who happened to be myself.

It took a long time to believe I was in need of recovery. So much of those early meetings I was "doing Al-Anon" to get someone else sober. Fortunately, the people at the meetings could see what I couldn't. They knew that if I just kept coming back working the Steps and following their lead that my problems would be removed. They didn't call those actions service.

I dreaded the future and resented the past. The people said,

THEME: SERVICE -

"Come with us on a P.I. call." I was angry and fearful, the people said, "Take the answering service next week." I was blaming myself for someone else's drinking, the people said "chair the meeting, get a speaker." I didn't know at the time that they were watching me begin recovery by serving. They knew the cornerstone and they knew one day I would recognize it too.

I came to Al-Anon to get someone to drink obediently, not to make a career or vocation of attending meetings. I was blessed by a loving Power greater than myself. As Delegate I have had the rare privilege of seeing a worldwide view of our fellowship that changes lives from despair and isolation to a fullness of love, peace and understanding.

Service is indeed the cornerstone of recovery and I am so grateful to all those who have gone before who erected that cornerstone; and for those today who keep it polished so brightly; and for all in the future who will continue to protect it by saying yes to service.

Phyllis A., Quebec (W)

I wish I were a songbird so I could sing my gratitude to all of you and all the members in my Area. My recovery really took off when I let myself be introduced to service. I have always been a people-pleaser and a fixer — that is how I got into service.

God works in strange ways. I am a living miracle; today I can enjoy life, I appreciate His beautiful world. I can see His love in a summer rose; I can see beauty in a winter wonderland. Best of all, I can feel the excitement of an awakening spring with its fresh dew on new buds or a freshly mowed lawn.

Before my heart was too sad, my eyes were blind to all the beauty of God's world; my ears were deaf to anything positive. My days were filled with fears and self-pity and the endless weary feeling of always trying to fix everything for everyone. Through service you have taught me tolerance and patience. You have taught me to be humble, but retain my dignity; to face my fears and overcome them; to stand up for what is right and express my opinions while respecting the opinions of others. Al-Anon is a program of progress and not perfection. I have learned to love and accept myself first in order to love and accept others as they are.

Thanks for the wonderful care. I love you all and will always keep you a part of me no matter where He may choose to send me. God Bless.

Mary A-T. CA (N)

It wasn't difficult for me to get into service — it would have been difficult to keep me out. I have learned what service truly is. Before Al-Anon it meant being responsible for things that were none of my business — advising rather than sharing; talking instead of listening and learning.

Al-Anon service began by simply greeting newcomers. It was introducing a Step-study meeting to my home group and watching the idea blossom into meetings exclusively on the Steps, Traditions and Concepts. Service was participating in workshops; having my name on the answering service list; transporting newcomers to meetings, working with the Alateens. Service has been secretary, treasurer, Group Representative,

District Alateen Coordinator and now my last year as Delegate.

I had some pretty painful experiences solely because of how I presented myself. Many times I left the District meetings feeling like I needed to go to the battered women's shelter. Little by little I grew through service. I believe I served my Area, and Al-Anon as a whole, well. I'm ready now to step aside.

Geese fly in formation with one in the lead until he tires of buffeting the wind and falls back in line to allow a stronger one to take his place. The weaker one is supported until rested then they fly to rejoin the flock. I now drop humbly back in the formation while your strength re-energizes me as the flock continues. I love Al-Anon/Alateen and the life I have been allowed to pursue through self-discovery in service.

Jan K., IN

Service work is the cornerstone of my recovery. It was not always that way. I was very shy and had little self-esteem when I arrived. I got into service work mainly because I felt the responsibility of keeping a new group alive. You might say God put me just where I needed to be.

Helen Keller ends her autobiography with: *"Fate — silent, pitiless — bars the way. Fain would I question his imperious decree; for my ear is undisciplined and passionate, but my tongue will not utter the bitter, futile words that rise to my lips and they fall back into my heart like unshed tears. Silence sits immense upon my soul. Then comes hope with a smile and whispers. There is joy in self-forgetfulness. So I try to make the light of other people's eyes my sun, the music in others' ears my symphony, the smile on others' lips my happiness."*

I, too, have become a complete person by serving others. Service in Al-Anon has given me new insight; a new awakening in my soul; a new acceptance of others. Service work has made me happy, joyous and free!

Claude K., TN

When I first walked into Al-Anon the wall I had built around myself was labeled "fear, guilt, frustration and anger." Service was not even a word in my vocabulary. My recovery did not begin until I found that the love which had disappeared from my life was actually being rekindled by those who were sharing with me. As I moved through the cycle of gaining understanding while seeking knowledge, I began to realize that in order to enclose the circle of love I had to share my newfound gift with others. It became obvious to me that service is the inescapable hook that ensures I will never graduate from Al-Anon.

For me the opportunity to serve beyond the group level came quickly. Ready or not, I stepped forward into a whirlwind of Al-Anon activity. Service at the Area level was a growing up experience. Along the way my Higher Power saw to it that development was thoroughly addressed.

I can remember how my naivety was tempered by reality when I learned that everyone did not share my enthusiasm for service work. It was through service that I learned acceptance, letting go, learning to say, "no" and being responsible applied to more people than just the alcoholic. I began to see that patience and compromise were not always practiced with the same fervor

A CORNERSTONE OF RECOVERY

is the desire for results. I saw that simple laws of physics will work in most aspects of one's life. Thus service has been most important in teaching me humility as well as perseverance.

Through service I have learned that I possess talents and skills which God did not intend to lie idle. These have been instrumental in rebuilding my self-worth and feelings of gratitude. Like a mason understand that the foundation of any structure is the basis for its strength. The personal recovery program that I am building is not perfect; it is still rough and has cracks that will always be in need of repair. I know that my program is built on a firm foundation with the soundest and best materials available. The spiritual principles of Al-Anon/Alateen are the building blocks, love is the mortar and service is the cornerstone.

lean W., KS

When I came to Al-Anon 17 years ago, I was beaten — emotionally, physically and spiritually. I didn't have any trust in anyone or anything, not even myself. Although my Dad was an alcoholic, it was my husband's drinking that brought me to Al-Anon.

I don't remember much of what was said at my first meeting. I do remember all the happy smiles and wanted what those people had. I had been in Al-Anon four years when elected GR. The old feeling of not being capable came flooding back. With the encouragement of my group, and lots of prayer, I accepted. This was the beginning of my spiritual growth. It didn't come overnight, but by attending meetings and Assemblies my confidence started to grow.

Three months later I was asked to serve as Group Records Coordinator. I was elated they thought I was capable of holding such a position. This opportunity taught me patience and tolerance. When asked if I would leave my name up for Delegate, I was excited, but the old fears surfaced once again. Months later, with my Higher Power's guidance, I agreed. The feeling of being elected was overwhelming.

These past three years have been another spiritual experience for me. Being involved in service work has helped me get out of myself and into other things. Service has allowed me to get rid of resentment, fear, anger and frustration — truly the cornerstone of my recovery.

Caroline O'M., RI

I came into Al-Anon 16 years ago scared, angry and confused. At first it was a struggle for me to focus on anything but the alcoholic. Gradually, I started to listen. In Al-Anon I learned that I had to be responsible to myself.

My first adventure with service was an introduction to the coffee pot. I found out quickly that if I made coffee and cleaned up after meetings, I didn't have to socialize. As my confidence grew so did my commitment to service. Service work will always be a cornerstone in my recovery. I feel a responsibility to give back a little of what I've been given. This last year has been difficult for my Area as our chairperson passed away. It has been a growing experience for everyone. Thanks to the commitment of our World Service Committee and Area Chair pro tem, we have been able to reorganize.

The past three years have been challenging and rewarding — the greatest growing experience of my life. Coming from a small

state it was awesome to see worldwide Al-Anon in action. I had no idea anything like this existed.

I'm grateful to my Area and my Higher Power for the opportunity to be a part of this Conference. I'm so lucky to have your love, support and friendship. I feel a sadness knowing this is my last Conference, but I will carry the memory of you with me always. I plan to continue my journey and personal growth in service wherever I am needed.

Dan C., DE

A favorite prayer asks that we leave the past to the mercy of God, the present to the love of God and the future to the providence of God. I have come to believe that recovery is a process of letting go and leaving matters to God or whomever they belong — family, friends, spouse or stranger.

Letting go allows me to care for, but not do for. It lets me be powerless not controlling; lets me be in the day, not the past or future. Each old idea or attitude that I drop is a step to recovery. Each day in service has given me an opportunity to make that change.

I came into Al-Anon totally ignorant. Soon it was my turn to lead a meeting. I had no feeling for the substance or style, so I ran it as I would a business meeting. I received nothing but support and praise. I came to realize that if I kept coming back and saying "yes" I would continue to receive that support.

In time the "old-timers" learned I was single and retired with my time being my own. Before I had a chance to serve at the District level, I was called on to serve as Delegate. I had learned a lot by now, enough to know I had experience and strength to use and share. I knew the fellowship would give me the same support I received from my group no matter what.

I have remarried in the past year. Many changes have come into my life adding to my recovery. Having the program in my life, and the love of my wife and family, gives me the strength and hope I need for continuing recovery.

Marie R., Manitoba

I am so thrilled to be here at this lectern looking at all your beautiful faces. Haven't I come a long way from the frightened person who quit school afraid to read in front of people. I was a quitter and a runner from life. I will always be grateful that I came in contact with alcoholism.

The program gave me the tools needed to become the person I wanted to be. It took three months in the program to realize that if I wanted what you had, I had better get started. July 23rd in the ODAT book had the year 1975 printed on the top of the page. This represents the beginning of growth for me.

My group taught me an important truth in that service is the cornerstone of recovery. With that strong base I can survive anything that comes my way. As Delegate, I've come to realize that it all begins at the group level.

I have learned so much about myself over the past three years. It has been a wonderful experience learning that my responsibilities as Delegate were to do the best job I could. I want to leave you with something I read in the Nevada newsletter: *"My pay for service work has been a PhD: Peace, Happiness, Direction acquired by the slogan, Let It Begin with Me."*

THEME: SERVICE (concluded)

Margaret M., Ontario (S)

As I think about Service, A Cornerstone of Recovery, I realized just what an integral part it continues to play in my life. I reflect back to my introduction into Al-Anon to help keep my husband sober. I had a difficult time relating at meetings, I couldn't understand why the group wouldn't let me talk about my husband. They weren't even offering suggestions to help him. They wanted me to talk about my own feelings.

Of course, I was so into denial I couldn't have told you what I thought or felt. As I continued to attend meetings my journey of self-discovery slowly began. As I dropped the facade, it hurt to see how bent out of shape I had become. After seven months the group convinced me to assume group secretary responsibility.

I am so grateful that they saw something in me. That was the first step in service where I learned a great deal about myself. As secretary I had to keep in touch with newcomers. That thought filled me with fear, what could I possibly say to a newcomer — heaven forbid they should ask me a question. I was willing to try and with love and encouragement I managed to do what was required of me.

My self-confidence has been strengthened with each challenge I accepted. Serving as Delegate has been a wonderful growing experience. I have had the opportunity to speak up and express my feelings. I am learning how to listen with an open mind. I now have the focus on myself.

Service without recovery is an empty vessel. I must continue to attend meetings, read literature, talk with my sponsor and live the Twelve Steps to the best of my ability. With God's help, recovery in service will continue to be a part of my life.

Mary Jane M., IL (N)

Soon after I came to Al-Anon, service became a big part of my everyday recovery. At one of my early District meetings, I volunteered to type the minutes. The new DR suggested that, since I was typing them, I might as well take them. Not having the courage to refuse, I did it. I was so worried that they wouldn't be perfect and someone would criticize.

There was an election at my first Assembly. As a new GR I was in awe of all those people "up front." There was a certain magnetism that pulled at me to learn more and more about how this beautiful program of Al-Anon worked. As a newcomer, I thought the Traditions were so dry. I couldn't wait for them to be read so we could move on to something more important. As I grew in recovery so did my knowledge of the Traditions. I have since learned that the they are the "why" it works.

Three years ago I was chosen to serve my Area as Delegate and the rewards have been like none I have known. Next year I want to make coffee and encourage someone to type the minutes at the District meeting.

Kit B., MN (S)

Although I have seen service work its magic in many lives, I am qualified to speak only about myself. Service has been an immensely important part of my personal path toward recovery. Its two most important dimensions have been spiritual growth and people.

I am very grateful that I started Al-Anon in a group with a strong tradition of service following the principle of rotation. I hadn't been around very long when I was asked to be treasurer and then Intergroup Representative. At the time, I thought this was in part because I was the only man, and the women were looking to me for leadership. (Talk about being self-centered.) For whatever reason, I got hooked on service. I liked the people; I liked the feeling that I was giving something back to Al-Anon; I liked seeing things happen that might not have happened without me. The people I met in service are very important to me, they have guided me, helped me, taught me and loved me.

More than in any other aspect of my recovery, it has been in service that I have really become aware of the hand of our Higher Power. My first "crisis" occurred on the day of an annual Al-Anon/Alateen gathering. The highlight was a speaker from a distant state. Around noon of that day the speaker called me from a hospital bed. Instead of panicking, I spent a moment in prayer and then picked up the phone. After several tries, I finally was put in touch with a speaker for that night's event.

There have been other trying circumstances over the past few years. As events unfolded, as our Higher Power stretched His guiding hand, I have become aware that things work out the way they should, not as I want them to. The experience has helped me accept the way things happen, not only in service, but in all aspects of my life.

The experience of serving as Delegate has meant more to my recovery than I ever dreamed. Seeing how things come about at the World Service Conference (not all of which really suits me) has further strengthened my belief in the role of Providence in the affairs of Al-Anon, often acting through the Concepts and Warranties. More than that, it has been a continuation of that most wonderful aspect of service — getting to know and love and be loved by others in our program.

Judy P., HI

We see many people pass through the doors of Al-Anon with one more opportunity of hope, but not everyone is chosen to stay. You see, I truly feel I am one of God's chosen few. He gave me the opportunity to find what would cause me to want to live my life the Al-Anon way.

I can't tell you what it was or when it happened. I only know when I started to feel better about me and those around me — I had been caught in the web of service.

Service has meant making coffee when I don't drink coffee, ordering literature, being Group Representative, Alternate Delegate and ultimately, Delegate. Each job was special and each had a purpose in my recovery process. I have been allowed experiences I never would have had, opportunities I never dreamed possible and special friends I never knew I had.

I learned early on that those that had what I wanted seemed to be in the same places — these were the winners. These people were the ones who had something to give away, they had that special glow. These people knew the pain and the road to recovery.

Today I know I am walking a very special path and I hope all of you will stay on that path with me. If I start to stray, will you come and show me the way again?

1990 ASK-IT-BASKET QUESTIONS

ALATEEN

1. Does Alateen need an Al-Anon group to keep their meeting going?

No, however, in the early stages of formation it is suggested that this would be an ideal way to help cover expenses; i.e. literature, rent, etc. The Policy Digest states that every Alateen group should have an Al-Anon member to sponsor the group.

2. Can an Al-Anon group disband an Alateen group?

No group has the authority over another group. Each group functions separately and if difficulty arises, members can talk to each other, and reason things out, trusting in group conscience.

3. [Is there] Guidelines for permission slips to Alateen meetings in schools?

Permission slips may be part of a school's administration policy and like some limited access groups may be a requirement of the facility. When revising Al-Anon Guidelines (G-5) Meetings in Schools, this will be considered for inclusion by the Alateen Committee.

4. If an Alateen member is voted out of an Al-Anon* meeting what can you do? *(not because of disruption but because the group says Alateens have their own meetings.)

Ask the Al-Anon group to reconsider its decision. 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.

5. Some Alateen groups in my Area are accepting young people down to the age of two! I think this is carrying autonomy too far. It's affecting Al-Anon/Alateen as a whole, Tradition Four and Alateen Traditions Three and Five. Older members of an Alateen group leave the group because they are bothered by the younger members. They know they can split up, if they choose, but they feel they are the babysitters, and can't have a good meeting!

It is important to inform our membership that Alateen is not a babysitting service. Some meetings take a group conscience vote and decide whether to accept children below the teen years.

6. What progress has been made in developing guidelines for taking care of Alateens at AA and Al-Anon Conventions?

Al-Anon Guidelines For Alateen Conferences (G-16) include Permission Slips, Medical Release Forms and the Responsibility Statement which addresses the issue of taking care of Alateen members at Al-Anon and AA functions. When the Guidelines for Conventions and Conferences are due for reprinting reference to Al-Anon Guidelines (G-16) For Alateen Conferences for further explanation will be made.

7. Does the Board of Trustees have any information about the legal ramifications of recognizing and developing Conference-Approved Literature for pre-Alateen meetings?

All CAL, regardless of the age of our members, is compiled through the sharings supplied by our fellowship in accordance with our legal framework.

8. What can the Area Alateen Coordinator do about an Alateen Sponsor who personally sponsors a large number of Alateens and holds gatherings in his/her home just with sponsees? Other Alateens in the Alateen group feel left out.

It should be pointed out to the Alateen Sponsors that this situation is not advisable in improving relationships between Alateen members and their Sponsors. All efforts should be made in not showing favoritism. Tradition One reminds us "Our common welfare should come first; personal progress for the greatest number depends upon unity."

9. Alateen Sponsors' feelings about having a professional person speaking at an Alateen Sponsor Workshop after hearing the kids talking in the meetings of suicide.

Page 38 of the 1989-90 Policy Digest, Paragraph II - Outside Agencies; a. Speakers from the Helping Professions suggests: "The purpose of Al-Anon is personal growth through applying the Twelve Steps and sharing our experience, strength and hope. It is from Al-Anon and Alateen members that we hear the ideas and experiences that put us on the road to recovery..." Professionals in the field of alcoholism certainly can provide valuable information but they can be heard in other places. It is suggested that outside speakers be asked to discuss a specific topic and be made aware of our Sixth Tradition."

10. I thought only literature which said "Conference-Approved" was to be used in meetings. Why then, is so much published by World Service Office that is not "Conference-Approved" such as, 4th Step Inventory for Alateen? If we don't display it or use it in meetings, how do people learn about its existence?

Alateen's 4th Step Inventory is Conference approved. With the concurrence of the WSC the WSO publishes Guidelines, newsletters and other service material which is fully approved by WSO Standing Committees although it does not go through the CAL process.

11. Can we have more pre-teen literature?

This issue has been addressed at previous World Service Conferences. In 1989 there was extensive discussion about literature for younger members. 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.

12. Do permission slips for conferences, conventions and workshops break Alateen's anonymity as far as parents knowing about their Alateen membership?

We hope to uphold and preserve the anonymity of all our Al-Anon/Alateen membership, however, in some Area's permission slips for minors are required by law.

13. Could WSO set an Alateen Month, similar to the emphasis for P.I. Month and Institutions Month?

1990 ASK-IT-BASKET QUESTIONS

This will be brought to the Alateen Committee for consideration.

ARCHIVES

1. Could Archives have copies of Archives tapes available for loan to members?

The tapes in the WSO Archives are primarily from past WSCs, IAGSMs, RSSs; some are longtime members' sharings. They are strictly for archival purposes. Local Archives are autonomous and may consider making loan copies available.

BUDGET/FINANCE

1. With the rising cost of literature and a decline in sales, why are we still selling to Hazelden at cost?

We do not sell literature to Hazelden at cost. They are charged at our regular selling prices with the usual volume discounts.

2. Why is Alateen's 4th Step Inventory \$3.50, while Al-Anon's Blueprint For Progress is \$1.50? Could these prices be changed, making Alateen's 4th Step Inventory \$1.50?

Alateen's 4th Step Inventory booklet is a much more costly piece to produce when compared to the Blueprint for Progress pamphlet. As a result, even with the lower markup on Alateen literature, the selling price had to be set at \$3.50.

3. How have Areas and WSO provided for literature requests from people/organizations outside the fellowship (large quantities) without jeopardizing their tax-free status?

Literature sales to organizations outside the fellowship do not effect our tax-exempt status. The exemption is in force as long as we adhere to our exempt purpose.

4. Issues regarding moving the WSO: a) Will this be discussed by the 1990 WSC? b) Are we setting up a format for this at the Conference? c) What criteria is being used to seek out other Areas? d) If a site is picked, would the WSC have a vote on this before the final year? e) Can we (the Delegates) get a list of the 22 potential relocation sites suggested thus far? f) Who are the Panel members at this time? Why are there no Delegates on this Panel/Committee?

Our study on relocation is in a very early stage. Whether or not we relocate will not be decided for another few years. Financial considerations will be primary in our initial relocation considerations. Secondary criteria not fully known at this time, will then be established. Use of fellowship and/or consulting help will then be addressed. The Board of Trustees has entrusted this preliminary work to the Long-Range Study Panel.

5. Why are there no Delegates on the Budget Committee? Who are the Committee members?

The Budget Committee is a subcommittee of the Board and is comprised of the Treasurer, Policy Committee Chairman, Executive Committee Chairman, Executive Director, Deputy Executive Director and Controller.

6. Concerns about our budget: a) Is the WSO budget available for members to see? b) How much money is

needed for annual salaries? c) How much money is needed for rent?

The WSO budget is distributed to the entire fellowship through the Conference Summary. In the current budget the cost of salaries and benefits is projected at \$2,437,000. Rent, listed in the budget as occupancy costs, should total approximately \$728,000 in 1990.

7. There seems to be a decline in the usual great service we get from the WSO in filling literature orders and back orders. Have the changes been the result of the current budget cuts and if so what can be done to restore the history of good service?

Literature should generally be received within a reasonable time period which, as stated on the order blank, is three weeks. This would include the time between the marking and receipt of the order at the WSO, the time to process, pack and ship the order, and the time between shipping and receipt of the order by a group. Occasional peak periods have delayed orders past this acceptable delivery period.

8. Are we into money making? No, on investment counselors! Keep the reserve fund in various banks with Certificates of Deposit (CDs). Counselors cost a percentage, let's not get hung up on financial matters. Tradition Six.

The Board of Trustees, legal custodian of WSO's finances, has voted to retain an investment advisor to manage our Reserve Fund assets. "Making money" is not a primary consideration—protecting our assets against the effects of inflation was the determining factor.

9. Assemblies and Conventions do not have I.D. numbers. Where are their contributions listed? They are not on the printout.

The problem of not listing contributions from Assemblies and conventions was addressed after inquiries from Conference members. Future printouts should correct this problem.

10. AA provides a fact sheet regarding a group opening a checking account. Is there some reason WSO could not do this for Al-Anon groups?

Groups requesting information about opening checking accounts are sent a form letter in reply explaining the problems and possible solutions.

11. There are expenses on the budget for volunteers. What kinds of expenses are paid to volunteers?

In the WSO volunteers are paid for travel and meal expenses. Other volunteers (mainly committee members) are reimbursed for submitted travel and associated charges.

12. Why does it take so long for FORUM subscriptions to start? One member waited four months for the first issue.

Depending on when a new subscription is received the wait can be up to three months before a subscription starts. For example a subscription request mailed in December and processed in January would begin in March, a three-month lapse before the

first copy is received. This happens because the February issue is mailed in January so that it is received on time. Therefore orders processed after the early January cutoff would be included in the next mailing, the March issue.

13. In recent years to the present there has been a serious breakdown in the FORUM subscription and distribution system. Why is there not one person solely responsible for this system?

One person is in charge of the FORUM subscription and distribution system. As we trim costs, however, that person also has combined those responsibilities with accounting duties.

CONFERENCE

1. If someone is filling in an Area Chairperson's term due to death or resignation, can this person run for re-election?

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

2. If DRs are chosen from new GRs, we eliminate the experienced outgoing GRs. If re-elected GR, then elected DR, is the DR expected to serve both roles? Could a new GR, elected DR, stand for Delegate? Doesn't serving in more than one position prevent someone else from serving and gaining growth?

If a GR, who is elected a DR, does not wish to remain the GR of their group, a new GR should be elected by the group in order to retain their voice at the Assembly. The Chairman asks the GRs who have the right to vote to elect a Delegate who is not also a member of AA (p. 21, World Service Handbook).

3. Making the Conference tapes available would facilitate more effective listening, and possibly avoid repetition in questions and comments. Since Conference tapes are made, could we purchase them, and could we have the Conference meeting taped so that these may also be purchased?

The Conference is closed to non-Conference members. The printed Conference Summary endeavors to reflect the spirit which prevailed at each session.

4. Should a Delegate's salary or part of be paid by the Area for the week he/she is at the WSC? (Otherwise this limits some people to become involved in the services).

To accept salary payment, a Delegate would no longer be a volunteer.

5. With the addition of the new Regions and therefore more Regional Trustees, will this still be in balance for votes? (Delegates, WSO, Board of Trustees....). Please explain what this ratio is and how it works?

The Board of Trustees has already made provisions for voting WSO Conference members not to vote at World Service Conferences when their vote would effect the 1/3 WSO - 2/3 Delegate voting ratio.

6. "Ask-It-Basket" questions submitted at the Northeast RSS, appeared to be screened. Ought they not be pulled at random, and when time does not allow for all questions, have them answered in writing?

They weren't screened. All were answered either at the RSS or in a subsequent issue of AREA HIGHLIGHTS.

7. Since the annual meeting of Delegates is called the "World Service Conference," why aren't the various world organizations represented equally? (i.e.: GSO Germany, GSO Japan, GSO Costa Rica, etc.)

Each year a letter is sent to all GSOs inviting their representation at the World Service Conference. Consideration is also being given for official representation by a Committee of the IAGSM.

8. For Areas with limited numbers of groups money is always an issue. Is there a better way to do the equalized pay?

It was always felt that the equalized expense formula was the most equitable system.

9. If a District decides to join another Area Assembly, does it need WSO approval? What is the procedure it would follow?

When advisable, the Area WS Committee suggests subdivisions of existing Districts to be approved at the Area Assembly (p. 32, World Service Handbook).

10. Could AREA HIGHLIGHTS and The FORUM be combined into one publication?

AREA HIGHLIGHTS and The FORUM have different purposes and are targeted to different audiences.

11. Does it always take so long to get money for airfare for WSC? This could cause a problem for some people. Every effort is made through our Accounting Department to process requests for airfare in a timely manner. Advance money for transportation may be obtained by writing to the WSO.

12. Page 21 of the WS Handbook implies that the Conference has not looked at "Dual Membership" since 1977. It has been discussed on the floor in both 1988 and 1989. Since the Conference has re-evaluated its position, when will the Handbook reflect that re-evaluation?

Although dual membership has been discussed at both the 1988 and 1989 World Service Conference during Open Discussion, there has not been any official action from the Conference since 1977.

13. Must "substantial unanimity" be called for and voted upon for an issue to receive such a classification? i.e. If all Conference Green/Red light workshops discuss the same issue and the results are overwhelmingly the same, would the concept of "substantial unanimity" be applied to that consensus?

Substantial unanimity applies to votes taken at the World Service Conference and not unofficial actions or consensus.

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14. One person in my Area, 82 Manitoba, is interested in knowing when the Handbook will be rewritten removing all the exclusive language.

In all current WSO material, sexist language is avoided. There hasn't been a groundswell for changing existing references in the World Service Handbook.

15. In the World Service Handbook, page 29, item VII, World Service Delegate; shouldn't the Al-Anon who has just been elected Delegate be familiar with all the service manuals when they were first elected Group Representative, not familiarize themselves just because they were elected Delegate and will attend the WSC? On page 26, item g., The World Service Delegate's Report, it states that a GR may give the WSC report to his group explaining the functions and purposes of the Area Assembly and the Conference. I believe a change of wording is needed in item VII.

The GR carries the message back from the Assembly. The message can be carried by the Delegate, DR or GR. All service-minded members are encouraged to become familiar with the four service manuals.

16. Do Areas have guidelines concerning the number of meetings a World Service Committee member can miss before he/she is asked to resign?

We have no record of such guidelines, but Areas may develop their own.

17. Would you please consider having all taping done by persons who are in our fellowship?

It is within our tradition of anonymity that we do not disclose whether or not the taper at the WSC is or is not a member of our fellowship.

18. Is there a recommendation from WSO for the maximum number of groups per District?

The WSO does not have a recommended number. When advisable the Area World Service Committee suggested subdivisions of existing Districts to be approved at the Area Assembly, (p. 32, World Service Handbook). Districting or redistricting affects the entire Area. This responsibility is customarily placed in the hands of the Assembly.

19. At the Western Canada RSS, there were workshops at the same time that seemed so closely connected that the individuals who perhaps should have attended were the same person; i.e. FORUM and Literature. Would you please give careful consideration to the scheduling of workshops at seminars and conventions?

The RSS Committee is looking at alternate ways of presenting workshops; your suggestion will be brought to the attention of the RSS Committee.

COOPERATING WITH THE PROFESSIONAL COMMUNITY

1. When a CPC Committee, under the umbrella of the local Information Services (Intergroup), meets with professionals

of a nationwide company, i.e. Bell Canada, who pays for the literature distributed, the Intergroup or the Area CPC Committee?

This can be handled in two ways:

a. The Al-Anon Information Service (AIS), Cooperating with the Professional Community (CPC) Committee can assume the entire cost, if they initiated the activity;

OR

b. Before starting the project the AIS CPC Committee can ask the Area CPC Committee if they wish to become involved and assume part or all of the costs. If the Area decides not to get involved, then the AIS CPC Committee can make alternative plans.

2. Why do we have something written by Claudia Black, a professional, in our AL-ANON FAMILY GROUPS? Isn't this in violation of our Sixth Tradition?

Claudia Black is one of 15 professionals whose articles recommending the Al-Anon/Alateen program appear in the book AL-ANON FACES ALCOHOLISM. Articles from professionals such as Joan K. Jackson, Ph.D., Abraham Twerski, M.D., and John D. Vetrano, M.A. also appear. Since these professionals are recommending Al-Anon and not vice-versa, Tradition Six has not been violated.

NOTE: The book, AL-ANON FAMILY GROUPS, does not contain articles written by members of the professional community.

The FORUM

1. Are there guidelines for submitting articles to The FORUM or any other sharing articles used in our literature, if so where?

Guidelines for writing articles to be used in The FORUM as well as all of our literature have appeared in The FORUM, INSIDE AL-ANON and AREA HIGHLIGHTS. They are also available by writing to the WSO.

GENERAL

1. "Informed group conscience"—Can a disruptive member be voted out of a group, even if they are the Group Rep?

Although it is rare that an individual is asked to leave an Al-Anon meeting or group, the group conscience has the right to ascertain whether this action is necessary to maintain its unity. A person who is asked to leave one meeting or group is free to attend other Al-Anon groups. This applies to trusted servants as well.

2. An authoritative person in the Area is causing continuous disruption of our Information Service Office and with its volunteers. Is there any action that we could take to restrict them from the Information Service Office? This person does not hold any office in the state and they are not serving as a coordinator.

If the operation of an Information Service is threatened by any person's actions, the Board and/or Information Service Representatives should be informed so that actions deemed necessary to restore order to the office should be taken. The Information Service cannot adhere to its purpose if one person is continually allowed to interrupt or hamper its activities and business functions.

3. Each quarter, the Delegates receive a computer listing of all the groups in their Area. Each group has a date under "Date Formed" and they all seem to be after 1984. This is not correct and needs to be changed - what is the best way to do this?

The system of recording "Date Formed" was adopted in 1984. The year, 1984, or subsequent years were entered if the correct year was not known by the WSO Group Records Department. If so desired, groups may send in the correct year to the WSO.

4. Could we explicitly define "Conceptual Approval"? There seems to be a disagreement of what Delegates think it is and what WSO thinks it is.

Conceptual Approval refers to permission that is given by either the WSO or the WSC to a specific WSO service committee to proceed with the development of an idea for a project. If it is a Guideline, newsletter or other piece of service material the appropriate standing committee then implements the idea. If it is a piece of CAL, an actual motion from the WSC is required to complete the item.

5. When mail is returned to New York, (as in the case of our group, an active viable group) why doesn't New York notify the DR of that District to find out what's wrong?

The WSO does not notify the DRs because the Delegate is the direct liaison between the groups and WSO. The Delegate is informed when a group is placed in suspended mail and is requested to provide an updated address or have the group contact the WSO.

6. Is it recommended to avoid panel meetings at Assemblies? Panels draw GRs out of the business meeting.

A GR's first responsibility is to attend the Area Assembly; therefore, GRs should not be asked to participate on a panel which meets at the same time as the Area Assembly meeting; panels consisting of GRs can be set up before or after the Assembly meeting.

7. Are there guidelines regarding the terms recommended for coordinators? Is it better to rotate often (three-year terms) or stay indefinitely for continuity?

It is suggested that all trusted servants in Al-Anon rotate so that other members have an opportunity to serve. Area Coordinators usually serve three years to coincide with the Delegate and Area Chairman's terms.

8. Why do a large number of the same people rotate on the Board of Trustees to the World Service Office Executive Committee and back to the Board of Trustees. Doesn't this abuse the principle of rotation to allow new people and their enthusiasm in service? How can we avoid this on the Area World Service Committee?

A member of the Board of Trustees can serve a lifetime total of two three-year terms (six years maximum), which may be consecutive. The Board member can then serve three one-year terms on the Executive Committee to help provide continuity which is so essential on a World Service level. Area World Service Committees usually establish a rotation system that best serves the needs of the particular Area involved.

9. What constitutes a group vs. a meeting? When is it a group?

The group is the basic unit of Al-Anon. Groups hold different types of meetings such as Discussion, Beginner's or Step Study (see Al-Anon and Alateen Groups At Work). A group has members who rotate as its trusted servants; meetings usually have a rotating chairperson and topic. A meeting is a session, typically an hour in duration.

10. Since there are not very many men in the Al-Anon program, what is the suggestion for sponsorship? Especially for a father whose son is an alcoholic. (An AA?)

A sponsor is usually chosen because the member identifies with the person's background and knowledge of the program. There are no "musts" in selecting a sponsor; it is a personal decision. See the pamphlet, Sponsorship, What It's All About.

11. Why don't we use "Amen" after the Serenity Prayer?

The use of the word, "Amen," or the use of any particular prayer for that matter, is up to group autonomy.

12. What are the feelings about members calling people who were coming regularly to meetings and suddenly stopped coming, to invite them back?

This is a matter of judgement; expressing concern for the newcomer is part of our program.

13. Are Assemblies dominated to such a degree that new GRs drop out like flies, causing lack of participation? Some "good service minded" people never let go to allow others to grow. Their experience is of value to us, but?

The degree to which individuals dominate an Assembly varies from Area to Area. No Al-Anon service arm can function effectively and grow if new trusted servants do not feel free to express and implement ideas. Dominance at any level happens if it is permitted to continue. The Assembly or Area World Service Committee may wish to take an inventory and assess alternatives. Contacting other Areas may be helpful; this would also be a good open discussion or workshop topic at the Assembly. A past trusted servant carries the message by making the benefits of service attractive.

14. Has any provision been made to see that at least background information be provided at workshops being discussed at WSC, as frequently, the person submitting question is not present in that workshop?

Where the question has been abstract, an attempt is made to place the person submitting the question in the workshop. Additional attempts will be made next year to encourage individuals who submit questions to provide background information to other

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WSC members attending a particular workshop. Part of the problem is that one individual may submit multiple questions which are channeled to several different workshops.

15. What is the definition of a Service Arm?

A Service Arm is a board or committee created by and responsible to the groups it serves. An Information Service, Intergroup, District Area Assembly are basic examples.

16. Can anyone get a list of mailing labels for any Area by simply asking the WSO? Do you supply these labels to AA for their mailings to Al-Anon groups for their conventions or round-ups?

No. We did this at one time, but presently, the WSO has equipment only to produce the labels required for our routine operation mailing purposes. The WSO does not supply labels to any Al-Anon or AA service arm or convention committees. This places us in the position of having to monitor who is receiving mailing labels and the intended purposes.

17. We know that Al-Anon members may belong to more than one group and vote in those groups. However, in one group there is a member who brings in enough friends from other groups for the election, in order to determine the vote. Most of these people have never visited the group having the election until that evening. Do you have any suggestions?

Group conscience decisions are usually voted on by those who consider themselves to be members of the group. Some members attend several groups; however, most members typically have one home group where they may vote and participate in the group's structure. The matter could be discussed by the group at a Steering or Advisory Committee meeting and presented to the group as a whole. Voting in Al-Anon is based upon spiritual and democratic principles.

18. If contributions can be made to WSO, can they also be made to local Intergroup offices, if they are incorporated?

Contributions can be made to any Al-Anon service arm or its committees. Incorporation is not a requirement. A group's first responsibility is to itself, and then to donate to the District, Information Service/Intergroup, Area and WSO as capable. Service arms cannot support themselves without help and encouragement from those they serve; this includes the donation of time as well as money.

19. If the incorporation of an Information Service Office of a Literature Depot does not specify "Al-Anon" in its incorporated title, can it function as an Al-Anon Literature Depot or Service Office?

The exact title selected by the Literature Depot or Al-Anon Information Service is a matter of its autonomy. In both cases and without the name, "Al-Anon," members, groups, and the public would not know how to identify an Al-Anon Information Service. A Literature Depot may use our Al-Anon name or the initials, AFG which identifies the type of books and materials that it carries.

20. In many metropolitan areas it seems difficult to know

where the line is between responsibilities of AIS and the Districts. Many decisions are made and it seems AIS is almost becoming an informed new layer of service structure: Group; District; AIS (if it exists); Assembly; WSC.

It is important for the groups or District(s) served by an AIS to define the respective duties and to cooperate with each other accordingly. A periodic review of guidelines and service manuals is suggested.

21. Many AIS chairmen are asking to have their expenses paid to Assemblies, RSS, etc. and in some cases are petitioning the Assembly for a vote.

This is a matter of Area autonomy and needs to be decided by the AIS and the Area. Each Area has its own policies regarding the expenses of trusted servants; contacting other Information Services and Areas may be helpful.

22. When an Al-Anon group becomes so large, 100-200 members, how can we truly share experience, strength and hope? Only 12-15 people have a chance to share aside from splitting, any suggestions?

This is a matter of group autonomy. A committee could be formed; the Group Representative or Chairman may speak or visit with other groups. Some large groups have a chairperson who opens the meeting and after a brief introduction of the topic, the members divide into smaller discussion groups.

23. Will there ever be a service time "limit" for members at the WSO Office level? (Coordinators, Staff Secretaries, Trustees and Executive Committee). It seems as if the "rotation" of members has become a shuffle of "musical chairs."

There is a rotation limit for Trustees and Committee members. Although rotation of Staff Administrator assignments has been considered, there is no plan currently underway to implement a full rotation policy of paid Staff.

24. Do the Areas (via the WSC) have any opportunity to have input to the criteria for relocation of the WSO?

There will be input from the Areas through the Regional Trustees. If the relocation study narrows down to a few specific areas, it would seem practical to get additional input from the Delegates or other trusted servants in the locale.

25. We talk in Al-Anon about being a separate entity and not using AA literature in our meetings as topic material, yet, one of Oregon's Al-Anons sent a copy of a song she had written to WSO to see if it could be included at the 1990 International. It was returned with the explanation that it could not be used because it did not include AA. If we are separate, then why do we need to include AA?

A consensus taken at the 1984 WSC was in favor of not using songs and skits at the 1985 International Convention; this was reaffirmed for the 1990 Convention. The reason has nothing to do with AA, it was to avoid competition and eliminate the dilemma of what could become an increasingly difficult selection process.

INSTITUTIONS

1. Why GRs in Institutional places?

There are two classifications of Institutions groups registered by the WSO. One has GRs because they are discussion or regular meetings, the other does not have GRs because membership is transient and these meetings for newcomers are sponsored by members of other groups.

2. We need suggestions or guidelines for groups on how to handle when a person is forced to attend Al-Anon meetings by the courts. Anonymity is a concern - written verification is asked of GRs to prove attendance.

An article in a past issue of INSIDE AL-ANON addressed this subject. Members shared their experiences and the conclusion was whether or not to sign is a matter of individual and/or group autonomy. It may be helpful for a group conscience decision to be made as a routine part of the group's operation as some groups have more need for a policy of this type.

3. What is "Twenty Questions Plus Five?"

The Institutions and Public Information Committees gave a joint presentation at the 1980 World Service Conference. Before an Institutions group can be started, there is a certain amount of P.I. work to be done. In recognition of this overlapping commitment, a series of questions from 64 Delegates and 126 Area Coordinators were compiled by the two Standing Committee members. Write the WSO for a copy of the questions.

INTERNATIONAL COORDINATION

1. How do the Russian groups pay for literature ordered from WSO?

Since Russian rubles are not exchangeable for American currency, WSO has initiated a one-year plan to offer Russian material to members in U.S., Canada and other countries where currency is able to be exchanged. When ordering Russian literature members receive a Russian contact, and then mail on the material. In this way we hope to accomplish two things; to get literature that is paid for into the country and to give members the opportunity to correspond directly, in a person-to-person approach.

2. The understanding of my Area Delegate is the Delegates from the U.S. and Canada to the [International Al-Anon General Service Meeting] IAGSM are: 1) a WSO Staff member and 2) the PFA representative. The reason given that an AA member cannot participate in Al-Anon service as a GR or beyond is because the focus is different for an AA member. Using that analogy, it appears there could often be a difference in focus or priorities between the staff of Al-Anon and the groups of Al-Anon. Though we believe WSO and perhaps PFA should be involved, wouldn't the fellowship of Al-Anon of the U.S. and Canada be better represented by a Delegate selected from among the Delegates to the WSC? Where can I find the policy, charter or whatever, where this is currently outlined?

There is a small Planning Committee which attends the IAGSM consisting of the Chairman of the International Coordination

Committee, Staff Administrator and two longtime members (preferably former WSC Delegates). The Planning Committee's structure is outlined in the International Coordination Guidelines. The Delegates from the U.S. and Canada are the Chairman of the Board of Trustees and a Trustee from Canada to insure a Canadian voice. All Delegates to IAGSM feel that their participation at the Board of Trustees is essential. This is reflected in the motions coming from the IAGSM. The Summaries of the IAGSM contain this information.

LITERATURE

1. Al-Anon's "Big Book" (AL-ANON FAMILY GROUPS) - when will it be finished? Could it be combined with AL-ANON FACES ALCOHOLISM?

The 1990 World Service Conference rescinded the 1987 motion to revise and expand AL-ANON FAMILY GROUPS, and so this book will remain as it is currently being produced.

AL-ANON FAMILY GROUPS and AL-ANON FACES ALCOHOLISM are written from different perspectives and so cannot be combined.

2. Our Area feels that both the Al-Anon and Alateen Newcomer's Packets contain papers that don't apply to newcomers. For example: list of things to buy, The FORUM subscription order form, WSO newsletter. They have no idea of what these things are. Couldn't these be eliminated to cut down on cost?

We include our catalog and order forms in the Newcomer's Packets to offer newcomers the opportunity to obtain additional pamphlets and books that will help them become familiar with the Al-Anon program of recovery, particularly if the group does not have these items available. Some newcomers to Al-Anon are not able, for whatever reason, to continue to attend our meetings and the material may be their only source of Al-Anon help.

3. What is the status of compiling a "Daily Reader" for Al-Anon adult children? When will this be published?

The WSC voted to compile a Daily Reader reflecting the many faces of Al-Anon. Although there will be many sharings by adult children, the book includes Al-Anon members with a variety of relationships. We are asking Al-Anon members to imitate a page from ODAT and to send us these sharings for the Daily Reader. We still need to receive a great number of such pages.

4. Why did they take out of the Sponsorship pamphlet the phrase about the ultimate goal of Sponsorship where there is mention made to the Higher Power, and just what was that phrase?

From time to time some changes are made in our pamphlets to more accurately reflect the experience, strength and hope of our fellowship today.

5. Why were the checklist questions at the end of the DILEMMA OF THE ALCOHOLIC MARRIAGE discontinued?

The checklist was removed as it was out of context with the thinking of most spouses today.

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6. We are concerned that our slogans should go through CAL process, on their own, before they become official slogans for our fellowship. (For example there are four slogans found in the new index copy of AS WE UNDERSTOOD.)

The slogans listed in the Index to Recovery in CAL (P-63) are recognized as Al-Anon slogans. However, slogans come into common usage by people using them. The slogans listed are: Easy Does It, First Things First, How Important Is It? Just For Today, Keep An Open Mind, Keep It Simple, Let Go and Let God, Let It Begin With Me, Listen and Learn, Live and Let Live, One Day At A Time, Think.

Can you revise the documentation of the slogans? We find them in different pieces of literature, but not always phrased consistently. Why not produce a pamphlet with the slogans, perhaps on cardstock like the Just For Today bookmark?

See previous response.

How are new slogans developed and incorporated into our literature?

See previous response.

We would like to see some comprehensive material on the slogans, which ones to use, do they reflect good Al-Anon thinking, even some good examples of how they work. There is confusion about which slogans are used in the Al-Anon program.

See previous response.

7. ONE DAY AT A TIME IN AL-ANON book has outside quotes. Is this giving a double message, when Al-Anon members are told not to bring outside quotes from other self-help books and material into meetings?

Our Policy Digest assures us that brief excerpts from material other than CAL may be part of personal sharing at meetings. When the ODAT was approved as CAL, it was acknowledged that outside quotes supported ideas of our Al-Anon philosophy.

8. Why doesn't the "Index to Recovery" list the Service Handbooks?

The Index to Recovery in CAL (P-63) lists only recovery material rather than service oriented pieces.

9. Why not stop using "ODAT" instead of saying "One Day at a Time"?

Acronyms such as ODAT come into common usage simply by people using them. Each of us may decide for ourselves whether or not to use a particular acronym.

10. The new Index to Recovery is only usable if members have new books. Could reference pages be given for older printings?

The Index to Recovery in CAL (P-63) refers readers to the indexes of Al-Anon books. Over the years various changes have been made in the books so that a current index may not be

applicable. It would not be feasible to provide reference pages for each edition of a book that was produced without an index.

11. When do the revisions end up CAL? Revisions are creating problems in groups. It is hard to follow if members have different printings. There is objection to the continuing change of color and size.

Ours is a living body of literature that reflects our fellowship. Sometimes pamphlets are given facelifts to make them visually more attractive. The larger size pamphlets accommodate larger size type to allow for easier reading.

12. Why was the attached ribbon bookmark in ODAT discontinued? Could this be placed in all daily readers?

The ribbon bookmark became too expensive for us to continue using it. We continue to look for alternatives.

13. Reference in Conference-Approved Literature to God only as a he.

Referring to God as "a he" in our literature is consistent with references to God in our Steps and the sharings received from members of Al-Anon. However, many members substitute words and phrases that are more comfortable for them when they are willing.

14. Could there be more coverage of shame in the Index to Recovery? Why is the subject of sex not in the Index to Recovery?

Members of the Literature Committee selected topics that they felt were discussed sufficiently in Al-Anon recovery books and pamphlets to give the reader an understanding of the subject.

15. Can WSO look into the feasibility of combining some of our CAL, we feel there is far too much?

We continually review our books and pamphlets in an effort to determine what best serves our fellowship.

16. Why is it that we are putting out a special packet of information for Adult Children of Alcoholics, when we are trying to get groups to stop using the label Adult Children of Alcoholics?

This packet was produced to fill the need requested by adult children in the Al-Anon fellowship. All groups for adult children registered at the WSO are called Al-Anon adult children of alcoholics groups to distinguish them from other groups for adult children.

17. TWELVE AND TWELVE book, page 107, second paragraph, last sentence - "who lives" incorrect grammar should be "whose lives."

Thank you for catching this, it will be corrected in the next printing.

18. Catalog entries - Could the following be listed in the next printing of the catalog: 1) Reprints; 2) Listing of publications in the P.I./CPC and Institutions packets, as it was in the 1988-89 catalog; 3) Listing of publications in the Newcomer's Packet as in the 1988-89 catalog.

1) Reprints are listed; 2 & 3) Space does not permit listing contents of all kits and packets.

19. Can Al-Anon consider developing ways to study the Big Book of AA? Especially chapters that pertain to Al-Anon and AA's family pamphlets?

The Digest of Al-Anon/Alateen Policies states that although AA literature could reinforce understanding of Al-Anon principles, such use might divert us from the Al-Anon point of view.

POLICY

1. Can non-Conference approved films be shown at an Al-Anon convention?

The Digest of Al-Anon/Alateen Policies states that films by outside sources are sometimes shown at Conventions with care taken so these films do not violate Al-Anon/Alateen Traditions or principles.

2. Could we have better instructions for registering new groups? Could the explanation on page 35 [Al-Anon and Alateen Groups at Work] be more complete? Does the group have to have a Group Representative before registering with WSO?

In Al-Anon and Alateen Groups at Work, groups are asked to write to the World Service Office. Detailed instructions are then sent. Groups are encouraged to select a Group Representative but it is not a requirement for registration.

3. AA guidelines suggest it is all right for AA and Al-Anon to have a combined Central Office (or Intergroup), until it is financially possible to have separate facilities. What is Al-Anon's guideline or experience regarding this matter?

The Digest of Al-Anon/Alateen Policies suggests that Al-Anon may share facilities with AA until Al-Anon has grown sufficiently to support its own Area Information Service provided that it meets its financial and workload obligations.

4. If an Al-Anon Area decides to put their money into a "CD" account, would this be breaking our Traditions and if so which ones?

It does not violate Traditions for an established service arm such as an Area to invest its funds.

5. Can functions sponsored by a clubhouse operated by AA and Al-Anon or Alateen members be announced or can fliers be displayed at Al-Anon or Alateen meetings?

Clubhouses are projects outside of Al-Anon and the appearance of affiliation is to be avoided; Al-Anon meetings at clubhouses can be announced and fliers displayed.

6. Can we promote Al-Anon Clubhouse functions?

(see answer above)

7. Could we please have some clarification on previous Ask-It-Basket question: "How does an Al-Anon fund-raising project that includes members' family or friends, fit in with

our Tradition of self-support? The answer was: Cooperation among family members involved in an Al-Anon fund-raiser is in keeping with the Traditions. Part of our recovery is knowing the difference between cooperation and dependence." We had decided that selling chances to win a quilt at our state Al-Anon/Alateen Convention to family or friends would violate Traditions. Did we make an error? If so, please explain.

Passing the basket or being involved in a fund-raising effort which involves families or friends of Al-Anon members is a "gray" area in terms of the Tradition of self-support. During Policy Committee discussions on the subject, some members feel that in the spirit of cooperation the alcoholic and other members of the family do partake in Al-Anon functions since alcoholism is a family disease and can be involved in an Al-Anon fund-raiser; others feel doing so is affiliation. Each group involved in fund-raising efforts needs to take its own group conscience on the matter.

8. Page 19 of our Policy Digest states; an individual member may contribute \$1,000 per year to the WSO. What is the policy for how much an individual member may contribute to a group or District?

The policy applies to the WSO only; other service arms generally adapt their own policy in keeping with the WSO policy. Some adjustment of the amount would seem suitable for a group or a District while \$1,000 per year for an Area might be appropriate.

9. Policy Digest, page 13, item d. - the second sentence - Could you please add "A group's name should not imply affiliation with Alcoholics Anonymous, any commercial venture, etc.?"

The above passage provides general categories. It does not include any specific organizations. Alcoholics Anonymous is included in the category of "outside enterprise."

10. Some members are having our emblem imprinted on sweatshirts, with Mt. Washington (I believe) in the circle, and selling them as a money-making item. It seems to me that page 30 of the Policy Digest should be changed to show the R (registered). d. The above symbols are registered as Al-Anon 'marks' with the U.S. Patent office. Use of these marks for other than Al-Anon/Alateen purposes or any alteration of these symbols endangers their legal status.

The item in question was a fund-raiser by the Seattle Host Committee for the 1990 International Convention and was therefore used for an Al-Anon/Alateen purpose.

11. In the G-3 Guideline Cooperation Between Al-Anon and AA, it states there cannot be a combined Al-Anon and AA group. However, in the next question it asks: "What about regularly scheduled combined meetings such as "couples," "open discussion," etc.? The answer says that if they are held they should be a supplement to regular Al-Anon group meetings. If there is no such thing as a combined group to begin with, then as I understand it, the couples meetings (or whatever they are) are not Al-Anon nor AA. So, why do we address the frequency (or any other particulars) of the meetings?

The first question applies to a "group." Groups with both Al-Anon and AA officers are not registered with the WSO. There are "couples" groups, but they are listed as either an Al-Anon or AA

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group. The next question refers to meetings which may or may not be registered.

12. In the January 1990 compilation of Ask-It-Basket Questions on page 53 an answer to a question concerning involvement in an AA convention in part states, "The open meetings we hold....". To me this implies we cannot have closed meetings when holding Al-Anon meetings at an AA function. Is that implication accurate?

There was no implication intended. When Al-Anon participates in an AA function it may hold both open and closed meetings.

PUBLIC INFORMATION

1. Can the Al-Anon 800 number be put in every phone book throughout the country?

Using a local Information Service or answering service number is preferred; however, if none is available, the WSO P.I. number (800) 356-9996 can be listed.

2. When Public Information and CPC contacts have been made, the information seems to take a very long time getting back to the Coordinators. The process could be speeded by sending the notification to the Coordinator at the same time the response is sent to the correspondent. Would this be possible?

The P.I. service sends information to the Coordinators the same time we respond to area media reports. Most of the media requests are at the national level and are handled directly by this office.

CPC has more requests from professionals in the local area and because of the volume find it more effective to forward these requests monthly.

3. Is anything being done or how can we help the native population in Canada?

The Area reports on efforts to reach local minority communities and will help the WSO Minority Committee (subcommittee of the P.I. Committee) when it expands its efforts to reach all minority communities. The WSO Minority Committee is now focusing its efforts on the black community.

4. The words alcoholism and alcohol in large type on the posters may often have an AA association, since AA is better known to the general public.

Alcoholism is the name of the disease from which families and friends of problem drinkers suffer. The use of the word helps the newcomer identify the problem. (This comment will be forwarded to the P.I. Committee for consideration when producing new posters.)

5. To make the "purpose of Al-Anon/Alateen" more striking as soon as the poster is viewed (rather than having "the purpose" in small print.)

The suggestion that the purpose be made larger on Al-Anon posters will be forwarded to the P.I. Committee for consideration in future projects.

6. Page 63 of the 1990 distribution of the AIB questions under 1988 says it is alright for an individual member to place Al-Anon/Alateen videos in video stores. What about Al-Anon Information Services or Public Information? Or even a group? Why is it limited to an individual, when (as those bodies) we give to the schools, doctors, libraries, counselors, etc.?

The policy is not limited to individuals, groups, Districts, or Areas. Information Services may distribute the videos as part of their P.I. Service efforts.

MOTIONS

MOTION #1 (Unanimous)

To approve the following participants be seated with voice and no vote: Alberte C., Secretary, Publication Francaises (Al-Anon member); Teresa M., Supervisor, WSO Spanish Services (Al-Anon member); Richard Keilly, WSO Controller (Nonmember).

MOTION #2 (Unanimous)

To approve the 1989 Annual Reports as corrected.

MOTION #3 (99 yes; 1 no)

To approve the 1989 Audited Financial Report as submitted.

MOTION #4 (97 yes; 2 no; 1 abstaining)

To approve the 1990 Budget as submitted.

MOTION #5 (91 yes; 9 no)

The Policy Committee RECOMMENDS to the 1990 WSC the following amendment to the Digest of Al-Anon/Alateen Policies page 15 under

The WORLD SERVICE OFFICE: II MEETINGS; adding a new section a. Locating Meetings and relettering from a. to d. to read as follows:

a. Locating Meetings

Al-Anon and Alateen meeting information can be obtained by contacting Al-Anon Information Services listed in local telephone directories or by calling the WSO toll-free numbers. To obtain meeting information when traveling or relocating:

In the U.S.A. call 800-344-2666

In Canada call 800-443-4525

In New York call 800-245-4656

between 8:00 a.m. - 6:00 p.m., Eastern Time.

A list of Al-Anon Information Services and offices worldwide is found in Getting In Touch With Al-Anon/Alateen (S-23). (See page 23, III. INFORMATION SERVICES (INTERGROUPS) ETC. b. and page 27, c.

MOTIONS

World Directories of Al-Anon, item 4.

- b. Open/Closed Meetings-same text (relettering from a. to b.)
- c. Tape Recordings - same text (relettering from b. to c.)
- d. Films - same text relettering from c. to d.)

MOTION #6 (97 yes; 3 no)

The Policy Committee RECOMMENDS to the 1990 WSC the following amendment to the text of the Digest of Al-Anon/Alateen Policies, page 23, III. INFORMATION SERVICES (INTERGROUPS), etc.

b. Getting in Touch with Al-Anon/Alateen

Al-Anon Information Services and offices worldwide, which meet the above requirements, are listed in this publication. Since individual's names, addresses or telephone numbers are not disclosed, this listing can be used by the membership as well as the public and professional community. Each proposed and newly registered group receives a complimentary copy. Additional copies can be ordered. (See page 15, II. Meetings, a.) (See page 27, c. World Directories of Al-Anon Family Groups, 4.) Item b. in original text will be relettered to item c. Cooperation.

MOTION #7 (98 yes; 2 void)

The Policy Committee RECOMMENDS to the 1990 WSC the following amendment to the Digest of Al-Anon/Alateen Policies, page 27, IV. OTHER PUBLICATIONS:

c. World Directories of Al-Anon Family Groups

The World Directories, CONFIDENTIAL biennial listings of all Al-Anon and Alateen groups in the U.S. and Canada, were discontinued by vote of the World Service Conference in 1988. (See page 15, II. MEETINGS, a.)

MOTION #8 (61 yes; 39 no) DENIED

The Policy Committee RECOMMENDS to the 1990 WSC the following amendment to the text of the Digest of Al-Anon/Alateen Policies, page 16, III.

e. Films

Sometimes films relating to the subject of alcoholism are shown at large meetings and conventions between meetings and workshops. Careful consideration is essential in choosing films; their content should not violate the Al-Anon/Alateen philosophy or principles. Al-Anon does not endorse films made by outside filmmakers.

MOTION #9 (98 yes; 1 abstaining; 1 void)

The Policy Committee RECOMMENDS to the 1990 WSC the following amendment to the text of the Digest of Al-Anon/Alateen Policies, page 16, III. CONVENTIONS.

f. Video Taping or Filming

In keeping with Tradition XI, video taping or filming at conventions is not recommended.

MOTION #10 (97 yes; 1 no)

The Board of Trustees RECOMMENDS to the 1990 WSC the following amendment to the Chairmanship of the Executive Committee.

At the quarterly Board Meeting of the Board of Trustees in July, 1989, the Board voted to terminate the three-year trial period that provides for the Chairmanship of the Executive Committee to be filled by an Executive Committee Member-At-Large for two years and the Chairman of the Board for one year; and to continue the Chairmanship of the Executive Committee pursuant to the Twelve Concepts as written.

MOTION #11 (Unanimous)

That Delegate members become a permanent part of the composition of the Archives Committee since the trial period for Delegates on the Committee has been successful.

MOTION #12 (98 yes; 1 void)

That the composition of the WSO Conference Committee be amended as follows:

1. The Conference Committee is composed of a volunteer Chairman and when possible an Assistant Chairman; the Conference Administrator; the Admissions/Handbook Chairman; the Deputy Executive Director; the Staff Administrator serving on the Executive Committee; the Staff Administrators who will be making presentations for that year and three At-Large Members, preferably with Delegate experience.

2. And that this membership composition become permanent.

MOTION #13 (96 yes; 3 no; 1 abstaining)

That the following Resolution of Gratitude to AA be made on behalf of Al-Anon Family Groups to Alcoholics Anonymous.

RESOLUTION OF GRATITUDE

WHEREAS, The World Service Conference of Al-Anon Family Groups on behalf of the Al-Anon fellowship, which includes Alateen, acknowledges a debt of gratitude to Alcoholics Anonymous:

FOR the special encouragement, guidance and spiritual support that began with the formation of Family Groups and continues today in the ongoing cooperation between Al-Anon Family Groups and Alcoholics Anonymous worldwide;

FOR willingly sharing its three legacies: the Steps, Traditions and Concepts, adapted by Al-Anon Family Groups, which serve to heal the families and friends of alcoholics;

FOR publishing family-related articles in the AA Grapevine both before and after Al-Anon Family Groups developed its own material.

Therefore,

BE IT RESOLVED that it is the desire of the World Service Conference of Al-Anon Family Groups always to remember Al-Anon's roots in the inspired program of Alcoholics Anonymous. May our special relationship continue to grow.

Resolution adopted by the 30th World Service Conference of Al-Anon Family Groups, April 25, 1990.

MOTION #14 (99 yes; 1 no)

That the Conference Committee on Trustees (CCT) become a permanent subcommittee of the Nominating Committee.

At the quarterly meeting of the Board of Trustees in July, 1989, the Board voted to recommend to the 1990 World Service Conference that the Conference Committee on Trustees (CCT) become a permanent subcommittee of the WSO Nominating Committee.

MOTION #15 (91 yes; 9 no)

That the WSO proceed for one year, researching the feasibility of holding an Al-Anon International Convention in 1997.

MOTION #16 (79 yes; 18 no; 3 abstaining)

MOTIONS

The Alateen Committee RECOMMENDS to the 1990 WSC approval of a CAL piece comprised of sharings from past issues of ALATEEN TALK.

MOTION #17 (95 yes; 5 no)

That the Alateen Committee develop a service leaflet attracting Al-Anon members for sponsorship in Alateen. Titled - Alateen Sponsorship Is It For You?

MOTION #18 (95 yes; 4 no; 1 void)

That the World Service Handbook on page 3, under Area Coordinator be reworded as follows:

An Al-Anon/Alateen member, not necessarily a GR, who is appointed by the World Service Delegate or Assembly Chairman, or is elected by the Area World Service Committee, to edit the Area newsletter or to unify one of the Al-Anon special services for an Area, such as Alateen, Archives, Cooperating With The Professional Community, FORUM, Institutions, Literature, Public Information. . . etc.

MOTION #19 (96 yes; 4 no)

That the World Service Handbook on page 32 be reworded as follows:

NB. This includes the rewording of the first line, last paragraph, and the inclusion of the word "Archives" and "FORUM" in the last paragraph.

All Al-Anon/Alateen members, except those who are also members of AA, are eligible to serve as an Area Coordinator. Guidelines for Area Coordinators of special services, such as Alateen, Archives, Cooperating With The Professional Community, FORUM, Institutions, Literature, Public Information are available from the WSO. They are not detailed here because they are constantly being updated to include new experience and development.

MOTION #20 (Unanimous)

That the World Service Handbook on page 33, letter n., be reworded as follows:

n. reports from Coordinators of special services: Alateen, Archives, Cooperating With The Professional Community, FORUM, Institutions, Literature, Public Information.

MOTION #21 (99 yes; 1 no)

That the World Service Handbook on page 4 under World Service be reworded as follows:

Services rendered to groups all over the world by our World Service Office (WSO), also known as Al-Anon Family Group Headquarters, Inc., and by General Service Offices (GSOs) outside the U.S. & Canada. They are channelled through Area World Service Committees and General Service Committees in other countries. To keep communication open between the WSO and GSOs, an International Al-Anon General Services Meeting (IAGSM) has become part of our structure.

MOTION #22 (98 yes; 1 no; 1 abstaining)

That the World Service Handbook on page 9 (bulleted area) be reworded as follows:

is responsible for services to Al-Anon Family Groups all over the world, directly or through the Al-Anon General Service Office of each country.

MOTION #23 (98 yes; 2 no)

To give conceptual approval to the proposed revisions of the Al-Anon Family Groups chart in the World Service Handbook.

MOTION #24 (97 yes; 3 void)

That the World Service Handbook on page 9 (bulleted area) be reworded as follows:

maintains translation review of Al-Anon/Alateen literature into foreign languages and supervises the legal aspects of its distribution.

MOTION #25 (Unanimous)

That the World Service Handbook on page 9 (bulleted area) be reworded as follows:

plans, coordinates and participates in the biennial International Al-Anon General Services Meeting (IAGSM).

MOTION #26 (99 yes; 1 no)

That the CPC Committee develop a rolodex card to replace the leaflet, You Can Render A Great Service To Families Of Problem Drinkers.

MOTION #27 (95 yes; 3 no; 1 abstaining; 1 void)

To approve the Literature Committee's RECOMMENDATION to rescind the 1987 World Service Conference motion to substantially revise and expand our basic book AL-ANON FAMILY GROUPS (formerly titled LIVING WITH AN ALCOHOLIC).

MOTION #28 (89 yes; 10 no; 1 abstaining)

That the World Service Conference give conceptual approval for the production of a comprehensive, informational and recovery book that reflects the universality of Al-Anon/Alateen today.

MOTION #29 (24 yes; 70 no; 4 abstaining) Denied

That the 1990 World Service Conference approve a change in the text to pages 37-42 of Al-Anon's Twelve Concepts of Service, specifically Warranty 1, page 37, lines 12-13; Warranty 2, page 39, lines 16-17; Warranty 3, page 39 lines 33-34; Warranty 4, page 40, lines 16-17; Warranty 5, page 42, last 4 lines to match Article 12 of the Charter and to preserve the original wording of those pages under amendments page 44, original text.

MOTION #30 (72 yes; 22 no; 4 abstaining)

To fill the void of essential French language Alateen Public Information tools, that the 1990 World Service Conference approve the production of a French version of *Alateen Tells It Like It Is*.

MOTION #31 (76 yes; 21 no; 2 void)

To meet the need for French language Al-Anon Public Information tools, the 1990 World Service Conference approves the production of a French version of *Al-Anon Speaks For Itself*.