

# 1991 AL-ANON FAMILY GROUPS WORLD SERVICE CONFERENCE

## THEME: 40 YEARS- SHARING THE VISION

STAMFORD, CONNECTICUT      APRIL 29-MAY 4, 1991

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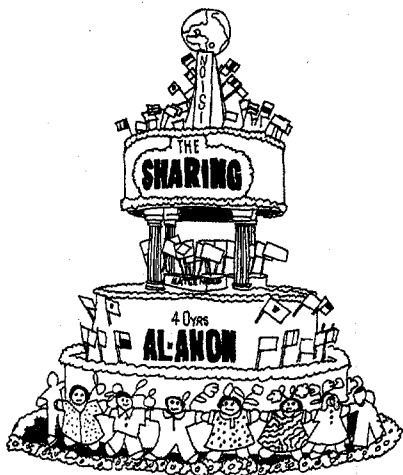
### CONCEPT II.

**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

## 40 Years - Sharing the Vision WSO DINNER:



Celebrating 40 years of Al-Anon fellowship, the Conference theme, was truly brought to life as warmth filled the room at the traditional opening night dinner. The 1991 World Service Conference brought together Delegates from the U.S. and Canada, the Board of Trustees, Executive Committee and WSO Staff Administrators, chairmen of committees, retirees, representatives of AA, support staff and guests.

Reflections of Al-Anon growth were expressed by Conference Chairman, Norma McG., and the many guests in attendance, including Penny B., past Conference Chairman; Hildegard V., former Editor of *The FORUM*; Ann S., former Institutions Administrator, and Linda McF., past Literature Administrator. As Norma gave each the opportunity to share, the air was electrified with reminders of the early beginnings of this wonderful program. "I wonder if Lois and Anne envisioned the magnitude we've witnessed today?" commented Norma.

In addition to serving as Conference Chairman, Norma was also introduced as the evening's dinner speaker, "That's because I'm the only one who will admit to being 40!" were her opening comments.

Describing her perfect life as a small girl surrounded by relatives who loved to spoil her—grandparents, an uncle and three unmarried aunts, Norma fondly recalled, "Very early on I learned that if I couldn't get what I wanted at home, I only had to go next door." Memories of love and warmth between her parents and family filled her thoughts as she remembered her vision of the future which would consist of marriage, maybe a child or two and a "happily ever after" ending.

After meeting a wonderful man, Norma realized a few rough edges would need to be changed, but certainly their life together wouldn't have any problems. Paul was raised in an alcoholic home by two controlling sisters.

The early years of marriage were blissful as Norma established herself as head of the household—not much different from what Paul was accustomed to. Two daughters were born, a nice social life developed and harmony existed. In time, things changed as the happy couple were no longer being invited to gatherings. Unaware of the reason, Norma assumed Paul had done something to offend their friends. Thinking a geographic move would be the cure, the family relocated to the Boston area where things would certainly be different, "Not better, just different," Norma remembers. "I didn't realize it then, but Paul was in the early stages of alcoholism. I never noticed the personality changes or drunken behavior."

Weekend drinking benders soon became every day binges. "I would get my hopes up that he had stopped, but then it would start all over again." During the dry times Norma became concerned about her husband's negative, angry and hostile behavior, "He was not the kind, gentle man I had married. He must have a mental illness," I thought. If he would only talk about it, Norma was convinced she could fix it. Although raised to keep family problems in the home, she finally approached the family doctor for help in dealing with her husband's mental illness. "I wanted him in a hospital so he could get the psychiatric care he needed, but it had to be a place that was free of charge." Knowing little about alcoholism in those days, the doctor half-jokingly said that if she pushed her husband down the stairs he could be hospitalized that way. "I didn't, but in all honesty, I thought about it."

As the drinking progressed, Norma increased her efforts to control it, but begging, demanding and pleading just weren't working. Because their friends *helped* him to get drunk, Norma began to eliminate them from her life. Soon the job losses began, in spite of her efforts to explain away the absences. "I remember calling Paul's boss on a Monday morning and telling him the furnace had exploded—that was in July!"

After the last job loss, the family was forced to move into a housing project and Norma returned to work. Assuming total responsibility for the family that had grown to four children, Norma left each day realizing she was leaving these small children in this man's care.

Soon Paul began to demand that she *do* something. Remembering some friends that belonged to "something called AA," Norma made contact and two AA members agreed to visit her home. "That was one night I'll never forget—they gave Paul's problem respectability by giving it a name—alcoholism." Attending AA meetings with Paul, Norma had the opportunity to continue doing what she had so long practiced—control the situation. By acting as his interpreter, she would listen to what members had to say and explain it to her husband. After two weeks, one man gently but firmly stated, "Norma, don't come back." She was then told of a group of women who met regularly.

Attending Al-Anon meetings was a nice night out, but Norma was reluctant to listen to what was being said since the focus was not on her husband's immaturity and lack of responsibility.

Instead, she was hearing that she, too, had a problem. After the first few weeks of her husband's sobriety, Norma thought the problem would be over, but she was now living in sheer hell. "Somehow in AA, Paul got the impression that he was entitled to an opinion."

With the gentle nudging of a neighbor, Norma continued to attend Al-Anon meetings and got a sponsor. "I know we don't give advice in Al-Anon, but my sponsor, Marge, told me what to do and I will always be grateful." Slowly the Al-Anon program was making sense. With Marge's encouragement, Norma began to look at the Twelve Steps as a way to recovery.

Remembering her beginnings in service work, Norma reflected on a woman in the group who was always carrying a shopping bag with a coffee pot in it. When she asked why the same woman was the only one carrying it, she heard, "Because no one ever asked before. Here!" Service in her group was not something you volunteered for, it was assigned. If you missed a meeting you could be elected to hold office, which is exactly how Norma became secretary of her group.

As time passed and the acute pain began to subside, Norma felt she had achieved recovery. Marge thought otherwise and continued to urge her on. After five years of sobriety, Paul resumed drinking for a year. Al-Anon's teachings convinced Norma that she would not follow in her husband's path. Realizing she was not the cause of his drinking and certainly not the cure, she kept her expectations low and continued on with her own life. During this time, her daughter was getting married. Unsure of her husband's plans, Norma worked out an alternate arrangement and prepared for her father to give the bride away—just in case. The wedding turned out lovely with Paul escorting his daughter down the aisle. Two months later he went back to AA.

Reflecting on her life, Norma attributes her recovery today to the service work she continues to be involved in. "I have no bad days now; there are some bad moments, even hours, but I have a choice as to how long they will last. I love the freedom I have today to take care of myself and to say no when I need to; the freedom to make mistakes and not be perfect; the freedom to let other people be responsible for themselves. These are freedoms I never had before. One day at a time; my life is exactly as I would have it."

## SHARING AREA HIGHLIGHTS

The Chairman gave an explanation of the Sharing Area Highlights meeting. It developed in 1976 out of a need expressed by many Delegates for a forum where they could share their Area concerns/projects/successes. World Service Office members were invited as guests with no voice. In return, Delegates are invited to attend the quarterly Board meeting, with no voice, which had previously been closed.

Joyce B., BC/Yukon, Chairman  
Ora B., AZ, Reporter

Topics discussed at the 1991 Sharing Area Highlights meeting included:

- Area elections every three years versus a rotational system.
- An Area with 800 groups and 75 Districts (8 to 10 groups in each District) having 14-15 DRs attend the Area World Service Committee meeting. The problem shows up at the Assembly when many abstain from voting. Further, some DRs are not having meetings to pass information along. How can these problems be overcome?
- Suggestion that the WSC discuss re-districting.
- Can a meeting be deleted from a meeting list if it's not Al-Anon?
- How to handle a situation when the District asks the Area for a loan?
- A male member sexually harassing a woman in the group was asked to not attend but refused.
- Concerns over fund-raisers — why not just donate to Al-Anon?
- May a Delegate stand for more than one term?
- Groups signing a disclaimer for using a meeting room at a church to protect against lawsuits.
- Relationship between the Area Assembly and the Alateen Conference.
- Have Areas/Districts combine to have an Al-Anon Information Service?

It was reported that Kathy L., Alaska, will serve as Chairman and Sharon H., Saskatchewan, as Reporter for the next Sharing Area Highlights Session.

# OPENING SESSION

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The 1991 World Service Conference officially opened on Monday, April 29th at 8:30 a.m. by Conference Chairman, Norma McG., "40 years is a long time, another milestone in Al-Anon's history. We can be grateful to those early pioneers, and now you, for where we are today." Norma reminded the participants that the week-long sharing would see a lot of laughing, crying and love. "At the end of our time together, we will look back on our accomplishments and, although we may not have always agreed, we will know in our hearts that God's will had been done."

John B., Chairman of the Board of Trustees echoed Norma's words in welcoming the Conference body, particularly the new members. To guide the way, John read the Twelve Traditions. The Warranties and Concepts were read by Delegate members on this day and each morning during Conference week.

The first order of business was a Motion presented by Louise B., Chairman of the Admissions/Handbook Committee to seat with voice and no vote the following participants:

Alberte C.  
Georgette G.  
Richard Keilly

Secretary of PFA, Inc.  
Office Manager, National Public Information Canada  
WSO Controller (nonmember)

A consensus was reached by Conference members to use the closed ballot format for voting. Since the 1991 Conference participants breakdown was 67 Delegate members and 37 World Service Office members, the ratio of 2/3 Delegate voting members established by the 1985 World Service Conference, could not be achieved. The Conference agreed that four names of WSO members would be drawn daily from a hat. These members would retain voice, but no vote on that particular day, thus maintaining a 2/3 Delegate to 1/3 WSO ratio. A Motion was made, seconded and carried that a 2/3 vote would be needed for substantial unanimity. It was further clarified that abstention votes would reduce the total number of voters when determining whether substantial unanimity had indeed been reached.

## APPROVAL OF ANNUAL REPORTS

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Myrna H., Executive Director, presented the 1990 Annual Reports for Conference review and approval. In response to questions received at the WSO prior to the Conference, members were given a sheet clarifying reported information. Updates to each section, covering the first quarter of 1991, were presented by each Staff Administrator later in the week. After review, a Motion was made, seconded and carried to approve the 1990 Annual Reports as presented. (See Annual Report Section)

## STANDING COMMITTEES

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

<u>COMMITTEE</u>	<u>Panel 30 (1990-1992)</u>		<u>Panel 31 (1991-1993)</u>	
Admissions/Handbook	Jan T.	IL (S)	Mary Alice B.	OH
	Winnie S.	NM	Lynette F.	IN
	Carol O'D.	CT	Joyce K.	CA (S)
Alateen	Joanne J.	ID	Ann S.	MN (S)
	Sharon H.	SASK	Jerry S.	ONT (S)
	Sylvia B.	AR	Larry A.	IL (N)
Archives	Glena C.	UT	Gayle W.	TN
	Dee McK.	WY	Carolyn S.	HI
			William L.	MI
Conference Committee on Trustees	Josephine B.	NFLD/LAB	Betty W.	FL (N)
	Peggy S.	IA	Joel E.	MD/DC
			Giselene L.	QUE (W)

**COMMITTEE****Panel 30 (1990-1992)****Panel 31 (1991-1993)**

Cooperating with the  
Professional Community

Margaret R. ONT (N)  
Felix M. PR  
Ann P. NE  
Kathi L. AK  
Sarah M. MO  
William R. NY (S)  
Judi L. NV  
Edna S. SC  
Camille G. NH  
Barbara M. LA  
Jody T. SD  
Trudi L. ME

Diane W. PA  
Janice McN. KS

Institutions

Arlene M. NY (N)  
Frank R. DE  
Harry F. TX (W)

Literature

Wilma K. KY  
Pat E. TX (E)  
Mary Lou M. FL (S)  
Peggy C. CA (N)  
Jeannette N. MAN  
Rita D. RI

Public Information

## SPANISH SERVICES

Mary Ann K., International Coordination Administrator, presented the Spanish Services Update in Teresa's absence. The Spanish translation of ALATEEN—A DAY AT A TIME is being produced by the Mexico General Services Office in conjunction with the WSO. An increase of 400 subscriptions to *AL-ANON/ALATEEN EN ACCION* and *DENTRO DE AL-ANON* was reported. Guidelines for Trustees have been translated as the Spanish-speaking GSOs are very interested in the role of a Trustee and its relation to the Conference.

An overwhelming growth of Spanish-speaking Al-Anon groups during the past ten years in the United States was reported. A state-by-state visual display supporting the projections that Hispanics are the fastest growing minority group in this country was shown to Conference members. Looking to the future, the Spanish Services Department is ready to reach out and offer encouragement to all new groups.

**Update**

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

## FRENCH SERVICES

The Conference was provided with an in-depth look at the relationship between the World Service Office and PFA by the Chairman of the WSO Executive Committee.

PFA is a nonprofit corporation created to fulfill legal requirements to do business in Canada. There is an annual contract which spells out WSO's budgetary commitment and PFA's defined work, i.e., to translate, publish and distribute literary works of Al-Anon and to provide group services. Pursuant to WSO's written approval and instruction, all inventory and property is owned by Al-Anon Family Group Headquarters, Inc.

Publications Francaises, Inc. (PFA) reported, and Conference members were pleasantly surprised to learn, that PFA stands for "for the families of alcoholics" in French.

Since the beginning of 1990, group registrations, inventory, literature orders and subscriptions to *The FORUM* and *INSIDE AL-ANON* have been computerized.

Members were notified that a literature price adjustment of 18% became effective January 1, 1991, mostly to cover a federal and provincial tax increases. Also, since the beginning of January, the recession has been heavily felt. The four service manuals will be printed shortly and PFA is looking into the possibility of publishing a French version of ...IN ALL OUR AFFAIRS to meet the needs of the members and also boost literature sales. Alateen Sponsorship, Is It For You? is in progress and PFA hopes to reprint the new Anonymity leaflet shortly.

**Update**

Publications Francaises, Inc., PFA  
Alberte C., Secretary

## ALATEEN

The Committee reported that Alateen Sponsorship, Is It For You? has been completed along with a new design for the Alateen audio cassette, Alateen Tells It Like It Is. Preparation for reviewing material for the Alateen Talks Back Series is underway. The raw manuscript and a Sponsor's sharing is under revision for Hey Mom, Hey Dad - What Alateen Means to Me.

It was reported that the Alateen Committee will consider giving a presentation on servicing our younger members suffering from the effects of alcoholism at next year's WSC. An

**Update**

Peggy L., Chairman  
Bonnie C., Administrator

expansion of the book, ALATEEN - HOPE FOR CHILDREN OF ALCOHOLICS was recommended by the In-town Committee. This will be passed on to the Full Standing Committee for consideration.

A new project was developed and mailed to Al-Anon adult children groups to increase Alateen sponsorship.

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## Reportback

The Committee discussed registration of preteen groups based on a pending Green Light discussion. Several points were made: younger groups are being registered as Alateen groups; the age level is being removed from the registration form; the Policy Committee had agreed that the existing policy on registration remain the same; younger members are feeling rejected because of the lack of literature. The Committee's consensus was to explore a method for combining Alateen and Al-Anon under a single set of Traditions.

The first topic, "Acceptance," of the Alateen Talks Back Series is being processed through the Literature and Alateen Committees. The Committee approved booklet format for production.

Expansion of the book, ALATEEN - HOPE FOR CHILDREN OF ALCOHOLICS was discussed at great length. As a result the project was rejected because the teens on the Committee expressed the need for a new recovery piece. A feasibility study was discussed on producing a new Alateen book. However, a motion from the floor of the Conference gave approval to the development of a new Alateen book on recovery.

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# ARCHIVES

## Update

Patricia G., Chairman  
Margaret O'B., Administrator

The Spring issue of the Archives Sharing Bulletin was sent to 74 Archivists and Coordinators. Preservation and conservation measures resulted in three boxes prepared for outside storage in a temperature controlled environment. Many requests for archives information were supplied, including statistics and history of Al-Anon adult children groups and background on the reserve fund. Articles were written for *The FORUM*, *AREA HIGHLIGHTS* and *INSIDE AL-ANON* commemorating Lois' 100th birthday and Al-Anon's 40th.

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## Reportback



The Committee discussed the need to further preserve the Al-Anon historical treasures housed at the World Service Office. As one member put it, "Our gratitude will always be showing when we keep our history alive." The Conference granted conceptual approval to research the various methods available and the costs involved to preserve the Al-Anon archives.

It was recommended to the Literature Committee that the new pamphlet, Anne's Story, be included in the upcoming book, Al-Anon Today (working title). The Committee also discussed ideas on motivating additional interest in sharing Al-Anon's history through Archives: articles in WSO and Area publications; panels of longtime members at Area conferences; meetings and workshops using LOIS REMEMBERS and FIRST STEPS; increased communication between Archives Coordinators and WSO Archivist.

The Archives Committee proposed developing a timeline of Al-Anon's history for use by the P.I. Committee. The P.I. Committee gladly accepted the offer.

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## Presentation

The Conference theme, 40 Years - Sharing the Vision, never seemed more alive than during the Archives presentation. Pat G., Chairman of the Archives Committee, introduced an excerpt from the video, *Lois W. and the Pioneers*. The film depicted Lois W., Henrietta S., first part-time paid worker and General Secretary, and Margaret D., first FORUM Editor, sharing their vision of Al-Anon growth and stressing the importance of volunteers to ensure growth of the program internationally. Listening to those prophetic words, warmth filled the room and gratitude was felt for the early work establishing Al-Anon Family Groups. The Conference gave approval for the Archives Committee to explore reproducing segments of the video for use at Al-Anon functions.

Each Conference member received a copy of the new Conference-approved piece entitled, Anne's Story (P-66). This pamphlet glances at the life of Al-Anon's co-founder, Anne B., from the beginning stages of developing the program, to the life she led by practicing the Al-Anon program.

Following the video, Pat introduced the In-town and Delegate members of the Archives Committee. Each member described how their involvement in Archives restoration has

aided in their continuing recovery in Al-Anon. Learning the history of the program has enriched their lives to a point of full appreciation for the work that has been done and continues to be done.

## CONFERENCE SITE REPORT

Looking forward to the 1992 WSC, negotiations are underway and space is being reserved with the Sheraton Stamford Hotel and Towers with the understanding that the space will be released within a reasonable time frame, should a site better suited to Al-Anon's needs be found.

In the past year, the Conference Committee has continued to look for a suitable Conference site within the greater New York metropolitan area. Phone, mail contacts, hotel exhibits and several visits to hotels led to contacts with conference hotels. In some instances, adequate meeting space was unavailable, or room rates and traveling costs were exorbitant. Information obtained showed that hotel rates within the greater New York area are not competitive with those in the Stamford area.

The dates for the 1992 World Service Conference are April 27 - May 2, 1992.

Rita McC., Administrator

## ADMISSIONS/HANDBOOK

### (Subcommittee of the Conference Committee)

The Chairman explained the new procedure for all Standing Committee Reportbacks which includes the Committee Chairman reporting back to the WSC and motions being presented at the end of the reportback.

After discussion of possible changes to the Delegate election procedure, avoiding being restrictive to Areas and encouraging Area autonomy, the Committee presented two motions to amend the text of the Handbook.

#### Reportback

Louise B., Chairman  
Rita McC., Administrator

## COOPERATING WITH THE PROFESSIONAL COMMUNITY (CPC)

The leaflet, Who are the Members of Al-Anon/Alateen? 1990 Survey was completed and became available for distribution. The newsletter, *AL-ANON SPEAKS OUT*, Winter 1990-91 was completed and mailed, along with the promo piece for ...IN ALL OUR AFFAIRS, and an Al-Anon contact card that fits the Rolodex ® Card file, to over 19,000 professionals.

The March issue of CPC Update was mailed to Area CPC Coordinators along with a revised feedback sheet; *AL-ANON SPEAKS OUT*; the Survey Leaflet, Who are the Members of Al-Anon/Alateen? and its announcement flyer; and a listing of State and Territorial Alcoholism and Drug Abuse Program Directors and the Regional Alcohol and Drug Awareness Resource (RADAR).

Al-Anon was asked to give four presentations at the University of Utah School on Alcoholism and Other Drug Dependencies in the following sections: Family; EAP; Education and Prevention; Women: Treatment and Prevention. Two presentations will be given at Rutgers School of Alcohol Studies.

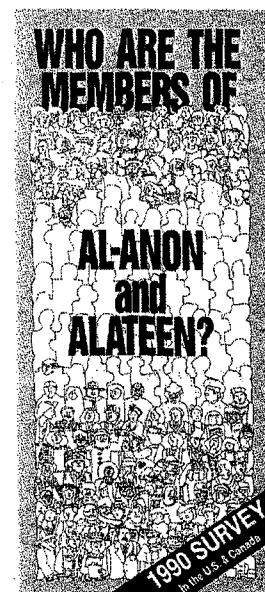
Work on the revision of Al-Anon and Professionals continues. A new title, A Member's Guide Working as a Professional, With Professionals was selected.

Approval was received to develop a Professional's Resource Kit to include *AL-ANON FACES ALCOHOLISM*; *ALATEEN - HOPE FOR CHILDREN*; a selection of pamphlets and a cover sheet. The Schools of Alcoholism Studies at the Universities of Utah and Rutgers have agreed to sell the kits in their bookstores.

Al-Anon exhibited at seven professional conferences and the CPC Administrator met with professionals at the Office of Treatment Improvement and the Office of Substance Abuse Prevention in Rockville, MD. Copies of ...IN ALL OUR AFFAIRS and the 1990 Membership Survey Report were distributed at a meeting in Bethesda, MD at the National Institute on Alcohol Abuse and Alcoholism (NIAAA).

#### Update

Phyllis D., Chairman  
Ellen D., Administrator



## Reportback

The Committee discussed distribution of the Professional's Resource Kit and the other CPC tools developed in the past year which highlighted the necessity to continue educating the fellowship and professionals on their availability. A new flyer of selected CAL is being developed in this regard and will be mailed with the Summer issue of *AL-ANON SPEAKS OUT*.

To encourage group involvement, CPC Group Twelfth Step Work Made Easy was sent to all groups with the Dec/Jan 1990-91 issue of *INSIDE AL-ANON*. A recommendation was made to send this piece to the groups a second time with *INSIDE AL-ANON* and to make it available to all groups at a nominal charge. The Contact Card and the Al-Anon/Alateen bookmark continue to be valuable pieces for service work. It was noted that since Rolodex is a registered name, a reference should appear: Al-Anon/Alateen contact card—fits Rolodex ® Card File.

The revision work on the pamphlet, Al-Anon and Professionals continues and a campaign is underway to get more members involved in CPC work on a personal, one-on-one level. The Committee discussed development of a Student Assistance Program Packet and the Labor Management Packet has been renamed, Employee Assistance Program Packet, as this terminology is more widely accepted.

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

#### Update

Lorill W., Chairman  
Georgette G., Office Manager

*AL-ANON SPEAKS OUT*, Canadian Bulletin 1991, was mailed along with a cover letter containing a tear-off portion to return for a personalized Contact Card to fit a Rolodex ® type file; the promo piece for ...IN ALL OUR AFFAIRS and a copy of, Update: Al-Anon Today in Canada was sent to 4,000 professionals. Two hundred requests for the Contact Card have been received and approximately 15 calls to order the book were handled.

An NPIC Fact Sheet, designed to inform the membership about its function and activities, was completed. It is printed in English on one side and French on the other. This new sheet and Update were sent for the RSS being held in May in Quebec.

Letters expressing interest in participating in conferences were sent to nine agencies/organizations.

Sixty-two English and 18 French packets of literature were sent in response to professional inquiries. Thirty-two newcomer packets were also mailed out.

## TREASURER'S REPORT

### 1990 Financial Report

Mary C., Treasurer  
Richard Keilly, Controller (Non-member)

Total income from operations was \$4,683,107, well below the budget projections of \$5,190,000. Total expense of \$4,808,829 was also below projections by \$65,000. The net result was a loss of \$125,722 from 1990 operations.

Sales of all books and other literature (mainly pamphlets) were lower than had been expected. Literature sales were not only below projections, but also were lower than the prior year (1989).

The gross profit from literature was \$3,112,610 versus \$3,299,673 in the prior year equalling a return of 72.6% as compared with 71.3% in 1989. This improved return is a direct result of the March 1, 1990 literature price increase.

Contributions totaling \$1,015,627 were received in 1990, an increase of \$113,704 (12.6%) over 1989 and they were approximately \$30,000 more than budgeted. Of immediate concern is that only 50% of registered groups provided support during the year.

FORUM subscription income improved to \$394,243, as the effects of a September 1989 price increase began to be realized in income.

The 1990 International Convention budgeted to break even actually generated income of \$114,502 due largely to profits from Slogan Book sales.

Expenses for the year of \$4,808,829 increased by \$258,147 over 1989 and, as previously noted, was below expectations.

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

In October 1981 the Board decided that the Reserve Fund objective would be an amount equal to one year's operating costs. At 1990 expense levels, this would amount to \$4,625,000. As of December 31, 1990 the Reserve Fund had achieved a balance of \$2,969,800 (64.2% of one year's operations).

In April 1990, in an attempt to improve the return on Reserve Fund assets, the Board authorized the transfer of up to 30% of the Fund's balance in common stocks. At Decem-



ber 31, 1990 approximately 12% of the Fund's assets were invested in such securities. The market value of the Reserve Fund at December 31, 1990 was \$103,400 in excess of the cost value of the investments. The Conference approved the 1990 audited Financial Report as presented.

The 1991 Budget projects a loss of \$289,000 due to an expected decline in income and an increase in expense. Total literature sales are projected to be \$3,981,000, a substantial decline from the prior year. The decline is even more serious when sales of our new book...IN ALL OUR AFFAIRS, are taken into account. Excluding this new publication, literature sales are projected to decline by \$695,000. Major sales reductions are anticipated in other literature. The sale of ODAT is now expected to decline by \$207,000 to \$1,075,000. All other books, with the exception of FORUM FAVORITES and ...IN ALL OUR AFFAIRS, will also be lower. A third volume of FORUM FAVORITES will be produced in 1991 and is expected to boost sales of that three-book set. The 1990 figures for...IN ALL OUR AFFAIRS reflect only two months of sales for the book, which was published late in the year, versus a full year's sales in 1991.

The second set of figures on Schedule 1, Cost of Literature Distributed, is the actual cost of producing literature before applying overhead costs to the product. Gross profit from literature sales is the direct profit on literature. In 1991 the gross profit is expected to be 72.9% versus 72.6% in 1990.

FORUM subscription income should improve to \$432,000 since more income will be earned from the September 1989 price increase as subscriptions are fulfilled at the higher rate.

Interest earned will decline with a lower investment base, due to the anticipated loss. Contribution receipts are expected to remain strong and increase to \$1,118,000.

First, we must discuss the last line on Schedule 1, our projected loss of \$395,000 in 1991. The loss stems directly from a decline in literature sales. While expenses have risen slightly over the years they, by themselves, are not the reason for our current predicament. Again, the major cause of our current problem is a loss of revenue. For example, income from publications is expected to be \$2,904,000 in 1991—that figure falls somewhere in the middle of what we earned on sales between 1985 and 1986. It is, therefore, obvious that unless revenues improve only a further reduction in expenses can resolve the problem. We say further, because to date we have produced cost savings of over \$300,000 for 1991 alone. However, failure to improve, our revenue can only lead to less desirable and, therefore, more noticeable cuts in service to the fellowship.

Now we can discuss in detail the expenses listed on Schedule 2. Our first listed expense is labor costs which are expected to total \$2,291,000 and decline 1.2%. Salaries will be below 1990 results in the absence of a wage increase and the elimination of four full-time positions through attrition. Employee benefits, the second component of labor costs, will rise by \$18,000 (3.3%) with higher health insurance, workmen's compensation insurance and unemployment insurance benefits.

Occupancy costs will be higher by almost \$81,000 with the increased real estate taxes and porter wage escalations. Packing and shipping costs will decline as rate increases by both United Parcel and the Post Office are offset by an increase of 2% (to 7%) in handling charges. Travel and meeting cost increases reflect the cost of a full Board Meeting in July versus an abbreviated meeting during the 1990 Convention. Regional Service Seminar costs are for three meetings versus two in the prior year. Several expenditures will decline from 1990 levels—INSIDE AL-ANON and other printing costs will be lower as desktop publishing and a new printer are engaged. Other printing costs in 1990 included a group-wide mailing of Handbooks and the CPC exhibits, which will be reduced in 1991 to lower costs. In-office volunteer costs rose from the use of volunteers to prepare our newcomers kits and to assist with mailings whenever possible.

In non-operating expenses, there are two items—the first is \$10,000 to be used for P.I. special projects. This charge has been budgeted annually, but to date has not been used. The final item is for depreciation and amortization and a charge of \$165,000 is expected.

In light of the current financial situation, highlighted by the proposed budget, the Conference members participated in a heartfelt discussion on the financial future of the World Service Office. Expressions of concern were mixed with ideas and suggestions on how to turn the situation around and address the issues head-on. A separate workshop was held entitled, Save Our Services (SOS) which focused on ways to increase membership in the program while streamlining processes to cut costs where practical.

During this discussion, comments were directed at the 1991 budget and ways to improve. One suggestion was to revise the fiscal schedule for the budget from January

## 1991 Budget

Mary C., Chairman

Richard Keilly, Controller (Non-member)

## AL-ANON FAMILY GROUP HEADQUARTERS, INC.

## SCHEDULE 1

1991 Budget

	1990 Budget	1990 Actual	1991 Budget
<u>Literature Sales</u>			
First Steps: 35 Years of Beginnings	\$10,000	\$9,400	\$9,000
As We Understood	150,000	131,000	90,000
Al-Anon Family Groups	76,000	53,500	40,000
Al-Anon Faces Alcoholism	103,000	82,500	55,000
Dilemma of the Alcoholic Marriage	97,000	77,200	60,000
One Day At A Time	1,575,000	1,282,200	1,075,000
One Day At A Time - Large Print	64,000	56,600	45,000
FORUM Favorites	34,000	31,200	45,000
Alateen - Hope for the Children	56,000	45,100	34,000
Alateen - a day at a time	170,000	140,700	125,000
Lois Remembers	30,000	21,900	18,000
12 Steps and 12 Traditions	350,000	299,700	260,000
In All Our Affairs	100,000	86,600	475,000
Other Literature	2,320,000	1,970,200	1,650,000
<u>Income from Publications</u>	<u>5,135,000</u>	<u>4,287,800</u>	<u>3,981,000</u>
<u>Cost of Literature Distributed</u>			
First Steps: 35 Years of Beginnings	4,000	4,700	3,000
As We Understood	39,000	29,200	19,000
Al-Anon Family Groups	22,000	14,700	10,000
Al-Anon Faces Alcoholism	30,000	25,200	17,000
Dilemma of the Alcoholic Marriage	26,000	20,500	16,000
One Day At a Time	419,000	337,700	290,000
One Day At a Time - Large Print	21,000	16,800	11,000
FORUM Favorites	7,000	5,900	9,000
Alateen - Hope for the Children	16,000	13,300	10,000
Alateen - a day at a time	53,000	47,400	40,000
Lois Remembers	10,000	6,800	6,000
12 Steps and 12 Traditions	90,000	80,000	65,000
In All Our Affairs	35,000	28,000	152,000
Other Literature	620,000	545,000	429,000
<u>Cost of Literature</u>	<u>1,392,000</u>	<u>1,175,200</u>	<u>1,077,000</u>
Gross Profit from Literature Sales	3,743,000	3,112,600	2,904,000
FORUM Subscriptions	408,000	394,300	432,000
Interest Earned	54,000	46,100	35,000
Contributions	985,000	1,015,600	1,118,000
1990 Convention	-	114,500	-
<u>Total Income</u>	<u>5,190,000</u>	<u>4,683,100</u>	<u>4,489,000</u>
<u>Less: Expense (Schedule 2)</u>	<u>4,874,000</u>	<u>4,808,800</u>	<u>4,778,000</u>
<u>Excess of Inc(Exp) - General Fund</u>	<u>\$316,000</u>	<u>(\$125,700)</u>	<u>(\$289,000)</u>
Reserve Fund Net Income - 1990 - \$222,600			
- 1991 - \$191,000			

Revised 5/1/91

## AL-ANON FAMILY GROUP HEADQUARTERS, INC.

## SCHEDULE 2

1991 Budget

	1990 <u>Budget</u>	1990 <u>Actual</u>	1991 <u>Budget</u>
<u>Operating Expenses</u>			
Salaries (Inc.Temp.Help)	\$1,895,000	\$1,881,900	\$1,834,000
Employee Benefits	542,000	539,200	557,000
Total Labor Costs	2,437,000	2,421,100	2,391,000
Building Occupancy	728,000	745,400	826,000
Packing & Shipping	82,000	81,300	59,000
Postage	300,000	292,800	308,000
Telephone	48,000	46,100	50,000
Stationery & Office Supplies	138,000	126,100	133,000
Office Services & Expenses	36,000	32,300	34,000
Repairs & Maintenance	47,000	48,300	51,000
Travel & Meetings - Committees	102,000	112,400	125,000
- Office	25,000	15,000	21,000
Legal & Audit	18,000	17,900	18,000
Printing: FORUM	172,000	168,500	176,000
Conference Summary	30,000	28,500	18,000
Inside Al-Anon	48,000	51,100	33,000
Other	89,000	87,900	53,000
CPC Exhibits	36,000	35,600	25,000
Direct Conference Costs (Net) (Schedule 3)	93,000	84,000	91,000
French Literature Service (Net) (Schedule 4)	65,000	66,300	65,000
Canadian Public Information	42,000	31,100	32,000
Regional Services Seminars	18,000	10,500	17,000
In-Office Volunteers	31,000	32,300	34,000
Insurance	15,000	14,700	16,000
Miscellaneous	27,000	23,500	27,000
<u>Total Operating Expenses</u>	<u>4,627,000</u>	<u>4,572,700</u>	<u>4,603,000</u>
<u>Non-Operating Expense</u>			
Intl Al-Anon Genl Svc Mtg	61,000	51,900	-
PI Special Projects	10,000	-	10,000
CPC Survey	13,000	13,500	-
Depreciation & Amortization	163,000	170,700	165,000
<u>Total Non-Operating Expense</u>	<u>247,000</u>	<u>236,100</u>	<u>175,000</u>
<u>Total Expense (Schedule 1)</u>	<u>\$4,874,000</u>	<u>\$4,808,800</u>	<u>\$4,778,000</u>

Revised 5/1/91

## 1991 Budget (cont'd)

through December, to July through June. In this way, Conference members would be voting on a proposed budget rather than a budget that has been implemented for several months. This suggestion will be passed on to the Board of Trustees for consideration.

With the focus on the WSO salary line in the budget, members were made aware that a previously approved Board motion allowing for staff increases, has been put on hold for review during the summer of 1991. The WSO wholeheartedly expressed a vote of confidence in the WSO and shared words of encouragement to them during this troubled financial time. In this regard, a motion from the floor of the Conference was presented to publish the salary ranges of the World Service Office Staff. The pros and cons of such public disclosure were discussed. Members felt that this was a privacy issue that may cause discord among the affected workers. Others felt that this would be a way to demonstrate the dedication and sacrifice of the staff, as the salaries are projected to be lower than average for the New York City metropolitan area. The Conference members did not approve this motion.

Another suggestion, in the form of a motion, was to have the Budget Committee present a balanced budget each year for the Conference's consideration. The Controller explained that severe cuts had already been made in services and the hope is that the fellowship has not been deeply affected by these. To present a balanced budget would mean additional service cuts that would greatly impact on all Al-Anon members. The WSO did not approve a motion for a balanced budget in light of the deficit that is anticipated in 1991.

Other comments expressed included the suggestion to simplify the budget documents presented to the Conference participants to eliminate any confusion.

At the conclusion of the discussion, Delegate members agreed that additional focus on finances must be the message carried back to the Areas. Encouragement is to be stressed on using and purchasing Al-Anon literature, as well as increased donations to the WSO during this troubled financial time. Faith that our Higher Power will continue to guide the operations of the World Service Office was an expression shared by all.

A motion was made, seconded and carried to approve the 1991 Budget.

# SAVE OUR SERVICES (SOS)

## Panel -

John B., Mary Fran W., Bob D.

The Panel reported on cost-cutting measures, developed by the Executive Committee in conjunction with the Budget Committee, implemented and planned to achieve a leaner operation. Some of these means include: the elimination of breakfasts for professionals; four staff positions not filled; elimination of service manual sheets; reformatting several existing pamphlets, and production of *INSIDE AL-ANON* on desktop publishing and use of a new printer.

A brainstorming session was held inviting Conference members to form small groups and to participate by focusing on the financial problems and share ideas on how best to address the issues facing Al-Anon today. We are in a situation that our founders probably thought could happen but didn't have to address. Al-Anon has not grown for the past few years; group registrations have been flat at the 30,000 level and literature sales have taken a nose-dive in the past three years.

Conference members were asked to share ideas on improving services to increase Al-Anon membership, income producing suggestions and recommendations to cut costs. The ideas solicited will be passed along to the Executive Committee for consideration, and include:

- Stress personal contributions.
- Increase P.I. at all levels to create awareness.
- We need to get back to the group level of giving comfort. Emphasize our history to newcomers.
- Cut non-essential travel.
- Make our members aware of what services the WSO provides each group.
- Each group receives approximately \$160 in service from the WSO—make this well-known.
- The membership needs to be reminded of the importance of sponsorship.
- Utilize the Area newsletters for WSO communications.
- Inform the membership of the Al-Anon Birthday Plan.
- Ensure that the appeal letters reach the groups.
- Promote existing literature.

- Let's get back to the personal touch with our newcomers.
- Reduce the price on literature that is not moving.
- WSO could send single orders to Literature Distribution Centers for fulfillment.
- The Areas need to keep the groups informed of WSO activities and needs.
- We need to get back to the basics of our program.
- Have Al-Anon participation at treatment center family week programs.
- Sponsorship needs to be utilized by individuals, as it was in the past. This is due to changes in our society.
- Inform the groups that less than half contribute to the WSO.
- Publish the names of groups that do contribute.
- Order from the Literature Distribution Centers to save shipping costs at the WSO.
- Relocate the WSO from the New York metropolitan area.
- Cut costs during Conference week.
- Have brainstorming sessions at the Area level.
- Raise the bequest limit of \$5,000; make this more widely known to the membership.
- Eliminate old-fashioned ideas about money.
- The problem is not the responsibility of the WSO, but the Areas. They need help with ideas and implementing them.

## THE FORUM

Anita M., Chairman, reported on the success of having a Board Liaison to this committee. The final manuscript for FORUM FAVORITES, Volume 3, was submitted to the Production Department. This volume contains sharings from past FORUM Editors, Louise M., Hildgard V. and Fran H. Three new FORUM reprints, as well as FORUM guidelines, were produced. The February issue of *The FORUM* was devoted to the theme, "Love," in response to a survey requesting thematic issues.

Two Motions were carried: 1) to have a volunteer Trustee appointed as Chairman of The FORUM Editorial Committee; 2) to have a Staff Administrator compile *The FORUM* magazine.

The FORUM Business Operations Committee reported that the Executive Committee approved charging \$5.00 for FORUM FAVORITES, Volume 3 and increasing the price of Volumes 1 and 2 to \$7.50 per set. The three-volume set will sell for \$12.00. Three new FORUM envelopes were ordered; one is a subscription envelope to be distributed at conventions and Area Assemblies and the remaining two will replace renewal letters. Several projects are currently being researched: Producing a FORUM slipcase, producing *The FORUM* on desktop, and having reprints of *The FORUM* articles on cassette.

### Update

Anita M., Chairman  
Fran M., Administrator



### FORUM Business Operations

Bob D., Chairman  
Fran M., Administrator

## INSIDE AL-ANON

Proof sheets of the Conference issue of *INSIDE AL-ANON* are targeted for mailing to the Delegates on Wednesday, May 8th. This will give each Delegate the opportunity to be a proofreader.

"Tuning in to the Traditions," (February/March 1991 issue) received favorable comments. Three requests to make it a reprint were received and several others have photocopied it for meetings.

### Update

Jane O., Chairman  
Sandra F., Editor

## INSTITUTIONS

The In-town Committee met once in January and held four task force meetings, primarily to work on its World Service Conference presentation. Other projects in progress included: review of additional sharings for Homeward Bound; development of a new October Institutions Month service tool; a review of suggestions received from the Readership Survey of *AL-ANON IN INSTITUTIONS* and ideas for a new masthead.

In reviewing new sharings for expansion of the Homeward Bound pamphlet, the Committee found it still lacked articles from men and Alateen members. As a result of additional appeals in WSO newsletters, articles from husbands, fathers, adult children and Alateens

### Update

Judy S., Chairman  
Claire R., Administrator

were located. The Committee will finalize its selection at its WSC Full Standing Committee meeting and pass recommendations on to the Literature Committee.

Twelve service projects were developed for October Institutions Month by combining existing activities on the October Institutions Month Calendar. A graphic artist has been contacted. The Committee hopes to be able to implement a new service sheet for October Institutions Month to replace the calendar used in previous years.

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## Reportback

The Committee reported that it is not possible to develop a piece on professional terminology without being overly directive or stating opinions. The Conference agreed to rescind its prior motion regarding the development of this piece.

The Committee agreed to proceed with its idea to simplify the list of service activities in the October Institutions Month Calendar. The theme will be "Sharing the Vision." Selected personal sharings for the expanded Homeward Bound were passed on to the Literature Committee. Guidelines will be developed for corresponding with an inmate and will be separate from the Lone Member service due to the increased amount of letters received. A flyer is being considered as a service tool to encourage members to volunteer at Institutions meetings.

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## Presentation

The Institutions Committee brought a "Meeting on Wheels" to life at the Conference. With exaggerations, not too far out of proportion, In-town and Delegate members focused on the do's and don'ts when bringing an Al-Anon presentation to facilities. "Things to avoid" ranged from giving advice on how Al-Anon can help with problems such as weight loss, ("we don't give advice, but...") to engaging in controversy with professionals, ("listen, you don't have to tell ME about cirrhosis...") reminded members of the effective way to introduce Al-Anon to newcomers and staff while upholding our Traditions. The Conference was also given a packet of Institutions Workshops developed by the Standing Committee, to take back to their Areas to "share the vision" of growth through Institutions work.

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# INTERNATIONAL CONVENTIONS

Myrna H., Chairman  
Mary Ann K., Coordinator

1991 marks the 40th year Al-Anon has helped relatives and friends of alcoholics. It seemed appropriate to consider a motion from the Board of Trustees to have Al-Anon hold its Third International Convention in July of 1998.

Myrna H., Executive Director of the WSO, provided the Conference membership all background information prior to making this major historic decision. In 1985 and 1990, AA and Al-Anon International Conventions were held side-by-side in the same city. AA plans to hold their 1995 International in San Diego, a beautiful city, but not adequate for holding two conventions simultaneously.

Rather than holding a separate convention in San Diego, the 1989 World Service Conference agreed that participation in AA's Convention would be preferable. Al-Anon's participation would be limited to daytime meetings and workshops. There would be no major events as in 1985 and 1990. After discussion with AA's staff, AA had invited Al-Anon to participate with them in San Diego and the WSO will, therefore, negotiate a financial arrangement with AA whereby Al-Anon will be reimbursed for all costs for holding a limited program. Al-Anon will not be dependent upon the financial success of the convention.

Looking at the future, the Board of Trustees recommended that we hold our own convention at a separate time and place from AA and invite AA to participate. Planning a new Convention is no easy task, since professional convention planners say that the most difficult conventions to manage are those without a history. In 40 years, Al-Anon has overcome many obstacles in helping the families of alcoholics, and if this 1991 World Service Conference is in agreement, this obstacle will also be overcome. Our past experiences show that attendance inspires members to serve Al-Anon with enthusiasm. Joy in recovery is contagious.

Information was provided on site selection along with projections on finances. While all in attendance expressed exuberance at the prospect of continued Al-Anon growth, concerns were expressed over the current financial situation. The membership was assured that the convention would be budgeted to break even, making the convention financially dependent on an estimated 6,000 attendees. Members shared their experiences with state-wide Al-Anon conventions separate from AA which covered successes and sometimes

failures. However, the overwhelming consensus was that this idea was very exciting and it was wonderful to see Al-Anon branching off in a new direction. After careful and deliberate consideration, the motion was passed by the 1991 WSC.

## INTERNATIONAL COORDINATION

Several pieces of literature are currently available in Russian: Al-Anon Groups at Work; Alcoholism, The Family Disease; A Guide for the Family of the Alcoholic; Purpose and Suggestions, Understanding Ourselves and Alcoholism; Just for Today; Al-Anon/Alateen Is and Is Not Bookmark, and Guideline for Members Interested in Speaking. The Twelve Steps and Twelve Traditions pamphlet plus a Guide for Sponsors of Alateen Groups is projected to be available by late summer.

In the 14 months that the Russian literature project has been underway, \$20,000 worth of literature has been purchased. One Conference member shared a wonderfully warm letter she received from a recipient of translated Russian material, "I'm deeply grateful for the letter and help. May all wishes come true." Members can still buy Russian material from WSO and a Russian contact will be provided to send the material to.

A new project is being developed to help the 90 groups in Poland who are struggling to exist with limited material and a small service office.

The need for foreign language translators was stressed; Delegates were encouraged to take this message back home with them. The review process for translations can only be made speedier and easier through the help of more volunteers.

### Update

Bill S., Chairman

Mary Ann K., Administrator



## MANY FACES OF AL-ANON

I was raised in a small town by a very religious farming family. There was no active alcoholism in my immediate family; however, emotions weren't displayed and signs of affection weren't shown. Even without the emotions I knew I was loved, but I felt something was missing—excitement.

As someone told me in the program, there is nothing more exciting than an alcoholic woman. It was kind of neat to have a girl that could drink right along with the guys.

The disease really didn't start getting bad until after our second child was born. I thought she was crazy, so I talked her into going to see a psychiatrist, who introduced her to other things and the situation got worse.

At work, all I could think of was what I was going to come home to at night. When I left work the knot in my stomach would get tighter the closer I got to home. I didn't realize it then, but after I got into the program, I knew how much alcohol was controlling my life. One night something snapped inside of me and I almost killed my wife with my bare hands. I was a non-violent person and believed that anyone who would beat a woman was the lowest form of life. I've heard it said that there is no one more lonely than the alcoholic, but I felt completely alone. I know now that God carried me through.

I always say that I came to Al-Anon through the back door because my wife knew I needed help, although she didn't—she found a program for me. I'm not sure what she expected, but I fooled her, I kept coming to Al-Anon and started changing. My wife decided to get help, as did our daughter. I had been so obsessed with one person, that when my 17-year-old daughter asked if I thought she had a drinking problem, I had to ask her if she drank.

Living with sobriety is a big change and I need this program even more now. In the past, I never had to consider what my wife thought—she was always wrong. I now have to accept that the alcoholic has a valid point of view and I may not always be right. I can honestly say that this program saved my love for her and our marriage. It brought me a calmness I hadn't felt in a long time. One day my 19-year-old, single daughter came home and told us she was pregnant. I believe God helped me remain calm and I was allowed the privilege of seeing my grandson when he opened his eyes for the very first time. This was the most spiritual experience of my life. Without this program and my Higher Power, I never would have had this.

Frank R., DE

## Felix M., PR

I remember first coming in contact with the problems of alcoholism as early as the late 30's. My father died when I was four and I lived with my mother and grandmother. As I look back, I remember going with them to the market; there was always wine in the basket.

As I grew, so did the alcoholism problem in my house. I also remember playing with friends at their homes. There were few visitors, never my friends. In high school, I had the courage to ask my sister (from my father's previous marriage) how my father had died. She told me that under stress and alcohol effects he had committed suicide. I could not understand how he, a lawyer, a respected man in the community had done that.

At 18, I left home to attend a college that was three and one-half hours away. My friends always looked forward to going home on weekends. I did not want to go home. In my fourth year in college, I remember going back during Easter vacation to find I didn't have a home anymore. My mother had been drinking daily, had lost her job and had moved to live with my aunt.

Months later I married the girl I loved since childhood. I served in the U.S. Army and later returned home with two children to begin a new life full of hope and love. It didn't last long—my mother came to live with us. Memories of my childhood were revived. Now there were more people being affected by my mother's alcoholism.

Years went by; my mother was 80 years old and my home was crumbling as it filled with arguments, blame, crises and despair. I asked God every day for her death. One night my family told me: "You look for a solution or we leave home." Shocked and emotionally ill, I told them to leave; I couldn't leave my mother alone.

And then a miracle happened, thanks to God and my wife. The next day, we were all attending Al-Anon and Alateen. I was told that alcoholism is a disease I couldn't control, cure or cause. For the first time I realized my mother was sick. Acceptance, forgiveness, faith, hope, humility and serenity began to fill my life. I applied the Twelve Steps, Traditions, slogans and the Serenity Prayer to my daily living.

One night, my mother promised her grandson that, on his birthday, she would attend an AA meeting. For the past three years, at 85 years old, she has been attending AA meetings. She is like the mother of all the group members.

It took me almost 50 years to meet my Higher Power. He is always with me now, helping me live my life one day at a time. Today, I am a man filled with love, gratitude and readiness for service. I'll never be able to repay Al-Anon and Alateen for all they have given me and my family. Deep in my heart, there are immense roots of gratitude for all the many faces of Al-Anon that have contributed to shape this new Felix. As long as I live I will always be there to share the message of love and hope that this program has given me. Thank you all.

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## Bill S., WSO

Al-Anon is the worst and best thing that ever happened to me. How can I explain it? In the beginning there was anger, hysteria and a knot in my stomach. Then last summer I had the opportunity to say, "Ladies and gentlemen and friends from all nations, welcome to Al-Anon's Second International Convention, let the parade begin." Being Chairman of the International Al-Anon General Services Meeting, was fantastic. I have all this and I have to thank "that" alcoholic in my life.

My father was affected by his dad's drinking and brought these injuries (mental, physical, emotional) into our family. After I got into Al-Anon, I became so angry with him for all these things that I automatically learned to do. A year and a half ago, when my father was dying, we sat around talking about his father. Here was an 86-year-old man, dying, and still angry with his father for the things he was deprived of.

I was a very shy person with no opinions at all. If I had one, I never shared it; I was afraid of what would be said, so I would retreat. That was my personal life. In my professional life, it was different because I was trained to have an opinion. However, I had no training dealing with relationships and people.

In the Air Force I met a young girl who was a lot of fun to be with. Within six months, we were engaged and six months later, married. Our first child arrived ten months after and our second child came two-and-a-half years later. Somewhere around our tenth year of marriage, it dawned on me that I didn't like the way my wife drank. I had denied it because I didn't want to be married to an alcoholic.

Drunken episodes followed. I did all the things you all did. I marked the bottles. I would say, "We shouldn't drink." She would say, "Right, we shouldn't drink." She would drink and I wouldn't. I had another idea—I could buy liquor by the case and maybe she'd kill herself. Being a Roman Catholic, I didn't believe in divorce, but I hadn't quite made up my mind about murder.



She got sick and tired of her problem and decided to go to a Twelve Step program. I thought, great, two meetings and she'll be cured and our life will be better. All of sudden she began to change and develop into a new person who wanted to take control of her own life and I was being left out.

I went to a meeting, a little skeptical because there weren't any men around and resentful because it wasn't my problem. I was perfect, there was nothing wrong with me. Al-Anon was the worst thing that could happen to me—I found out I wasn't perfect.

One night my wife decided that her sobriety was more important than our marriage and that she needed a divorce. The only thing I had left were meetings. Wherever I travelled I went to meetings and when I found out there was a service structure, I became involved. One day I woke up and I was Alternate Delegate—a trick—our Alternate Delegate left the Area. At the meeting all DRs were asked to stand up so they could elect a new Alternate. When they called my name I stood. The rest were called but no one stood. They just sat there applauding and there I was, the Alternate, in Al-Anon only two years.

I really need to tell you that the best thing that's happened to me is Al-Anon and it took me a long time to get to the point where I'm able to say, "I'm grateful that I married an alcoholic." Al-Anon has saved Bill.

In my opinion, I could not have gotten anywhere without my Al-Anon service involvement. I needed service to discover my people problem. I went from a very shy person who was terrified to express an opinion to a person who can and will tell you what I'm thinking. I feel very intense about the integrity of the Al-Anon philosophy which evolves only with guidance from the Higher Power. This is as far as my story goes. I know God is not finished with me yet.

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Today is just a page in my book of life and I need to go back a few chapters to the beginning. Some of the pages are stuck together by the pain, but I try not to dwell on those.

You might recognize me, for I am the child within all of you. I came in contact with this disease at a very early age. I learned about anger—no, rage—in this home. I learned not to play and laugh, but most of all I learned about conditional love. I argued and fought this disease like a mountain lion. I remember one night when I was 12, sitting on a river bank pleading with God to take this pain away.

I believe it's God's direction now, but when I look back to my first grade picture I see a smiling little girl sitting next to a cute little blond boy. How was I to know that at 16 our lives would be enmeshed in this disease. I had finally found the answer to my pain. All I had to do was love this guy enough, be a good wife, and then all our pain would be over; but my husband had the disease of alcoholism. The disease brought accidents, the police and finally, the death of others.

It wasn't until my life became totally unmanageable that I was introduced into the program. It wasn't the literature or the posters that brought me here. It was my husband. He had been through treatment and learned that this is a family illness. As I climbed those many steps, I had no idea what to expect. I don't remember much of what was said except that I felt loved. I often say that my husband gave me the two greatest gifts in life—my daughter and the program.

One night, my childhood pain met me eye-to-eye. A group of children had been having an Alateen meeting, but their sponsor quit. As I listened to the Al-Anons explain why they couldn't give up their meeting, I got madder and madder. Didn't these people remember the pain? Didn't they know how it felt to live with the disease? Slowly I got up and went into the Alateen room and I've been there ever since.

I didn't teach the Alateens the program, they taught me. Slowly I was able to offer my services back to Al-Anon, and that turns the pages of my book almost to today. My vision for the future is that whenever families reach out that I'll be there with this program.

**Debby H., VT**

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## LITERATURE

**Projects completed:** Mens' Newcomer Packets (K-23); Parents' Newcomer Packets (K-24); Guidelines for Beginners' Meeting (G-2), Information Service (G-4), Taking a Group Inventory (G-8) and Institutions Coordinators (G-26).

**Projects in progress:** The Daily Reader, Collection #1 (100 pages) was reviewed by the Committee and a task force provided direction for the writer/editor. Collection #2 (90

### Update

John K., Chairman  
Geri H., Administrator

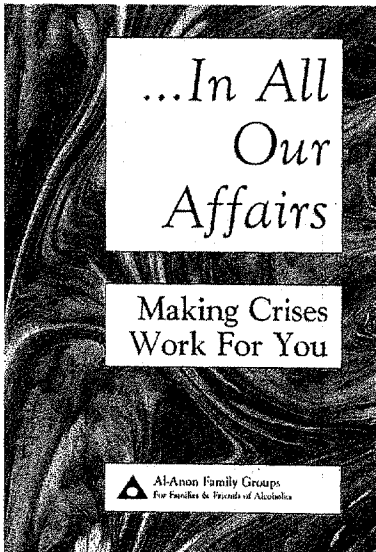
pages) was reviewed and Collection #3 (90 pages) has been submitted to the Committee for initial review.

Articles describing the material needed for the Al-Anon Today book were prepared for *INSIDE AL-ANON*, *The FORUM* and *AREA HIGHLIGHTS*.

In response to committee suggestions, comments from professionals were edited for the pamphlet, *Al-Anon, You and the Alcoholic* (P-2).

*Al-Anon is For Men* (P-1) was revised to appeal to a more universal male audience. It will be produced in dark blue.

## Reportback



...IN ALL OUR AFFAIRS has gone into its second printing. It continues to be favorably received.

Recommendations from the task force reviewing the Committee members' responses to the first collection of readings for the Daily Reader were: page should be inspiring for both the newcomer and longtime members; quotations from CAL can replace those from other sources; quotations from books, other than the Bible, would make the book more universal; and the use of various pronouns when referring to a Higher Power. Members were asked to consider possible titles for this project and submit their suggestions to Literature Services at AFG, Inc.

Articles continue to appear in Al-Anon publications requesting sharings for Al-Anon Today. Many more "Stories of Recovery in Al-Anon" are needed reflecting a variety of relationships. Sharings on specific topics are also needed and perhaps members in service can provide these.

The Committee will consider two additional questions and answers dealing with anonymity and starting an Al-Anon group for inclusion in *Al-Anon, You and the Alcoholic* (P-2).

The Literature Committee will take an overall look at CAL recovery material with an eye toward consolidating some pieces and eliminating those that no longer fulfill a need.

A memo was received suggesting the need for a Twelve and Twelve book for adult children. The Committee's consensus was to consider producing an in-depth update of the current book, *THE TWELVE STEPS AND THE TWELVE TRADITIONS* (B-8), to meet the needs of our fellowship.

See Motions for approval of additional literature.

## OPEN DISCUSSION

Sandra F.,  
Deputy Executive Director

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. She explained that each year Conference participants vote on four topics to be discussed in an open forum of sharing. This year there was a tie vote and five items were brought to the floor. Three of the five topics continue to be areas of concern within the fellowship as they had been discussed at previous Conferences.

A new format was implemented whereby, where appropriate, a consensus was taken after the discussion to provide insight and ideas on how the Conference body would like to proceed to address each issue.

The remaining topics not discussed in this forum were sent to Workshops for thought and insight with a reportback to the full Conference body.

Felix M., PR—Moderator

**Economically, what is our future? How can we convey to each member and group that without financial backing our Al-Anon World Service is lacking? Members shared ideas on how to improve the financial posture of the WSO:**

- We need to convey the message more clearly.
- Groups can send in donations for birthday celebrations—a dollar for each year.
- Last Assembly, we had a gratitude day and everyone voted to give the money to WSO.
- We need to educate our membership about the birthday plan, one-time legacy, etc.
- No matter how small each group is, one dollar a month from each could be sent to the WSO.
- Members always respond to a real need. We should communicate specifics to the fellowship—they will hear the message and rise to the occasion.

A consensus was reached to inform the fellowship of specific projects to motivate members to contribute without earmarking funds.

**We need help concerning the feeling of separateness of Al-Anon and adult children groups. Maybe we need more emphasis that the program is the same—just with a little more focus on growing up in the alcoholic home. Why do we perpetuate the confusion over ACOA and Al-Anon adult children groups? Maybe it's time we educate the groups as to the difference.**

This topic has been voted on for discussion for many years. The 1991 Conference discussed this sensitive topic, at length, with sharings and suggestions from all.

- When I came to Al-Anon I was given a chance to grow and recover. If we are concerned about how some groups are being run, we need to be there to guide them.
- We need to focus on recovery.
- This is a gentle program of love and acceptance. We should continue to apply our principles that have brought us through these 40 years.
- As the parent of four adult children, when I started treating them with respect we started to get somewhere.
- If we spend more time sharing with those groups, perhaps then they can get rid of the feelings of isolation and uniqueness.
- Groups trying to register as ACOA are informed that they are registered as Al-Anon adult children groups.
- We have to detach with love and extend every hand to help them recover.

**Dual membership as it relates to AA members serving in Al-Anon above the group level is still a problem. One group feels the Steps and Traditions are being violated with this policy. Will policy change as the membership changes? Alateens ask that service work by double winners be reconsidered to allow them to serve as Alateen Coordinators.**

- Our membership is changing. What policy was years ago fit our program then.
- Alcoholism is a cunning and progressive disease with one day at a time recovery. We need to maintain the spirit of our co-founders in preserving Al-Anon as the program it was meant to be.
- Alcoholism is a fatal disease. AA members have to stick with their program otherwise they will die. Our policy is in their best interest and our best interest.
- This topic comes up every year, which tells me that a concern is not being addressed. We're all in different places of our recovery; if AA is a member's primary program they will serve AA. Members who want to serve Al-Anon have a reason. We should replace our hysteria and fear with trust and faith.
- In my 20 years of Al-Anon, I have never met an AA winner interested in serving Al-Anon. Double winners who ask are the very people who shouldn't be allowed to do it.
- We have one primary purpose as AA does. How can any one person have two primary purposes?
- I would question anyone who would give up membership in AA to serve Al-Anon.
- Our welfare comes first.

The Conference members agreed, via a consensus, to keep the current policy regarding dual membership as it is.

**As there are many Alateen groups that are pre-Alateen, is the time right to recognize these groups? Is not our primary purpose to help families of alcoholics? Are there ambiguities in the policies concerning registration and age eligibility for Alateen? Will the WSO recognize "preteens?" Change our Traditions to reach "children."**

- We need to remember that our groups have a great deal of autonomy. We can do what our group conscience says.
- Preteen groups are growing faster than Alateen groups. They are sharing.
- We are here to serve the needs of our fellowship. Preteen groups are here to stay. These children are strengthening the Alateen groups.
- We need to consider more of a vision for the future. Our mission is to help all family members.
- Consciousness is being raised as these kids are taught at very young ages about drugs

Barbara M., LA — Moderator

Jan T., IL (S) — Moderator



Bill R., NY (S) — Moderator

- and alcohol. We need some literature for teachers and counselors.
- Our vision is to register and service these groups as preteen groups.
- There is a lot of material being developed and shared within existing preteen groups.
- Preteen groups are now being registered at the WSO as Alateen groups. The average age of Alateen members is 12 years old.
- We started discussing this topic in 1964 and agreed that this decision be left up to each group.

A consensus was reached to retain the existing policy and leave the age of Alateen group members up to the autonomy of each group.

Ellen D., WSO — Moderator

**Let's have a discussion on the Fourth Tradition. Just how autonomous is each group, and who determines what affects Al-Anon as a whole?**

- The WSO receives many letters offering varying viewpoints. Groups feel it is within their autonomy to use outside literature.
- Policing can affect our own recovery and Al-Anon as a whole. There may not be clear-cut answers, but sharing recovery through love and support may be the way to solve some of our concerns.
- Sometimes there is nothing we can do but love these people.
- Group conscience is the ultimate authority.
- When something affects Al-Anon as a whole, that's when group autonomy stops.
- We are but trusted servants and do not govern. Our groups are the final authority.
- We should keep sharing our experience (Steps), strength (Traditions) and hope (Concepts) in this program. Communication and education carry the message to the groups.
- Our destruction will come from within.

It was agreed that this topic was not in need of a consensus from the Conference body.

## WORKSHOPS

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Those topics not discussed by the full Conference body during the Open Discussion period were referred to seven workshops for consideration and were subsequently reported back to the Conference. Questions appear in bold face type. When there is a reference made to similar subject matters, two or more questions may appear consecutively.

- **Why aren't people buying our literature? Maybe we need to re-evaluate our process? It takes quality—how can we write it? Maybe we need more writing workshops and/or more specific guidelines for writing our stories.**

Several workshop committees tackled this question. It was agreed that the membership is buying Al-Anon literature, however, in smaller quantities due to economic conditions and the proliferation of other Twelve Step groups. Suggestions included: members owning a personal Al-Anon library; groups selling literature to members; sponsors encouraging literature use; encouraging members to write and share their stories; holding literature meetings, and new literature addressing the problems of today.

- **With all the controversy that continues to consume our members as to which prayer to close meetings with—and the pros and cons of each—we would like to suggest that meetings be closed with “a moment of silence,” to do as members wish, followed by “Keep Coming Back, It Works.” We say Al-Anon is not a religious program, yet we close our meetings with the Lord's Prayer. The use of the word “He” to describe God may be imposing one's Higher Power on those who don't understand God that way.**

Each workshop that addressed this issue agreed wholeheartedly that the decision on how to close each meeting should be left to the group conscience, since every group is autonomous.

- **Do our members feel that we're diluting our program with the use of professional terminology at our meetings? Do they want it left outside and not in our meetings?**

Workshop members felt that professional terminology is a problem. Suggestions to prevent a new language in our groups included: more sponsorship, the personal touch; using courtesy, acceptance and love will work; carry our program into our meetings; read the Al-Anon statement card before each meeting, and lead by example.

- **Please clarify the roles of Delegate and Chairman within the Area. Who should assume the leadership?**

It was suggested that information on this subject be in *AREA HIGHLIGHTS*. Guidelines can also help spell out the role of each member within the Area structure. All members agreed that our leaders are but trusted servants and are equal. The World Service Handbook is a good tool to lead the Areas and define the role of each member.

- **As other entities are forced to eliminate non-critical expenses, could we reevaluate WSO's participation in treatment-oriented conferences/conventions? Perhaps limiting these activities could also help in avoiding dilution of Al-Anon.**

Activity in this area is not considered to be a non-critical expense as it is an enhancement of our program and a means of carrying the message. A suggestion was to look at the criteria for participation and possibly refer attendance to the Areas.

- **To what degree is the World Service Office able to make its own decisions? What areas are they permitted to make decisions in without consulting the Conference?**

The workshop group felt that the Traditions and Concepts have determined the procedures for Conference and WSO decision-making. The group felt that anything new comes from the Conference while the WSO implements the wishes of the WSC. The Board of Trustees act in place of the Conference during the year. The daily operation of the WSO is entrusted to the Executive Committee. All members are Al-Anon.

- **Is Al-Anon focusing on growth at the expense of service to the existing groups? Perhaps the 69% of members who are spouses are being taken for granted as we pursue minorities and growth areas.**

A suggestion was to put the focus on the Al-Anon philosophy of helping others which has worked for over 40 years.

- **What does it mean to be financially responsible at the District level?**

Members felt District financial responsibility includes budgeting for District services, such as P.I., Institutions, meeting lists, telephone answering service and donations to the Area and WSO.

- **We receive numerous requests asking for more literature for young Alateen (or preteen). Should not the members themselves be writing this (and not coloring books)? Why can't literature be developed for elementary school age children? They read and understand much better than they did 20 years ago. Al-Anon/Alateen is not fulfilling its primary purpose when these needy children are ignored.**

While the workshop members recognized the need for such literature, the feeling was that our hands are tied until such time that these groups are registered as preteen groups. Some sharings from youngsters are available now within the groups themselves.

- **Can information be shared "up" or "down" the structure so that we don't have to write to the District, the Area and WSO to correct or change information about a group (i.e., the name, address, contact name/address, etc.)?**

It was recommended that the group's records registrar (some Areas use the Alternate Delegate) check lists and keep WSO advised of changes.

- **Based on Tradition One, could the World Service Office please register groups as Al-Anon Family Groups instead of listing them as "specialized"?**

"Specialized" groups were defined to be adult children, gay, men, women, step study or particular language groups. Choosing a group name is important and guidelines can be found on page 13 of the Digest of Al-Anon and Alateen Policies. Perhaps a workshop at the District meeting or Assembly would be beneficial. The group name should be positive and not imply any affiliation with another entity. A specialized name could be considered as information and placed in brackets.

- **How do you get your group to not use the Al-Anon ONE DAY AT A TIME for every meeting?**

Members agreed that a group conscience should determine the meeting format. Other suggestions included setting an example and using other literature, and District or Assembly workshops on CAL.

- **What do you do about cross-talking? Is it okay if the group wants it?**

For this discussion, cross-talking was defined as one member monopolizing meeting time with one-on-one discussions. Suggestions shared were: to have the chairperson bring the meeting back to focus; informing newcomers about cross-talking; having a meeting on Tradition One from the twelve and twelve pamphlet (page 60, for a monopolizing "oldtimer"), using the *INSIDE AL-ANON* issue on cross-talk, and our service manual, Al-Anon and Alateen Groups at Work (page 31). Further, it was agreed that each group is autonomous and a group conscience should prevail.

- **Can we incorporate the "12 Promises" from the AA Big Book into Al-Anon literature? Whatever happened to the Al-Anon version that someone came up with (using portions of our Welcome and Closing)?**

The workshop members felt that we could not incorporate the AA 12 Promises into Al-Anon literature. However, they felt that if members wanted their own version they should write to the WSO to go through the CAL process.

- **How is it determined which issues or motions can be settled by the WSO and what needs to be brought to the Area Assembly for determination?**

The members felt that anyone in the fellowship can contact the Area World Service Committee to put items on the agenda for the Area Assembly.

- **How can we help establish more unity in our District? How can we help to get rid of cliques, politics, resentments and jealousies?**

Keep coming back. Encourage service sponsors, and workshops on "What is a District Meeting" can also be beneficial.

- **Won't the production of even more newcomer packets tend toward divisiveness?**

The workshop committee felt that we are making a connection to help newcomers identify with the Al-Anon program. It was stated that divisiveness is the fear of longer-time members.

- **WSO Guidelines for both Districts and Information Services cover the same objectives in regard to P.I., CPC, Institutions and Alateen, and each are directed to appoint their own Coordinators and committees. All metro areas have Districts, but not all have Intergroups. Confusion arises when both are doing the same thing. Intergroups, being usually larger and stronger, take over and Districts cease to function. Please suggest how to activate Districts.**

Tradition Nine, being accountable to those they serve at all service levels, can be the guiding factor. Some suggestions were: to develop projects to be activated by DRs and using the Alternate Delegate to drive the project along.

# POLICY

As Secretary to the Policy Committee, Sandy provided the Conference members with an update on a Policy Committee matter. A recent request was received at the WSO for a mailing list of all Delegates. When the World Service Directory was available, members had the ability to correspond directly with anyone, anywhere. This was the first time since the Directory was discontinued that such a request was made. Although the WSO completed the mailing for the interested member, a motion was passed by the Policy Committee and the Board of Trustees to continue to provide Conference members' names and addresses to interested Al-Anon members so that they can correspond directly in the future.

The Policy Committee recommended changes to the Digest of Al-Anon/Alateen Policies to clarify reprint authorization from our own Al-Anon publications. Although the Digest reflects WSC authorization to reprint articles from outside publications there is no such statement for Al-Anon Conference-Approved Literature. This does not reflect a change in policy or procedure; it merely provides information. A procedure for reprints which was given to the 1986 WSC does appear in the WSO Administrative Manual, but this procedure is not known to the fellowship at large.

An additional change to the Digest of Al-Anon/Alateen Policies details a recommendation that Al-Anon meetings not be videotaped. The subject of video recordings was discussed as a Green Light question at the 1989 WSC. In addressing the concerns, it became apparent that our Policy Digest had not kept up with current technology. An ad hoc committee was formed to develop new text. The new text makes a distinction between "audio" and "video" recordings. Although photographs are sometimes taken of individuals, using a video at a meeting wasn't supported because videos may pick up peripheral conversations or images of individuals who may not be aware they are being filmed.

Further, the CPC Committee discussed the existing section regarding professionals taping meetings and concluded that although professionals may have audio-taped meetings before we had sufficient Conference-Approved Literature, that practice is no longer recommended. Therefore, this section is being deleted from the current text. The Conference approved both Policy Committee motions.

A motion was presented to the Conference body to have the Policy Committee reconsider the interpretation of the policy on dual members holding office above the group level. Discussion focused on the pros and cons of altering the current policy. After much heartfelt thought, the Conference voted not to have the Policy Committee reconsider the existing policy.

Marjorie W., Chairman  
Sandra F.,  
Deputy Executive Director

# PUBLIC INFORMATION

The P.I. Committee reported that the Disney Channel has invited Alateen to participate in a two-part filming for *The Mickey Mouse Club*. Aviva Productions, with HBO, interviewed Alateen and adult children members for a possible 1/2 hour film. A syndicated three-part series will be aired during Conference week, depicting an Al-Anon adult children's meeting.

Ann Landers and *Parade Magazine* listed the 800 numbers for meeting information. There was considerable response from both. *Parents* and *YM Magazines* will also be publishing the numbers. Other publications that requested information include: *Families in Recovery*, *Cosmopolitan*, *Good Housekeeping*, *Family Circle*, *Reader's Digest*, and others.

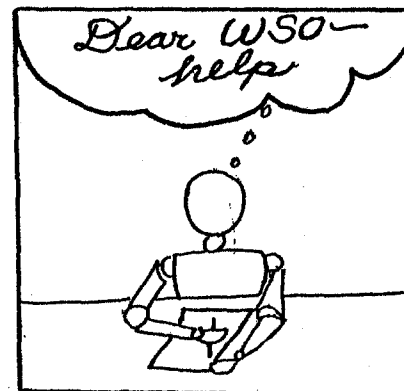
Radio Outreach was mailed to all P.I. Coordinators; 32 have responded thus far requesting 620 Phase I packets. The Delegates are asked to encourage their Areas to become involved in this rewarding project.

Since achieving the goal of having minority representation on most Standing Committees, and the desire to include rather than separate the ad hoc committee, it was agreed to disband this subcommittee. Focus on the minority communities will continue as a regular agenda item at Committee meetings. The goals for the next year are to research the possibility of a Minority Radio PSA, a leaflet for minorities and to expand Al-Anon's outreach to multi-cultures.

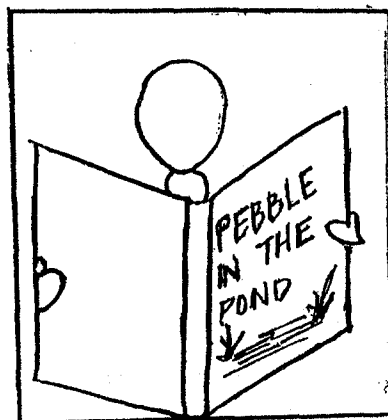
After much discussion, the Conference agreed to develop new Television Public Service Announcements, if financially feasible. Although our current financial crisis was of paramount concern, the members felt that P.I. work is vital to continuing efforts to spread the Al-Anon message to potential newcomers.

## Update

Phyllis M., Chairman  
Carole K., Administrator



## Presentation



The Public Information Committee is instructed by the Concepts to inform the general public about Al-Anon and Alateen. Much of this is accomplished through the media which serves as an enormous resource to reach those hundreds of thousands of families still suffering from the affects of alcoholism. Public Information work is no longer a one committee responsibility. To be effective, Al-Anon needs the involvement of the Areas, Districts, groups and individual members.

To demonstrate this point more graphically, the P.I. Committee presented a home video illustrating exaggerated Do's and Don'ts of P.I. work. Each Delegate was given a script to follow and take back to their Areas. The Conference then took part in a demonstration of "passing along" the message of Al-Anon.

Calling for a newcomer, the Committee spots one in the back of the room. Because she was so far removed, a project was developed to reach her. The Committee then passed the "project" (a three-foot red ball) through the Conference to members representing various service jobs and service projects. Eventually the newcomer was reached, without once "dropping the ball." The presentation ended with a sing-along, during which time the Chairman introduced the In-town and Delegate Committee members. The newcomer came forward and the full Conference greeted her with a song. The lesson shared was that the most important tool of all is how we greet the newcomer and that it is the responsibility of all Al-Anon and Alateen members.

# REGIONAL TRUSTEE PLAN

John B., Chairman of the Board  
Rita McC., Administrator

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.

An RT was nominated from Canada (E), Canada (W) and Canada Central. Candidates chosen were:

Canada (E)	Pat L.
Canada (W)	Lorill W.
Canada Central	Connie D.

Aside from the Delegates voting from within the Region, additional Delegate names from outside the Region were drawn from a hat to vote during the 1992 RT nominating process:

Region	Voting Delegate	Alternate
U.S. North Central	Quebec (W) Kansas Rhode Island	Idaho (1st Alternate) California (S) (2nd Alternate)
U.S. Northeast	Nevada Ohio Texas (W)	Arkansas (1st Alternate) New Mexico (2nd Alternate)
U.S. Southeast	Wyoming Idaho Illinois (S)	New York (N) (1st Alternate) Utah (2nd Alternate)

# REGIONAL TRUSTEE EXPANSION

Mary Fran W.,  
Assistant Conference Chairman

Mary Fran explained the expansion of Regions as approved by the 1986 World Service Conference. 1991 marks the final year of the plan to add three Regions: the U.S. North Central (1989); U.S. South Central (1990); and Canada Central (1991). Beginning in 1991, there will be three Regional Service Seminars annually.



# REGIONAL SERVICE SEMINARS

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**Canada East:** Laval University, Quebec City, May 24-26, 1991

**U.S. North Central:** Sheraton International Hotel, Rosemont, IL, August 23-25, 1991

**U.S. Southwest:** Red Lion Inn, Ontario, CA, November 8-10, 1991

**Other:** The Committee discussed photo-taking during the General Session at Regional Service Seminars. It was agreed that the Chairman of each RSS would take a group conscience at each seminar.

The Board recommended that in 1991, Regions begin to accept full responsibility for RSS's. This responsibility would include finances, planning and hotel negotiations.

A motion was carried by the Committee to refer this topic to all Regional Service Seminar breakout sessions for additional feedback and suggestions.

It was recommended that there be a collage display of PFA and NPIC at future RSS's, to inform members of their service work.

After careful consideration, the RSS Committee voted to hold the U.S. Northeast Regional Service Seminar in Nashua, New Hampshire May 15-17, 1992.

## Update

Maxine K., Chairman

Rita McC., Administrator

## CONFERENCE COMMITTEE ON TRUSTEES (CCT)

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### Subcommittee of the Nominating Committee

The Conference Committee on Trustees, on a trial basis for five years, is a subcommittee of the Nominating Committee. The CCT became permanent by motion of the 1990 WSC.

The CCT reviews resumes for Trustee-at-Large candidates. Each resume is graded based on a ten-point system. The resume lists current and previous Al-Anon/Alateen experience at group, Area, and WSO levels of interest (i.e., Alateen, Archives, CPC, FORUM, Institutions, International Coordination, Literature, P.I., RSS); ages; when available to serve; personal history; education; training and experience and a section for the person to write something about themselves.

Once graded, the resumes are forwarded to the Chairman of the CCT for tallying and then sent on to the Chairman of the Nominating Committee.

## Update

Sue B., Chairman

The suggestion was made to have the Committee informed of the candidates selected by the Nominating Committee for invitation to the January Board meeting. A process will be established to express gratitude to candidates not selected.

Changes to the profile resume form were requested prior to the July Nominating Committee meeting. The consensus was that the scale be stated on the form with 10 as the highest rating and 1 as the lowest.

Sue B., Chairman, informed the Conference that Peggy S., IA, has been elected Chairman for next year and Joel W., MD/DC for the 1992-1993 year.

The Conference discussed the election process for Chairman of this subcommittee. Sue B., Chairman, explained that the Committee is self-appointing with a Delegate Chairman unlike others. A third year Delegate serves in this capacity, and a second year Delegate is Co-chair/Secretary and assumes the Chairman's role the following year.

## Reportback

## NOMINATING COMMITTEE

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The Chairman of the Nominating Committee extended thanks to Sue and the rest of the CCT for their hard work this past year. Helen presented the nominee selection process.

The Regional Trustee candidates are nominated by the Areas at the Assembly and are limited to one per Area. This Conference nominated Regional Trustees from Canada West, Canada East and Canada Central.

There is no limit to the number of Trustee-at-Large resumes that can be submitted by any Area to go through the Conference Committee on Trustees selection process. At the

## Report

Helen W., Chairman

end of this Conference, the solicitation of resumes will begin for three candidates for Trustee-at-Large to be presented to the 1992 WSC. Delegates were asked to consider potential candidates, particularly those with financial and management expertise, as well as being well-grounded in Al-Anon. Any Al-Anon member may submit a resume for Trustee-at-Large.

While the Regional Trustee often has greater and invaluable Area experience in comparison to the Trustee-at-Large, it is essential to be aware of Trustees-at-Large with professional backgrounds. This is particularly important with WSO's budget concerns and the challenges to be faced in the 90's.

The following nominees were presented to and affirmed by the 1991 World Service Conference:

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

Doris S.	KY	First 3-year term
Gerry V.	CT	First 3-year term
Helen W.	IA	Second 3-year term

**Regional Trustees:** The Conference gave traditional approval to the following RT nominees:

Pat L.	Canada East
Connie D.	Canada Central
Lorill W.	Canada West

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

John B.	IL (N)	Chairman
Helen W.	IA	Vice Chairman
Bill S.	FL (N)	Treasurer

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

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

Mary C.	First year
Mary Fran W.	Second year
Bob D.	Third year
Ellen D.	Administrative Staff Member

Mary C. was elected Chairman of the Executive Committee.

## BOARD OF TRUSTEES

### Board Report

John B., Chairman

On behalf of the Board of Trustees, John B., Chairman, reported to the Conference on the progress of several projects:

The 1990 World Service Conference members approved a motion to reproduce, in French, versions of the videos *Al-Anon Speaks for Itself* and *Alateen Tells It Like It Is*. As the Board of Trustees is the guardian of Al-Anon finances, it was determined that a cost feasibility study be done by the Executive Committee prior to beginning the work on French translations of these service tools. John reported that production costs would be approximately \$6,900 to \$8,900 for both videos.

Initially, PFA had recommended that the selling price be \$50.00 each. The Board then asked for a determination of the marketability of the tapes. Estimates on the sales at the Assembly and through NPIC were projected at approximately 100 copies of each. It was recommended to PFA that the selling price be \$75.00 each with advance sales of 100 cassettes in order to cover production costs before proceeding during this period of serious financial difficulties. Communications continue between PFA and the Board.

Conference members expressed concern that the wishes of the 1990 Conference were not being followed, particularly as they relate to service materials. It was explained that the Board's responsibility is to manage all business affairs, including finances. In this regard, it was determined that a feasibility cost study be conducted prior to forging ahead on this project. It was pointed out that the project could still move ahead with the commitment of the groups for advance sales.

As established at the 1989 WSC, the Long-Range Study Panel is to report the progress of the Relocation Study annually through the Board of Trustees. Last year, the relocation criteria were outlined in order of importance, with staffing/volunteers as the top priority and financial the second priority.

During the past year, the Panel clarified that its primary reason for considering relocation should be for financial concerns. The other factors, while important, have assumed a secondary status in light of our sales downturn and the possibility that additional losses will be suffered for several years.

In gathering data, information has been received from several nonprofit organizations that have relocated. Contact was also made with the Economic Development Councils for 32 cities to obtain salary information and property data. A study of preliminary moving costs was also undertaken relating to relocating staff, establishing a severance pay policy, the impact of the pension plan and health insurance, the additional expense of unemployment insurance benefits, retraining staff.

The Panel adopted a three-year timetable for future planning to accommodate the 1996 WSO lease expiration. It is noted that financial considerations may make it necessary or prudent for the Board to relocate the WSO before the expiration of the existing lease and before the Conference is in session. However, Conference members will be notified as soon as possible.

Discussion on the relocation study centered around the financial aspects as well as the physical relocation of the WSO to serve the fellowship as a whole. A motion from the floor of the Conference requested that the Board take immediate action to move the WSO outside of the New York City metropolitan area. This motion was defeated as it was agreed that no options should be ruled out, as of this point. The Panel, as reported, is obtaining information from many cities.

Further, the Conference members discussed whether or not the relocation committee should consider the possibility of owning or leasing property. Many Delegates discussed pro and con views from their own perspectives and that of the Area's, based on a letter from the Chairman of the Board on the subject. A motion was made seconded and carried in regard to the relocation study, that the WSC believes ownership of property by Al-Anon Family Groups, Inc. is consistent with our Traditions.

It was made clear that this motion did not authorize the purchase of property, only that consideration be given to the possibility. Therefore, along with rental information, lease/ownership data will be incorporated into the study thus expanding all options.

Thanks were extended to the Conference Delegates for responding to the request for input regarding a strategic plan; 62 of 67 were returned. The strategic plan was approved at the Board of Trustees meeting on Saturday prior to the WSC. It was reported that the top two areas of concern were: proliferation of 12 Step groups and P.I. identification. The third area of concern differed between WSO and Delegate response. The Areas rated lack of sponsorship a priority, while the WSO rated the lack of a marketing plan as its third priority. Most programs implemented to address these concerns would be processed through a committee for review. Conference members were encouraged to review the plan and ask for clarification during the week.

Actions by the Board of Trustees were presented to the Conference in the form of motions.

As a result of a 1989 WSC motion to have Al-Anon participate at AA's 1995 International Convention, the Board of Trustees proposed that Al-Anon hold its Third International Convention in July 1998. (Background information regarding this topic can be found in the International Convention section of the Summary.) The Conference approved this action.

A recommendation was made that the World Service Conference Summary continue to be made available free to all Conference members and to Assemblies through Delegate distribution, and to make them available to the groups at a cost of \$2.00 each, a minimal amount in light of increased postage costs and the high cost of printing.

While some members expressed concern that this was not in line with the Concepts that suggest all groups receive a full report of the Conference, there was agreement that this is indeed accomplished through making the Summary available at a cost and through the Conference issue of *INSIDE AL-ANON*. This Board action was approved.

The Board recommended the development of a mailing list of all District Representatives for an *AREA HIGHLIGHTS* mailing four times a year with an evaluation in a year's time on its effectiveness. The feeling was that this would be an additional communication link for reaching the groups. Many of the Area Delegates felt that the distribution of *AREA HIGHLIGHTS* was part of the responsibility they maintained for the same reason. While it was agreed that the WSO should correspond with DRs, this was not considered to be the means, therefore, the motion did not carry.

## 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 former and present Conference members including the number of copies requested for dissemination in their Areas. An abridged version, appearing in *INSIDE AL-ANON*, is sent to all registered English-speaking groups, which is also 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, 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 the WSO's services to the fellowship.

**Controller/Business Manager** - 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 departmental and service 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.

### ADMINISTRATIVE STAFF

Eamon Timoney, Assistant Controller, passed away in January after a long bout with cancer. A memorial service was held at the WSO in his memory. A replacement, Margaret Hollenbeck was hired to fill this position.

The Administrative Manual was updated and distributed to the Trustees, Administrative Staff and Supervisors.

To identify overall concerns facing Al-Anon's future, the lack of group growth and the ongoing downturn in literature sales, a Strategic Planning Committee was formed with the Executive Director, Administrative Staff, Controller and Office Manager. The Deputy Executive Director acted as facilitator and coordinated the strategic planning process.

An extensive list of concerns was identified; time was spent on discussing ways of developing and defining our public image.

A Strategic Planning session was also held with all WSO volunteer Conference members who reviewed and added to the list of concerns identified by the Staff. The volunteers then duplicated the Staff's process of rating the problems. Through this process, the list was narrowed down to 20 items. All WSO Conference members were sent the new list and asked to submit three concerns.

Sessions on cost-cutting measures were held with Administrative and Supervisory Staff, Budget and Executive Committees. From this a comprehensive list was developed along with the estimated dollar figures for distribution to the Board of Trustees and the WSC.

### SUPPORT STAFF

The Office Manager, Joan Hochbaum (nonmember) reports that a number of employees left the WSO due to resignations and terminations. Several promotions occurred and new employees were hired to fill vacancies.

Due to a cut-back in spending, four support staff positions will remain vacant for an undetermined period. The P.I./Alateen and Archives/Conference Services now share a secretary. The other two vacancies are in the Accounting and Shipping Departments.

### STAFF CONCERNS

**Training and Development** - The Executive Director was installed as a Board Member of the New York Society of Association Executives. Both she and the Deputy Director

received recertification from the American Society of Association Executives as Certified Association Executives (CAE).

The Executive Director and Vice Chairman of the Board attended a three-day seminar which covered negotiations, mediation and arbitration with staff and volunteer boards, and strengthening the team effort between chief elected officers and chief staff executives.

The Executive Director and Deputy Executive Director attended seminars sponsored by the New York and American Society of Association Executives. Staff Administrators, Supervisors, and support staff attended seminars to enhance their skills and keep abreast of the latest technology. Training programs were: computer technology, communication skills, proof-reading techniques, production, designing and printing of newsletters and other literature.

Additionally, several in-house seminars were held covering word processing functions, proper telephone techniques and etiquette and benefits coverage.

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

**Benefits** - Due to a substantial increase in our health insurance premiums, we changed our major medical carriers from PruCare to CHUBB Insurance. Hospitalization is now covered by Blue Cross. To further reduce premiums, a self-insuring factor administered by CHUBB was built into the plan.

**Employee Kit** - The employee kit given to new employees was revised to provide more comprehensive information about our benefits package and the purpose of the AI-Anon program.

**Job Descriptions** - The Office Manager updated job descriptions used as a work guide for evaluating performance and as an aid in describing positions to prospective employees.

**Personnel Manual** - The Personnel Manual was edited to provide greater clarification of existing policies and produced on our desktop publishing equipment for distribution to Staff.

**Secretarial Procedures Manual** - The Secretarial Team Supervisor developed a procedures manual encompassing team assignments, reporting lines and office guidelines, along with a general overview of each service department.

**Health Issues** - In keeping staff abreast of health and social issues, such information as the Impact of Video Terminals and AIDS in the Workplace were distributed to staff. Additionally, an Employee AIDS Policy was established and circulated to staff.

**Overall Staff Meeting** - A meeting was held informing the full staff of our current financial situation with encouragement to submit any cost-cutting and revenue increasing ideas. As a result, two nominal cash awards were given to support staff as their ideas achieved a considerable savings.

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

**Sunshine Club** - All employees, after their probationary period is complete, are invited to join the Sunshine Club, which is voluntarily funded by staff who wish to share in the joys and sorrows of their co-workers. A year-end party was held for the members and new officers were also elected.

## OFFICE OPERATIONS

**Mailings** - Due to increased costs from our outside mailing house, the bulk copies of *The FORUM* are being mailed in-house. As a cost-saving measure, ISAL mailing service (International Surface Air Lift) is being utilized when mailing in bulk.

**FORUM Renewal Letter** - A new procedure for mailing FORUM renewals will commence in early 1991 as we replace our renewal letters with a convenient renewal envelope. A subscription envelope will also be introduced.

**Telephone Procedures** - The Office Manager, along with the Secretarial Team Supervisor, developed and implemented a plan which improved routing of calls.

**Filing Procedures** - The filing system was revamped, resulting in a more efficient system. A sign-out sheet was developed to track material.

**New Letterhead** - As a result of the Strategic Planning process, new stationery for use within and outside the fellowship, was designed.

**Equipment** - A photocopy machine, featuring two-sided copying and faster reproduction, was purchased.

A new scanner and a laser printer were installed for use by the Publications Assistant.

**Computer Development** - The Assistant to the Deputy Executive Director and the Publications Assistant were trained on the new desktop publishing software program and time was devoted to defining specific computer needs.

**Volunteers** - Volunteers continued to provide assistance by assembling Newcomer Packets and fulfilling other department needs. A light breakfast was given by the Administrative Staff to honor the volunteers who work in the Shipping Department for the many hours they contribute to AI-Anon.

## GROUP SERVICES

**Service Manuals** - The four 1990-91 service manuals were updated and distributed to all English-speaking groups. Alternative cost-saving formats for production were recommended to the Executive Committee.

**Getting In Touch With AI-Anon/Alateen (S-23)** - The 1990 printing was distributed. A revised AI-Anon/Alateen Group Information Sheet (ALPG-H) was developed for Information Services to avoid the publication of members' private addresses or telephone numbers. The new form

requests office and answering service data. Production cost estimates for an in-house desktop publishing format were submitted to the Executive Committee as a cost-saving measure.

**Area Information Services (AIS)** - Fourteen AIS offices were contacted and requested to provide a current office telephone number; Area Delegates were notified when local AIS/Intergroups were inactivated due to returned mail. Inquiries were received on a variety of subjects: a disruptive member destroying AIS property; use of a new Caller Identification Service offered by the local telephone company; anonymity in relationship to the publication of Al-Anon's name in telephone directories and office building signs; and providing a private answering service with a list of members' names for Twelve Step calls.

**Service Workbook (K-17)** - The Alateen, CPC, Institutions and P.I. In-town and Full Standing Committees were asked to discuss their preference between the existing combined workbook or reverting to separate kits for each service; the Committees were equally divided. Suggestions were also sought for increasing its distribution.

**Splinter Groups** - Requests were received from the following self-help organizations on a variety of subjects, including adapting Al-Anon material and clarification on our policies, clarification on adult children groups, etc.: Chronic Fatigue Immune Dysfunctional Syndrome, Convicts Anonymous, Abortions Anonymous, Sinner's Anonymous, The Single's Nest; Survivors of Incest Anonymous, Inc.; Nar-Anon Family Group Headquarters; Survivor's United of Erie County, MI.

**Exit Letters** - Ninety-three Al-Anon adult children groups disbanded and were sent letters acknowledging their requests for deletion; five adult children groups informed the WSO that they were deleted in error; ten adult children's groups asked to be removed from Group Records because they have affiliated with another organization.

**Guidelines, Revisions** - Beginner's Meeting Format (G-2), The Information Service (G-4) and Let's Take A Group Inventory (G-8).

**Hearing Impaired** - A Delegate reported an Information Service's effort to provide Alateen literature to a school for the deaf; four explanations of the Seventh Tradition with regard to providing an interpreter or purchasing an Assistive Listening Device were given; a member interested in sponsoring an Alateen group for the hearing impaired was referred to the Area Alateen Coordinator; the first known Al-Anon group for the hard of hearing was formed in Northern California; a member asked how to explain the Interpreter's Code of Ethics (confidentiality and accepting a fee for professional services) to groups and how to obtain financial support for an interpreter; a Deaf Outreach Center inquired about Al-Anon literature.

**Visually Impaired** - A disk with the text of five pamphlets was prepared for large type computerized production in cooperation with the Helen Keller Services for the Blind, Hempstead, NY. The agency anticipates completion of large type masters early in 1991. Volunteer Services for the Visually Handicapped, Milwaukee, WI, requested permission to braille ten pamphlets. Seven pamphlets previously unavailable in braille will now be transcribed by Volunteer Services for the Visually Handicapped. Light-house for the Blind, NY transcribed a braille inquiry from India as well as our reply explaining Al-Anon's primary

purpose. Recordings for the Blind in Dallas, TX, sought permission to braille ALATEEN - A DAY AT A TIME. 156 regional libraries for the blind in the U.S. and Canada were informed about the availability of the Living With Sobriety audiocassette and What's "Drunk," Mama? audiocassette and larger type booklet. Material for the Visually Impaired in the United States and Canada (S-14) was updated and the 1991 printing was produced (50 requests were received and copies of the revision were sent to 156 regional and state libraries serving the blind and disabled as well as Literature Distribution Centers).

## PRODUCTION

Reported by Conway Policastro (nonmember), Production Manager

**Bound Books Completed** - B-1 AL-ANON FACES ALCOHOLISM - 15th Printing; B-3 ALATEEN - HOPE FOR CHILDREN OF ALCOHOLICS - 13th Printing; B-8 AL-ANON'S TWELVE AND TWELVE - 11th Printing; B-11 AS WE UNDERSTOOD... - 5th Printing; B-15 ...IN ALL OUR AFFAIRS - 1st Printing.

**New Items** - K-22 FORUM Step Study Kit; M-46 CPC Rolodex Card; A-10 Living With Sobriety; A-11 & SA-11 What's "Drunk," Mama? English and Spanish audiocassette.

**Revised** - P-24 through P-27 Service Manuals English and Spanish; P-42 Pebble In The Pond; P-46 Conference Summary; P-49 Living With Sobriety; P-52 Al-Anon Is For Adult Children of Alcoholics; S-13 Literature In Translation order blank; S-15 CAL Catalog; S-19 Detachment; S-23 Getting In Touch; SAV-10 Al-Anon Speaks For Itself, Spanish version.

**General** - Sixty-two pamphlets, leaflets, flyers, etc. were produced in 1990.

**Offset Department** - The in-house Offset Department produced 2,984,777 impressions in 1990.

## SPECIALIZED ITEMS

The following items were distributed: A-8 Alateen Tells It Like It Is, audio - 52; A-9 Radio Spots - 17; A-2 Beginners Cassettes - 178; A-3 Alcoholism, The Family Disease, cassette - 98; A-4 Lois W. & the Pioneers - 64; A-5 Understanding Ourselves and Alcoholism - 258; A-6 A Little Bit of Al-Anon A-6 - 40; AV-10 Al-Anon Speaks For Itself - 168; AV-16 Alateen Tells It Like It Is, video - 172; A-10 Living With Sobriety - 401.

## SPANISH SERVICES

Reported by Teresa M., Spanish Supervisor

**New Material Completed** - Al-Anon and the Community; World Service Handbook; Al-Anon Speaks For Itself, 1990 P.I. Month Calendar; questionnaire for Step 4 Al-Anon; 1990 Spanish Order Blank; AL-ANON FACES ALCOHOLISM Flyer; Alateen 10th Step Sheet; FORUM reprint; 1990 Survey Questionnaire; Reprints from Al-Anon publications R-9, R-10, R-11; Al-Anon is for Adult Children of Alcoholics; What's "Drunk," Mama? audiocassette and announcement flyer; Open Letters to - Spiritual Leaders, Police, Lawyer, Human Services Professionals, and Doctors; Responsibility Statement; K-21 Adult Children Packet announcement flyer; G-31 Guidelines for Ordering

Literature; 1990 Spanish Catalog; *INSIDE AL-ANON* reprint on adult children of alcoholics; Alateen Talks Back Series (ATB-1,2,3); 1990 October Institutions Month Calendar; PG-11 Suggestion for a New Al-Anon; PI-51, 3 items Al-Anon/ Alateen, Help for Families and Friends of Alcoholics; 1991 P.I. Month Calendar.

**Updated Material** - AL-ANON FACES ALCOHOLISM (2nd printing); AL-ANON'S TWELVE AND TWELVE (3rd printing); eleven pamphlets; Just for Today wallet card and bookmark; Serenity Prayer card; Did You Grow Up With A Problem Drinker? leaflet; Supplementary Order Blank and Spanish Order Blank; four service manuals; Detachment leaflet; Questions Frequently Asked-from P-4; Al-Anon Is It For You?

**Projects in Progress** - ALATEEN - A DAY AT A TIME book has been completely revised and proofing is underway; revision of 10 Guidelines; Guide for the Sponsors of Alateen Groups (update).

**Newsletters** - Six issues of *AL-ANON Y 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*.

Spanish newsletter subscriptions increased by 1,273 (820 New and 453 Renewals).

**Spanish Group Records** - There are now 332 groups in the U.S. (48 of which are in Puerto Rico and three in Canada). Total new groups this year at the WSO worldwide are: 177 Al-Anon, 27 Alateen, 5 Adult Children and 4 Intergroups. Total registered 213. The groups in Argentina, Brazil, Mexico and Spain are registered with their own GSOs.

**Spanish Professionals** - There are now 790 professionals on our mailing list.

## FRENCH SERVICES

Sandra F., Deputy Executive Director, reports:

The Deputy Executive Director has been working with Dominique D., Assistant to Alberte C., who has been researching costs relative to the WSC motions to produce the films *Al-Anon Speaks For Itself* and *Alateen Tells It Like It Is* in French. After researching costs and distribution possibilities, the WSO Executive Committee suggested, with the Board's approval, that we proceed only if there are advance sales of 100 copies of each film priced at \$75.00.

Our Accounting Supervisor and Programmer visited PFA in March to work on computerization upgrades. Every effort is being made to have PFA's Accounting, Group Records, and *The FORUM* on their computer system.

Alberte C., General Secretary of PFA reports:

**New** - Alateen Talks Back Series (ATB-1,2,3); Index to Recovery in CAL (P-63); Alateen's 4th Step Inventory (P-64).

**Reprint with Major Revisions** - Al-Anon Is For Men (P-1); Purpose and Suggestions (P-13); So You Love An Alcoholic (P-14); The Twelve Steps and Twelve Traditions

(P-17); Operation Alateen (P-30).

**Reprint with Minor Revisions** - ONE DAY AT A TIME (B-6 - 10th French Printing); Blueprint For Progress (P-5); If Your Parents Drink Too Much (P-22); Alateen Do's and Don'ts (M-9); Just For Today, Al-Anon (M-10 and M-12); Al-Anon/Alateen, Is & Is Not Bookmark (M-44); Al-Anon, Is It For You? (S-17); Alateen, Is It For You? (S-20).

**Supplementary Material** - *The FORUM*; *INSIDE AL-ANON*; the Survey; Appeal Letters; some translations for NPIC; translations for the 1990 International Convention; various Guidelines; new Order Forms.

**Projects in Progress** - Translation of the 1990 Ask-It-Basket and Open Letters; translation in preparation of the Step Study Kit (K-22); revision of four service manuals; revision of DILEMMA OF THE ALCOHOLIC MARRIAGE (B-4), AL-ANON FAMILY GROUPS (B-5) and AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS (B-8); and final review of LOIS REMEMBERS (B-7).

**Our Best Sellers** - ONE DAY AT A TIME 6,494; ALATEEN - A DAY AT A TIME 1,436; Al-Anon's Twelve Steps and Twelve Traditions 1,122; Al-Anon/Alateen Newcomer Packets 9,181.

## GROUP RECORDS

### Groupwide Mailings

Three Appeal Letters	61,793
Six issues of <i>INSIDE AL-ANON</i> *	144,068
Four 1990 Questionnaires **	23,965
International Convention Registration	20,345
Price Increase Letter	2,139
U.S. Contribution Statements	3,500
1990 Conference Summary	25,472
1990 Service Manuals	20,386

\* *INSIDE AL-ANON* Feb/Mar and April/May issues were combined due to unforeseen mailing problems.

\*\* The mailing of the questionnaires was staggered since the World Directory is no longer printed.

### Limited Mailings

<i>ALATEEN PARA TI</i>	750
Five issues of <i>ALATEEN TALK</i>	43,324
Five issues of <i>DENTRO DE AL-ANON</i> and <i>ALATEEN Y ALATEEN EN ACCION</i>	15,076
Four issues of <i>LONE MEMBER LETTER BOX</i>	4,161
CPC Survey	657
Three issues of <i>AL-ANON IN INSTITUTIONS</i>	13,896
Two issues of <i>AL-ANON SPEAKS OUT</i>	39,483
Two issues of <i>AL-ANON HABLA CLARO</i>	1,491
Eight Advance Mailings	13,041
Six Personnel Mailings	5,933
Four International Convention Mailings	6,303
Four issues of <i>AREA HIGHLIGHTS</i>	6,809
Canadian Contributions Statement	2,295
Two 1989-90 Spanish Service Manuals	880
U.S. Northeast RSS	1,621
Information Services/ Literature Distribution Centers	572



**Subscriptions** - (Subscription issues for the year ending December 1990)

	<u>Total 1990</u>	<u>1989</u>
<i>The FORUM</i>	62,489	61,998
<i>ALATEEN TALK</i>	2,489	3,628
<i>INSIDE AL-ANON</i>	5,399	5,149
<i>AL-ANON IN INSTITUTIONS</i>	635	1,056
<i>DENTRO DE AL-ANON/</i>	1,324	791
<i>AL-ANON Y ALATEEN EN ACCION</i>		

#### REGISTERED GROUPS AND LONE MEMBERS

December 31, 1990

	<u>Total 1990</u>	<u>1989</u>
Al-Anon Groups Worldwide	27,093	27,131
Alateen Groups Worldwide	3,208	3,238
Institutions Groups	<u>547</u>	<u>574</u>
Total Groups	30,301	30,369

Information Services, GSOs	288	273
Literature Distribution Centers	160	149
Lone Members	367	369

	<u>U.S.</u>	<u>Canada</u>	<u>Overseas</u>
Al-Anon	17,336	2,106	7,741
Alateen	2,096	233	879
Institutions	<u>442</u>	<u>24</u>	<u>81</u>
Total	19,874	2,363	8,701

Information Services & GSOs	177	20	91
Literature Depots	140	11	9
Lone Members	164	30	173

#### PROFESSIONAL SERVICES

**Legal** - Our legal advisor helped us determine the direction to take concerning the interpretation of a will whereby an individual bequeathed money to Al-Anon. With the uncertainty of her membership and costs involved to clarify the terms of this bequest, a decision was made not to pursue the case. The court subsequently determined that the decedent had been involved with Al-Anon and awarded her bequest to the WSO.

An additional contract was prepared for the writer of the *DIFFICULT SITUATIONS* manuscript to increase her fee as the scope of the work increased.

The contract with the writer for the AFG book was cancelled and all fees were paid to date.

Bob Faber, our copyright attorney, was contacted concerning protection of our publications in the Soviet Union. He informed us that both the U.S. and U.S.S.R. belong to the Universal Copyright Convention so that copyrights of our publications in the U.S. are valid in Russia.

The Office Manager and Team Supervisor attended a hearing at the New York State Department of Labor as a result of an appeal by a former Team Member denied unemployment following her discharge in May due to

disorderly conduct. Following testimony, the judge ruled in favor of Al-Anon Family Groups.

The Office Manager, accompanied by our Personnel Attorney, attended another hearing for a second employee who intimated he had been discriminated against during his employment. Following testimony, the judge ruled in favor of Al-Anon Family Groups based on the fact that the employee had resigned on his own accord.

A contract was signed with Pam R., the editor of ...IN ALL OUR AFFAIRS to produce the upcoming Daily Reader.

A printing service used in the past has initiated legal proceedings against the WSO, claiming payment for services which were never rendered.

Following Board approval, permission was given to Frames of Mind and Wendell's, both in Minnesota, to reproduce our logo on coins. Freedom Line of Minnesota and a small manufacturing facility in Chestnut Hill, MA were also given permission to produce a key ring using Al-Anon's logo.

**Audit** - The annual audit was conducted by the firm of Owen Flanagan & Company.

**Car Service** - A contract signed with Dave El car service was cancelled because their costs were higher than originally quoted and a new contract was signed with Skyline Credit Ride, Inc.

**Hotel Services** - A three month contract was negotiated with the Sheraton Center in New York City. Following a trial stay at the Doral Court Hotel in October, a contract was signed for 1991.

#### PUBLIC RELATIONS

Al-Anon's resolution to AA was presented, as a plaque, at our Language of Love Meeting at the International Convention to AA's Board Chairman.

Phyllis M., in her capacity as the Governor's Voluntary Service Coordinator for the New York State Division of Alcoholism and Alcohol Abuse, along with Marguerite Saunders, Director and Bill Barnette, Deputy Director of the Division met with the Executive Director, Deputy and CPC Administrator. Local contact information was supplied and plans were made to have various members of the administrative staff hold a seminar at the WSO for staff members of the Division. At the invitation of Marguerite Saunders, the Executive Director gave a two-hour presentation to members of the Division and other attendees at their office in Albany, NY based on the structure and Traditions of Al-Anon Family Groups. Time was allocated for the showing of *Al-Anon Speaks For Itself*. Wayne P., General Manager of AA, also gave a presentation.

The Executive Director and the Deputy attended a John Bradshaw Seminar at the Jacob Javits Center and experienced techniques currently used with adult children which impact on Al-Anon groups.

In an effort to encourage greater distribution of Al-Anon literature, the Executive Committee Chairman and Controller visited the Hazelden Foundation and CompCare in Minnesota. The Board Chairman visited the Parkside Medical Facilities in Illinois.



An acknowledgement was sent by the Executive Director in response to the citation issued to Al-Anon by the Governor of New York State acknowledging our 39 years as a community resource.

A member of the Executive Committee attended a planning meeting held in Arizona hosted by CODA to arrange for a Conference of Twelve Step and Twelve Traditions Groups. A report was given to the Executive Committee where consensus was reached that such an interchange of information would be useful in terms of public relations and in understanding our environment.

During goal-setting sessions, a new plan was put into practice that when a Staff member accepts a speaking commitment or attends a professional conference/convention, that an effort be made to visit a nearby national or regional agency, facility or business to present the Al-Anon program.

A breakfast was held for several Soviet psychologists with Staff Administrators in attendance in order to acquaint them with Al-Anon's program.

### 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., U.S. North Central; Ellen D., U.S. Southwest and U.S. South Central; Claire R., U.S. Northwest; Geri H., Canada (E); Bonnie C., Canada (W) and Canada Central and Mary Ann K., Overseas.

Topics that generated the most interest this year were: dual membership; Why CAL; adult children of alcoholics and outside publications.

### VISITORS

During this quarter, members, their spouses and friends toured the WSO from most of the U.S., several provinces in Canada and other countries such as: Australia, Brazil, Belgium, England, France, Italy, Norway, Scotland, South Africa, Spain, Sweden, West Germany.

### SPEAKING INVITATIONS AT CONFERENCES/CONVENTIONS

**First Quarter** - Fran M., Reflection Speakers Meeting, Portland, OR, 15th SC Al-Anon/Alateen Convention; Bonnie C., Indiana Area Assembly.

**Second Quarter** - Bonnie C., East Texas Al-Anon/Alateen Assembly; Carole K., AA, Al-Anon & Alateen Iron Range Get Together, Grand Rapids, MN and Louisiana Al-Anon Conference; Fran M., Manitoba Conference, Canada; Margaret O'B., West Virginia Al-Anon Conference; Claire R., 1990 Virginia State Al-Anon Convention; Rita McC., Mississippi State Al-Anon Convention.

**Third Quarter** - Margaret O'B., West Virginia Convention, Indiana AA Conference; Fran M., New Brunswick Convention, Canada; Claire R., Minnesota State Convention, Pennsylvania Area Assembly; Rita McC., Nebraska State

Al-Anon Reunion; Geri H., Autumn Round-up AA/Al-Anon, Hamilton, Ontario, University of Utah, AA Convention, Rochester, NY; Ellen D., Virginia Assembly; Myrna H., Rhode Island Annual Al-Anon Workshop.

**Fourth Quarter** - Ellen D., Ontario South Fall Assembly, Oklahoma Al-Anon Convention; Margaret O'B., New York Spanish Al-Anon/Alateen Convention; Mary Ann K., Al-Anon's 10th Anniversary in Japan; Claire R., Columbia River Young People's Round-Up, Portland, OR, Illinois State Al-Anon/Alateen Convention; Sandy F., Indianapolis Fall Assembly.

## ALATEEN

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Peggy L., Chairman  
Bonnie C., Administrator

### COMMITTEE

Anita M. is the Liaison member. Iris S. and David J. became Committee members in October. Four In-town meetings and three Task Force meetings were held.

### COMPLETED

**Spotlight on Coordinators** - was redesigned and mailed five times throughout the year.

### IN PROGRESS

**Hey Mom, Hey Dad...What Alateen Means To Me** - The raw manuscript was approved by the Full Standing Committee; an Alateen Sponsor's sharing is being considered.

**Youth and the Alcoholic Parent** - The Policy and Alateen Committees approved revisions and it is now ready for production. A new design is pending.

**Alateen Talks Back (working title)** - The indexing of past issues of *ALATEEN TALK* is in progress.

**Alateen Sponsorship - Is It For You? (Step Into Alateen)** - The Alateen and Policy Committees approved this project. A new design is being reviewed.

**Policy On Registration** - In April, the Full Standing Committee gave unanimous approval to retain the Policy Statement on Alateen Registration as is. The Policy Committee assigned an ad hoc committee for further research on this policy.

**ALATEEN, HOPE FOR CHILDREN** - The Committee is reviewing stories for an expansion.

### UNDER CONSIDERATION

**Cartoon Booklet - (If Your Parents Drink Too Much)** - An artist is still being sought.

### ALATEEN TALK

The April, June, August, October and December themes were: The Alateen Weekend Experience, Self-Worth, Humility/Trust, Doing Something Nice For Myself, Prayer and Meditation. The October issue featured Al-Anon's new book ...IN ALL OUR AFFAIRS, and an advance notice for the new What's "Drunk," Mama? cassette.

## CORRESPONDENCE

Sharings and drawings from the membership are received regularly; requests continue for information about preteens; numerous Al-Anon adult children are volunteering to sponsor Alateen; Alateen groups in schools are growing.

## OTHER OFFICE ACTIVITIES

**ALATEEN TALK** and the 4th Step Inventory Booklet is now included in publications in four states. Alateen literature is also included in many school libraries in the U.S. and Canada.

The Alateen Administrator worked in cooperation with the Literature Administrator on the production of What's "Drunk," Mama? audiocassette.

Alateen Services collaborated with the P.I. Administrator on giving permission and information to use our material as a resource in libraries and upcoming articles in the U.S. and abroad. Both services worked together coordinating the filming of an Al-Anon meeting for C-NBC, a cable network.

The Alateen Administrator and Assistant took part in the development of a film for a TV ad campaign produced by NCA addressing alcohol and drugs.

An article was written by the Assistant Director of the Boys & Girls Club of America using Alateen as a resource for potential members affected by someone else's drinking.

## CONVENTIONS ATTENDED

Five Alateen Conferences and two Area Assembly events were attended by the Alateen Chairman and Staff.

## ARCHIVES

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

## COMMITTEE

Skip L. is the Liaison member. Pat G. was appointed Chairman following the 1990 WSC. Meetings were held in January and October; two at the 1990 WSC.

## COMPLETED

**Al-Anon Resolution of Gratitude to AA** - The inscription was approved by the 1990 WSC. A parchment was produced, beautifully framed and presented to the AA GSO Archives.

**LOIS REMEMBERS** - An index to personal recovery will be incorporated in the next printing of the Index to Recovery in CAL. In the interim, the index will be inserted separately in each book purchased. Additional copies can be obtained upon request.

**Guideline for the WSO Archives Committee** - was revised.

**Archives Sharing Bulletin** - The Spring and Fall issues

were completed and mailed to 72 Coordinators/Archivists. The revised Certificate of Gift form accompanied the Spring issue and the Fall issue contained archival tips from conservation experts published in a national newspaper.

**Lois' Papers** - were returned by the new administrators of the Stepping Stones Foundation, previously on loan under a former administrator. The papers were returned in acid-free folders and boxes. Descriptive guides were written for four of the ten boxes returned.

## IN PROGRESS

**1991 WSC Presentation** - A portion of the unedited video, *Lois W. and the Pioneers*, will be shown. Delegate members of the Committee will share what is happening in their local archives. A copy of an early newspaper clipping will be presented to each Conference member.

**Anne B. Leaflet** - A current draft was reviewed at the October meeting incorporating suggestions/comments from all Committee members. The Literature Administrator reviewed this draft and suggested a free-lance writer develop the work. In addition, she recommended that the Literature Committee include this piece in the upcoming book, *AL-ANON TODAY* (working title) and consider her approach in the reworked material.

**Study of Program Development** - A memo from the Executive Director suggested that the Archives Committee: 1) Do an in-depth study on the historical development of the Twelve Steps; 2) Define the philosophical basis of the Twelve Steps; 3) that based on this research, the membership be informed through articles written on the historical development of the Al-Anon program. The Chairman and the Archivist will meet with the AA GSO Archivist in January.

**Preservation Measures** - Old file folders that were contained in eight file drawers were replaced with acid-free ones. Cost-effective methods were implemented—encasing each copy of the World Service Conference Summaries, beginning with the 1960 plan through 1990, in a mylar sleeve and acid-free folder, properly labeled and placed in an acid-free box. World Directories, commencing with the 1952 typed format through the 1968 issue, were similarly processed. During this process it was discovered that there was no World Directory printed in 1954 and only one copy existed for the years 1952 and 1964. Likewise, there was only one copy of the Conference Summaries for the years 1961-1965 and 1984. An old dilapidated minute book, containing minutes of Board of Directors/Trustees meetings and articles of incorporation held together with string, was replaced by two modern minute books. An old WSC photo album, circa 1966-1971 was replaced with a new one.

**Field Trips** - The Archivist attended a special viewing of the newly restored Ellis Island Immigration Museum.

## OTHER OFFICE ACTIVITIES

Review, disposal and accession of in-house noncurrent records is ongoing as well as writing descriptive guides. The Archivist duplicated 42 cassette tapes of the entertainer at the 1990 International Convention Pioneer Luncheon for participants at the 1990 IAGSM. She also

interviewed and taped Nell Wing, Secretary to Bill W. for many years and later Archivist for AA's GSO. Encouragement, guidance and material were given to Dublin, Ireland, Mexico and South Africa.

### RESEARCH REQUESTS AND ACCESSIONS

Besides in-house noncurrent records, various items were received from several Areas. Numerous requests for historical data were answered. This information is reported in-depth in the quarterly reports.

### BUDGET

Mary C., Treasurer  
Richard J. Keilly, Controller/Business Manager  
(nonmember)

Activities and recommendations included: discussion of the 1990 Budget; review of PFA operations and an extension of their current office lease; recommendation of an overall literature price increase; consideration of hiring an investment manager; review of a new health insurance carrier; consideration of developing guidelines for groups and members on finance; discussion of pricing and marketing strategies for ...IN ALL OUR AFFAIRS; study of the overall cost of producing the videos *Al-Anon Speaks For Itself* and *Alateen Tells It Like It Is* in French by PFA and the adjustment in prices of French literature; development of a letter from the Treasurer to the Area Delegates informing them of our financial difficulties; study and implementation of short-term cost-cutting measures and plans to generate additional income; increasing newsletter subscription prices; reconsideration of sending WSC Summary free to groups; reformatting literature; discussion of 1991 budget and salary ranges; consideration of updating original TV spots.

Additional activities included a review of each appeal letter and establishing prices of new materials for recommendation to the Executive Committee.

### CONFERENCE

Norma McG., Chairman  
Mary Fran W., Assistant Chairman  
Rita McC., Administrator

### CONFERENCE PREPARATION

From January through April, activities were focused on coordinating the many details for the upcoming 1991 WSC. Material was compiled for Conference members and arrangements with the Sheraton Stamford Hotel & Towers were finalized.

Following the 1990 WSC, negotiations began with the Sheraton Stamford Hotel & Towers for the 1991 WSC, April 29 - May 4.

### HOSPITALITY

Hospitality Room volunteers received the audiocassette *Living With Sobriety*. Details for Hospitality were handled

by Stacy M., Assistant to the Conference Administrator.

### CONFERENCE SUMMARY

Over 2,600 complimentary copies were sent to present Delegates to distribute to their Areas; approximately 431 were mailed to Past Delegates, Trustees and other WSC members.

A reporter/writer has been retained to report on the 1991 WSC.

### MAILINGS TO CONFERENCE MEMBERS

During the first quarter, pertinent material concerning the 1990 WSC was mailed. Subsequent mailings included material related to the 1990 WSC as well as newsletters and new material. Contribution slips and printouts were mailed periodically.

### AREA HIGHLIGHTS

Approximately 6,350 copies were mailed with inserts.

### ELECTION ASSEMBLIES/PANEL 31

Panel 31 (1991-1993) Delegates were elected by their Areas in the Fall of 1990. A sample of the Open Letter for new Group Representatives was sent to Panel 28 since the Areas they represent participate in the election of Panel 31 Delegates.

### EQUALIZED EXPENSE FUND

For the 1991 WSC, the Board approved an increase from \$625 to \$700 (U.S.) and \$750 to \$800 (Canadian).

### PANEL 31 (1991-1993)

After each Delegates' name was received, they were sent a letter of welcome with appropriate information.

### OVERSEAS REPRESENTATION

In August, General Service Offices were sent an invitation to participate in the 1991 WSC. Argentina, Brazil, Germany and the U.K. and Eire responded that they will not be sending a representative. Overseas representatives will be asked to participate in the 3-minute talks.

### ASK-IT-BASKET

Questions and answers from the 1990 WSC were sent to Conference members in June. The complete compilation of the Ask-It-Basket will be sent to Panel 31. Questions submitted at the 1991 WSC will be mailed to Conference members after the WSC allowing Administrators time to research answers.

### REGIONAL TRUSTEE (RT) PROCEDURES

A cover letter, voting procedures and resumes of RTs from U.S. Northwest, U.S. South Central, U.S. Southeast, and U.S. Southwest Regions were sent to all voting and nonvoting Conference members prior to the RT nomination session at the 1990 WSC. RTs elected were: Patricia B., U.S. Southeast; Jim K., U.S. Southwest; Patricia S., U.S. South Central; and Skip L., U.S. Northwest.

At the 1991 WSC, Canada East, Canada West and Canada Central will select a RT nominee. Material was distributed to Delegates and Area Chairmen in the three Canadian Regions to aid in their election process.

The RT candidates submitted are as follows:

**Canada Central** – Manitoba, Josephine W.; Ontario (N), Connie D.; Ontario (S), Doris E.

**Canada East** – Atlantic Provinces, Patricia L. There were no candidates from Newfoundland/Labrador, Quebec (E) and Quebec (W).

**Canada West** – Alberta/N.W.T., Lorill W. There were no candidates from BC/Yukon or Saskatchewan.

The following Delegates were selected at the 1990 WSC to participate in the 1991 nominations:

**Out-of-Region WSDs to vote in Canada Central Region**

Camille G. New Hampshire

**Alternate**

Peggy S. Iowa

**Out-of-Region WSDs to vote in Canada East Region**

Bill R. New York (S)

**Alternate**

Ellen W. Alberta/N.W.T.

**Out-of-Region WSDs to vote in Canada West Region**

Pauline O. Quebec (E)

**Alternate**

Dee McK. Wyoming

The names of the voting Trustees will be drawn at the January 1991 Board meeting. Each Conference member will be sent a set of resumes.

**1991 WSC**

**Theme** – "40 Years – Sharing the Vision"

**WSO Dinner/Opening Session** – The WSO Dinner will be held Sunday, April 28 at 6:00 PM. Staff, retirees and Past Trustees are invited. There will be a social hour from 5:00 to 6:00 PM prior to the WSO Dinner. The Opening Session will begin at 8:30 AM on Monday, April 29, 1991 in the Freedom I and II Ballroom.

**3-Minute Talks** – Outgoing Conference members are invited to present a three-minute talk on the topic, Sharing the Vision.

**Many Faces of Al-Anon** – One Delegate from each panel and a WSO volunteer were chosen as speakers. Each speaker will determine the content of their talk.

**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 in advance for consideration during the Red Light Session. Items that do not receive sufficient votes for Open Discussion will be addressed in workshops and reported back at the Conference.

**Group Records** – A list of Group Records Questions and Answers will be mailed to Conference members in January. Delegates may ask questions regarding Group Records during their visit to the WSO on Thursday.

**Expansion of Regions** – WSC agenda time will be allotted for discussion.

**Standing Committee Presentations** – Archives, Institutions and Public Information will give a 30-minute presentation followed by a 15-minute question and answer period. Other services will have an opportunity to present 5-minute updates where appropriate.

**Voting Ratio** – A lottery will be held each day with the appropriate number of nonvoters drawn to maintain a 2/3 Delegate majority. Each name chosen will have voice and no-vote for one day only.

**Stepping Stones** – On May 4, two buses will be available to Conference members and their guests to visit the home of our co-founder Lois W. The buses will depart from the Stamford Sheraton at 1:30 PM and return to the hotel by 5:30 PM.

**Orientation Meeting/New Conference Members** – The orientation meeting will be held on Sunday, April 28, at 1:30 PM in the Mayflower Room.

**ANNUAL REPORTS**

Conference members will be mailed the 1990 Annual Report before the WSC. Questions regarding the report submitted prior to the Conference will be included, along with answers, in the portfolio. The Annual Reports will not be included in the Conference Brochure.

**NPIC**

The Board approved the seating of the NPIC Office Manager with voice and no vote at the 1991 WSC.

**PANEL 28**

Outgoing Delegates were sent a letter of recognition for their dedicated service. They will continue to receive the WSC Summary and *AREA HIGHLIGHTS*.

**1992 WSC**

Tentative dates are April 27 – May 2, 1992.

**SUBCOMMITTEE: ADMISSIONS/HANDBOOK**

Syntha E./Louise B., Chairmen  
Rita McC., Administrator

Jim K. is the Liaison member. The In-town Committee met twice this year. The members are: Louise B., Chairman; Rita McC., Administrator; Norma McG., Conference Committee Chairman; Mary Fran W., Assistant Conference Committee Chairman and Maxine K.

All recommendations for Handbook changes were reviewed with Delegate input. The Committee voted to seat nonvoting members at the 1990 WSC.

Committee Guidelines were finalized and will be distributed to the Standing Committee at the 1991 WSC.

### OFFICE PROCEDURES

Correspondence and telephone inquiries regarding Area concerns were answered daily. Records were updated, Area newsletters were read and articles of interest selected for *AREA HIGHLIGHTS*. Articles were written for WSO publications.

## COOPERATING WITH THE PROFESSIONAL COMMUNITY

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Phyllis D., Chairman  
Ellen D., Administrator

### COMMITTEE

Rick B. is the Liaison member. The Committee met three times, and twice at the 1990 WSC. There was one Task Force meeting.

### PROFESSIONAL ACTIVITIES

The following seven conferences/meetings were attended by WSO Staff/Volunteers:

National Institute on Alcohol Abuse and Alcoholism, Bethesda, MD - Feb 1, 1990

Rutgers Summer School of Alcohol and Drug Studies, New Brunswick, NJ - June 22, 1990 (presentation given)

University of Utah School on Alcoholism and Other Drug Dependencies, Salt Lake City, UT - June 17-23, 1990 (presentation given)

Association of Voluntary Action Scholars Conferences, London, England - July 16-18, 1990 (presentation given)

National Association for Children of Alcoholics, 6th Annual Convention, Chicago, IL - August 19-23, 1990

Institute for Behavior and Health, Inc., Rockville, MD - Sept 6-7, 1990 (presentation given)

National Institute on Alcohol Abuse and Alcoholism, Bethesda, MD - Sept 10, 1990

### EXHIBITS

Al-Anon exhibited at 23 national conferences where volunteers staffed the booths and distributed literature. *Alateen Tells It Like It Is* was shown at the film festivals of two conferences and was also awarded a certificate by the American Correctional Association. Hardcover books were sold at one conference; literature was sent to 10 conferences for their Free Take One Tables.

### COMPLETED

**1990 Al-Anon/Alateen Membership Survey** - The survey questionnaires were sent in March, 1990 to 3% (511) of the Al-Anon groups and 10% (202) of the Alateen groups which were randomly selected among the groups in the U.S. and Canada. A 53% response rate was

achieved. The Survey report was completed and distributed to WSC members.

**Al-Anon/Alateen Rolodex Card For Professionals** - This card replaces the You Can Render... leaflet which was discontinued with approval of the 1990 WSC.

**Cooperating With The Professional Community - Group Twelfth-Step Work Made Easy** - This one-time, non-saleable item was developed from articles appearing in the 1989 issues of *INSIDE AL-ANON*. It was mailed to the groups, WSC members and Area CPC Coordinators with the Dec/Jan '91 issue of *INSIDE AL-ANON*.

**Open Letters** - The Open Letters to Doctors, Lawyers, and Police were printed using an attractive new masthead. The format of An Open Letter To My Teacher remained the same. They were included on the Supplementary Order Blank.

Two new open letters were produced: Open Letter To The Human Services Professional targeting social workers, counselors, etc. and Open Letter To Spiritual Leaders replaces An Open Letter To The Clergy.

### IN PROGRESS

**Who Are The Members of Al-Anon & Alateen? 1990 Survey** - The manuscript for this leaflet summarizing the results of the Survey was submitted for production.

**Al-Anon Speaks For Itself, Videocassette Cover** - A dummy for the new cassette cover was developed and will be brought to the Committee in January for consideration.

**Al-Anon and Professionals** - A new title was selected: A Member's Guide For Working, as a Professional, with Professionals. The pamphlet is being revised.

**Al-Anon Family Treatment Tool in Alcoholism** - New quotes from members of the professional community were received and are being considered along with editing changes for the next revision.

### AL-ANON SPEAKS OUT

The Winter 1989/90 issue featured an article, "Help For The Hidden Victims of Alcoholism" which targeted family members in the workplace. The enclosures were the announcement flyers for the Listen and Learn Series and Alateen's 4th Step Inventory booklet. The Summer 1990 issue featured an article, "Alcoholism Hurts; Al-Anon Heals" which focused on adult children of alcoholics in Al-Anon. Enclosures were flyers for Living With Sobriety tape and a return card for professionals wishing to have their names deleted from the mailing list. To date 517 professionals returned the cards. The Winter 1991 issue was compiled. It features articles on the 1990 Al-Anon/Alateen Membership Survey and the book ...IN ALL OUR AFFAIRS, Making Crises Work For You. Both the Winter and Summer issues were sent to over 17,000 professionals.

### COORDINATORS

**CPC Update** - Four issues of this newsletter for CPC Area Coordinators were sent to Coordinators.

The following mailings were sent: *AL-ANON SPEAKS OUT*, Winter and Summer; Open Letters; Pebble in the Pond; revised Guidelines; Getting in Touch with Al-Anon/Alateen; Rolodex Card; a listing of Statewide Affiliate Offices of the National Council on Alcoholism; and Cooperating With The Professionals - Group Twelfth-Step Work Made Easy.

#### OTHER OFFICE ACTIVITIES

**Letters to National Associations** - Letters requesting presentation time and meeting space for open Al-Anon meetings were sent to 24 professional associations holding national conferences in 1991.

**University of Utah School on Alcoholism and Other Drug Dependencies (June 1991)** - Letters were sent to 25 Section Leaders offering to conduct a workshop/presentation, as well as distribute literature and provide a question and answer period.

**Office Work** - A CPC or Educator's pack and a form or personalized letter was sent in response to over 1,015 professional inquiries.

**Revisions** - Guidelines, The Open Al-Anon Meeting (G-27) and Introducing Al-Anon To The Professional Community (G-28).

**Reprints** - The Committee reviewed and approved their continued use.

**Welcome Visitors Sheet** - 2,068 professionals signed our Welcome Visitors Sheets at exhibit booths and were placed on the mailing list.

**National Collegiate Alcohol Awareness Week** - Ten colleges requested information for Alcohol Awareness Week.

**Institutes on Alcoholism** - Five institutes were sent literature for their registration packets.

#### SUBCOMMITTEE: NPIC (NATIONAL PUBLIC INFORMATION CANADA)

Mary C./Lorrill W., Chairmen  
Ellen D., Administrator

#### COMMITTEE

The Committee met three times. Jolene J. retired as Office Manager of NPIC in May. Georgette G. was hired for the position.

#### AL-ANON SPEAKS OUT

A total of 4,380 Canadian Bulletins were sent to members for service work. The 1990 annual mailing was sent to approximately 3,500 professionals. The enclosures were: *AL-ANON SPEAKS OUT*, a bilingual cover letter, the Bookmark (M-44), the announcement flyer for *Walk This Path Of Hope* and an order blank for professionals to order material mentioned in the newsletter. The 1991 Bulletin was compiled and submitted to production.

#### PROFESSIONAL ACTIVITIES

Georgette G. and Jolene J. staffed the booth at the In-Service Drug Education Course for the Department of National Defense (DND) Conference in Ottawa.

#### COMPLETED

**Mailing to Medical Libraries** - A mailing was sent to 3,000 medical libraries in Canada. The enclosures were: Have You Tried Al-Anon, Doctor?, the Bookmark, Al-Anon Family Treatment Tool in Alcoholism, and the announcement flyer for the three videos. A total of 122 packets of literature were sent in response to the medical library mailing.

**Update: Al-Anon Today In Canada** - This one-page service tool designed to inform the public and professional community about the program was completed in English and French and became available for distribution.

#### IN PROGRESS

Letters expressing interest in participating in conferences were sent to nine agencies/organizations.

A second draft of the one-page sheet which informs the membership in Canada about NPIC was compiled.

#### UNDER CONSIDERATION

To contact the Federal Ministry of Health and Welfare of Canada to discuss the possibilities of presenting Al-Anon/Alateen to the public on national broadcasting.

To meet with the National Coordinator for the Employee Assistance Program of the federal and provincial government departments for a presentation of Al-Anon/Alateen.

To meet with the Federal and National Ministry of Education for presentation of Al-Anon/Alateen.

#### EXHIBITS

NPIC provided a display for seven exhibits. Literature was sent for seven Take-One-Tables.

Literature was provided for Registration Packets - P.R.I.D.E. (Parents Resources Institute on Drug Education) May 10-12, 1990, Winnipeg, Manitoba.

#### INQUIRIES

228 English and 45 French packets of literature were sent in response to inquiries. In response to the Welcome Visitors sheets at the exhibit booths, 58 packets of literature were sent and the names were added to the mailing list for the Canadian Bulletin.

#### MEDIA CONTACTS

There were six contacts with the Canadian media.

#### OTHER OFFICE ACTIVITIES

A spokesperson from the Gatineau Police visited NPIC for an interview; literature was offered for a presentation at the Police College; a Coordinator for the Employee Assistance Program; Head Office Canada Post Corporation; a

psychiatrist of the Ontario School Board; and a Coordinator of Employee Assistance Health and Welfare Canada were other visitors to the office. An agency which produces educational videos for the members of Parliament viewed the three videos.

## ***The FORUM***

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

### **EDITORIAL COMMITTEE**

Syntha E. is the Liaison member. The Committee met six times.

#### **1990 WORLD SERVICE CONFERENCE**

A skit based on results of *The FORUM* survey was presented. Each member's costume was a page from *The FORUM*, i.e. Round Table Topics, Alateen, etc.

#### **COMPLETED**

**Slogan Book** - Produced in May 1990, approximately 14,000 books were sold at the 1990 International Convention as a souvenir.

**FORUM Reprint** - An adult children reprint, titled "Growing Up with Alcoholism," was produced in February and was included in the Adult Children Packet (K-21).

#### **IN PROGRESS**

**FORUM FAVORITES Vol. 3** - Final manuscript has been approved by the Literature Committee. Targeted for completion in June 1991, it is being reviewed by the Policy Committee.

**Adult Children Reprint** - An overwhelming demand for the reprint, "Growing Up With Alcoholism," prompted the Committee to produce another reprint based on the remaining ten questions from the leaflet, Did You Grow Up With a Problem Drinker?

**Parents of Alcoholics Reprint** - At the request of the Literature Committee, sharings about parents of alcoholics have been compiled. This reprint will be included in a newcomer's packet for parents of alcoholics.

**Men in Al-Anon Reprint** - At the request of the Literature Committee, sharings about men in Al-Anon have been compiled. This reprint will be included in a newcomer's packet about men in Al-Anon.

**FORUM Coordinator Guidelines** - have been proposed using responses to a questionnaire sent to all FORUM Coordinators. They are now being reviewed by the Editorial Committee.

**FORUM on Cassette** - The 1990 World Service Conference approved a feasibility study for this project. A statement will be presented to the Board of Trustees before the 1991 Conference including cost, content, method, etc.

**FORUM Survey** - The Committee concluded that most of the suggestions had been implemented. Two remaining suggestions regarding thematic and humorous material will be solicited as needed and opportunity permits.

### **EDITORIALS**

**Articles** - Among articles published in 1990 were: "Sea of Indecision," (Jan) a member shares how she learned detachment and love in the program; "Loving Acceptance," (Feb) a member shares how she was able to forgive and accept the alcoholic once she understood the disease concept; "Beginnings," (Mar) parts of an article Lois wrote for a school alumni newsletter in 1949; "Unchained," (Apr) a mother tells how letting go and detaching with love led to a warm and comfortable relationship with her son; "Serenity Lake," (May) a member compares the program to this imaginary place; "My Secret," (June) explains how the fellowship gave this member courage to reject demeaning behavior while retaining compassion for the alcoholic; "Moment of Truth," (July) describes how acceptance of alcoholism turned hate to love; "Fear Took a Back Seat," (Aug) a member shares how using the principles of the program helped her say yes to a speaking commitment; "Color Me Beautiful," (Sept) focuses on the importance of self-esteem; "Just Listen," (Oct) a member tells how Al-Anon helped her rediscover a loving Higher Power; "Risky Business," (Nov) describes a member's salvation from emotional bankruptcy through love and support found in the program; "Applause for Me," (Dec) describes how the loving acceptance of other members allowed one individual to finally accept and love herself.

### **BUSINESS OPERATIONS COMMITTEE**

The Committee met three times. Approximately 62,850 copies of *The FORUM* were mailed in December and there were 57 Coordinators.

#### **COMPLETED**

**Tear-off Page** - An analysis of total sales and subscription figures warranted a recommendation to continue the tear-off page. The Committee is considering other uses for this page, i.e. contributions, etc.

**Subscription Envelope** - A new FORUM subscription envelope was ordered in December to be distributed to FORUM Coordinators, District Representatives and Group Representatives as well as at Al-Anon Conventions and Area Assemblies. FORUM renewal envelopes were also ordered to replace renewal letters.

#### **IN PROGRESS**

**FORUM Binder** - The Production Department is soliciting manufacturers for samples of a collapsible slipcase, large enough for a three-year capacity.

**March '91 Flap** - The Executive Committee approved a special offer for the March '91 flap in remembrance of Lois' 100th birthday. *The FORUM* subscription will be offered at a discount (\$6.50) with each order of the book, LOIS REMEMBERS, at regular price. A birthday contribution box will also be added to the flap.



**FORUM FAVORITES Vol. 3** - The Committee will seek project approval from the Executive Committee in February regarding quantity and price. Target date for production is June 1991.

**Desktop Publishing** - An outside consultant was asked to produce camera ready mechanicals of two issues for comparison purposes and as a cost-cutting measure.

## **INSIDE AL-ANON (IA)**

Jane O., Chairman  
Sandra F., Editor

### **COMMITTEE**

The Chairman and Editor met and planned the annual calendar for *INSIDE AL-ANON*. The Chairman and five Staff members review each issue before publication.

**Survey** - Report on the fourth sample survey was completed and presented to the Executive Committee. Due to low ranking in the last two surveys, the "Service Profile" is no longer a regular feature.

The Dec 1990/Jan 1991 issue was redesigned and produced by a new printer at a savings of approximately \$13,500 annually. The per copy cost has been increased from 15¢ to 50¢ and the subscription rate for single copies \$3 per year, multiple of 10 copies, \$5 per year. A flyer offering back issues and featuring the subscriptions was approved by the Executive Committee.

### **EDITORIALS**

**Feb/Mar** - The 1990 International Convention, Lois W. and the history of International Conventions (AA and Al-Anon) 1950 through 1990 were featured; "Service Profiles" on two deceased volunteers, Mary S. and Hank G.

**Apr/May** - An article based on a recommendation from the Policy Committee, "Courtesy, Acceptance and Love" using a gentle approach when discussing language used at meetings; Flowers of Fellowship, Slogan Book, was announced; Al-Anon in Russia report; literature price increase announced; "Service Profile" - John K.

**June/July** - WSC proof sheet of the mini-summary was mailed on May 2nd. Enclosures included contributions listing for 1989.

**Aug/Sept** - Featured: members comments on "new-comers," 1990 International Convention, non-registration of groups by AIS's, Spotlight on Institutions.

**Oct/Nov** - Featured the new book ...IN ALL OUR AF-FAIRS; an article on group finances, "Dollars and Sense" and information on the new Step Study Kit.

**Dec/Jan** - Featured: highlights of the IAGSM; an article on "Group Conscience: The Way We Work"; a summary of the 1990 Fellowship Survey and a short history on *INSIDE AL-ANON*.

### **CORRESPONDENCE**

Two letters were received regarding religious connotations

of the Dec/Jan issue. The "CAL - Courtesy, Acceptance and Love" article generated much response in the form of phone calls and letters, the majority was favorable. Two letters were received on the announcement of the adult children packet and one about the Alateen article on child abuse. Due to member interest a copy of the First Step Group's Welcome Letter was offered free with the Aug/Sept issue.

## **INSTITUTIONS**

Judy S., Chairman  
Claire R., Administrator

### **COMMITTEE**

Angela W. is the Liaison member. Judy S. was appointed Chairman following the WSC. The Committee met four times and held four Task Force meetings.

### **COMPLETED**

**Institutions Group Inventory for Al-Anon Members (I-22)** - The text was approved by Committee members and subsequently distributed to Area Institutions Coordinators with the July mailing of *AL-ANON IN INSTITUTIONS*. Articles in the WSO newsletters announced its availability. This service sheet will be added to the Institutions section of the Combined Service Workbook (K-17).

### **IN PROGRESS**

**Homeward Bound** - The In-town members reviewed sharings and noted the articles it selected were from the perspective of wives and mothers. Appeals to the fellowship will continue for articles from husbands, fathers, adult children, and Alateen members through WSO newsletters, an Alateen feedback sheet for Alateen conferences/conventions and a letter to Area Institutions Coordinators. Al-Anon and Alateen Homeward Bound sharing sheets were developed for duplication and distribution at the local level.

**Professional Terminology Piece** - The Committee has been unable to develop new ideas for the text and requested that the conceptual nature of the project be discussed by the 1991 WSC Full Standing Committee. A memorandum was submitted to the P.I. Committee expressing interest in adding two statements to the Information for the Newcomer pamphlet relating to sharing at meetings and informing newcomers that Al-Anon does not make referrals to counselors or treatment centers.

**1991 World Service Conference Presentation** - Preparation and discussion proceeded with Delegate member approval. Delegate and In-town members, as well as Institutions Coordinators, are involved in submitting workshop formats for compilation into a packet for distribution to Conference members.

### **OCTOBER INSTITUTIONS MONTH**

The 1990 Calendar was distributed with the July issue of *AL-ANON IN INSTITUTIONS*. *Walk This Path Of Hope* was chosen again as the theme. Suggested service activities remained unchanged from 1989; however, lists of



CAL materials on the reverse side were updated. Cover letters encouraging duplication of the calendar were sent to AIS and Area Newsletter Editors, GSOs, as well as Institutions Coordinators and Delegates. Articles announcing 1990 October Institutions Month were developed for *INSIDE AL-ANON* and two issues of *The FORUM*, *AREA HIGHLIGHTS* and the July issue of *AL-ANON IN INSTITUTIONS*.

### **AL-ANON IN INSTITUTIONS**

**March** - Featured articles about preserving our Traditions and excerpts from the Institutions workshop at the Canada West RSS.

**July** - A member described the benefits of explaining Al-Anon's suggested policy regarding professional terminology to newcomers attending Institutions groups; a family counselor's letter of appreciation for the Institutions Coordinator's assistance in providing Al-Anon speakers; a Sponsor's concern for Alateen dual members.

**November** - A front page announcement of ...IN ALL OUR AFFAIRS, and sharings from the Institutions workshop at the International Convention.

**Readership Survey** - A questionnaire was mailed to 25% (586) of the registered Institutions groups in the United States and Canada.

**Format** - A graphic artist provided sketches of a new masthead to be submitted for Committee approval. Desktop publishing production procedures were explored and will be implemented in 1991 as a considerable cost-savings measure.

### **CORRESPONDENCE**

A variety of letters and telephone inquiries were received. Inmates sought general information including adult children and dual member literature for their personal use or for family members. The number of inquiries from females incarcerated for drug abuse who identified themselves as adult children of alcoholics increased. There were no available contacts for two inmates in need of the Lone Member Service - the respective Institutions Coordinators were asked for assistance. An adult children group formed in a county jail - the Institutions Coordinator was notified because the group sought a literature donation due to its compliance with facility requirements. A soldier stationed in Saudi Arabia shared his concerns about his wife's recent completion of a treatment center program and his desire to correspond with an Al-Anon member from his home community; a member who is a certified interpreter expressed an interest in forming an Al-Anon Institutions group for the hearing impaired.

The following letters of explanation were sent to Institutions groups: the suggested policy for naming a group; the WSO rationale for sending the tri-annual appeal letters to Institutions groups, the difference between an Institutions group and regular groups meeting at an institution; and an interpretation of the 7th Tradition with regard to accepting complimentary meeting space from the facility. An Alateen Institutions Group Sponsor requested suggestions for

Alateen dual members returning home to active drinking.

Professionals sought literature and information about starting groups from: hospital library education center; hospital health fairs; adult and youth chemical dependency units; private school for children with behavioral and emotional disorders and a facility for the hearing impaired. A counselor from an adolescent treatment center was provided information about the confidentiality of sharing at an Alateen meeting; the counselor wanted staff to be present to report use of alcohol and drugs.

### **COORDINATORS**

Twenty-two new Coordinators were welcomed and sent complimentary copies of the Combined Service Workbooks (K-17). Three cover letters and attachments were sent with mailings of *AL-ANON IN INSTITUTIONS*; a special fourth cover letter was sent in December to appeal for male Al-Anon Homeward Bound sharings and male Al-Anon/Alateen Lone Member Contacts for inmates. The Institutions Committee requested copies of Institutions workshops for inclusion in the 1991 WSC Institutions Committee Presentation packet.

### **OTHER OFFICE ACTIVITIES**

**Guideline For Institutions Coordinators (G-26)** - The final draft received Committee approval and was submitted to the Literature Administrator for production.

**VA Reprint Review, "The Role of Al-Anon Groups in the Treatment Program of a VA Alcoholism Unit" (R-56)** - The Committee voted to discontinue production of this 14-year old article due to its lack of timeliness and appeal to the professional community.

**Institutions Section, Combined Service Workbook (K-17)** - The Questionnaire For An Institutions Committee Inventory (I-6) and the Suggested Statement of Purpose for Al-Anon Meetings (I-4) were updated and received Committee approval; both sheets will be distributed in the next revision of the Combined Service Workbook. Suggestions have been received from Committee members for four form letters: 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 Institutions Groups (L-9), Suggestions for a Local or District Project (L-10).

**Inquiries** - Packets of appropriate literature and a form or personalized letter were sent in response to 123 professional inquiries.

**Mailings** - A cover letter along with the promotional piece announcing ...IN ALL OUR AFFAIRS and the *AL-ANON SPEAKS OUT* Winter 1989-90 were sent to 2,000 treatment centers with alcohol-related family programs. A tear-off order blank on the cover letter offered a copy of *Getting In Touch With Al-Anon/Alateen* (S-23), a CPC pack, a complimentary subscription to *AL-ANON SPEAKS OUT*, and addition to the WSO advance mailing list for literature and new materials announcements.

## **1990 INTERNATIONAL CONVENTION**

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

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

### **COORDINATION**

Hotel reservations, banquet arrangements and meetings with Host Committee Chairman and Co-Chairman were held with the Coordinator and Co-Coordinator on two visits to Seattle.

### **WORLD SERVICE CONFERENCE**

The Planning Committee gave a final overview of plans and the Special Events Committee presented a fashion show with each Staff Administrator dressed according to their assigned special event.

### **MAILINGS**

**Groups** - A second mailing of the registration form, flyer and update letter was sent at the end of February to all English, Spanish and French groups in the United States and Canada. Sign-up sheets in English, French and Spanish, along with Pioneers Luncheon flyer, cover letter and return envelope were sent to all registrants. Overseas registrants were invited to participate in the Parade.

### **REGISTRATION**

On-site registrations were much greater than anticipated. The total was 48,000, approximately 20% Al-Anon.

### **HOSPITALITY ROOM**

For the first time, working with WSO Convention Coordinators, Al-Anon members from Florida North and Canada West hosted hospitality rooms.

### **PROGRAM**

A letter from the Executive Director was used as the introductory material for the program which was printed in English, French and Spanish. Portions of the program were translated into German.

Names of speakers for the Big Meetings were listed in the printed program. All other speakers appeared on a blown up poster of the program for on-site viewing.

Twenty-two workshops were held Friday afternoon and Saturday. The Opening Meeting was simultaneously translated into Spanish, French and German where an estimated 10,000 heard speakers from four countries share their experience, strength and hope.

### **SOUVENIR BOOK**

Sales booths, covered by staff and volunteers, were set up at three locations for the 1990 International Convention

Slogan Book. 15,000 were shipped out; the book sold for \$8.00 and two for \$15.00. Samples of framed slogan pictures in the book were used to attract members.

### **WELCOMING COMMITTEE**

Local members wearing their green aprons and visors were first seen at the airport and throughout the city giving information and directions. Mementos were made by members in the Northwest Area and distributed by the Welcoming Committee. The cooperation between local AA and Al-Anon members during Convention planning and on site is credited as a major reason for the overall success of the Convention.

### **SPECIAL EVENTS**

**Alateen Dance** - The dance held Saturday night was a social success with an attendance of over 5,000.

**Conference Reunion Luncheon** - 220 past and present Conference members attended this event at the Four Seasons Olympic Hotel.

**GSOs Luncheon** - 70 members involved in International Services gathered in the Space Needle's Banquet Room.

**Pioneers Luncheon** - 2,660 were in attendance as Bob S., the son of Dr. Bob, shared what it was like in the beginning of the fellowships of Al-Anon and AA. In a stirring rendition, professional singer-poet, Steve DePass and musical companions, brought the attendees to their feet with original songs about Al-Anon's history.

**Parade** - The 150 piece Seattle All-City Band opened the festivities by marching into the Seattle Center Coliseum which seated 10,000 Al-Anons and AAs. Local members were formally welcomed by a standing ovation as they marched around the Coliseum behind their Washington State banner. Immediately following were 300 costumed members marching with signs of the 29 languages which represented Al-Anon literature in translation all over the world.

**Public Information** - The Host Committee worked for several months on media coverage. The Convention Coordinator spoke to the press on two separate occasions prior to the Convention insuring a worldwide view. During the Convention a special invitation was issued to members of the media for the Opening Meeting and Pioneers Luncheon. Press releases were issued each day from the Press Room.

**Welcoming Committee Gratitude Luncheon** - 450 local members attended a Thank You luncheon hosted by WSO. Invitations were printed for distribution by local Host Committee Chairmen to their volunteers.

### **1995 AA INTERNATIONAL CONVENTION** (Al-Anon Participation)

Myrna H., Chairman  
Mary Ann K., Administrator

**Al-Anon Participation** - A meeting to evaluate the 1990 Convention and define Al-Anon's participation at AA's International Convention was held at WSO with staff from

AA's GSO including Wayne P., General Manager, Tom J., Service Coordinator; Ed G., Controller and three AA staff members and Gregg Talley, AA Convention Consultant. All who attended agreed that cooperation between AA and Al-Anon at the 1990 was outstanding.

Al-Anon requested the following from AA: room for at least 20 workshops simultaneously on Friday and Saturday and two big meeting rooms for Alathons in the downtown area. The budget will need to be large enough to cover travel expenses of WSO personnel, a printed program, decorations, audiovisual and Al-Anon Host Committee activities.

The AA Chairperson of the Trustees Committee on the International Convention confirmed the AA Board of Trustees invitation for Al-Anon to participate with AA in San Diego on June 29-30, July 1-2, 1995. Al-Anon's needs are to be submitted to AA in writing.

## **INTERNATIONAL COORDINATION**

William S., Chairman  
Mary Ann K., Administrator

### **COMMITTEE**

Margaret G., a longtime member from Pennsylvania was asked to join Bob V. and Syntha E., the Liaison member, on the Committee.

### **IAGSM**

Bill S., Chairman of the International Coordination Committee chaired the International Al-Anon General Services Meeting where Delegates came from: Argentina, Australia, Belgium (Flemish), Belgium (French), Brazil, Finland, France, Germany, Iceland, Italy, Japan, Mexico, New Zealand, Norway, South Africa, Spain, Sweden, Switzerland, U.K. & Eire, and the U.S. and Canada. Each member of the Committee participated at the meeting either in a workshop or a presentation.

Each presentation focused on a Concept following the theme "Let the Concepts Be Our Guide" during the IAGSM from October 5 - 8 at the White Plains Hotel just outside New York City. Common concerns and Delegates' choice of topics gave time on the agenda for issues of universal interest to the 39 Delegates from 20 structures. John B., Chairman of the Al-Anon Board of Trustees and Mary C., WSO Trustee represented the U.S. and Canada.

Six workshops focused on the Five Warranties plus Reaching Out to the Minority Communities in each structure. The relationship between the IAGSM and the WSC was more clearly defined in a statement passed as a motion: "The International Al-Anon General Services Meeting (IAGSM) is to share the experience of Al-Anon national services around the world through their Delegates. It will attempt to encourage the growth of a sound service structure while maintaining worldwide unity through the application of the Al-Anon Traditions. It can also represent an expression of a worldwide group conscience.

"The World Service Conference (WSC) is where elected

Delegates from the United States and Canada gather yearly as guardians of both Al-Anon world services and the Traditions.

"Both entities seek to carry the Al-Anon message of recovery to families and friends of alcoholics. The actions of both bodies are communicated by the International Coordination Committee.

"Selected members of the Board of Trustees at the World Service Office (WSO) are present at both the IAGSM and WSC linking the group conscience of these meetings."

Another motion recommended: "That no Delegate from the IAGSM be elected to attend the WSC." A third motion stated: "In keeping with the principles of the Seventh Tradition that the IAGSM supports the WSO's plan to make this meeting more self-supporting by gradually increasing the Delegates' Equalized Expense over the years with the ultimate goal of self-support." New procedures for Spanish translation review were established and the International Coordination Committee will determine ways to facilitate the translation review process for all other languages.

**Mailings** - Eight cover letters were mailed to Delegates with copies to the GSOs including information on: structures' history, equalized expense, transportation, finances, a tentative schedule, workshops and presentation assignments. Sections of the brochure were mailed periodically with a variety of forms necessary for planning.

### **SERVICES**

**GSO Mailings** - Five cover letters were sent with samples of all new and revised material developed at the WSO along with announcements.

**Literature Requests** - Material was sent in: Arabic, Chinese, Czechoslovakian, Danish, Dutch, Finnish, French, German, Hungarian, Italian, Japanese, Korean, Norwegian, Polish, Portuguese, Punjabi, Russian, Spanish.

**Group Information** - Getting In Touch With Al-Anon/Alateen was sent to members looking for overseas groups where an office exists. Meeting locations were provided to members in Korea, Germany, India, and Panama.

**Translations** - A member in Dallas, TX submitted translations for the Al-Anon/Alateen Is & Is Not bookmark in German and Finnish. The Seattle Area requested translations for the Esperanto language. The first Lithuanian translation was received from a member in Rhode Island. A member in Canada submitted a translation for the Twelve Steps in Ukrainian. Several pleas were received from members in the U.S. for more Polish literature, in particular, the ODAT. The WSO reproduced Al-Anon and Alateen Groups at Work in Russian.

The following translations were sent for review: Estonian, Twelve Steps and Traditions; Finnish, LOIS REMEMBERS; German, Adult Children of Alcoholics; Hungarian, Understanding Ourselves and Alcoholism; Norwegian, Al-Anon Sharings from Adult Children; Russian, DILEMMA OF THE ALCOHOLIC MARRIAGE, and Facts About Al-Anon.

**Reprint Permissions** - Forms were sent to the following

GSOs: **Argentina**, AL-ANON FACES ALCOHOLISM, AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS, Planting A Seed; **Australia**, Alcoholism Can Tear A Family Apart (poster); **Belgium (Flemish)**, ALATEEN—A DAY AT A TIME, Al-Anon/Alateen Is & Is Not (bookmark), Twelve Concepts of Service, Alateen 10th Step Sheet; **Belgium (French)**, Information for the Newcomer; **Brazil**, ALATEEN—A DAY AT A TIME; **Colombia**, What's "Drunk," Mama?, Jane's Husband Drank Too Much; **Denmark**, Living With Sobriety; **Finland**, Al-Anon Sharings From Adult Children, Al-Anon Is For Adult Children Of Alcoholics; **Germany**, Digest of Al-Anon/Alateen Policies, Al-Anon Is It For You?, Alateen Is It For You?, Did You Grow Up With A Problem Drinker?, Al-Anon Is For Adult Children Of Alcoholics; **Italy**, AL-ANON FACES ALCOHOLISM, Al-Anon Basic Program Wallet Card, Just For Today, Al-Anon (bookmark), You Can Render..., three excerpts from Alcoholism, The Family Disease, Homeward Bound, Al-Anon and Professionals, Al-Anon Family Treatment Tool, Alateen Is It For You?, Al-Anon/Alateen Institutions Group Meetings; **Japan**, Sponsorship, What It's All About; **New Zealand**, Beginners Tapes, Lois W. & The Pioneers, Understanding Ourselves and Alcoholism, Al-Anon and Alateen Twelve Steps and Traditions, the audiocassette Alateens Tell It Like It Is. **Norway**, Al-Anon Sharings From Adult Children, Living With Sobriety, Al-Anon and Alateen Groups at Work, Al-Anon Is For Adult Children, Questionnaire for 4th Step Al-Anon, Anonymity Table Card, Al-Anon Is It For You?; **Poland**, Traditions part of AL-ANON'S TWELVE STEPS AND TWELVE TRADITIONS, What's "Drunk," Mama?; **South Africa**, Beginners audiocassette, Alcoholism, The Family Disease, Understanding Ourselves and Alcoholism, Alateens Tell It Like It Is, Living With Sobriety; **Sweden**, Al-Anon and Alateen Basic Program Wallet Card, Just For Today (Al-Anon and Alateen bookmarks), Serenity Prayer Card, World Service Handbook, Information for the Newcomer, Are You Concerned..., Al-Anon Is It For You?, Did You Grow Up With A Problem Drinker?

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

#### AL-ANON INTERNATIONALLY

**Antigua** - Information on the Lone Member Service was sent.

**Antilles** - A new group formed in Philipsburg.

**Argentina** - Financial conditions prevented the GSO from sending a second Delegate to the IAGSM.

**Aruba** - A group formed in Primavera.

**Australia** - A Step banner using drawings by an Aboriginal artist is available from the GSO for the Aborigines.

**Belgium (Flemish)** - The GSO purchased a master tape of *Al-Anon Speaks For Itself* to share with the European Al-Anon community and to make the film available in many languages either with subtitles or voice-overs.

**Botswana** - Information on starting a group was sent.

**Brazil** - The GSO reports both German and Japanese Al-Anon groups registered in their structure. The Ninth National Conference was held and the GSO continues to support the WSO with contributions of literature.

**Colombia** - The GSO moved to a new location in Bogota.

A marked increase in questions were answered on topics such as: literature on consignment, sharing mechanicals of books and pamphlets, responsibilities of hosting the IAGSM, policy on dual addiction and Nar-Anon. Al-Anon's Tenth Annual Convention was held.

**Cuba** - History was made when the first group registered; we later learned the group disbanded.

**Denmark** - Members held a country-wide meeting for a group conscience on projects. Trademarks have been registered.

**El Salvador** - "With the war in its tenth year, Al-Anon is barely surviving," reported the GSO. Literature was sent.

**Finland** - Experience on Al-Anon adult children groups was shared.

**France** - Questions on attraction and promotion were answered.

**Germany** - Members at the GSO had some need for Czechoslovakian literature.

**Hungary** - The first group in Budapest registered.

**Iceland** - The GSO moved to new quarters in Reykjavik.

**India** - No Central Service Committee has been formed. Scattered groups still register.

**Italy** - Questions were answered on the relationship and boundaries of the Executive and Literature Committees.

**Japan** - The Japanese GSO produced three books this year; A History of Al-Anon in Japan and the U.S.; Instructions for Doing Service Work; and a booklet of copies of *HIROBA*, the Japanese national magazine. Registration of trademarks has been completed. The International Administrator attended the Tenth Anniversary of Al-Anon in Tokyo. Meetings were held to prepare members for a national conference.

**Kenya** - The Mombasa Al-Anon Group registered.

**Lesotho** - Two new groups registered.

**Mexico** - The national magazine *DELTA* was redesigned. As a result of the IAGSM the GSO will assign translations to Spanish-speaking structures and coordinate efforts to avoid a duplication of translation efforts.

**Netherlands** - Members are interested in WSO By-Laws.

**New Zealand** - Lois' Story is being circulated throughout the structure for one year.

**Nigeria** - Several inquiries about Al-Anon have been received.

**Norway** - Trademark registration is in progress. Swedish members attended their National Conference.

**Panama** - The first Information Service Office was opened.

**Poland** - The oldest group in Poland celebrated its tenth anniversary.

**Romania** - Information on the Lone Member Service was sent.

**Saudi Arabia** - An Al-Anon member requested information on how to start a group in Dhahran.

**South Africa** - The GSO appointed a new Secretary.

**Soviet Union** - Peter Schikcherev, a sociologist from Moscow is planning to have an article about Al-Anon printed in a family magazine with a circulation of three million. Thirteen Al-Anon groups are registered and our list of contacts, those interested in Al-Anon, grows each quarter. Letters from the Soviet Union arriving at WSO report that literature mailed to groups and contacts from those in the U.S. and Canada has been gratefully received. Over \$12,000 worth of Russian literature has been sold to members in the U.S. and Canada. The project "To Russia with Love" whereby members buy the literature in Russian and are given a contact in the Soviet Union will continue. A flyer developed to inform members accompanied *INSIDE AL-ANON* explaining the procedure.

**Spain** - The GSO is open each day except Tuesday from 5:00 P.M.-8:00 P.M. Trademarks have been registered.

**Switzerland (German)** - The GSO has registered Al-Anon's trademarks.

**U.K. & Eire** - The GSO received an unexpected visit by an Al-Anon member in Moscow who began the first group there. During her one week stay, she was hosted by GSO members and received much information and hospitality. The GSO questioned the possibility of insuring all Alateen Sponsors through the GSO. WSO's experience suggests this is not feasible. An agreement was worked through with the WSO and GSO attorneys on the use of the similar logos of Al-Anon and Phonepoint, a telephone company in England.

**Uruguay** - Five new Board members have been elected.

**Venezuela** - Legal papers were exchanged between the GSO and WSO on registration of copyright.

**Yugoslavia** - The first Al-Anon group registered.

#### **SUBCOMMITTEE: SPANISH**

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

The subcommittee met three times. The following Statement of Purpose was approved by the subcommittee:

"The Spanish Subcommittee consists of the Deputy Executive Director, International Administrator, and Spanish Services Supervisor working together to coordinate projects and set priorities within established budget and procedural guidelines. It meets on an as-needed basis to:

"Coordinate the production of Spanish material primarily by working with WSO personnel and service workers in Spanish-speaking General Service Offices when appropriate.

"Solve problems and make improvements in the distribution of Spanish material to Spanish-speaking groups in the USA, Canada, and other countries where there is no General Service Office; review policies and procedures related to the Spanish Services Department."

The Mexican GSO ordered 30 *Al-Anon Speaks For Itself* videos in advance in Spanish guaranteeing WSO an initial market.

In cooperation with the Mexican GSO, Spanish Services did the final proofing of the translation of *ALATEEN - A DAY AT A TIME*. The book is to be produced in Mexico and the WSO will purchase our inventory from the GSO.

## **LITERATURE**

John K., Chairman  
Geri H., Administrator

### **COMMITTEE**

Pat G. is the Liaison member. Two Task Forces met.

### **COMPLETED**

The following projects were completed during 1990:

- B-15 ...IN ALL OUR AFFAIRS: Making Crises Work for You
- K-21 Adult Children of Alcoholics Newcomer's Packet
- P-52 Al-Anon is for Adult Children of Alcoholics - revised and expanded
- P-49 Living With Sobriety: Another Beginning - new cover design, reset type, added index
- A-10 Living With Sobriety - audiocassette
- A-11 English What's "Drunk," Mama? - audiocassette
- SA-11 Spanish
- CAL Process - Literature Committee Internal Guideline

### **IN PROGRESS**

**AL-ANON FAMILY GROUPS Revision/Expansion** - Following an in-depth study of this ongoing project, the Committee recognized that a substantial part of the Al-Anon fellowship highly values the existing AFG book and presented a motion to the World Service Conference: "To rescind the 1987 WSC motion for a substantial revision and expansion."

**AL-ANON TODAY** - From its work on the AFG project, the Committee recognized the need for a book that would reflect the universality of the fellowship today and the 1990 WSC endorsed the Committee's motion by giving conceptual approval for the production of a comprehensive and informational recovery book.

Articles requesting "Stories of Recovery in Al-Anon" from members of our fellowship have been appearing in *INSIDE AL-ANON*, *AREA HIGHLIGHTS*, and *The FORUM*. Information sheets have been prepared for general distribution. The collection of sharings reflecting all walks of life is expected to take a year or two.

**Daily Reader** - A writer/editor (Al-Anon member) has been contracted to produce 50 pages of meditative readings each month beginning with November 1990, and continuing until a total of 366 pages are approved by the Literature Committee. The writer/editor will also produce an introduction and index. Editorial procedures and schedule are included in contract.

Members of the Committee approved a proposed outline for the book, the expanded guidelines covering format and style, and a new summary sheet to record their overall responses to each page.

**FORUM FAVORITES Vol. 3** - The sixth and seventh (final) collections of editorials submitted by the FORUM Editorial Committee were approved.

**Al-Anon is for Men (P-1)** - This pamphlet was revised in order to appeal to a larger male audience.

**Al-Anon, You and the Alcoholic (P-2)** - The first part of this pamphlet, consisting of questions and answers, has been reworked and is ready for final review. The second part, comments from professionals known in the field of alcoholism today, is now in progress.

**Index to Recovery in CAL (P-63)** - Index references for LOIS REMEMBERS (B-7) and ...IN ALL OUR AFFAIRS (B-15) have been incorporated.

#### UNDER CONSIDERATION

**Newcomer Packets** - Favorable response to the Adult Children's Newcomer Packet prompted the Committee to consider producing a Newcomer Packet for Men and Parents.

**Beginners' Meetings Cassettes** - These tapes, originally produced in 1978, were reviewed in 1989 and found to be in need of major revision and updating. A new script is necessary and a writer, (Al-Anon member) is being considered. The script is expected to reflect the many faces of Al-Anon and will proceed through the CAL process.

**Adult Children of Alcoholics Cassette** - The Committee suggested production of an audiocassette of the expanded edition (24 pages) of Al-Anon Is For Adult Children of Alcoholics (P-52).

#### COORDINATORS

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

All newly updated Guidelines, the current list of Coordinators, and information on sharings requested for developing material were sent to Literature Coordinators.

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

#### LITERATURE DISTRIBUTION CENTERS

Ten prospective Literature Distribution Centers (LDCs) were registered and sent Guidelines for assistance in establishing their service.

Copies of completed registration forms for new LDCs and a list of all LDCs in their Area were sent to each Delegate for verification.

#### OTHER OFFICE ACTIVITIES

**Guidelines** - Twenty-eight Guidelines were updated and reprinted. There were major revisions in G-2 Beginners Meeting; G-4 Information Service; G-8 Taking a Group Inventory; G-26 Area Institutions Coordinators and G-31 Ordering Literature.

**Permission to Reprint** - Seventeen 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 two requests 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 all new items: Living with Sobriety (A-10; P-49); Al-Anon Adult Children of Alcoholics (K-21); What's "Drunk," Mama? (A-11); ...IN ALL OUR AFFAIRS (B-15); Catalog Update (B-15), (K-22).

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

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

**Revising and Reprinting** - Eight Al-Anon books and 38 pamphlets were reviewed and minor revisions were made before reprinting.

**Distribution** - The Literature Administrator coordinated efforts of all services to bring ...IN ALL OUR AFFAIRS (B-15) to the attention of those in our fellowship and beyond. In the process of expanding our distribution, new strategies were implemented to improve distribution of major new releases.

#### CORRESPONDENCE

Of the more than 200 letters received each quarter, the largest percentage were sharings for upcoming literature projects, apparently in response to articles in *INSIDE AL-ANON*, *The FORUM*, *AREA HIGHLIGHTS*.

#### LONG-RANGE STUDY PANEL

Mary Fran W., Chairman  
Sandra F., Secretary

#### PANEL

Bill S. is the Liaison member. Mary Fran W. was named Chairman, Jane O. is a new member, Cathleen H. rotated off the Panel.

**Relocation** - An update developed by the Panel and approved by the Board was placed in the 1990 World Service Conference Brochure.

A list of possible relocation sites was established and their Economic Councils were contacted. The information received is being evaluated, i.e., a chart of weekly wages in four major job categories.

A letter was sent to the Regional Trustees requesting input on the list of sites and asking for additional locations.



An ad hoc committee is studying relocation possibilities in the Metropolitan New York area.

**Marketing Strategies** - The Panel was asked to define "Marketing" in the Al-Anon context. Among the factors under consideration is: group growth; literature sales; retaining newcomers and consideration of how the public at large views Al-Anon. Since the Panel is not a decision-making body, ideas are passed on to other committees for consideration.

Trips were made to Hazelden and CompCare by Jane O., Chairman of the Executive Committee and Richard Keilly (nonmember), Controller to improve communications with these two major purchasers of Al-Anon literature.

**Lease Options** - The Board added this to the list of LRSP topics. It was recommended to the Board that the Delegates be informed about consideration of purchase of office space prior to the WSC in order to prepare for discussion.

## **NOMINATING**

Helen W., Chairman

The Nominating and the Conference Committee on Trustees (CCT) met twice during the 1990 WSC and: revised the Profile/Resume form and established a procedure for handling them; considered the Guidelines for the Nominating Committee and CCT; reviewed the 1990 Trustee-At-Large voting procedure and the point-grading system; established a schedule for submitting Trustee-At-Large resumes to the CCT by the WSO along with possible commentary about the candidates from Area Delegates or the Board of Trustees.

Copies of the Profile/Resume forms, Trustee Guidelines and a point grading chart were mailed to Conference members requesting resumes by August 15, 1990. Out of 15 resumes received, the following candidates will be presented to the Board of Trustees in January 1991: Helen W., IA; Ruthe O., TX; Doris S., KY; Gerry V., CT; Betty Y., OR and Jean Z., IN.

Other Nominating Committee activities included reaffirmation of the two-year cycle for the Staff Administrator serving on the Executive Committee; clarification that one full year must elapse at the conclusion of a Delegate's term to be eligible for nomination as either a Regional Trustee or Trustee-At-Large; a decision that the Board withdraw a candidate if the Area selects them to serve as RT or Alternate RT; consideration of the inequality that under the current procedure an RT can serve a maximum of two years as a Board officer, whereas, an At-Large Trustee can serve a full three year term.

A slate of Board officers and members of the Executive Committee was provided.

## **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 DIGEST REVISIONS**

The 1990 WSC approved the following revisions to the Policy Digest: page 15 under The World Service Office; II. Meetings; adding a new section, a. Locating Meetings; page 23, III. Information Services (Intergroups), etc., adding a new section, b. Getting in Touch with Al-Anon/Alateen; page 27, IV. Other Publications, adding a new section, c. World Directories of Al-Anon Family Groups. These revisions reflect the change in providing group records information to our fellowship which occurred when the 1988 WSC voted to discontinue printing of the World Directory. Page 16, III. Conventions, adding a new section, f. Video Taping or Filming, to address questions raised by the increased use of video cameras at Al-Anon events. These revisions do not change existing policy, however they do provide clarification and give guidance to coordinators of conferences/conventions and other Al-Anon events. A motion to amend the text on page 16, III. Conventions, e. Films did not carry.

Other activities included: regular reports to the Committee regarding ongoing correspondence - considerable mail has been received regarding the dual member policy, most of it (including petitions from the Maine Area) in favor of changing the policy; a response which shared with a member in Iceland how GSOs use or adapt the Digest; based on a letter from a Delegate concerned that her name was used as a resource, procedures were developed to alert Delegates and Coordinators that their names would be used that way. A member from Massachusetts asked if it is appropriate for a District to set up an "Alateen Scholarship Fund" for individuals, pointed to Area autonomy while suggesting that funds be made available in an equitable manner.

Other discussions included members' concerns about the use of labels and professional terminology which resulted in an *INSIDE AL-ANON* article called, "Courtesy, Acceptance and Love" reflecting the Committee's views. The subject of an AIS removing groups from local meeting lists was discussed. The Committee focused on the spiritual approach of "obedience to the unenforceable" and agreed that if a group is cut off from communication and still calls itself Al-Anon there is no mechanism to correct the members' perceptions.

## **PUBLIC INFORMATION**

Patricia G./Phyllis M., Chairmen  
Carole K., Administrator

## **COMMITTEE**

Pat S. is the Liaison member. Phyllis M. was appointed Chairman as of May 1990.

A goal of the Committee is to recruit Al-Anon members with media experience.

### REACHING OUT TO THE MINORITY COMMUNITIES AD HOC COMMITTEE

Beverly McC., Chairman  
Carole K., Administrator

Beverly McC. was elected Chairman. Some of the goals of this committee are: to extend membership to other minority groups; develop methods for encouraging black members' participation in meetings and service work; and to help dispel feelings of being an outsider.

The ad hoc committee reviewed a paper submitted by Hubert A., an Al-Anon member from Georgia, entitled *Unity and Diversity*; a letter from an Institutions Coordinator in Canada discussing a meeting of 45-50 native people in need of Al-Anon and a third letter from the Louisiana Delegate introducing two Al-Anon members willing to share their experiences as minority members.

### COMPLETED

**Poster Packet** - Included the 1991 Birthday Calendar, belly band for poster packet and flyer announcing a 12 Poster Packet at a cost of \$3.00.

**Pebble In The Pond** - Was extensively revised. An advance flyer with order form was sent to all groups.

**Public Information Guidelines** - Guidelines for holding a workshop and a workshop format were mailed to all P.I. Coordinators and Delegates.

**Media Releases** - Happy Birthday Al-Anon and Alateen; and 1990 International Convention.

**Fellowship News Releases** - First Annual Drug Free Telethon; TV show *Beverly Hills 90210* airing WSO 800#; ABC's *After School Special* rerun of "Just Topsy Honey."

**Coordinator's Newsletter** - Ideas and information were exchanged periodically using this vehicle.

**Revisions** - The Anonymity Statement in the media kit, contact letters and minor revisions to the Detachment leaflet.

### IN PROGRESS

**Anonymity Leaflet** - The Policy Committee reviewed this piece; a concern by one member was considered and suggestions offered will be incorporated, discussed and another draft sent to the P.I. and Policy Committees for approval.

**PSAs** - Research is being done into the production costs for revising the 1975 TV PSAs.

**1991 WSC Presentation** - The first draft was mailed to the Standing Committee for input.

**Messages Plus** - Meetings are being held with the 800 # answering service representatives to improve service and renegotiate billing.

### COOPERATION WITH THE PUBLIC

**Media** - There were 17 inquiries for Al-Anon and Alateen material from radio and TV.

The 800 # was aired on FOX Studios Channel Five following *Beverly Hills 90210*; ABC's rerun of "Just Topsy Honey;" Barefoot Productions Telethon, "Drug Free America," WTVS *Club Connect* in Michigan.

CBS's *The Guiding Light* and *As The World Turns* were sent prop material for a meeting.

*Jeopardy*, the game show, was sent a thank you note for using Alateen as one of its answers.

Calls requesting Al-Anon/Alateen information were received from: a PBS station in California, CCIT; a cable station in Connecticut that reaches community colleges; and MED/NEWS, a TV station in California. All were referred to Area P.I. Coordinators for follow-up work.

**Media Outreach** - The reproduction promotion piece for our new book ...IN ALL OUR AFFAIRS, was sent to contacts in the media who would not be receiving complimentary copies of the book.

Four national TV stations were contacted to discuss ways in which Al-Anon can work closer with them. As a result, a meeting was held with ABC's Chris Hikawa, Vice President.

**Spanish Media Activities** - Channel 13, Catholic University from Santiago, Chile filmed a Spanish-speaking Al-Anon meeting in progress at the WSO while maintaining anonymity. Prior to the meeting, the Spanish Services Supervisor was interviewed.

Local Al-Anon and Alateen members, including a member from the Alateen Committee, were interviewed on the *Tiempo* show which addressed alcoholism in the Hispanic community.

Whittle Communications was sent information for TV, and radio concerning Spanish-speaking communities.

K & S International Communications requested a PSA in Spanish for cable TV.

**Outside Publications** - Al-Anon and Alateen information appeared in 27 publications. Among these were: *Guidepost Magazine* who included Al-Anon Family Groups in their directory *FIND* and *Seventeen Magazine* mentioned Al-Anon as a resource; 159 inquiries were received as a result.

*Jr. Scholastics* included Alateen in a list of resource numbers. Approximately 25 inquiries have been received to date.

**Outside Agencies** - Thirty-two organizations; twelve colleges and two youth clubs requested Al-Anon and Alateen information.

HOME, a nonprofit organization of, by, and for low income individuals was sent literature and the 800 #.



The U.S. Department of Health and Human Services directory gave Al-Anon a two-page coverage under the section, National Organizations.

### OTHER OFFICE ACTIVITIES

**Articles** - How to do P.I. Service work and Birthday articles appeared in *AREA HIGHLIGHTS*, *INSIDE AL-ANON* and *The FORUM*.

**Inquiries** - There were 2,681 requests for Al-Anon and Alateen literature from the general public. We responded with a cover letter and literature pack.

### SUBCOMMITTEE: LONE MEMBER

Patricia G./Phyllis M., Chairmen  
Carole K., Administrator

### CORRESPONDENCE

The Alaska Area elected a Lone Member Service Coordinator and as a result several inquiries for Lone Members and Contacts were received.

Inquiries about the Lone Member Service were also received from Information Services in New Hampshire and Connecticut.

### LONE MEMBER LETTER BOX

The March, June, September and December 1990 issues were mailed to all Lone Members and Contacts. The December issue was printed in green and black on white paper for the holiday season.

Sixty sharings were received as a result of a reportback sheet included with the March issue of the *LONE MEMBER LETTER BOX*.

The September and December issues featured several pieces of literature and gave a suggested reading list; a catalog and order form was included in the mailing.

### REGISTRATIONS

Proposed Al-Anon Lone Members:	43
Registered Al-Anon Lone Members:	20
Proposed Alateen Lone Members:	29
Registered Alateen Lone Members:	11
Registered Al-Anon Contacts:	52
Registered Alateen Contacts:	16

### REGIONAL SERVICE SEMINAR\_\_\_\_\_

Audrey B./Maxine K., Chairmen  
Rita McC., Administrator

### COMMITTEE

Instead of including the Archives Questionnaire (AR-1) in all RSS registration packets, 50 copies will be sent to RSS

Archives Workshops. NPIC will appear on every Canadian RSS agenda with a presentation by either the NPIC Office Manager or Canadian Regional Trustee. The RSS flyer was redesigned. Graphics submitted by the host Region will now be used; if a Region does not provide a design, art work from the Convention and Visitors Bureau may be used. An audiovisual material board will be sent to all Regional Service Seminars.

### 1990 WORLD SERVICE CONFERENCE

A list of suggested agenda topics for RSS Breakout Sessions was sent to all Regional Trustees. RTs received packet with copies of suggested agenda. RSS Administrators received a copy of the agenda for their Region, prior to the Conference.

### U.S. SOUTHEAST RSS

Louise B., Chairman

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

**Theme** - Service: Key to Growth

**Reportback** - There were 372 registrants. The WSO was represented by: Mary Fran W., Chairman of the Board of Trustees; Louise B., Seminar Chairman; Audrey B., U.S. Northwest RT; John B., Trustee-At-Large; Myrna H., Executive Director; Rita McC., RSS Administrator; Ellen D., CPC Administrator; Margaret O'B., Archivist.

All workshops were taped. There were 16 workshops and 8 reportbacks. The evaluations highly rated the WSO presentations; the most popular workshops were the Concepts and Traditions.

**Host Committee** - Thank you letters and the larger print ODAT book were sent to the Host Committee Chairman and Chairmen of subcommittees.

### U.S. NORTHWEST RSS

Audrey B., Chairman

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

**Theme** - Comin' Alive in Service

**Mailings** - A cover letter, RSS explanation sheet, registration forms and return envelopes were mailed to groups, Information Services, Delegates and Lone Members in the U.S. Northwest Region.

**Reportback** - There were 275 registrants. The WSO was represented by: John B., Chairman of the Board of Trustees; Audrey B., Seminar Chairman; Mary Fran W., as backup to the Seminar Chairman; Mary C., Canada (E) RT; Maxine K., U.S. North Central RT; Syntha E., Trustee-At-Large; Sandra F., Deputy Executive Director; Fran M., FORUM Administrator; Bonnie C., Alateen Administrator; Rita McC., RSS Administrator.

All 16 workshops were taped. The evaluations highly rated the WSO presentations; the most popular workshops were the Institutions, Alateen and Traditions.

### **CANADA EAST RSS**

Mary C., Chairman

**Site** - Laval University; Quebec City, Quebec, Canada; May 24-26, 1991.

**Theme** - Let's Open Our Gates To Service

**Accommodations** - Single occupancy, which includes two breakfasts, plus two meals \$79.00. Lunch-Dinner package alone \$14.00.

**Registration fee** - \$25.00 including simultaneous translation.

**Simultaneous Translation and Interpreter** - The Administrator has been in contact with the company providing the headsets and equipment as well as the interpreters. Contracts have been signed.

### **U.S. NORTH CENTRAL RSS**

Maxine K., Chairman

**Site** - Sheraton International at O'Hare; 6810 N. Mannheim; Rosemont, IL; August 23-25, 1991.

**Theme** - Enthusiasm—An Invitation to Service

**Host Committee** - A P.O. Box number was obtained. The Host Committee Chairman and Co-Chairman attended the U.S. Northwest RSS in Billings, MT.

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

### **U.S. SOUTHWEST RSS**

**Bids** - Three bids were received from: Ontario, CA (S); Sacramento, CA (N); and Colorado Springs, CO.

**Site** - Red Lion Inn, 222 N. Vineyard, Ontario, CA 91764; November 8-10, 1991.

**Site Inspection** - Rita McC., and Jim K., U.S. Southwest RT, visited Ontario and met with Host Committee Chairman, the WSD and representatives of the Red Lion Inn.

**Accommodations** - Single - \$206.00; Double - \$130.00; Triple - \$105.00; Quadruple - \$92.00 per person. Meal package alone: \$54.00.

**Registration Fee** - \$15.00

The Board of Trustees reported that at the 1990 International Al-Anon General Services Meeting (IAGSM), a statement was developed for presentation at this Conference. At one time, IAGSM Delegates considered requesting representation at the World Service Conference with voice and vote. Upon reflection and much discussion, it was agreed that no Delegate be elected from the IAGSM to the WSC for various reasons. It was determined that no one person could represent the needs of worldwide Al-Anon and report back to a multi-national body. Further, it was agreed that the WSC protects the interest of worldwide Al-Anon and is represented in both bodies by Trustee and Staff members. In this vein, the IAGSM adopted a statement as an expression of worldwide harmony (see motion # 9).

As a result of a 1990 WSC motion regarding the composition of the Conference Committee, it was recommended that the committee description be eliminated from the Twelve Concepts of Service. This suggestion is made to eliminate inconsistencies in the text. By removing descriptions, the manuals would not have to be changed each time the committee composition is adjusted. The Conference approved this deletion.

Reporting on the end of the three-year trial period of having a volunteer Trustee appointed as Chairman of the FORUM Editorial Committee and a Staff Administrator compiling the magazine, a motion was made to make this structure permanent as it has been successful. The Conference agreed to this action.

## SPIRITUAL TALKS

Ann H., WA

Life used to be much like an average day in my home state. Perhaps this recognition of a linkage between nature and my life is the beginning of a deeper spiritual recovery. I live in western Washington. You who attended the International Convention saw the best of our weather. Normally, it is windy, moderate with just enough sunshine to catch one off guard.

My days were windy all right. I would sometimes turn red with rage over the things the alcoholic said to me. Most of the time I internalized all the complaints from the alcoholic, but when I couldn't take it anymore I would blow up. I would take out my anger on whichever of my four children gave me the slightest provocation. I would grab a handful of hair on the head of that child and shake—that had to have hurt.

I even performed irrational acts after I'd been in Al-Anon. I remember jumping on the hood of the car to keep the alcoholic from leaving home when he said he didn't want to be married anymore. As love and acceptance were given me by newly-found Al-Anon friends, I learned that the rage could be changed into love and understanding. This came about by hearing and praying that little prayer at each meeting. All it asks for is serenity, courage and wisdom and along with that came acceptance.

When the sun does shine brightly the temperature really gets hot—so did my temper. In those times I would often lash out and say things I didn't mean, hoping to inflict as much pain as I felt had been directed at me. People in Al-Anon have shown me ways of keeping cool: talking to my sponsor, working a Step, or even looking for the reason for my temper.

Often the chill in the air was not caused by the blazing orange sun going down below the horizon. Instead it came about from the cold shoulder I was giving because of feeling abandoned—even by God. My sponsor tried to show me that God had not forsaken me, but all I could see was that He was not answering my prayer. Listening to others with an open mind and heart, I learned to accept their revelations as having come from God. Slowly these sharings are teaching me to be open to the spiritual part of our program.

Washington is known as the evergreen state. Green symbolizes immortality. Al-Anon showed me that I didn't have to be satisfied forever with less than what I intellectually knew was reasonable. I was a mortal being who was killing myself by fluttering around the alcoholic; attempting to feel good by trying to satisfy his every whim. I had lost all self-esteem. With help from my Al-Anon friends and Step Four I saw that I did have a good quality—I was always on time. I realized I was fairly well-organized, too, and I often took a leadership position.

There were days when my mood was as blue as the many Washington lakes. In those days blue was mixed with black and I lied to family and friends about how I got the bruises because I felt I deserved them. When I came into Al-Anon, I had to recognize that I could no longer justify the alcoholic's behavior to myself or others. The fantasies came tumbling down, reality hit and that's when the human rains really started.

Life was filled with the colors of red, orange, yellow and blue and they are still there, but today life is more like a rainbow. This transformation is due to my change in vision. I have a great deal more gratitude for the Al-Anon program and the life it has given to me. Six

months into this wonderful program I started a new group in an area where it was needed. Occasionally I was there alone, but that's what service is all about. It means being, doing and giving even when it's not so comfortable to do so. Realizing that my personal growth depends on service, I will continue to be involved.

Thanks to all of you for your part in my life and growth.

Joyce B., BC/Yukon

Everything I am today and everything I will be, I owe to God as I understand Him. I really don't know how God works, but I do know that He works. When I came to Al-Anon the only thing I had a vision of having was recovery. I had been around AA for about 18 months when I came to the end of myself and I am very thankful for that. The first thing I understood was that my father was an alcoholic. This brought childhood feelings into perspective—the fact that I had been thinking of suicide by the time I was 15 years old.

My service life started out when I began to take part in the group and worked on myself. After three years, I began to get restless and thought that there had to be something more. When I started to get involved in service I was afraid of the feelings I was having—ego feelings—I knew I needed a personal sponsor. A longtime member whom I admired told me how important it was to choose a sponsor.

Around this time a lady came into my life and sponsored me for 13 years until she decided not to attend Al-Anon meetings anymore. It was this lady who gave me vision when I didn't have any. I didn't like myself and she gave me opportunities to do service work that have helped my growth immensely. I probably worked harder on my personal program than I ever would have if I hadn't been involved in service work. It was my sponsor who told me that you can only practice spiritual principles at the level of service if your personal recovery is in balance. Unless my personal recovery is in order I really have nothing to give to service work or anyone else. My sponsor also told me that my personal recovery had to come first and then family recovery and then service work. There was one time in my service work when I had to resign a position because life had become unmanageable. This helped me to work this program at a very different and deep level.

I'm never at a meeting that I don't mention my gratitude to my husband and his program. I often wonder if I could ever have this humility to do for him what he's done for me. Whatever love I have to give to you when I see you is because I'm so deeply loved at home. There have been some miracles in my recovery and in my personal growth. The day before I left for my first Conference, our second daughter had to withdraw from the practicum for teaching in her fourth year at the university. I had to turn this over to my Higher Power and believe that there would be other people there to look after her. Last June we had the joy of watching our daughter graduate with a degree in education. For Christmas she gave me the best present I think I ever had—a plaster of paris imprint of her hand teaching her first kindergarten class. I put that beside the one she gave me when she was five years old.

During the summer of my first year as Delegate my mother died. I miss my mother, but the experience of her passing was a wonderful thing for me. I spent five days in the intensive care ward with her and we talked about death, life and our relationship. Because of the Al-Anon program and because you told me that I should never wait to make amends—the amends had long been made. I was ready and able to release my mother with love. When I held her in my arms for the last time, she told me how much she loved me. My mother showed me how to die well.

When I came into this program I turned my family and my life over to my Higher Power and I had to trust that there would never be more than I could handle. When I served as Chairman of the Assembly, our oldest daughter went through a very difficult time in her life. She withdrew from me emotionally for three years. At that time I was sponsoring Alateen and I am so grateful for those young people. At the end of those three years, my daughter came back into my life again. The door was always opened because I never stopped telling her how much I loved her. I'm so thankful that you taught me how to wait and to let my life flow in God's time.

That brings us to Conference this year. I needed to be here this year—I needed to be at a meeting. A few days before I left, my husband and I were involved in a very violent scene with an alcoholic who had abused his wife. This man appeared at our door and assaulted my husband and son. About three days into this incident I was going crazy thinking about what he had done. If I didn't do something this man would be coming to the Conference with me in my thoughts. After talking it over with my sponsor, I sat down and wrote this man a letter—it was not a loving appraisal. I told him everything I needed to say about the violation to my family. When I finished that letter, I wrote a letter to God and apologized.

The next morning I read the letter to the man out loud and then burned it. Then I read the letter to God and asked for His forgiveness. I came to the Conference without that man.

This is what you have taught me, that I have to be true to myself and that I can be free if I will work with the tools of this program. I want to thank all of you—the love I've received in these three years has been incredible. In closing I want to share something with you that is very important to me from AL-ANON FACES ALCOHOLISM, "This is truly a movement of the spirit and I firmly believe the unity of the world in understanding and peace could come from these efforts of alcoholics and their families. Their suffering and their search for solutions will open the door to the true meaning of brotherhood. Out of their despair they will have a vision of a new heaven and a new earth and the means to bring that vision to reality."

## UNANSWERED QUESTION SESSION

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A new session was added to the agenda of the 1991 WSC. Carole K., P.I. Administrator, chaired this Unanswered Question Session which provided the Delegates an open forum to ask about topics not covered elsewhere during Conference week.

Carole K.

### **How are Areas numbered?**

While no one was quite sure of the answer, it was suggested that the process is numerical depending upon when an Area joins the WSO.

### **Why are birthday contribution envelopes not on the supplemental material listing so they can be more readily available?**

This idea will be brought back to the WSO for implementation.

### **Some DRs in the Area are not GRs. GRs bring up issues that these DRs may know nothing about. Could the DRs be included on the GR's mailing list?**

A motion presented at this WSC proposed a mailing list for DRs but was defeated by the Conference. It is the Delegates' responsibility to communicate with the DRs in their Areas.

### **Didn't a previous WSC motion vote to expand *The FORUM* to include all other publications? If so, why hasn't this been done?**

It was thought that the Conference motion in question was limited to the expansion of *The FORUM*, however, the WSO will research this. [Although this suggestion was presented at a WSC, it was never brought to vote nor did there appear to be wide-spread support for doing so.]

### **Who receives *AREA HIGHLIGHTS*?**

Each Delegate gets three copies. Past Delegates, Literature Distribution Centers, Information Services and all Area Coordinators receive copies as well.

### **Four hundred dollars was donated to the WSO for the Russian project, but have not yet received clarification that it was not entered as regular contribution?**

The Accounting Department of the WSO will check and verify that the contribution was applied appropriately and a confirmation will follow.

### **Was there a previous Conference motion regarding Al-Anon's participation in AA's 1995 International Convention, if AA agreed to pay?**

The WSO Staff will research this. [Yes, at the 1989 WSC.]

### **Can groups copy from *The FORUM* without permission?**

It was recommended that copying from copyright material not be done. *FORUM* article reprints are available from the WSO.

## CLOSING SESSION

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At the conclusion of business of the WSC, Rita McC., Conference Administrator, chaired this emotional session of sharing as members expressed their thoughts and comments as participants at the WSC. Opening the session, Rita humorously set the tone, "This entire week was just a dress rehearsal. Full production starts tomorrow at 8:15 a.m."

Rita McC.

- I wish you all luck in the future. I've made such good friends and gained so much in service.
- Instead of bringing gifts for all, I'm bringing a contribution for the WSO from the Vermont Area.
- I learned so much from all of you.
- This isn't the end, it's just a continuation.
- What a nice souvenir last year, my comment was in *INSIDE AL-ANON*.
- During the past three years I never thought of saying goodbye. The time is here and I want to thank you all.
- All week I wanted to ask Norma, when you tell us, "please take your seats," where do you want us to take them?
- We all have our bumpy roads to cross—with worldwide Al-Anon we'll make it.
- I know Lois and Bill are looking down at us.
- I want to give the WSO Staff a vote of thanks for all they do for us. I know they are working on our problems before we even know.
- I'm a member of the lame duck Panel 29 and grateful to my Higher Power for this opportunity to share and serve.
- Thank you for loving me in spite of me. I may not be here next year but my heart will be with you.
- I'm eternally grateful my Higher Power loves me so much to have chosen me as Delegate.
- I want to express gratitude to Panel 29 and all who have come before who carried the torch as we walk this path of hope. Thanks to the Staff, Trustees and Committees for passing that torch unsullied. My prayers to those who come behind us to pass the torch as you have.
- I've learned this is a process that I've grown to respect because it works. We may not see the end results during our terms, but I've learned how to trust again.
- There may be more people in my Area that know more about Al-Anon than I do, but I'm the only one up here.
- Each of us together makes a difference.
- I love you, I trust you and I know you'll take care of us.
- I feel sad to be leaving, but I will have part of you with me always.
- I am so grateful God has given me this opportunity.
- My husband told me if it weren't for him I wouldn't be here. If it weren't for him I wouldn't NEED to be here.
- I consider it a rare privilege to be able to come back here next year.
- I haven't seen any of you who look like I felt when I got here for the first time.
- Thank you, Rita, for putting together this wonderful Conference.
- Thank you to Norma, for your love and dedication. I appreciate your support; my hat is off to you.

# THEME: SHARING THE VISION

Each outgoing Delegate gave a three-minute talk.

Kitty K., WV

The vision, as I see it, is best expressed in our Fifth Tradition. It states that the sole purpose of Al-Anon is to help families of alcoholics. I cannot help their families unless I am willing to serve.

When I was very new in the program an old-timer steered me into service. She helped me to see that to participate in service was a way I could express my gratitude for all that I had been given by the fellowship.

Within the year I had served as Chairman, Treasurer and Group Representative. Before I knew it, I was serving at the District and Area levels. My mentor was cheering me on, encouraging me and loving me. She could hardly wait for me to stand for Delegate. I did and here I am.

I know today that if she hadn't taken me under her wing and appointed herself as my service sponsor, I might have missed the unique growth experience I have had as a result of serving the fellowship.

The vision extends beyond my group or Area. It must include all families "everywhere" who suffer from the family disease. I must be willing to do what I can to carry our message of hope to those who are uninformed. If I am to continue to grow spiritually, I must be willing to give back what I have received. I have found that the quality of my recovery is in direct proportion to the time I give serving Al-Anon.

My longtime friend and sponsor passed away. But I can tell you that she left me with a burning desire to share our vision, just as I got it from her and others. I will be forever grateful to her for telling me about the vision, for teaching me by her example and by urging me to get involved. She must have known this saying:

"If she told me, I'd forget;  
If she showed me, I'd remember;  
But if she could get me involved, I'd understand"  
And with this understanding, I can pass it on.

Ora B., AZ

My search for help led me to Al-Anon. I had tunnel vision, I couldn't see anything except how badly life had treated me, asking, "Why God?"

There was no light at the end of the tunnel. If Al-Anon helped these people, I thought, surely it will help me. I began to catch glimpses, a vision of a better way of life. I heard many times that alcoholism is a family disease. Slowly the blinders came off, and I was teachable, learning about myself through others and by reading Al-Anon literature.

My first experience in service was when a friend agreed to be group treasurer for six months, and then said: "After me you can do it." I was fearful, but I didn't say no.

And then, in November 1982, the first Southwest Regional Service Seminar was held in Phoenix, AZ. The highlight was to see and hear Lois W., Al-Anon co-founder. After one of the sessions it was announced that Lois would autograph any piece of literature; I hastily purchased my first WSO Handbook and was in awe as I stood across the table from Lois watching her autograph my manual.

I was attracted to Al-Anon service and for the first time I felt I was a part of the fellowship. Each time I volunteered or was nudged into volunteering, I was assured that it would improve my program. Another highlight in my Al-Anon experience was being elected Delegate, giving me the opportunity to share the vision in the Area.

It has been a privilege serving as Delegate and to be a participant in three conferences. My gratitude to each of you for "Sharing the Vision"; it has helped me to improve my personal program and to serve the Area of Arizona and Al-Anon as a whole.

Do I have a vision for the future? Yes! I plan to continue sharing this better way of life, whether it's as an active member of my home group or in a service position. I hope to be a part of this worldwide fellowship . . . indefinitely. My gratitude to God as I understand Him for leading me to Al-Anon.

Cecelia L., MA

I was once asked, "Do you have the courage to give up who you are for who you can become?" This was a very powerful question and I realized that this was what Al-Anon was all about. This was the vision I wanted to share.

Did I have the courage to give up my emotional attachment to the hurt, anger and resentment of the past? The courage to step out in risk and in trust, into the promise of the future, into who I could become?

Using the tools of the Al-Anon program, I found that courage. I learned that I did not have to wait for my fears to subside, my doubts to be allayed, my questions to be answered; I just had to be willing to make a commitment. I could bring along my fears, my doubts, my questions; but I could also bring along my faith—a faith that a power greater than me would always see me through.

And this is how it has been for me, not only in my personal recovery, but in my years of service in this program. I know that I am being guided by my Higher Power through all the pain and frustration that comes with being a trusted servant, that comes anytime we assume a role of leadership. I know I am being guided because there is such serenity and joy that comes to me in being used up in a program such as ours.

I know, too, that it is getting near time for me to move on from my position as the Delegate from Massachusetts. I know because I am starting to get an idea of what I should be doing and how I should be doing it. And we all know that when we reach that point, at any level of service, our time must almost be up.

But the question on my mind is, "What's next?" For, 'who I can become' is never a certain goal to be reached and stopped at, but rather an ongoing process that I embrace more wholeheartedly as I continue my journey in the Al-Anon program.

Bob K., VA

When I arrived at my first Al-Anon meeting in 1975, I was angry, afraid, agnostic, impotent, suffering from frequent dizzy spells and seeing a psychiatrist once a week. In spite of all this, I wasn't sure I needed Al-Anon.

My wife had started attending AA meetings after years of heavy drinking and a couple of Al-Anons repeatedly phoned

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me suggesting that I come to a meeting. I am thankful that they were assertive and persistent. It took about a year in Al-Anon before I realized I had grown up in an alcoholic home. There have been four deaths and one imprisonment as a direct result of the disease.

Two years after beginning the AA and Al-Anon programs, my 12-year marriage ended. I immersed myself in the Steps and Al-Anon service. I went to lots of meetings—sometimes just so that at the close I could hold someone's hand. I now think of that part of my life as a period of spiritual education.

Exactly six years to the day after that first marriage ended, I remarried. Incidentally, we don't believe superstition is a Higher Power! Gail had a young son, whom I've adopted and is now 14 years old. In addition, we have two more boys, 5 and 2. I guess it goes without saying that anger, fear and dizzy spells aren't my only areas of healing.

God has channelled many other gifts to me through Al-Anon. A program for living and for dealing with difficult people, especially myself. Awareness that I am loved—with a love that is forever. I have been given a family, a beautiful wife and the children I had almost given up hope of experiencing. God gave me Al-Anon with its miracles and its loving people and Al-Anon gave me a God, my Higher Power—the source.

The Virginia Al-Anon Assembly gave me a cherished gift too—they chose me to be their Delegate to this Conference, where I have had the privilege of knowing and loving you, the people in this room. You are all so very special to me. For all these gifts I am truly grateful.

Sue B., MT

When I leave the Conference this year, as I have the past two years, I am on a cloud. I feel like I don't need the plane to get me home.

I want to go home and show everyone what we did and what we worked on. I have a good friend who is a past Delegate and meets me at the airport. I share with her for about four hours. I think for the most part, Delegates are our best listeners because they have been here too. They know the excitement of the Conference. I try to tell my Area as much as possible about our WSC so they can feel like they were here too.

I am amazed at the knowledge I have stored that I can share or try to explain to them. A few years ago, I heard about the Concepts but I didn't even know what they were. Now I understand them and can explain how important they are to our recovery to keep this program working for us for all who are coming into the program.

I use this program in all my affairs, my home life, work and with my friends. I really appreciate this for saving my life and I want to keep it here for whoever needs it.

This program has given me courage to live a better life and serenity that I never knew was possible. I have the courage to stand up to people who want to change this program to what they want. I hope I can go on Sharing the Vision and keep this program the way it was meant to be.

Bernie S., MN (N)

We are celebrating Al-Anon's 40th birthday this year. I am very close to the age that Lois was at the time that she and Anne

started the Clearing House which became Al-Anon. I can understand the reluctance that she talked about—wanting to stay home to enjoy what she finally had at Stepping Stones. I appreciate this opportunity to express my gratitude to them and to all those who have come before me. I see more clearly the sacrifice that those members have made.

These three years as Delegate have been a period of growth and recovery for me. I recall the feelings of inadequacy that I was experiencing in the first year. I was overwhelmed with those old feelings that I would not be able to measure up to your expectations. I was sure that I had reached my level of incompetency. My self-esteem collapsed like an old balloon. As a little girl, I had decided to serve my family through silence and here I was in Connecticut, expected to speak the group conscience of Minnesota North. These feelings have diminished some in these years because, in you, I have found the love and understanding that I found in my home group, District and Area.

As in all Al-Anon settings, I grow in my ability to see that I am all that I am supposed to be at this time. As I have heard so often lately—my Higher Power puts me where I am supposed to be. I have been given this gift of recovery that is worldwide. One of my greatest joys during my first year as Delegate, was listening to the member from Japan tell a life story that was so much like mine. I was struck with the commonality of our human experience. Thank you for being here, for being what you are and for sharing with me.

Chesley L., CO

I grew up listening and reading, and in Al-Anon, I have learned to talk and to write. Sharing the Vision was impossible for me as long as my many fears prevented me from revealing myself. My greatest challenge in Al-Anon is telling my story. Two reasons for this are that I didn't know my story and I didn't like the spotlight. When I first attended meetings, I didn't hear what you shared because I was rehearsing so that my mind wouldn't go blank. Gradually, I relaxed enough to share beneath my surface intellectual understanding at a feeling level. When I became Delegate, I was asked to speak at large gatherings. I wrote and wrote and wrote my story. During walks in the park I thought about what was important to me and returning home I wrote more. Eventually, each time I wrote I discovered it was already there; I had finished my footwork. I could share the vision of Al-Anon only after rigorous preparation to overcome a longstanding fear. My God wants me free.

Coming home from the Assembly after being elected Delegate, I said "What have I done? I have been a pretty good girl for the last few years, but I don't know if I can keep it up for another three." Sometimes I don't understand why it is that the members of Al-Anon love me. I inventory my best qualities. But, as I share with you, I realize that you appreciate the examples of my failures as much as my successes. It is extremely easy for me to know why I love the members of Al-Anon—you are kind to me.

A sponsoree said, "You hold the Al-Anon focus for me."

A GR said, "You helped me understand that this is a life-threatening disease for me, not just the alcoholic, and I get to meetings more regularly."



A DR said, "I use you as a mentor, I figure if you can do it, I can do it."

A fellow Area servant said, "We can feel lonely together."

A DR said, "You are going to be a hard act to follow."

A member said, "You have a nice smile."

I believe what we say and do makes a difference in others' lives.

Anita S., NJ

When I first starting coming to Al-Anon 18 years ago, it seemed as if I was two different people and both had very limited vision. Although I was trying to see everything and take care of everyone, most of the time I couldn't see what was right in front of me. It seemed as if I had tunnel vision, seeing only one thing, not knowing I had choices. Other times, I seemed to have peripheral vision, seeing only around me what others were doing wrong.

Gradually, I adjusted my outlook on life by working the Steps and my vision began to improve. As I continued to listen and learn, my ears led to a change in my perspective and my vision became even clearer. With this newfound vision and understanding I began to read as much of our literature as I could get my hands on. I found that the more I read and listened, the more I was able to focus on me.

Finally, I became able to share this wonderful vision of what Al-Anon did and still does for me. I got into service and had the opportunity to meet many people, people who were recovering, and to hear their stories of strength, hope and experience. Running with these winners influenced me greatly and has given me much joy. My growth escalated and I was able to see myself and my faults clearer, recognizing that I always have choices.

Through all these roles in service, I have made some mistakes and some have been extremely painful, but I have learned from each one of them. I am stumbling less and my life is beginning to look much better; my attitude and my outlook are more positive. My way of life has improved and my world has become a much brighter place where I don't have to feel trapped.

Al-Anon and its literature have shown me a better way of life and I want to share this vision with as many people as I can. Getting into service and working the Steps and Traditions has enabled me to do this. Becoming a Delegate gave me the opportunity to share with an even greater number of people this wonderful vision, no longer a dream. My greatest joy has been to meet and get to know you. Thank you with all my heart.

Fran D., AL

This year marks 40 years since Lois and Anne started Al-Anon. Now it is my responsibility to share my experience, strength and hope with family members of alcoholics who are still hurting, to carry the message that in Al-Anon there can be a happy life.

Each day has been so different since the Steps, Traditions, Concepts, Slogans and Serenity Prayer have become meaningful to me. It was a relief to learn that alcoholism is a disease and that I am powerless over it. The program gave me the courage to look at myself with my own character defects and to begin to work on those problems. When I learned that I didn't cause it, couldn't control or cure it, I started to let go of my guilt

and compulsion to change the alcoholic. Al-Anon taught me I had choices, that I could carry out plans I made for myself no matter what the alcoholic was doing. The environment in our home became calmer when I withdrew from the conflict.

By working the Steps in my life, I gradually learned to be honest, to have courage, to find serenity. I learned that my happiness depends on me and whether or not I'm willing to change myself.

By allowing God to guide my life, I learned to look at the world with new eyes. The Serenity Prayer came alive for me. Service work has been a part of my program from the beginning. When asked to assume responsibility, I am the one who has benefitted.

At these World Service Conferences, I have gotten a wider perspective of our worldwide fellowship. I have hope that many who are hurting because of alcoholism will find help in Al-Anon as I have. I am grateful that I have the opportunity of sharing the vision of a better, happier life with others. Thank you for giving this program to me.

Ellen W., Alberta/NWT

These past three years have been the most wonderful growing experience of my life. I am so grateful to our co-founders for having the vision to see that the family groups needed to be unified and to the Al-Anon members for keeping that vision alive.

Without even realizing it, my first experience in service was washing ashtrays, making coffee and setting up chairs, all of which allowed me to start feeling part of the group. After being gently pushed into service outside of the group, it didn't take long to realize that if I wanted what you had, I'd better stick with the winners — and they could be found in service work. Each position has brought different challenges that gave me the opportunity to grow.

Serving as Delegate has been the most rewarding spiritual, growing experience of my life. It has helped me learn to be a better listener, to be more understanding and tolerant, and to be patient with others. Facing my fears has brought me a stronger spiritual awareness.

I would be remiss if I didn't thank the Area for the privilege of walking this path and to thank all of you for your love that has guided me.

Edith J., MS

When I first came to Al-Anon I had no vision. I was too focused on the alcoholic. With my sponsor's help and sharing of her vision, I was finally able to put the focus on me.

Sharing the Vision as the group and District Representative was a great growing experience for me. Watching newcomers change their attitudes while sharing with them has been instrumental in my personal growth.

Serving as Delegate has been a growth experience I never imagined. I am so grateful to have been a part of Al-Anon worldwide.

Frank H., OK

At my first Al-Anon meeting I saw something attractive—a vision of hope. It was suggested that I attend meetings, read

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literature, study the Steps and get a sponsor. I took what I wanted and left what I needed. I didn't get a sponsor — my Higher Power gave me one. She gave me the manuals, I felt obligated to read them.

During my first four months in Al-Anon, my sponsor took me to Round Robin Meetings, District Meetings and Workshops. I believed I should attend everything she suggested, even though I didn't understand it all. From the beginning, I enjoyed the service meetings. I had visions of being a part of these meetings.

My hometown of Nowata didn't have an Al-Anon group. I had vision of a group starting so that other relatives and friends of alcoholics could enjoy what I had found. Growth of the group was slow; a few times I was alone. Feeling sorry for myself I complained to my sponsor, who commented, "Frank, no one said service work was going to be easy."

Disappointments turned out to be lessons of learning. Serving at the Area level on various committees, as Coordinator and Delegate has been rewarding through growth. As GR, my most painful experience was learning I was powerless over the group. Everyone does not feel the same in regard to obedience to the unenforceable. At the District level, it was painful to learn that everyone does not feel as I do about lotteries and affiliation.

I am a slow learner; I have found it very painful to be in a World Service Committee Meeting or Area Assembly and have to learn that I am powerless over the Area.

Visions of service and painful experiences have taught me honesty, maturity and humility. It has given me insight into Al-Anon's structure and spirituality. When my term as Delegate is over, I will be pleased that it is the will of my Higher Power and the will of an informed group conscience for me to have served.

Darla M., WI

Twelve years of Al-Anon have not cured me. I still find residue of my perfectionism, controlling and people-pleasing. If I can share the right thoughts well enough, I can get you to approve of me. I guess I'll keep coming back.

I firmly believe service work has put quality into my Al-Anon experience. The wonderful principles of living that I'm learning from the Twelve Steps are continually given depth through my contact with other service people, through my need to know what I'm talking about when carrying out the duties of trusted servant, and especially through my struggles and failures.

At the first Assembly I attended, the Area Delegate told me, "You don't say no to Al-Anon." An Area secretary signed the minutes "with an attitude of gratitude." Another Delegate said, "I may not know what the future holds, but I know who holds the future." I was in awe of these people. Now I know that the wisdom is not far from us.

Through service I have learned that I can speak out. As group treasurer, I learned I can be trusted. As an Alateen sponsor, I can make a difference. As GR, I found I can learn. As DR, I can teach. As Alateen Coordinator, I learned I can still grow. As the Area Delegate, I discovered I can survive!

I'm so glad Lois had the vision of help for the families of alcoholics through the Twelve Steps of AA. I'm so glad Wisconsin Al-Anon had the vision to gather and grow. I'm so glad one Al-Anon member had the vision to attend an Area Assem-

bly and bring back the enthusiasm and excitement to our group. And I'm so glad, when asked to serve, I said, "Yes."

Carol McK., OR

Fourteen years ago, if someone would have told me I would be "Sharing the Vision" of this wonderful program of hope and recovery at this level, I would surely have told them they were terribly mistaken.

No one could have ever convinced me then that I could and would recover from growing up in an alcoholic home; survive a sixteen-year marriage to an alcoholic who chose homosexuality; and learn how to make amends to my four children who suffered mental, emotional and physical abuse because of my sick actions and reactions to the horrible disease of alcoholism.

Even today, I cling tightly to this program to help me walk through the pain of watching my oldest son struggle and suffer from the grips of this ugly disease.

I know I am not alone and I know service work has helped me grow in so many ways. I will always be grateful to my first sponsor for taking my hand and showing me her vision of growth through service—Twelfth Step calls, making coffee, encouraging me to be the GR, DR and eventually, Delegate.

Who would ever have envisioned that sniffling, broken "dust under the doormat" person becoming this person standing up here today sharing this message.

I will always be grateful to my God for helping me find all of you and your unconditional love, so that I could truly find Him. I will end by saying, "Happy 100th birthday, Lois; I give all of you my mended heart, full of love and gratitude for Sharing the Vision with all of us.

Ginny K., NC

My personal recovery began in earnest after I became involved in service work. Although I had lived with active alcoholism for a number of years, my ignorance of the disease, coupled with my denial of having a problem prevented me from entering the doors of Al-Anon. It was only after sobriety that I attended my first meeting to keep my alcoholic sober.

Early on, the opportunity came for me to serve as my group's GR. Needless to say, my character defects of control, perfectionism and over-responsibility were still in full bloom. I didn't realize that I had encouraged their dependence on me as I still needed to be needed.

I read the literature, did an inventory of sorts and kept going to meetings. As I slowly learned to trust you with my feelings and pain, personal growth began. Even as DR, my character defects lingered. I needed my District to be the best and I worked hard at achieving that goal, by myself. When my District volunteered to host an Assembly, my day of reckoning came. No matter how hard I worked or how much time I spent, I was not able to do it "by myself" — I had to let go of trying to control and needing to have it done my way. My surrender was the true beginning of my recovery, which continues today, one day at a time.

With the love of Al-Anon members, the program of Al-Anon and the God of my understanding, today I have found the freedom to be me. I no longer need to always be in control, be

perfect or super responsible. By accepting my own humanness, I am able to allow others theirs.

Although service work has been the key to a new beginning for me, I realize now that it is not for everyone. We are individuals and each of us carry the message and share our vision in our own way. I believe that I have a responsibility to Al-Anon to share my experience, strength and hope with others, but not a responsibility for how others choose to live their lives. Today I plant seeds, but I pray for rain.

Fayanne G., Atlantic Provinces

Vision; meaning "to see." What have I seen since joining Al-Anon in 1969?

My service to Al-Anon began one month after my introduction to the program. Our Intergroup was in need of a secretary and I was volunteered by my sponsor. From Intergroup I served as GR, then District Representative.

My term as Delegate began on January 1, 1989. It has been a wonderful experience for me, personally. Three months after my election, our family was thrown into shock when we learned my husband had cancer — from diagnosis to death took only five months. The individuals of my Area were so supportive.

I saw so much love in a very special way. I have met so many lovely people during my term. I see and experience friendship. On those rare occasions when problems have arisen, I have seen a spirit of cooperation. At Area and District levels, I see unity. During these times of hardship for Al-Anon, I am seeing dedication to service.

Not being a visionary, I cannot predict what the future holds for Al-Anon, but I have a suspicion that we will weather these times and continue to grow. It is dependent upon our return to the basics, to show newcomers the same care and loving support we received. Let us each act as a mirror, reflecting the image of our beautiful recovery program. Let it begin with me and together we can make it, one day at a time.

Pauline O., Quebec (E)

Bill and Lois are now in another dimension. I know they keep on looking after us in a very special way. Our founders' dearest wish is certainly to see all alcoholics and their families join AA and Al-Anon. We have come a long way since the beginning of these fellowships. There is still a lot of work to be done; many decisions to be made.

The World Service Conference is the guardian of the Traditions, the Concepts and the Warranties. May it always be guided by a Higher Power, so that decisions are reached in unity and for the benefit of all. May the voice of the minority be heard and its rights respected.

What makes the strength of Al-Anon is the absence of directors. We are always free to express our ideas and feelings, but in the end it is the conscience of the groups, committees and conferences which decide. This conscience will be most effective if all members let themselves be guided by a loving God and not personal interest.

Let it begin with me. When I look at myself to find hidden treasures and make them grow, I become a better person at peace with myself and others. The flexibility I gain will be re-

flected in all aspects of my life and at all levels of service.

I would never have thought that, one day, I would be carrying the message to a New York City bus driver. After passing by the Sheraton Centre, the driver promised to drop me off on his return. While we talked about the reason for being in Stamford, I gave him a piece of literature — in French. No matter where I am, no matter what the language, the Al-Anon message must be passed on. I know this is the vision Bill and Lois had when AA and Al-Anon were founded.

Patti K., ND

When I came to Al-Anon 14 years ago, I was scared and didn't know who I was. I never thought I would be a whole person again.

At a meeting one night, our Group Representative resigned. My sponsor assured me I could do it. I agreed to finish the term and got re-elected to another term. Later I became District Representative, Literature Coordinator and Alternate Delegate.

Never did I dream I would do so much and grow from these experiences. When I made the decision to run for Delegate, my family and I had a talk. We all felt we could handle the change if I were elected.

My vision became a little more cloudy after I was elected. I started to prepare for my first WSC when our oldest daughter announced her wedding plans. They decided to be married two weeks before I left; all went well. One week after that, my husband suffered a major heart attack. When I left for the Conference, my husband was still in the hospital.

When my second year as Delegate came around, we were trying to overcome unemployment and readjust to the effects of the heart attack. We couldn't make it and were forced to move from our home. Al-Anon and AA have gotten us through some bumpy roads.

This year, my road has been fairly smooth and our lives have improved, except that I missed my daughter's prom and Confirmation.

You remember, there weren't supposed to be any conflicts. I knew I would have hurdles, but so many? With the love and support of my Al-Anon friends, I received the strength and hope I needed for a better life. Service has given me excitement to share what I have gained with the next Delegate.

Greg A., GA

I still remember my first meeting. It was a terrible time for me because I was told I was dying. My alcoholic was at home, either dying or already dead, I wasn't sure which. I remember the people at this meeting, I remember the room and I remember two members in particular. One of them gave me a cute little pat and said, "Keep coming back, all you have to do is let go and let God, sonny, and you'll be okay. You can be like me." I asked her how long she had been here. She told me that she had been coming for seven years, but she didn't look happy or act happy. I didn't want to come for seven years, I didn't have the time and you didn't have anything that I wanted.

Then there was this lady who had that peace and serenity that we all know is something we want. I asked her the same question. She said she had been coming for 20 years. That

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was just horrible to me. I'm a quick learner and when I saw the front of the book that said, ONE DAY AT A TIME, I suspected you meant forever. I asked her why she kept coming back, was her alcoholic still drinking? She said, "Oh, no, he's been sober for ten years. I just wanted to be sure I'd be here when you arrived."

After being in Al-Anon, a horrible realization crossed my mind — I was part of the problem. I'd been around too long, but I stayed through the drinking and sobriety and I never turned my back on Al-Anon. Now I find myself as the Delegate from Georgia and I ask myself, "Why am I here?" I look around at all of you and I know that you care as much as I do, maybe more. You know as much as I do, maybe more. My choice for this year's Conference was Principles Above Personalities, but the theme is Visions. I don't have any visions because I take it one day at a time and my visions have never come out the way I expect anyway. Nothing has happened the way I thought it would.

I think the program really works and I know we're going to keep going and be successful, but I have some serious concerns. I'm very worried about bureaucracy. I've noticed over the years, having been a part of it, that it always develops a mind of its own. I'm also worried about adult children because I think they distract us from our primary purpose, which is to help the families of alcoholics. I'm an adult child and know how sick they are, but this program is not for those who need it, it's for those who want it. I have to remember that faith in a Higher Power is the only thing I've got.

Our book says two things that I think about a lot. One is that everything that happens to us is a gift, no matter how bad it may look. It took me years to see that all that has happened to me was a blessing. The second thing is, humility. There can be no progress in Al-Anon without humility. Sometimes I think that maybe we need a little more humility. A saying that meant a lot to me goes like this, "We have met the enemy and he is us."

## 1991 ASK-IT-BASKET QUESTIONS

### ALATEEN

**1. Does an Alateen group need to have an Al-Anon group as the primary sponsor (and then have an active Al-Anon member as the Alateen meeting sponsor)?**

All Alateen groups need a sponsor who is an active member of Al-Anon to share the program. They do not require an Al-Anon group as their primary sponsor. However, in the early stages of formation, meeting at the same time and location as an Al-Anon group is an ideal way to help cover expenses, i.e. literature, rent, etc. It also helps to keep positive communication ongoing between the groups.

**2. What is Alateen's financial responsibility when they have committed vandalism in the church where their meeting is held? Also, what is the Alateen Sponsor's responsibility?**

Experience has shown it best for the individual members responsible to be held accountable. The Sponsor's responsibility is not to make financial restitution but to hold a special meeting, possibly taking a group inventory to prevent further occurrences.

**3. A male Alateen Sponsor (according to the mother) "touched her daughter inappropriately." According to the Alateen Sponsor, this consisted of putting his hand on her knee in order to show care while trying to help her through a withdrawn and blue period that had lasted most of the meeting. The mother is now threatening to involve the police if the man does not quit sponsoring the meeting because her "children need a meeting and they are afraid to go to this one." No one else is willing to sponsor. As much as possible, the man has another adult in the room with him at all times and is now trying to be extra careful to not act "inappropriately." If the man does quit there will be no meeting. We have no evidence from any other source (including the other kids present at the time) to cause us to believe that he was acting inappropriately. He is a long-timer and well respected at local, District and Area levels. What do we do now?**

If the group and the Area have decided to retain the Sponsor, it is now up to the Alateen Sponsor to decide if he wishes to continue. Due to the allegations, it would be advisable to *make certain* that another adult is present at meetings.

**4. How did Sponsors originate and become an integral part of the Alateen program?**

At an early World Service Conference following the formation of Alateen in 1957, a policy was established of having an adult Al-Anon member sponsor Alateen.

**5. Why does Alateen have an adult Alateen Coordinator rather than a teen Coordinating on state level?**

Alateen members are eligible to serve at any level of service including World Service Delegate. Selecting an Alateen or Al-Anon Coordinator is up to the group conscience of the Area involved.

**6. How do we get rid of an Alateen group? (The sponsor formed a "Pied Piper Attachment" with members?) We've already suggested it would be better for them and the sponsor and Al-Anon/Alateen.**

All Al-Anon/Alateen groups are autonomous. The District or the Area should get together with all parties involved, including the Alateens, to discuss what would benefit Alateen as a whole.

**7. Is inclusion of Alateen in the Special Service Workbook separation from Al-Anon rather than included with.**

The special Al-Anon/Alateen Service Workbook (K-17) contains separate sections for service committees of the WSO. Alateen is a part of Al-Anon Family Groups and is one of the committees.

**8. Could all the sharings which have been submitted to the Alateen Administrator at the World Service Office and are on file, be reviewed and evaluated and a pamphlet be produced as soon as possible?**

All sharings are reviewed and when appropriate, they are printed in *ALATEEN TALK* or held in consideration for future *CAL* pieces.

**9. Could we please "translate" some of our existing fundamental literature into simple language which younger Alateens can understand (as we translate *CAL* into other languages), such as the *ALATEEN - A DAY AT A TIME*, etc.?**

This will be referred to the Alateen Committee for consideration.

**10. Could World Service stress in their Guidelines (and literature) that one does not become an Al-Anon at 21 or only after Alateen? If one's life has been affected by someone else's alcoholism, one is automatically an Al-Anon at birth.**

Alateen members are encouraged to turn to Al-Anon as their next step of recovery, and they are eligible to attend both Al-Anon and Alateen meetings. The only difference between the Alateen and Al-Anon member is one of age.

## ARCHIVES

**1. I would like to have a picture of Co-founder Anne - size 8" by 10" for sale at WSC.**

The Archives Committee will discuss this possibility at its next meeting.

## BUDGET/FINANCES

**1. Are monies invested in our reserve fund with the purpose of making a profit the same as owning property is consistent with our Sixth Tradition?**

The purpose of investing funds and owning property are not at all related. Our major concern is that of investing monies entrusted to the WSO at a rate that exceeds the rate of inflation to ensure that we do not reduce the purchasing power of our assets.

**2. Why did the Delegates not have any input regarding two major issues decided by WSO—increase in literature prices and the increase in Delegate's equalized expense?**

In keeping with our By-laws and Concepts, financial matters are the direct responsibility of the Board of Trustees, and their decisions are, for the most part, based on recommendations generated by the Budget Committee.

**3. Could the salaries of WSO be individually broken down on budget expenses?**

By individually, we assume by employee. No company would reveal such data as it would only lead to internal strife and division, thus decreasing efficiency, productivity, and morale.

**4. Aren't all nonprofit organizations required to disclose all financial information of that organization to its members and public? Why are salaries of WSO workers not disclosed?**

Al-Anon does disclose financial information to its members and the public. Nonprofit organizations are not required to divulge individual salaries.

**5. Area Delegates receive mailings from WSO regarding their contribution to WSO for the year. I find it intimidating, annoying and unnecessary. If the Delegate chooses to do so it's their decision, no need to waste another stamp.**

The computer automatically generates a contribution printout for all individuals and groups on our mailing list. This mailing acknowledges individual contributions and also serves as an informational vehicle for Delegates.

**6. We need to be informed what Budget Committee cuts affect the groups overall—and not just the staff and Board. Can there be Delegate representation?**

Cuts made to date have not, we believe, directly affected groups in any obvious way. Delegates would be informed of the possibility of a serious service reduction in advance of the cuts. Finances are a function assigned to the Board in accordance with our Twelve Concepts of Service.

**7. Could the World Service Office develop a 7th Tradition pamphlet which shows group practices concerning donations; the proper use of the funds for expenses; size of a reserve, if any, required; how to hold funds (in cash [sic] or checking accounts)?**

This is not a direct function of WSO, but some financial information can be found on page 28 of Al-Anon and Alateen Groups At Work, and a section on finances can be found in the Digest of Al-Anon and Alateen Policies.

**8. Proposed Agenda Item: That the WSC include on its agenda the establishment of a Fact Sheet detailing Area responsibilities to the IRS.**

This will be referred to the Budget Committee once again. The last time the Budget Committee reviewed this suggestion, they decided it would not be feasible, due to the varied local regulations.

## CONFERENCE

**1. At service meetings, workshops, conferences, etc., how carefully do we have to guard our last names?**

At the service level (GR, DR, WSC member, etc.), it is practical to use full names and addresses to facilitate communication. (See Policy Digest.)

**2. Who has voice and vote at District Meetings?**

GRs, the DR and Alternate DR have voice and vote. Many Districts hold open meetings for all interested members who would attend with voice without vote.

**Can AA members have voice and vote on matters at District Meetings?**

Al-Anon members who are also members of AA are not eligible to stand for the office of GR or DR. (Also see above answer.)

**3. Where does it say the length of a Group Representative's term of office? Is it implied to run the same as the District Representative? How can the Handbook be changed?**

This will be referred to the Admissions/Handbook Committee for consideration.

**4. Would it be possible for anyone who has served as GR in the past to be eligible to run for DR if he/she has remained active at Area level?**

The World Service Handbook (pp. 18-19) suggests the DR be elected from among the new and re-elected GRs.

**5. It seems to me, through study of our Twelve Traditions, I have found many similarities to Roberts' Rules of Order (minorities having a voice, unity of purpose, etc). Are the working (business) meetings of the Conference based on Roberts' Rules of Order to expedite business? It has been said in our District that we have no order, therefore, nothing is out of order. To me, this is ignorance of our Traditions as well as Roberts'!**

In keeping with the spiritual philosophy of our program we have patterned our voting procedure to reflect the policies of our Twelve

Concepts of Service, many of which coincide with Roberts' Rules of Order.

**6. Can Al-Anon adopt a rotating partial turnover of GRs, DRs and Alternates in each state to continue flow of consistency instead of every three years a completely new slate. Also, can a revision be made that would allow past GRs to fulfill the DR position in a District as long as requirements are fulfilled as to time in program, regular attendance at meetings, etc.?**

This will be referred to the Admissions/Handbook Committee for consideration.

**7. What can an Election Assembly do if the DRs are not willing to fill all the offices?**

It is up to Area autonomy. It can be open to past trusted servants or GRs. The Area WSC should present alternatives to the Assembly.

**8. If officers cannot complete their term, who replaces them? Who is eligible if none of the DRs are willing?**

If an officer resigns or for any reason is unable to serve, a DR may be appointed by the Chairman to replace the officer until another can be elected to complete the term (Handbook).

**9. Is it advisable/necessary to set a quorum of GRs for voting?**

When any voting takes place it is advisable to set a quorum. Often it is a majority of those present.

**10. Has a GR that has made a two-year term in a District and then a one-year term in another District completed the three-year term as GR?**

The GR's term applies to the group that elected the GR.

**11. Could that same GR be a DR in another District if she is not a GR in that same District at the time of the election?**

This is up to the Area Assembly.

**12. Who determines the numbering/naming of a District: the Assembly, World Service Committee or the individual District?**

District lines are determined by the Assembly.

## FORUM

**1. Could WSC approve Volumes 3 and 4 for FORUM FAVORITE EDITORIALS with the intention of adding to them every 10-15 years?**

The 1989 World Service Conference approved the production of additional volumes of FORUM FAVORITES. Volume 3 is in production and Volume 4 is in the planning stages. No plans for adding to them are currently under consideration.

**2. I just searched through my past FORUMs. Those I have—December issues of '82, '83, '85, '87, '88, '89, and '90 have sharings on Sponsorship. Is it possible these sharings could be compiled into a pamphlet as a FORUM reprint?**

The FORUM Editorial Committee has decided to produce a new FORUM reprint on sponsorship, based on several requests at the WSC.

**3. One of the Districts in the Area requested that as their Delegate, I address their concern regarding the lack of literature and personal sharings on sponsorship. "We believe there is a need for sharing regarding all types of Sponsorship in the**

**form of new literature and encouragement of Sponsorship sharing in The FORUM."**

See previous answer. Also, the Literature Committee will make note of this suggestion.

**4. Did a previous WSC vote to expand The FORUM to include all the other publications? If so, why isn't this being done? Why are the other publications being produced?**

Although this idea was considered, a survey of readers showed this was not wanted; therefore, it was not brought to the Conference floor as a motion.

## GENERAL

**1. If there is no answering service in your District, is it okay for members to put their private number on handouts and posters?**

The guideline, The Information Service (G-4) and The Digest of Al-Anon and Alateen Policies (p.23) offer a brief discussion and framework for answering services. Local autonomy is the determining factor. The consistency and availability of information are the crucial factors; circumstances need to be evaluated carefully by the District.

**2. How can we get copies of some of the Guidelines to do service work? Can these be photocopied for handouts at service workshops?**

Guidelines can be ordered by using the Supplementary Order Blank (S-11); they can also be photocopied.

**3. How can a sponsee "fire" or "terminate" the relationship with a sponsor when it is no longer a healthy relationship?**

The pamphlet, Sponsorship—What It's All About, addresses this in the section, "Can I Change Sponsors."

**4. Could Guidelines (G-4) and (G-21) be revised so as not to seem in conflict with each other regarding quotations and/or graphics from outside literature being used in newsletters?**

Yes; the two services (Conference and Institutions/Group Services) involved in updating these Guidelines will coordinate their reviews.

**5. Can the WSO streamline their registration policies so they can accept information from us when it is offered?**

The WSO retains a two-fold registration process so that a completed Registration Form is received from a group prior to sending the group kit. A Registration Form is required to assure that we have all necessary group data; local forms or personal letters may not contain all of the pertinent information. Our routine costs would greatly increase if we were to send group kits to individuals who do not follow through with their intent to establish a group. If all the necessary information is received in the first step, we do register the group.

**6. To what degree is WSO able to make its own decisions? What areas are they permitted to make decisions in without consulting the Conference?**

The WSO is guided by the Twelve Concepts of Service which outline the scope of responsibilities of WSO operations as well as those of the Board of Trustees and the World Service Conference.

**7. Who answers the questions that appear in the Conference Summary? If they are answered by the general staff at the WSO, are general staff personnel trained to answer questions according to Al-Anon policies?**

Ask-It-Basket questions are answered by the same Administrative Staff members who would answer similar mail and phone ques-



tions addressed to the WSO. All responses given are based on interpretation of our Traditions, established policy or on group conscience discussions that stem from the shared experience of our membership.

**8. Could interpretation of Tradition Three, last sentence be looked at? (The only requirement for membership is that there be a problem of alcoholism in a relative or friend.) To have some uniformity?**

Written consent of three-quarters of all Al-Anon groups is required to change any wording in the Steps, Traditions, or Concepts. A "problem drinker" or the effects of "someone else's drinking" are terms which meet the membership requirement appearing in the Third Tradition. Specific suggestions may be sent to the Literature Committee for consideration.

**9. Why are group identification [ID] numbers on the outside of envelopes? Groups throw away the envelopes and then don't know their ID number.**

A group is sent its ID number when it registers with the WSO. The group's ID also appears on the tri-annual appeal letters and annual Group Records Department Questionnaire as well as the Delegate's quarterly group printouts. Each mailing has the group ID number appearing for interoffice convenience as well as yet another opportunity for the group to be aware of its ID number.

**10. Should the articles appearing in *INSIDE AL-ANON* be marked as coming from staff or individual readers and marked as to reflecting policy or individual opinion? Promoting CAL - Courtesy, Acceptance, and Love (Apr/May, 1990) sends mixed signals to the fellowship about the idea of obedience to the unenforceable.**

The contents of *INSIDE AL-ANON* are reviewed by an Editorial Committee. The Committee does aim to attribute all articles. Promoting CAL...resulted from a Policy Committee discussion and should have been so noted.

**11. What are the arms of service, as mentioned in the Concepts?**

The arms of service referred to in Concept II include WSO committees, Area World Service Committees and other local services such as Information Service Offices and Literature Distribution Centers. In short, all entities within our structure that gather together to carry the message to our members and the public are arms of service.

**12. Why can't there be one service manual with an index?**

Combining all four service manuals into one book is currently under consideration.

**13. Should WSO Staffers offer opinions on group or local matters? If so, should such opinions be offered over the telephone? Shouldn't there be some sort of written confirmation?**

WSO Staff Administrators do not offer opinions about matters needing to be resolved at the local level; rather, suggestions and recommendations are made in light of the Traditions, the service manuals, and the common experience of groups. They are also referred to the Area Delegate. Callers are often requested to write directly to the WSO, particularly when sensitive issues or multiple concerns are raised.

**14. Saskatchewan Al-Anon would like to know why the hours and days are so limited to reach the 800 toll-free number?**

Due to financial limitations, we are not able to provide additional staffing required to extend the hours of availability.

**15. Title changes in manuals before voting in at Conference are premature, including before discussion. When asked why, was told for consistency.**

Title changes were made in the World Service Handbook for the Executive Director, Deputy Executive Director, and Staff Administrators because these are the terms used on a routine basis at the WSO. It creates confusion for the members to have the WSO Executives and Staff using one set of titles in their business capacities and another list of terms appearing in our manuals.

**16. There has been a BIG increase in the use of such words as "God as we understand God" etc. in the Steps and the Traditions and also the Lord's Prayer rather than "Him." What (if anything) can or should a "longtime member" of a group do?**

Other fellowships have received copyright permission to adapt the Twelve Steps from Alcoholics Anonymous. In addition, individuals may have their own gender preference of their Higher Power. As a fellowship, we can only suggest and remind members that Al-Anon has its own wording for the Steps and Traditions adapted from AA.

**17. This is regarding a fund raising idea: This idea deals with musical talent that many of the members of Al-Anon have within them. How or can we put together a tape of songs or poems done by members that could be sold at meetings?**

The WSO has avoided such enterprises, as it is not in keeping with our nonprofit status. Members musical and poetry writing talents could be drawn upon within the Areas for conference/convention entertainment within the fellowship if local autonomy authorizes it.

**18. Why was the letterhead changed? We feel this should have been discussed at the Conference and voted on by the Delegates.**

The WSO letterhead was changed and approved by the Executive Committee as part of the routine business operation of the office.

**19. If a group orders more than one newsletter (i.e. *INSIDE AL-ANON*), why is only one insert (like advance notices) included?**

To save postage, multiple copies of newsletters are ordered and sent to one address. Newsletter mailings are usually tied in with advance mailing notices whenever possible. Most groups do not wish multiple copies of advance notices and feel it is wasteful to send duplicate materials. Extra copies of inserts can be obtained upon request.

**20. Could group records write a short blurb to attach to the registration form, asking newly registering groups to contact their Delegate or Alternate for their District number?**

Copies of new registration forms are sent to Delegates on a monthly basis of those groups which do not provide a District number. A procedure is already in place to work with the Delegate for this information as the Delegate is the liaison between the WSO and the Area. Proposed group letters do list the name and phone number of Area Delegates.

**21. Could visitors from WSO (including Trustees) to places like Hazelden and CompCare inform the Delegate as a matter of courtesy?**

WSO Staff and Trustees make many trips to the Areas related to WSO's national or international operations. It would place an unnecessary burden on the WSO and the Area Delegates to initiate contact if the purpose of the visit was unrelated to Area matters.

**22. Our group has been informed that *INSIDE AL-ANON* is not CAL approved. Therefore, should we be passing it around at Al-Anon meetings?**

See the Digest of Al-Anon/Alateen Policies which explains that the concept of *INSIDE AL-ANON* and other newsletters, guidelines and publications are approved by the Conference and processed through service committees. *INSIDE AL-ANON* is intended to be circulated at meetings.

**23. How can we keep members, old-timers as well as newcomers, from changing what they can about our program that works?**

By working on their own recovery and becoming involved in service.

**24. When our literature is so important to be out in the fellowship—why the cut in shipping personnel.**

At the present time, we are not replacing support staff or shipping personnel who leave the WSO, due to our financial circumstances. Since there are fewer orders, less shipping personnel are needed. Hopefully, staff will be replaced when sales increase and our finances improve.

**25. Would it be possible for the Al-Anon Family Group, Inc. to consider a name change. I see them as a World Service Office for Al-Anon Family Groups. It seems that the name, as is, gives many people the impression they are not exempt from our AFG Traditions (just another group). At group level the "Inc." is not known and the Handbook isn't studied—this is my conception.**

Al-Anon Family Group Headquarters, Inc. is our corporate name. "WSO" does not identify who we are. Our entire fellowship is guided by the Twelve Traditions. Education, rather than a name change, is the key.

**26. Why are there so many errors in group records?**

- a) Errors in Information sent in by groups
- b) Errors made in entering records in computer
- c) Obsolete information that groups have not updated

We compile our group records data from the information we receive; all changes replace existing data. If obsolete information is retained, it is the result of updates not being sent to the WSO. We make every effort to avoid errors and greatly appreciate being informed when they exist.

**27. I am still perturbed that as a group or District we are unable to reach the adult children groups. What can we as District members or individuals do to solve this problem?**

Our public information efforts within and outside of the fellowship are based upon attraction. Continued efforts to reach out and to include the adult children groups in District activities would also be helpful, along with personal contact.

**28. How do we deal with the person who says "I don't know if I belong here" but who likely has an alcohol problem in a family member or friend?**

Prospective newcomers are encouraged to attend six meetings; not everyone is able to identify a problem of alcoholism at their first meeting. Identification for some people is a process. Each person has the right to decide for themselves whether or not they are qualified for Al-Anon/Alateen membership.

**29. What is a splinter group?**

A splinter group is a term used at the WSO to indicate another self-help fellowship or organization which may or may not use the Twelve Steps and Twelve Traditions.

**30. The following question appeared in the 1984 Ask-It-Basket. Has the answer changed? Q) "Is it a good idea to serve liquor at an Al-Anon function?" A) "It is not too wise since it can cause controversy among members. However, it is a matter of group autonomy." There is little mention of this in our literature. Where/when did this originate? Why?**

Today we would probably suggest that the planning committee of the function take a group conscience vote as to the appropriateness of serving liquor. While this subject may have caused controversy at that time, it doesn't seem to be an issue we hear about (at least from our vantage point at the WSO) today.

**31. Could someone address the concept of "home group"?**

A "home group" may be defined as a group regularly attended by a member and one which the member usually volunteers for service work and to help with its routine operation. In addition, the member may participate in group conscience decisions or attend business meetings because the member feels committed to that group.

**32. Why does WSO include group officers in the group information forms? How is this information used?**

We ask for groups officers as a backup in the event the information received for a Permanent Mailing Address is no longer correct and we need to contact someone in the group.

**33. If an Al-Anon member steals from the group treasury, does it violate Al-Anon Concepts Twelve, Warranty 4 and 5 to prosecute the individual? Checks from Al-Anon members, not cash, were stolen several times, and either her name or a member of her family's name and driver's license number had been written on the checks.**

No Al-Anon/Alateen member is above the law; however, it is a matter of group autonomy as to the specific actions the group wishes to take and how it interprets the Traditions and Concepts.

**34. How much money can a person bequest to a group?**

The Digest of Al-Anon and Alateen Policies has established a limit of \$5,000 for bequests to the WSO. Groups and other service entities would need to establish their own limits in keeping with the size of the entity.

## INTERNATIONAL COORDINATION

**1. Can you give us more background as to why the International Al-Anon General Services Meeting (IAGSM) chose not to send a representative to the WSC? Does this not lead to two conferences and divisiveness?**

Some of the reasons the IAGSM chose not to send an elected Delegate from that meeting to the WSC are due to language and travel difficulties. Also, most of the work at the WSC pertains to the U.S. and Canada. In addition, the purposes of the IAGSM and the WSC differ; the IAGSM is a sharing meeting while the WSC is a decision-making body. Further details can be found in the Summary of the Sixth International Al-Anon General Services Meeting.

## INTERNATIONAL CONVENTION

**1. If Al-Anon is so short of funds, how can they plan an International Conference? Do you expect it will be totally paid for by those attending? Would it (the International Conference) be a self-supporting group?**

The 1998 International Convention, approved by the 1991 WSC, will be budgeted so that the costs incurred are covered by those attending.

**2. What is meant by "limited" participation in the International Conference with AA?**

Al-Anon's limited participation in AA's International Convention in 1995 will consist of workshops and perhaps one large meeting. The exact number of workshops and meetings will depend on the space allocated to Al-Anon by AA's General Service Planning Committee. No special events such as parades, dances and lunches are planned. (Such events will take place in 1998, when Al-Anon plans to have its own Convention at a time and place different from AA.)



## LITERATURE

1. In one publication from WSO about the new book, **AL-ANON TODAY**, it lists portions to be included. One mentioned is "the spiritual nature of Al-Anon," but nowhere does it say anything about spirituality as a topic. Will there be something about people finding their Higher Power and gaining spirituality through Al-Anon?

The spiritual nature of Al-Anon will be a topic in **AL-ANON TODAY** (working title). In addition, many sharings from members of our fellowship describe specific aspects of the spirituality they found in Al-Anon.

2. The suggested opening on page 40 of the Handbook entitled, **Al-Anon and Alateen Groups At Work**, makes a promise that can't be fulfilled. The fourth paragraph states that "the family situation is bound to improve as we apply the Al-Anon ideas." Many of our situations do not improve, many get worse. What kind of honesty do we offer members when we read this promise every meeting, especially newcomers who haven't yet become familiar with our program and its countless benefits?

Although we may not get the specific results we hoped for, our situations are bound to improve when we come to rely on a Higher Power and are involved in a program of personal recovery.

3. **Al-Anon "Conference-Approved Literature"** is not approved or even seen by the Conference before publication; it is, instead, approved by the Literature Committee. Also, the term "approved literature" gives the false indication that while the content is consistent with Al-Anon's message of recovery, the literature may come from a variety of sources. Shouldn't the World Service Conference change the name to a more honest one, such as "Conference Authorized Literature?" Shouldn't the WSO cease to print the words, "Approved by World Service Conference Al-Anon Family Groups" on new literature?

In addition to overall conceptual approval by the Conference, Al-Anon recovery CAL is approved by the Literature Committee, including nine Delegate members, the Chairman of the Committee, the Literature Administrator, the Executive Director or Deputy, the Chairman and four other members of the Policy Committee, all of whom act for the World Service Conference.

Some early pamphlets did come from a variety of sources. However, all these we still publish have been carefully reviewed and were granted Conference approval. Today, all Al-Anon CAL is developed from the sharings of experience, strength and hope of members of our fellowship.

4. Why are we changing covers and colors of pamphlets when there is neither a rewrite nor change in text? This seems like an expensive process during a budget crunch.

Updating the appearance of our publications to make them visually more appealing is standard business practice. This is done when the pieces would normally be reprinted and does not affect the cost.

5. Where did our Declaration "Let It Begin With Me" originate, and at what Conference was it adopted?

"Let It Begin With Me" was the theme of the 1974 WSC and it became the accepted theme of the 1975 International Convention.

6. Why not add a page with the Twelve Concepts to the ODAT—after Steps and Traditions.

This suggestion will be presented to the Literature Committee.

7. If someone writes an article for *The FORUM* or *DAILY READER* and the article has not yet been published, is it proper for the article to be read at a meeting?

Members usually spontaneously share their own experience, strength and hope, although some members feel more comfortable by sharing something they have written.

8. Can anyone wanting to, read **CAL** into a tape recorder and give it to another member?

On a one-to-one level, it can be a means of doing 12th Step work; for wider distribution or for sale, written permission of Al-Anon Family Group Headquarters is required.

9. In **Alcoholism, the Family Disease** booklet (P-4) 1972 why wasn't a revision noted (paragraph 5, p. 38) concerning the special interest groups? Did this change go through the **CAL** process?

All Al-Anon CAL is reviewed and revisions are made prior to reprinting, which usually occurs annually. Such revisions are consistent with the CAL process. Minor revisions, including updating information, are accomplished within the WSO. Major revisions or conceptual changes are brought to the attention of the Literature Committee.

10. Could the Policy Committee, and other committees, as appropriate, research the purposes and suggestions for Al-Anon Family Groups to come up with general terminology which is all-embracing of our fellowship to cover preteen, teenagers, adult children, gay, lesbian, singles, etc. This may help in stopping the proliferation of fellowship groups which are demanding their own literature titles.

In an effort to carry Al-Anon's message to all who have been affected by the alcoholism of another, our literature is developed from the personal sharings of members who reflect the many faces within our fellowship.

11. Is the projected new book **AL-ANON TODAY** to be our Big Book? Will **AL-ANON FAMILY GROUPS** be phased out?

**AL-ANON TODAY** (working title) will be a comprehensive, informational recovery book produced in addition to the existing **AL-ANON FAMILY GROUPS** (B-5), which the 1990 WSC voted to retain. The term "Big Book" is used by AA to describe their book that is comparable to the one we are about to publish.

12. In the book **AL-ANON FACES ALCOHOLISM**, reference is made to a Supreme Being. Could that be changed to conform with our usage of "Higher Power" instead?

Members of our fellowship refer to a Higher Power or God by many different terms. Some of these terms are reflected in our literature.

13. Could the souvenir booklet about the slogans, which was produced especially for the 1990 International Convention, be reproduced for sale as "new literature" and sold as Conference-Approved Literature?

This will be referred to the Literature Committee for consideration.

14. Could we create a more "meaty" edition of **AL-ANON FAMILY GROUPS** such as **Emotions Anonymous**?

**AL-ANON TODAY** (working title) is being developed in response to similar requests. See answers to #1 and #11.

15. I have concerns about the educational level that our literature addresses. I have recently moved to a rural area and a lot of members have trouble reading from **ONE DAY AT A TIME** and other literature, due to the number of words not in common everyday usage or of a multi-syllable nature. There is something called a "fog index" which can be applied to a piece of writing to determine the level of education the piece is written for. It uses a count of multi-syllable words, etc.

Could the Literature Committee consider this when approving and editing new publications? Perhaps this way the program could be comfortable for less educated and minority members. For example: Pick a grade level (#5) and write all literature to meet this criteria. Newspapers are written to a 5th grade level.

One of the guidelines used by the Literature Committee in developing new material is that it appeals to our broadest-based reading audience. In doing so, we take into account members at both extremes of the audience.

**16. Could something be written in recognition of the reality that all families in this country are not "nuclear"? Our literature, particularly the ODAT, which emphasizes "spousal" orientation, does not reflect this reality.**

The 1978 WSC voted not to make any changes in the ODAT. However, ...IN ALL OUR AFFAIRS and other books currently being developed, as well as revisions being made to some existing pieces, reflect this reality. See also answer to #10.

**17. Our Delegate last year wrote us a letter saying Area newsletters may print sharings about service but NOT compete with *The FORUM* for sharings about "personal recovery." Aren't we fostering a notion that service is NOT a vital, integral part of personal recovery, but is something that a few "service junkies," "Al-A-Nerds" and oldtimers among us may choose to involve themselves in? Service is how I *work* the Steps, Traditions and Concepts in my "personal" recovery. Just as "Alateen is Al-Anon," I believe that "service work *is* personal recovery."**

The 1991 World Service Conference acknowledged this and approved the development of a piece that addresses Recovery Through Service. It will include sharings from members of our fellowship.

**18. In our literature, may we please eliminate any dichotomy between "personal recovery" and "service work." See page 24 of the Digest of Policies (CAL P-25), under "Recovery and Service Materials," i.e., 1. Also note that the word "service" is not listed in our Index to Recovery in CAL, (CAL P-63), even though service is listed in the index to the Alateen ADAT.**

See answer to #17

The Index to Recovery in CAL (P-63) is a concept, rather than word. This means that the material referenced offers an understanding of the terms listed in the index.

**19. Can a pamphlet be printed about "Recovery Through Service" featuring how service helped recovery sharings? Many are unaware how service helps in recovery.**

See answer to #17.

**20. Could the World Service Conference approve printing and laminating the readings (Opening, Preamble, etc.) and charge a nominal fee to groups, and include them for new groups that register?**

Several pieces of our literature include these readings as well as others. See: This is Al-Anon (P-32). Groups that register with the World Service Office receive manuals which also include these readings. Your suggestion to laminate these readings separately will be brought to the Literature Committee.

**21. I would like to see the male pronouns taken out of Al-Anon's Twelve Steps. For example: 3rd—The care of God as we understood God, 7th—Asked God to remove our shortcomings.**

The Al-Anon World Service Conference Charter tells us that "no changes are to be made in the Traditions, Steps, Concepts of Serv-

ice or General Warranties of the Conference Charter without written consent of three-quarters of the Al-Anon groups."

**22. 12 & 12 Book updated - large print. Some of the stories are passe, thinking it over is good, though. Update with men, teens and adult children.**

This is presently being considered by the Literature Committee.

**23. Grammar correction: In Concept 1 - The ultimate responsibility and authority for Al-Anon world services belongs - (should be belong) to the Al-Anon groups.**

You are correct. However, please see answer to #21.

**24. In a lot of our literature, we continue to intimate that our involvement in Al-Anon will get the alcoholic sober! (This should not be.)**

This is among the items that are considered when material is reviewed prior to reprinting.

**25. Many of us in Oregon use "The Three Obstacles to Success in Al-Anon" in meetings. Can there be a piece of literature developed with (1) Opening; (2) Intro to Steps; (3) Steps; (4) Traditions; (5) Obstacles; (6) Closing, all in one booklet (form)? This would be helpful for impromptu meetings.**

The suggestion of combining The Three Obstacles into This Is Al-Anon (P-32) will be referred to the Literature Committee.

**26. There is a need for guidelines to help sponsors guide those they sponsor through the Steps, similar to Blueprint for Progress.**

This suggestion will be brought to the Literature Committee.

## PUBLIC INFORMATION

**1. Why haven't we heard more about the minority study?**

The goal to have minority representation on the Standing Committees has been accomplished and in the desire to include rather than separate, it was decided to disband the ad hoc Committee. The former chairman of the ad hoc Committee continues to be a member of the P.I. Committee.

The goals for the P.I. Committee's 1991-92 outreach is to research the possibility of a Minority Radio PSA, a leaflet for minorities, and to expand our outreach to multi-cultural members.

**2. On donating tapes and books to local schools . . . is a group donation okay or should they be from individuals?**

The books can be donated to schools or libraries by individuals, the group or District. Whether or not to donate books could be discussed at a business meeting of the group or District and decided by a group conscience vote. Individuals may also donate books if they choose to.

**3. Could holes be punched in Pebble in the Pond as they are in the manuals?**

Punching holes in booklets is costly and prices would have to increase. (Consideration is being given to eliminating the holes in the Service Manuals.)

**4. Could we have a statement in guidelines for doing P.I. work similar to the statement in G-29, ("While no special requirements are needed, active membership and a thorough knowledge of the program is necessary and in guidelines for Institutions of Service (In. 9 pg. 2 "Continual attendance at home group meetings helps us all maintain a healthy perspective.")?**

The P.I. guidelines say, "Knowledgeable and experienced Al-Anon members, groups or committees with a willingness to work and a desire to carry the Al-Anon/Alateen message. Adding the words "active membership or continual attendance at home group meetings," will be presented to the P.I. Committee at the July meeting.

**5. I am concerned that Al-Anon seems excessively homogeneous—mostly Caucasian. I would like to see Al-Anon put forth a serious and determined effort to look at ways to better incorporate other ethnic groups, as well as people from low income backgrounds. I am aware Al-Anon World Service Office has looked at problem—but it seems not with enough effort.**

The Public Information Committee continues to work on reaching out to minorities and is increasing its effort to reach all families and friends in need. The actual outreach needs to be done by the individual members, groups, Districts, and Areas. The P.I. Committee is open to all suggestions.

## **POLICY**

**1. Who decides what closing prayer, if any, will be used at meetings above the group level—e.g. Assemblies, Conventions, International Conventions, World Service Conference, etc.?**

This is up to the group conscience of the steering or planning committee coordinating the event.

**2. At round-ups and outside the groups a few Al-Anon members [and AA] are using last names of members who have died with the explanation that it's all right since they are dead now. We understood that anonymity was anonymity in death as well as life.**

The Policy Committee has decided the WSO will respect the anonymity of the deceased at the public level. At fellowship events, it is generally agreed that members may disclose their own last name, but not that of another member.

**3. Is it appropriate for Trustees to serve on local or Area committees or does this present a natural conflict of interest?**

When WSO Trustees are elected, they are asked to relinquish service positions at the Area level.

**4. Can Al-Anon and Alateen accept contributions from AA conferences and conventions at state and local level?**

The WSO will accept contributions from AA conferences and conventions where there is Al-Anon/Alateen participation as acknowledgement of Al-Anon's support of the event.

**5. Can the AA Big Book be used at an Al-Anon meeting? We especially want to use Chapter 5. (Because it is written for alcoholics is not reason enough to not use this.) Can the AA Big Book be approved as CAL?**

The Policy Digest suggests that reading from AA literature and other outside publications can distort the Al-Anon approach, particularly for the newcomer. Even Chapter 5 is written from the perspective of the alcoholic. The WSO cannot approve material copyrighted by another organization (such as AA) as CAL.

**6. A group is registered but chooses to use the Big Book (AA's). May a District do anything? The group is registered.**

The District could inform the group of Al-Anon policies and the reasoning behind them. The subject can also be discussed at District meetings.

**7. What can an Area do when some experienced members believe the Delegate is alcoholic?**

If the Delegate is a member of AA, he or she can be asked to resign.

**8. Is it within group autonomy to choose to use Non-CAL?**

It is suggested that *only* CAL be used at meetings. Complying with Traditions is what holds Al-Anon, as a whole, together. In the book AL-ANON FAMILY GROUPS; page 66, it states that "Al-Anon is united—without organization, without management, without a chain of command or a set of rules—by its members' willingness to be obedient to the unenforceable."

**9. Group Conscience—I particularly refer to the article in the Dec/Jan 1990 INSIDE AL-ANON regarding this subject. If they are not clear on what group conscience is - how can we get through to members? How can we solve this problem? There are books and literature - but that does not seem to help.**

The article on Group Conscience in *INSIDE AL-ANON* suggests that "a decision [reached by a group] represents the will of the group at a given moment." The proposed book, AL-ANON TODAY (working title) will attempt a comprehensive discussion on the subject of Group Conscience.

**10. I go to a few groups that celebrate members' time in the Al-Anon program and we would like a coin with the Al-Anon logo and a number on the other side similar to AA's coins. I do not consider this a trinket or jewelry, as I received a reply stating this was the reason we don't have them. I consider this a part of our recovery and something to celebrate our recovering time is appropriate for Al-Anon as well as AA. I realize we are not affiliated with AA but considering how sick we can become in this family disease, it is only fair that we have something tangible to refer to in our program.**

**Question: Can Al-Anon make available a coin for recovery along with materials such as books, tapes, etc.?**

The Policy Digest states that "The Al-Anon WSO does not stock or offer program-related jewelry or trinkets for sale because these actions could divert our service office from our primary purpose and might endanger our tax-exempt status."

**11. Are Al-Anon meetings open or closed if no group conscience has been taken? If a group is closed, how would this be enforced?**

Whether or not Al-Anon meetings are open or closed varies from state to state and province to province. If the group is closed, it should be made clear to all those who attend that the meeting is for families and friends of alcoholics and that other interested individuals should be referred to available open meetings.

**12. We have an active adult children's meeting which has lost 2 GRs, because they found the need of the AA program. With the group made up of newer members with less than a year in the program others do not feel they have enough time to serve as GR. The dual member is attending District meeting as contact.**

**Question: Can this person give his or her group conscience and vote at District Area level or until someone wants to serve.**

Most District and Area meetings are opened to interested Al-Anon members, in addition to GRs who are usually given voice without vote.

**13. Using the Our Father as the closing prayer causes some of the membership to ask "Is this a religious fellowship?" I explained autonomy, choice, and that any change has to begin at the group level, but that doesn't seem enough.**

See the March/April/May 1982 issue of *INSIDE AL-ANON* for a full discussion on this subject.

14. Has the Lord's Prayer ever been an approved prayer for Al-Anon? Since we are not a "religious" fellowship how can Al-Anon approve a "religious" prayer? How could the prayer on back of "JUST FOR TODAY" be a **CONFERENCE APPROVED PRAYER**? It's a "religious" prayer. Prayer of St. Francis/Al-Anon is inclusive—therefore, as a group we leave no one out.

The saying of the Lord's Prayer is not Al-Anon approved; it has come into practice through common usage. Conference-Approved Literature contains many prayers and references to outside sources to reinforce program ideas.

15. Our literature (policy books) discourages use of certain "treatment facility" terminology. It seems to me that it would be useful for WSO to consider again whether or not use of the term "co-dependent" should continue to be discouraged. To me, the term appears to have made its way into the mainstream vocabulary; I feel that we would be safe using it in meetings.

This suggestion will be referred to the Policy Committee for discussion.

16. In the Al-Anon 12 and 12, page 112, Tradition Six, it states a group must be either Al-Anon or AA; it cannot be both. In the guidelines of Cooperation between Al-Anon and AA if combined meetings are held, they should be used as supplements to regular Al-Anon meetings. There's a group in my Area that has an "open, joint meeting every week. I informed them, they know they are violating at least five Traditions. They're still going, doing it their way. Is group autonomy being stretched too far?

The WSO would not register a group that consists of both Al-Anon and AA officers. It is possible, however, for there to be an Al-Anon or AA group which is open to members from both fellowships.

17. Can a group take a group conscience to violate a Tradition, such as using outside literature at Al-Anon meetings.

See # 8

18. Why can't we use the source and origin of the Twelve Step programs in our Al-Anon meetings? I'm speaking of the AA Big Book. I think it should be "Conference Approved."

See, Why CAL, which explains why we cannot make material copyrighted by another organization "Conference-Approved."

19. Should AA or other Twelfth Step program members be reminded that they cannot hold office at each Area election?

AA members should be reminded of the Dual Membership policy; members of other Twelfth Step programs are eligible to serve in any Al-Anon capacity.

20. Suggestion to change wording on Page 14, paragraph 2, Policy Digest. Because of the unique nature of both programs, Al-Anon/Alateen members who are also AA members (or past AA members) do not hold office beyond the group level as these positions could lead to membership in the World Service Conference (WSC). The need to focus on the Al-Anon program, and the possibility of a conflict of interest at Assembly and World Service levels, led the WSC to its decision not to seat Al-Anon/Alateen members who are also members (or past members) of AA. For these reasons AA members (and/or past members) do not serve as ....

This suggestion was discussed at several Policy Committee meetings where the Committee decided against such an expansion of the dual member policy. Your recommendation, however, will once again be brought to the attention of the Policy Committee.

## REGIONAL SERVICE SEMINAR

1. a) Instead of waiting until the WSC in April, why can't the Regions be notified earlier of the choice of sites? b) Having to wait until the WSC makes it difficult for a Region to plan its own Delegate planning meetings—especially not knowing if it may conflict with a future RSS. c) Why not allow the Regions to select the sites, etc.

a) Regions are notified as each site is selected. Sites are announced in The *FORUM*, *INSIDE AL-ANON*, *AREA HIGHLIGHTS* and the Conference Summary.

b) At the WSC, each Region meets in a Breakout session and pre-determines the appropriate dates for the RSS in their Region.

c) Each Area selects a site at an RSS meeting. The RT is present representing the Region.

2. Can we change the way sites for RSS's are selected? The process now seems to burden WSO staff and not involve Delegates in affected Regions. Would also help the decision on site sooner.

Delegates are involved in the process at the RSS Breakout Sessions at the WSC. They discuss Areas submitting bids, suggest agenda items, recommend dates for seminars, etc.

3. Why are Ask-It-Basket questions from an RSS not distributed?

It would be time-consuming and costly. At many RSS's Ask-It-Basket questions and answers are available on tapes which are sold at the seminar.

# MOTIONS

## MOTION #1 (Unanimous)

To approve the following participants be seated with voice and no vote: Alberte C., Secretary, Publication Francaises (Al-Anon Member); Richard Keilly, WSO Controller (Nonmember); Georgette G., Office Manager, NPIC (Al-Anon Member).

## MOTION #2 (92 yes; 3 no; 5 abstaining)

Establishing 2/3 as the substantial unanimity.

## MOTION #3 (Withdrawn)

That the Conference pull a total of four names from the hat to reach a total 2/3 of Delegates and 1/3 of WSO voting personnel.

## MOTION #4 (97 yes; 1 no; 2 abstaining)

To approve the 1990 Annual Reports.

## MOTION #5 (97 yes; 3 no)

To approve the 1990 Audited Financial Report.

## MOTION #6 (72 yes; 25 no; 2 abstaining; 1 void)

To approve the 1991 Budget Committee Report.

## MOTION #7 (84 yes; 16 no)

At the January 1991 Quarterly Meeting of the Board of Trustees, a RECOMMENDATION was made to the 1991 World Service Conference that the distribution of the Conference Summaries be reconsidered as follows: that the Summaries continue to be made available free to all Conference Members and to Assemblies through Delegate distribution, and to now make them available to the groups at the cost of \$2.00 each.

## MOTION #8 (56 yes; 44 no) DENIED

To recommend the development of a mailing list of all District Representatives for an AREA HIGHLIGHTS mailing, four times a year, with an evaluation in a years' time for the effectiveness of the project.

## MOTION #9 (87 yes; 10 no; 3 abstaining)

At the Quarterly Board Meeting of the Board of Trustees in October, 1990, the Trustees approved the following statement for presentation to the 1991 WSC for consideration:

"The International Al-Anon General Services Meeting and the World Service Conference exist in harmony.

"The purpose of the International Al-Anon General Services Meeting (IAGSM) is to share the experience of Al-Anon national services around the world through their Delegates.

"It will attempt to encourage the growth of a sound service structure while maintaining worldwide unity through the application of Al-Anon Traditions. It can also represent an expression of a world-wide group conscience.

"The World Service Conference (WSC) is where elected Delegates from the United States and Canada gather yearly as guardians of both Al-Anon world services and the Traditions.

"Both entities seek to carry the Al-Anon message of recovery to families and friends of alcoholics. The actions of both bodies are communicated by the International Coordination Committee.

"Selected members of the Board of Trustees at the World Service Office (WSO) are present at both the IAGSM and WSC linking the group conscience of these meetings."

## MOTION #10 (96 yes; 4 no)

In 1977, the World Service Conference affirmed the continuation of the use of such timely pieces does not endanger the Tradition of non-endorsement, rather it enhances the public's view of the Al-Anon program of recovery and helps service committees spread the message of Al-Anon's value as a community resource. These Committees may also reprint articles from The FORUM, WSO newsletters or other WSO publications when interest in a particular subject is indicated. Such reprints can be proposed for development as a permanent piece of CAL if a strong interest in them is evidenced.

Because of their timeliness, reprints are often distributed between Conferences. These items are reviewed for appropriateness, use and distribution by the service committees of origin as well as appointed members of the Policy Committee. These reprints are identified by the Al-Anon/Alateen logo and carry the words "reprinted and distributed by Al-Anon Family Group Headquarters, Inc."



## MOTION #11 (96 yes; 4 no)

Text change to Page 15 of the Digest of Al-Anon/Alateen Policies under MEMBERSHIP AND GROUP MEETINGS/CONVENTIONS; II. MEETINGS, Items c. and d.

### c. \*Audio Tape Recordings

Occasionally, Al-Anon/Alateen meetings are audio taped by members, but as a matter of courtesy the person doing the taping should ask permission. Al-Anon/Alateen meetings may be taped with the following suggestions that:

- every member is aware and approves of the taping
- anonymity is carefully preserved

### d. Video Taping/Filming

Video taping/filming at meetings is not recommended

## MOTION #12 (90 yes; 9 no; 1 abstaining)

That Al-Anon hold its Third International Convention in July 1998.

## MOTION #13 (87 yes; 5 no; 1 abstaining)

To delete the description of the Conference Committee on page 29 of Al-Anon's Twelve Concepts of Service; CONCEPT XI; 4. The Conference Committee; third paragraph.

"The Committee is composed of a volunteer Chairman and when possible, an Assistant Chairman, the Policy Committee Chairman, the General Secretary, the Conference Committee Secretary, all other Staff Secretaries, and any volunteers needed for special assignments." And that the membership composition be as stated in Motion 12 of the 1990 WSC as follows: 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 Administrators who will be making presentations for that year and three At-Large Members, preferably with Delegate experience.

## MOTION #14 (89 yes; 5 no)

To have a volunteer Trustee appointed as Chairman of the FORUM Editorial Committee.

## MOTION #15 (89 yes; 7 no)

To have a Staff Administrator to compile *The FORUM* Magazine.

That the WSO have a permanent position established of Staff Administrator to continue to compile *The FORUM* magazine.

**MOTION #16** (90 yes; 9 no; 1 abstaining)

To insert on page 20 of the World Service Handbook as follows: Under ELECTION ASSEMBLY PROCEDURE insert If and when the Area Assembly is agreed on alterations in the procedures recommended, it is vital that all groups in the Area be informed of the changes and why they were necessary.

**MOTION #17** (94 yes; 4 no; 1 abstaining)

To add on page 21 of the World Service Handbook as follows: item B. ELECTION OF A WORLD SERVICE DELEGATE\*. The asterisk will designate \* See pages 13 and 25.

**MOTION #18** (78 yes; 18 no; 1 abstaining; 3 void)

To rescind the 1989 WSC Motion granting conceptual approval to develop a piece that would address the use of professional terminology at Al-Anon/Alateen meetings.

**MOTION #19** (92 yes; 3 no; 4 abstaining)

The Archives Committee, being concerned about preserving the Fellowship's irreplaceable records, asks for conceptual approval to research the various methods available and the costs involved to preserve the Al-Anon Archives.

**MOTION #20** (91 yes; 6 no; 2 void)

In response to the Strategic Plan item #2 priority, "No P.I. identification," the Public Information Committee recommends that the 1991 World Service Conference approve the production of television Public Service Announcements at the approximate cost of \$10,000.00 "if financially feasible."

The Public Service Announcements would be part of the Public Information Committee's overall Strategic Plan for the 90's to identify and clarify the Al-Anon image.

**MOTION #21** (82 yes; 15 no; 3 void)

That the WSC give conceptual approval for the production of an audio visual of appropriate parts of the video of Lois W., Margaret D. and Henrietta S. for use within the Fellowship.

Distribution to be done through rental from WSO.

Consideration given in production stage to future translations and the prevention of copying.

**MOTION #22** (92 yes; 5 no; 1 void)

To develop a piece which would address the needs of all members who have grown up in alcoholism.

**MOTION #23** (21 yes; 76 no; 1 abstaining; 1 void) DENIED

The Ohio Area Assembly requests that the Policy Committee reconsider interpretation of the policy on dual members holding office above the group level.

**MOTION #24** (23 yes; 75 no; 1 abstaining; 1 void) DENIED

That the Board of Trustees take immediate action to locate a site for the World Service Office OUTSIDE the New York City Metro Area in order to reduce rent, salaries, benefits, outsourcing, transportation, mailing, delivery and meeting costs.

**MOTION #25** (32 yes; 62 no; 5 abstaining) DENIED

In 1992 WSO Budget Committee present a balanced budget to the Conference.

**MOTION #26** (32 yes; 62 no; 5 abstaining) DENIED

Whereas the phrase "Adult Children of Alcoholics" carries the connotation of affiliation with membership in another organization and, Whereas the desire for the focus of some Al-Anon groups to be for children of alcoholics who are now adults is recognized THEREFORE be it resolved that the phrase Al-Anon "Adult Children of Alcoholics" be replaced by Al-Anon Adult Children in our literature.

**MOTION #27** (18 yes; 75 no; 4 abstaining; 2 void) DENIED

Whereas we already notify groups registering with "ACOA" in their names, that it is a registered logo for another organization and cannot be used, and

Whereas requirements for Al-Anon membership already define a relationship to a problem drinker must exist:

Therefore In order to avoid the confusion existing over ACOA and Al-Anon Adult Children, groups registering with the WSO be informed that the use of the phrase "of alcoholics" in their name implies affiliation with another organization, and is therefore contrary to our Tradition, therefore they will be registered as an Al-Anon Adult Children Family Group.

**MOTION #28** (88 yes; 9 no; 2 void)

To recommend to the 1991 WSC conceptual approval of a CAL book comprised of sharings reflecting recovery through the Alateen program.

**MOTION #29** (94 yes; 5 no; 1 abstaining)

That conceptual approval be given to the Literature Committee to produce a "Recovery Through Service" piece, featuring sharings from members.

**MOTION #30** (50 yes; 48 no; 1 abstaining) DENIED

That future Budget Committee Reports include salary ranges in categories of WSO staff.

**MOTION #31** (10 yes; 87 no; 3 abstaining) DENIED

The World Service Conference recommends that worksheets used by Standing Committee members to respond to projects under review by the Committee be used for consensus gathering only.

Decisions on major projects should be based on a vote taken at the full meeting of the Standing Committee held during the WSC.

**MOTION #32** (33 yes; 66 no; 1 abstaining) DENIED

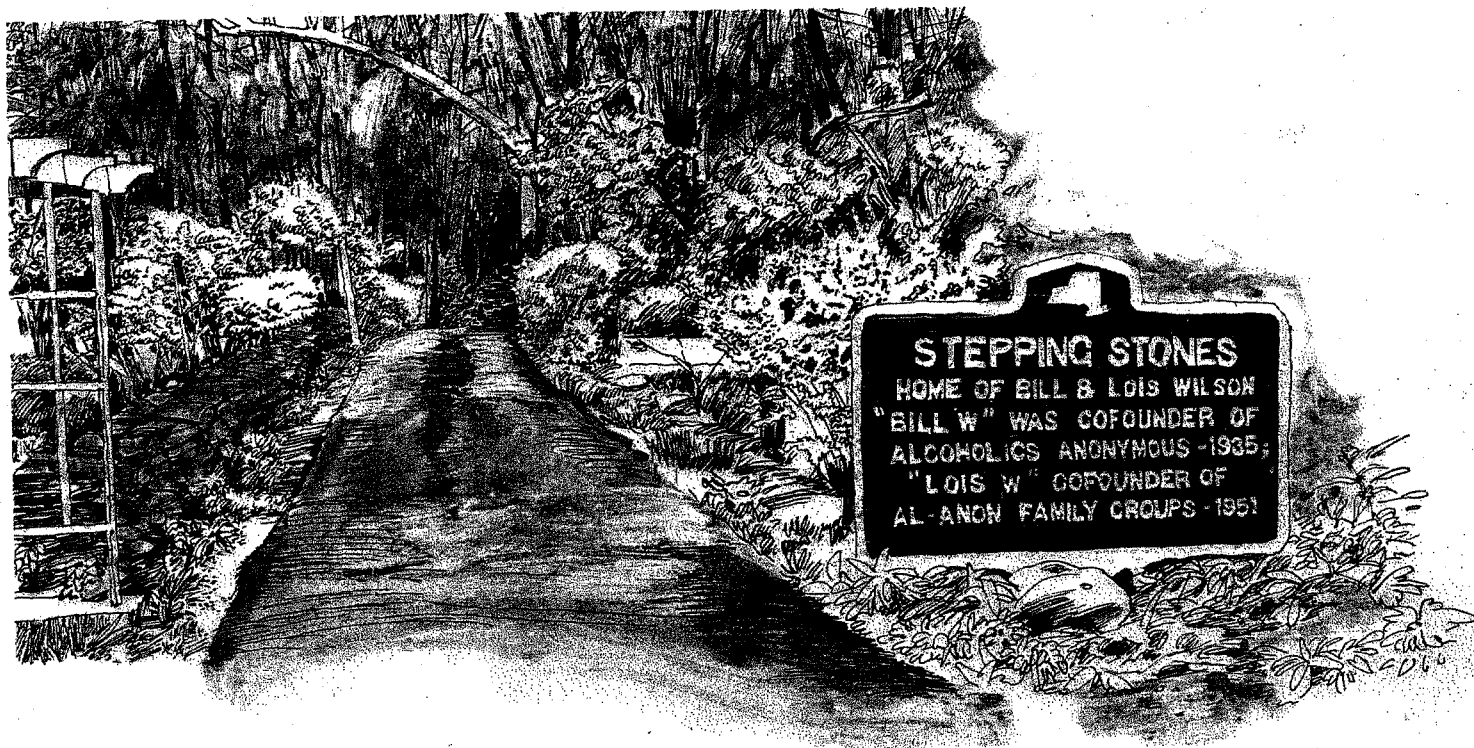
That all Delegates on the Literature Committee must be fully informed and part of all literature decisions before the fact and follow the "CAL process." We expect the WSO Administrators to respect the Conference-Approved Literature Process as stated in the Digest of Al-Anon and Alateen Policies 1990-91.

**MOTION #33** (18 yes; 81 no; 1 void) DENIED

Because "Conference-Approved Literature" is approved by the Literature Committee and is not approved or even seen by the World Service Conference before publication it is moved that the WSC change the name to a more appropriate one: "Conference Authorized Literature."

**MOTION #34** (73 yes; 21 no; 8 abstaining)

In regard to the relocation study, WSC believes ownership of property by Al-Anon Family Groups, Inc. is consistent with our Traditions.



In 1991, WSC members enjoyed a trip to the home of our co-founder, Lois W.