

**AL-ANON FAMILY GROUPS**  
**1993 WORLD SERVICE CONFERENCE**  
**THEME: LET IT BEGIN WITH ME IN '93**  
*(Sharing Experience, Strength and Hope)*

STAMFORD, CONNECTICUT

APRIL 25-28, 1993

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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."

# CONFERENCE THEME

## LET IT BEGIN WITH ME IN '93: Sharing Experience, Strength and Hope

Mary Fran W., Chairperson of the 33rd Al-Anon World Service Conference, opened the session on Sunday, April 25, with a warm reception for Conference members. "In the next few days we will concern ourselves with the future direction of our beloved fellowship. In most recent times we have experienced some setbacks, but with the realization that we convene here to accept the challenge we face with deep humility, we can take comfort in knowing that our Higher Power will guide and inspire us." Mary Fran reminded the Conference body that each of us has been entrusted with the rare privilege of serving others—to speak for those who are unable to speak for themselves. "When we harmonize our personal desires with God's larger plan for us, we find true pleasure." The Chairperson then asked all participants to join in a moment of silence followed by the Serenity Prayer.

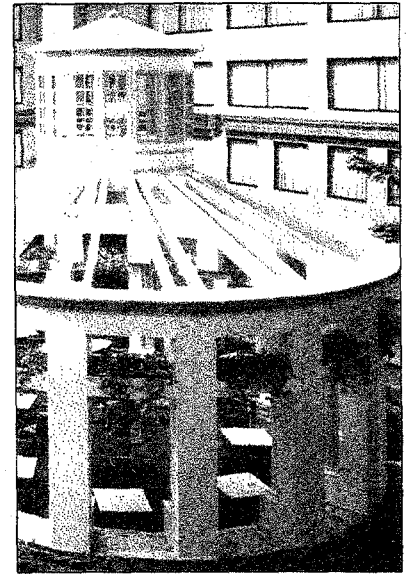
The first order of business was in the form of a motion from the Admissions/Handbook Committee to seat with voice and no vote the following participants:

- Alberte C., Secretary, Publications Francaises, Inc., PFA (Al-Anon member)
- Richard Keilly, WSO Controller (non-Al-Anon member)
- Georgette G., Office Manager, National Public Information Canada (NPIC), (Al-Anon member)

For the second year, four Delegates, chosen "from the hat" and two WSO Conference members assisted with the Ask-It-Basket (AIB). The members collected the AIB questions each day and researched the answers in order to allow for additional Conference members' participation and to help expedite the AIB process. The Ask-It-Basket contains questions about the WSO, the Conference, or other topics not included on the agenda that affect Al-Anon as a whole. As a departure from last year's process, AIB questions and answers will be printed in the 1993 WSC Summary.

Mary Fran introduced John B., Chairperson of the Al-Anon Board of Trustees, who read the Twelve Traditions. John extended a very gracious welcome to all Conference members, with a particularly warm welcome to the new Panel 33 Delegates, on behalf of himself and the Board of Trustees. "We are here to chart the course of Al-Anon, but we don't have to do it alone. So long as we turn things over to our Higher Power this will be a truly rewarding experience. With that, Let It Begin With Me In '93."

The voting procedure was discussed by Mary Fran. The Conference members reached a consensus to use a closed ballot with a two-thirds majority decision as substantial unanimity. Abstentions were not included in the voting total when determining a two-thirds majority. One Delegate member assisted in the ballot counting each day, along with the two nonvoting members from Canada.



## OPENING SESSION

### The WSC: What Can I Expect? What Can I Offer?

Clearing the Air Session: What Can I Expect? What Can I Offer?, chaired by Maxine K., Conference Committee member, gave attendees the opportunity to speak on any issue, before proceeding with the 1993 WSC agenda. Maxine K., the moderator, opened the meeting with: "I encourage all members, especially the new Delegates, to please share with me, no matter what your input is. I need all the information I can get to reach intelligent decisions."

Maxine K., Moderator

The following was shared by the Delegates:

- Let's have unity and work together; not us and them. I will do my part to make that happen."
- "I'd like to see everyone share—not just a few spokespersons."
- "There is a higher level of spiritual values Al-Anon has given me that I couldn't get anywhere else. I would like to see this WSC help bring that about."
- "You don't need to agree with me all the time, just disagree lovingly."
- "I have an opinion and am happy to change it after getting someone else's input."
- "I've been trying for years not to have too many expectations. I hope to feel rejuvenated, to get a lot of energy from this group and pass that on. I expect to get a lot of love and hugs."
- "I'd like to thank the World Service Office for putting the Ask-It-Basket back into the Conference Summary."

- "I want information and need love. I'd like to feel unity in the principles we all love."
- "A special note to the Panel 33 Delegates: If you do not understand something, please do not refrain from asking. Your first year here is hard enough."
- "I want to note my fear of using the microphone. I expect to receive the love that is Al-Anon today."
- "Last year I received a note that said, 'Trust in the Conference; it works.' There were a couple of times that I had to really hang on to that."
- "I have lots of fears and trepidations and expect to have them allayed when I leave."

## SHARING AREA HIGHLIGHTS

Pat E., Chairperson  
Janice McN., Reporter

A short history of the evolution of the Sharing Area Highlights session was given. Non-Delegate Conference members are permitted to attend with no voice and no vote. Since Joel E., MD/DC elected Chairperson, was unable to attend the 1993 WSC, Pat E., Texas (E), assumed the responsibility.

There was discussion on several topics: Alateen groups being offered Boys and Girls Club of America facilities for meetings; creative ways to use the Handbook to get members interested; getting rid of surplus literature or canceling literature; dual members being elected; having WSO inform dual members that they cannot serve as GR or above the group level; removing gender-specific language from our literature; sponsoring a transient Institutions Alateen group, and letting potential Alateen members know there is love and hope available to them, by conducting a meeting on wheels. There was further discussion on a group banning a member, removing a DR, and judges sending people to Al-Anon.

Additional discussion centered on the timetable of publication and discontinuance of CAL and the fact that any motion approved by the Conference cannot be discontinued without prior WSC concurrence.

Skip A., MS, was elected Chairperson of the 1994 Sharing Area Highlights session. Nancy H., NJ, was elected reporter.

## STANDING COMMITTEES

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

COMMITTEE	Panel 31 (1991-1993)		Panel 32 (1992-1994)		Panel 33 (1993-1995)	
Admissions/Handbook	Mary Alice B.	OH	Skip A.	MS	Faye L.	ONT (N)
	Lynette F.	IN	Valerie H.	GA	Doris B.	AR
	Joyce K.	CA (S)	Nancy B.	CO	Jan C.	ID
Alateen	Ann S.	MN (S)	Grover C.	WI	Wilma L.	NE
	Jerry S.	ONT (S)	Donna M.	MT	Joan C.	SD
	Larry A.	IL (N)	Bea J.	OR	Becky B.	AK
Archives	Gayle W.	TN	Diane H.	NC	Ruby W.	LA
	Carolyn S.	HI	Caryn J.	WA	Shirley S.	SC
	Connie C.	MI				
Conference Committee on Trustees	Betty W.	FL (N)	Rita L.	QUE (E)	Mike T.	NM
	Melody G.	MD/DC	Chuck Le M.	MN (N)	Ruth S.	NY (S)
	Giselene L.	QUE (W)				
Cooperating with the Professional Community	Diane W.	PA	Carol C.	BC/YUKON	Jim L.	NH
	Janice McN.	KS	Kay T.	VA	Lucy T.	ME
			Maisie MacL.	MA	Bernice McL.	NFL/LAB
Institutions	Arlene M.	NY (N)	Sara Jane G.	WV	Terry C.	CT
	Frank R.	DE	Nancy H.	NJ	Norma C.	IL (N)
	Harry F.	TX (W)	Corinne A.	ATL. PROV.	Robert J.	WY
Literature	Wilma K.	KY	Jeanette B.	AL	Lois B.	IA
	Pat E.	TX (E)	Isabel F.	ALB/NWT	Antonia M.	PR
	Mary Lou M.	FL (S)	Barbara S.	VT	Roberta A.	UT
Public Information	Peggy C.	CA (N)	Oteka M.	OK	Marjorie S.	SASK
	Jeannette N.	MAN	Loretta J.	ND	Rachel B.	NV
	Rita D.	RI	Barbara H.	AZ	John P.	MO

# APPROVAL OF ANNUAL REPORTS

The WSO Executive Director, Myrna H., introduced the 1992 Annual Reports, which represent a summary of the work performed at the WSO. Myrna opened the meeting for discussion. The Board of Trustees requested and received approval of the 1992 Annual Reports, as presented.

Myrna H., Executive Director

## SPANISH SERVICES Presentation/Update

A luncheon was held at the 1993 World Service Conference, highlighting Al-Anon Spanish-speaking groups. Each table was designated for a country with Spanish-speaking members, and the Delegates representing Areas with Spanish-speaking groups were recognized by a chair of honor at each table. In her capacity as the Executive Assistant for Spanish Services at the WSO, Raquel K. spoke to the Conference body at lunch. Raquel commented that she is in close contact with members doing public information in the U.S. and Canada. With this year's Conference theme in mind, Raquel investigated the number of Spanish-speaking television stations that exist, in addition to the ones known to her in New York. There are currently 60 Spanish-language stations in the U.S. and Puerto Rico, with a limitless number of viewers. It is up to each of us to spread the word of Al-Anon and to reach families affected by alcoholism in a loved one. To aid the members in their work, Raquel prepared and distributed a listing of the television stations, telling the group, "There are sixty opportunities for each of us to Let It Begin With Me In '93."

A separate listing was prepared detailing the Hispanic population by state according to the 1990 U.S. Census, along with the number of Spanish Al-Anon groups and the number of TV stations.

Raquel reported that there are currently 374 U.S. Spanish-speaking groups registered at the WSO, with six in Canada. Communication is ongoing with the 5,000 Spanish-speaking groups worldwide, some through the 11 General Service Offices. There are 12 bilingual members serving as liaisons between the Delegates and the Spanish-speaking groups. Two bilingual members worked on the translation of the November-December months of *Courage To Change*.

Local and national conventions have been held by the Spanish-speaking segment of the fellowship. The Spanish AA Convention with Al-Anon participation will be held in Toronto, Canada; Los Angeles, CA; Puerto Rico, and New York is going to hold the Fourth State Convention.

Spanish Services provides subscription services for two newsletters: *DENTRO DE AL-ANON* and *AL-ANON Y ALATEEN EN ACCION*. Almost all the material produced by the WSO in English is also produced in Spanish.

A special note of gratitude was extended to the Delegates for the wonderful work they've accomplished toward spreading the Al-Anon message to our Hispanic friends throughout the world.

Mary Ann K., Staff Administrator  
Raquel K., Executive Assistant

## FRENCH SERVICES Presentation/Update

In spite of numerous administrative problems, PFA's 1992 sales have gone over the \$200,000 mark for the first time. Sales have risen \$3,800 for our first three months of 1993 as compared to the same period in 1992. The first edition of our book *As We Understood (Tel Que Nous Le Concevions)*, published last October, continues to be appreciated by members. Close to 3,000 copies have been sold to date. As for our book *Lois Remembers (Lois Se Souvient)*, there are 1,200 copies left from the 3,200 printed in the fall of 1991.

PFA is now working on the book *...In All Our Affairs (Dans Tous Les Domaines De Notre Vie)*, and expects publication in the fall. The translation of the best-seller, *Courage To Change*, is in progress and will be published in 1994.

On a special note, Alberte announced that PFA is almost up to date in the publishing of *The FORUM*. The January/February 1993 issue is presently at the printer. The workload doubled last year, so that two years of the magazine were completed. The newsletter,

Alberte C., Secretary



*INSIDE AL-ANON (Au Coeur d'Al-Anon)* was updated at that same speed. PFA's goal is to keep these two publications current.

It was important to report that the French Al-Anon and Alateen groups in Quebec continued to decrease. In 1991, there were 490 Al-Anon groups registered; in 1992, there were 462, and in 1993, they are down to 454. In 1991, there were 65 Alateen groups registered; in 1992, there were 47, and in 1993, 46. A video of the PFA office was presented, providing a glimpse of PFA and its relationship with the WSO.

## ALATEEN Update/Reportback

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Gerry V., Chairperson  
Bonnie C., Staff Administrator

The Alateen Talks Back Series (ATB) on Sponsoring an Alateen Group consisting of 43 sharings is being reviewed by the Alateen and Literature Committees. The next two in the series on Higher Power and the Twelve Steps and Twelve Traditions are in the process of being compiled. The Committee voted to recommend that the ATB series be produced in Spanish and French.

The new book on Alateen recovery is in progress, and sharing sheets are being received from the fellowship. Ideas for a working title are: *The Guts to be a Kid*; *The Courage to Live*, and *Courage to be a Kid*.

*ALATEEN TALK*, spring issue, titled "Priorities—How I View Them," included a special column called "Dear Alateen Talk" that requested membership responses to special letters sent to Alateen services.

The Committee discussed a letter from a Delegate concerned with affiliation versus cooperation in the reporting of a national children's organization in *Spotlight for Alateen Coordinators*. After discussion, a consensus revealed that it was considered an informative statement only.

*COURAGE TO BE A KID* was chosen as the working title for the new recovery book. It was reported that more material is needed for this book, and a new feedback sheet was developed that will hopefully produce more sharings. A request was given to the WSDs on the Alateen Committee to include these questions in their next Area newsletter.

After a lengthy discussion on the policy of registration, the Committee asked that research be done on the beginnings of Alateen. The Committee's goal is to focus on Alateen and Al-Anon Traditions and possibly remove the limitations and unify Al-Anon and Alateen.

The P.I. Administrator asked the Committee for their views on two proposed Alateen poster designs. The consensus was to change the wording from "If your life is affected by someone else's drinking we can help you do something about it" to "If your life is affected by someone else's drinking, we can help you" or "we can help." Color suggestions were also given.

As a result of the Board suggesting that we look at a broader picture with the Alateen video as one part of it, the project was denied until further research is done. The Committee agreed that the video should reach Al-Anon and Alateen, including the fellowship as a whole—a recommendation to pursue this will be presented to the P.I. and CPC Committees.

The subject of Alateen Sponsorship was discussed and the Committee felt that members often experienced fear about becoming Alateen Sponsors. Better Sponsor guidelines are needed. As a result of this discussion, the Alateen Committee requested and received conceptual approval from the World Service Conference to develop a "How-To" booklet on sponsorship aimed at alleviating the fears of sponsoring. This booklet would combine already existing and new material. Conference members shared their own experiences as Alateen Sponsors.

## ARCHIVES Update/Reportback

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Pat G., Chairperson  
Claire R., Staff Administrator

With budgetary approval from the Executive Committee, work began on the *Lois W. and The Pioneers* video. Intown Committee members reviewed the original 1982 two-hour interview to compile a list of suggested subjects for the producer. Content was compared to *Lois' Story* to try to avoid duplication. At the full Standing Committee meeting, members viewed a 20-minute rough cut of the *Lois W. and The Pioneers* video, which was unanimously approved. Committee members were asked to provide project approval and any further suggestions for production finalization. Photographs are to be inserted in various places throughout the film for transition from topic to topic and illustration of specific sub-

jects. Upon completion, 50 videocassettes with macrovision for non-duplication will be made available at a \$25 rental fee by the WSO.

The Intown Committee met with Gillian G., member and professional archives consultant to begin planning for the 1996 relocation of the WSO Archives. A procedure for working with each service beginning in 1994 is being developed, along with a "wish list" for setting up the Archives in its new location. Relocation will also be used as an opportunity to review our overall WSO Archives collection.

An increased number of Longtime Member Questionnaires for 25-year members, as well as the new Area Trusted Servant Profile have been received. Since the forms are primarily designed to aid Area and local Archivists with documenting their history, Area Archivists are notified whenever a 25-year member or past Area trusted servant sends forms to the WSO.

Projects discussed at the WSC Standing Committee meeting included the 1993 revision of the leaflet, *Al-Anon Then and Now (AR-2)*, the completion and distribution of the spring issue of the Archives Sharing Bulletin and our Archives "Wish List" for 1996 Relocation (a guide prepared by Ellen A., Intown member and former professional archivist). The completed Archives Display Board was also shown to the Committee.

The Committee completed its work on a Group Trusted Servant Profile and Group History Form to help groups compile their history. One Delegate Committee member recommended that the WSO Archives Service compile a sample Archival Packet that would include information for groups or Districts to preserve their historical data. The Hawaiian Delegate reported that Archives in her Area has come alive and a new enthusiasm for Al-Anon's history has been generated because of the updated forms. Groups were also encouraged to discover and celebrate their roots in conjunction with May P.I. Month. The inclusion of an Archives Awareness section in the P.I. May Birthday Month flyer generated more interest in group histories in 1992. The Archives Service will ask P.I. to continue the section in their 1993 service sheet. The members continue to ask to be kept informed on what other Areas do to keep their history alive and will request that the Districts share this information.

The Committee was given an update of current archival preservation and conservation activities that included the installation of Procite, a computer software program specifically developed for Archives, and packing of 15 boxes of books and braille literature for outside storage.

Finally, Committee members were fortunate to hear early stories about Lois from Ruth L., Intown Archives Committee member. Ruth is also serving as our "Roving Reporter," interviewing longtime members and past WSO trusted servants.

**Lois W. and  
The Pioneers  
(AV-24)**

22 minutes

"Not for duplication. To be  
shown in the Fellowship only."

## CONFERENCE

A motion presented from the floor, requesting that the Conference Committee consider, each year, the feasibility of extending the number of days for the WSC, was carried by the 1993 WSC.

In an effort to reach the District Representatives and ensure they are included in the service link, a motion was passed to mail a copy of all group mailings and *AREA HIGHLIGHTS* to each District Representative.

Mary Fran W., Chairperson  
Rita McC., Staff Administrator

While planning this year's WSC, negotiations continued with one hotel in Westchester and three in Connecticut, including the Radisson Tara, in Stamford, to ascertain the most suitable site for the 1994 WSC.

Phone, mail contacts, hotel exhibits and some site inspections led to preliminary contracts with hotels whose meeting space, hotel rates, and proximity to airports, the WSO and Stepping Stones, would make them a viable choice for our 1994 World Service Conference.

Several hotels that contacted us with the possibility of using their facility proved to have inadequate meeting space, or room rates and ground transportation costs were exorbitant.

We are still in the process of negotiating for space and have chosen the dates of April 24 to 27 for the 1994 World Service Conference.

### 1993 World Service Conference Site Report

Mary Fran W., Chairperson  
Rita McC., Staff Administrator

# ADMISSIONS/HANDBOOK Reportback

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## (Subcommittee of the Conference Committee)

Pat S., Chairperson  
Rita McC., Staff Administrator

The Admissions/Handbook Committee members considered seating a representative from Mexico; they were later informed that a representative would not be attending the 1993 WSC.

A recommendation that gender-specific language be removed from the Handbook was made. The Committee, with suggestions from their Delegate members, who received input from their Areas, agreed that, with the Note on page 52 regarding the use of the pronoun he, the current language should remain unchanged.

To conform with the Regional Trustee Plan, the Committee discussed the practicality of adding to the Handbook that it is the Delegate's responsibility to send in Regional Trustee Nominations. The Conference approved adding item number six on page 82 in the Handbook section of the Service Manual to VII World Service Delegate under Section B. In His Area; to have the Delegate submit to the WSO, no later than January 1 of the regional election year, either the Regional Trustees (RT) resume or notification that the Area does not have a candidate. Gender-specific language will remain unchanged in the Handbook section of the Al-Anon/Alateen Service Manual.

## COOPERATING WITH THE PROFESSIONAL COMMUNITY (CPC) Update/Reportback

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Richard B., Chairperson  
Ellen D., Staff Administrator

The winter 1992/93 issue of *AL-ANON SPEAKS OUT* was sent to over 5,100 professionals, along with a complimentary copy of *The FORUM* and the announcement flyer for the Alateen Talks Back booklets. Two mailings were sent to Area CPC Coordinators, including the March issue of CPC Update. The University of Utah Summer School on Alcoholism and Other Drug Dependencies invited Al-Anon to give presentations in three sections. The FORUM Administrator will chair the presentations, which will include local Al-Anon/Alateen members.

The CPC Administrator attended: a meeting of the National Advisory Council to the National Institute on Alcohol Abuse and Alcoholism (NIAAA); a meeting of liaisons to the Advisory Council; a meeting with the Director of Public Affairs at the Center for Substance Abuse Treatment (CSAT), in Rockville, Maryland, to discuss cooperative efforts; and, along with local Al-Anon and Alateen members gave a presentation at the National Catholic Education Association Convention, in New Orleans, Louisiana. Open Al-Anon and Alateen meetings were held at the Convention.

A second draft of the Fact Sheet for Professionals (working title), which will replace the pamphlet, Al-Anon Family Treatment Tool in Alcoholism, was sent to the Committee for review and comments. A draft of an Open Letter to the Student Assistance Professional was also sent to Committee members for review and feedback. Both pieces were subsequently approved.

The 1993 Membership Survey was compiled and mailed to Area Delegates for distribution to three percent of the Al-Anon groups and ten percent of the Alateen groups in the U.S. and Canada that were randomly selected to participate. Committee members selected a new format and title page for the Survey leaflet, which will be completed in the fall of 1993.

Requests for exhibit applications and "Call for Papers" forms were made to over 25 national organizations, along with an announcement of Al-Anon's toll-free 800 number. Over 175 inquiries from professionals were answered with either a personalized or form letter, and a CPC or Educator's packet. Letters were mailed to the national headquarters of approximately 20 Twelve-Step, Twelve Traditions, Self-Help fellowships, announcing *Courage To Change*, and inquiring if they wished to receive announcements of our new material. Three fellowships asked to be placed on our mailing list.

An announcement was sent to approximately 50 agencies, organizations and companies, informing them that our 800 number and our 20-question pieces may be published in their newsletters and magazines. Another announcement that included the P.I. 800 number



was submitted for publication in the March issue of EMPLOYEE BENEFIT NEWS, which reaches over 57,000 corporate decision-makers including Human Resource Personnel and Benefit Managers. Approximately 15 requests for information were received.

The National Public Information Committee (NPIC) was formed in 1979 to carry the Al-Anon/Alateen message to professionals and the public in Canada on a national level. NPIC is a subcommittee of the WSO Cooperating with the Professional Community Committee (CPC). NPIC reaches out to professionals, the media, employee-assistance programs and community resources, to help reach families and friends of alcoholics.

The NPIC reported that the 1993 *AL-ANON SPEAKS OUT* Canadian Bulletin was mailed to 5,100 professionals at the end of February, along with the promo piece for the book, *Courage To Change*. Forty-nine hundred copies of the 1993 Canadian Bulletin were sent to members for service work, as well as 700 copies of the Update: Al-Anon Today in Canada. Eighty-two professional names were received from CPC and P.I. Coordinators, and added to the professional mailing list.

NPIC has two projects under consideration for 1993: 1) a mailing to all French national television stations regarding our new TV PSAs; requests will be returned to NPIC and redirected to coordinators, and 2) a mailing to all correctional centers in Canada regarding the Inmate Correspondence Service. NPIC will be responsible for Canadian requests and contacts.

NPIC has exhibited at four national conferences and one take-one table this year. A press release, "Al-Anon, Embarking into Middle Age," was sent to 26 national newspapers in Canada during March 1993. Two displays with pictures of the NPIC Office and the NPIC Exhibit Booth have been made available for the World Service Conference and Canadian Regional Service Seminars.

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

Connie D., Chairperson  
Ellen D., Staff Administrator  
Georgette G., Office Manager

## TREASURER'S REPORT

Income from operations totaled \$4,831,996 in 1992 and exceeded projections by \$123,000. Operating expense totaled \$4,497,624; \$211,400 less than anticipated. The net result was a profit of \$334,372 from operations in a year when the expectation was to break even.

While overall income did improve, the results are somewhat misleading—sales of all existing books and other literature declined. However, because of a tremendous demand for the new *Courage To Change* daily reader, income actually increased for the year. All other sources of income—*FORUM* subscriptions, investment income and contributions also recorded reduced levels of income.

Gross profit on sales of all literature was \$3,473,500, about \$308,000 higher than budgeted. The *FORUM* subscription income of \$418,870 was about as expected; investment income was approximately \$11,000 below projections; and contribution receipts of \$923,247 were well below the \$1,090,000 that had been budgeted. The decline in contributions from the prior year was the first the organization has experienced, when comparing year-to-year results.

As noted above, expense was lower than expected by \$211,400. The full effect of cost-cutting measures taken in prior years was realized in 1992. Actual expenses for virtually all individual line items in the budget were lower than the amount budgeted. Expenses and the positive variance that occurred included the following: labor costs (\$31,000); occupancy costs (\$12,000); postage (\$14,000); stationery and supplies (\$12,000); travel and meetings (\$31,000); Regional Service Seminars (\$6,000); World Service Conference (\$14,000); *The FORUM* printing (\$10,000), and other printing (\$7,000).

At December 31, 1992, after a transfer of \$650,000 to the Reserve Fund, the General Fund had assets of \$2,333,216, of which \$704,469 consisted of cash and temporary investments.

At their January 1988 meeting, the Board established a Reserve Fund goal of \$4,500,000 by 1992. At December 31, 1992, the Reserve Fund had a cost value of \$3,975,122 and a market value of \$4,328,500. At either cost or market value the Fund was below the target set by the Board. We now anticipate that a substantial portion of the Reserve Fund will be required to support a WSO relocation in the 1995/1996 time period.

The Relocation Fund, established in 1992 in anticipation of moving the WSO, received only \$71,035 in contributions during the year. Of that amount, \$36,464 was used to cover

### 1992 Financial Report

Doris S., Treasurer  
Richard Keilly, WSO Controller  
(Non-member)

relocation-related expenses. We now expect the total cost of relocation to exceed \$2,000,000, with additional funds required to update existing office systems (computers, offset equipment, etc.) in conjunction with the move.

## 1993 Budget Report

Doris S., Treasurer  
Richard Keilly, Controller  
(Non-member)

Total literature sales are projected at \$4,107,000, a decline of \$352,400 from the prior year. We expect the sales of virtually all books and pamphlets other than the new *Courage to Change* book to be lower than 1992 results. Also, a new volume of *FORUM Favorites* will be published in mid-1993, and sales of \$30,000 have been budgeted. The gross profit earned on literature should remain relatively stable at 77.7 percent.

The FORUM subscription income will increase by about \$21,000, to \$440,000, reflecting the effects of a January 1992 price increase. We also expect monthly subscriptions mailed to level off at approximately 54,000 copies. This compares to a peak monthly distribution of about 62,000 copies, reached in 1990. However, with savings generated over the past several years, we now expect the net cost of *The FORUM* magazine to be about \$140,000, only a slight change from 1992 and a substantial improvement over a 1991 cost of about \$215,000.

Interest earned should total about \$24,000, which approximates the 1992 figure. Based on year-to-date receipts we now project that contributions will decline by 5.2 percent from \$923,300 in 1992 to \$875,000 in 1993. In 1991, total contributions were \$1,077,000; over a two-year period receipts will have declined by \$202,000 or 18.8 percent.

Total revenue, as a result of the above projections, will be reduced from \$4,832,000 in 1992 to \$4,530,000 in 1993.

Total expense will increase by \$32,400, or 0.7 percent, during 1993. Operating expense will increase by \$93,500 (2.2 percent) to \$4,355,000. About 75 percent of our operating budget is consumed by labor and occupancy costs. Labor costs should total \$2,401,000, an increase of \$81,700 (3.5 percent) over the prior year. The increase is comprised of higher medical costs and a wage increase that generally equaled the cost of living. Occupancy costs of \$865,000 should be about \$12,000 higher than the prior year to reflect porters' wage escalations on our office space, offset to some extent by savings accruing from the relocation of our warehouse in June 1992. FORUM postage should decline to reflect a full year's benefit, arising from a change to bimonthly mailings of the magazine to Canadian and overseas subscribers that began in July 1992. Other postage and printing costs will decline, as the 1992 results include the biennial group-wide mailing of the Service Manuals. No significant changes are expected to occur in other line-item operating expenses.

Included in the 1993 non-operating budget are two new items: an Archives film, and the CPC survey. The Archives film will be a 15-to 20-minute discussion between Lois W. and two pioneers, produced from existing material and the CPC survey taken every three years that tracks changes in the fellowship.

An update of activity includes the Budget Committee studying the idea of getting Al-Anon's books into bookstores, as a means of letting the public know about Al-Anon/Alateen. The March appeal letter was reviewed and revised. The Treasurer sent a letter to Conference members, along with a copy of the January "Report of Income," outlining that sales and contributions were drastically below projections. If the trend continues, there could be an impact on having a balanced budget.

A "Thermometer Campaign" letter for the Relocation Fund was sent to all Group Representatives. A copy with a cover letter was first sent to all Delegates. The Budget Committee developed a questionnaire on group finances and how groups disburse funds. A copy was sent to the Delegates, requesting comments or suggestions. The Committee agreed to do a 5 percent random sampling of the groups through the Delegates. \$16,000 was allocated to engage Wadley, Donovan Consultants for the next phase of the relocation study. Our present 45-day credit policy was extended on all literature orders from the Literature Distribution Centers. The Budget Committee recommended packaging *Courage to Change* and *One Day At A Time* together at a \$2 discount.

# 1993 BUDGET

	1992 <u>Budget</u>	1992 <u>Actual</u>	1993 <u>Budget</u>
<b>REVENUE</b>			
Income from Publications	\$4,138,000	\$4,459,400	\$4,107,000
Cost of Literature	972,000	986,000	916,000
Gross Profit from Literature Sales	3,166,000	3,473,400	3,191,000
FORUM Subscriptions	418,000	418,900	440,000
Interest Earned	35,000	23,900	24,000
Loss on Disposal of Fixed Assets	0	(7,500)	0
Contributions	1,090,000	923,300	875,000
<b>TOTAL REVENUE</b>	<b>\$4,709,000</b>	<b>\$4,832,000</b>	<b>\$4,530,000</b>
<b>EXPENSE</b>			
Operating Expense:			
Salaries	\$1,765,000	\$1,774,100	\$1,805,000
Payroll Taxes	165,000	146,200	155,000
Benefits	420,000	399,000	441,000
Building Occupancy	865,000	853,100	865,000
Packing & Shipping (Net)	(10,000)	(44,200)	(38,000)
Postage: FORUM	146,000	132,900	125,000
Other	154,000	153,500	140,000
Telephone: Office	32,000	30,100	31,000
800 numbers	26,000	21,700	18,000
Stationery & Office Supplies	130,000	117,700	122,000
Office Services & Expenses	41,000	44,500	44,000
Repairs & Maintenance	45,000	39,600	40,000
Travel & Meetings: Committees	141,000	122,000	127,000
Office & Administration	20,000	8,300	12,000
Legal & Audit	19,000	17,300	19,000
Printing: FORUM	135,000	124,600	126,000
Conference Summary	16,000	15,100	12,000
INSIDE AL-ANON	30,000	28,800	34,000
Other	45,000	39,000	25,000
CPC Exhibits	25,000	25,400	25,000
Direct Conference Costs (Net) (Schedule 2)	72,000	58,000	62,000
French Literature Service (Net) (Schedule 3)	65,000	60,800	65,000
Canadian Public Information (Schedule 4)	32,000	30,500	30,000
Regional Services Seminars	17,000	11,000	11,000
In-Office Volunteers	26,000	20,300	24,000
Insurance	18,000	14,000	17,000
Miscellaneous	19,000	18,200	18,000
Total Operating Expense	\$4,459,000	\$4,261,500	\$4,355,000
Non-Operating Expense:			
Relocation Cost - Shipping Department	10,000	10,500	—
Int'l Al-Anon General Services Meeting	57,000	49,700	—
Archives Film	—	—	5,000
CPC Survey	—	—	13,000
PSA/P.I. Campaign	19,000	15,300	—
Depreciation & Amortization (Schedule 5)	164,000	160,600	157,000
Total Non operating Expense	\$250,000	\$236,100	\$175,000
<b>TOTAL EXPENSE</b>	<b>\$4,709,000</b>	<b>\$4,497,600</b>	<b>\$4,530,000</b>
<b>EXCESS REVENUE</b>	<b>\$0</b>	<b>\$334,400</b>	<b>\$0</b>

# THE FORUM

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## Editorial Committee Presentation/Update

Syntha E., Chairperson  
Fran M., Staff Administrator

Intown Committee members joined WSO members of the FORUM Committee during their 1993 WSC presentation, which focused on increasing subscriptions, and the GR's role as The FORUM Representative. Utilizing video, slides, zoo animals and a magician, the Committee got their message across. Opening the session was a videotape of an Al-Anon group in New York, with the disclaimer that at the conclusion of the viewing "the video would be destroyed, not the members." The Al-Anon members balanced seriousness and humor as they described what they liked best about *The FORUM*: "I read it from cover to cover." "Okay, so you like the covers!" One member shared that reading *The FORUM* was just like being at a meeting, while another member felt that every time she flipped it open, there was an article she needed just at that time.

As the Committee moved on, the presentation was interrupted by the arrival of an elephant who didn't want the Delegates to forget that the article, "An Elephant in the Living Room" would be included in *FORUM Favorites*, Volume 4, available in the fall.

A slide presentation walked the Conference members through the monthly process the Committee follows to develop and deliver *The FORUM* to its readership and how the Areas can help involve the groups.

Another interruption caused delay in the proceedings. This time a magician, accompanied by her assistant, took over. Fran-ac, the magician, could reveal the answer to questions that were sealed in envelopes through the power of "reflecting" (something she's been doing before the Literature Committee ever heard the word). "The answer is: God grant me the serenity." "And the question is: What does the WSO Controller say when he sees *The FORUM* budget?" "The answer is: Faster than a speeding bullet." "The question is: How fast does the Board turn down our projects?"

As the presentation moved on to a more serious note, Delegate members were reminded that their help is needed to make groups and individuals aware that a "meeting in my pocket" can be found in *The FORUM*.

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## The FORUM Business Operations Committee Update

Bill S., Chairperson  
Fran M., Staff Administrator

The Committee met twice during the year and discussed the progress of *FORUM Favorites*, Volume 4. A selling price and production quantity will be recommended to the Executive Committee in June. As the supply of FORUM display posters is depleted, the Committee is considering a less-expensive substitution. Since the cost to laminate the 150 non-backed posters is too expensive, FORUM Coordinators will be supplied posters, with the option to have them laminated or to use a backing of their own.

*The FORUM* and *INSIDE AL-ANON* will work together to address our goal of improving communication between members and the WSO. A one-time-only mailing of *INSIDE AL-ANON* with *The FORUM* will take place in January 1994. Articles in each publication will discuss the other.

It was recommended that the title of the Intimacy booklet accurately reflect that the contents deal with a specific facet of intimacy—"Sexual Intimacy and the Alcoholic Relationship." Each Conference member received a copy of the new booklet, along with tips to assist GRs in making members and groups aware of *The FORUM*.

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# INSIDE AL-ANON

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Mary C., Chairperson  
Sandra F., Deputy Executive  
Director

A proof sheet of the *INSIDE AL-ANON* Conference issue will be sent to Conference members within a few days following the WSC. This proof sheet can be used for reportbacks, and allows the WSO to correct any perceptions contained in the newsletter that are not in keeping with the understanding of Conference members.

During the Conference, each table displayed a tent card bearing the theme, "Let It Begin With Me." A copy of the tent card will be sent to all groups, with the Conference issue of *INSIDE AL-ANON*, as a love gift from Conference members.

# INSTITUTIONS Update/Reportback

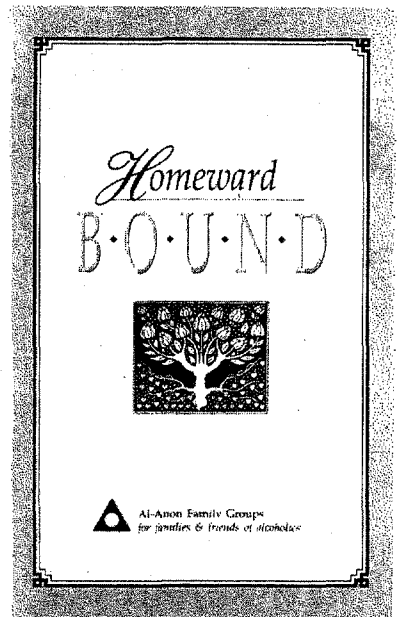
The Committee's major project during the first quarter was finalizing the revision of *Homeward Bound*. With the inclusion of 40 members' sharings, the Committee fulfilled its objective of having *Homeward Bound* respond to ten frequently asked questions by newcomers. Members with a variety of relationships to alcoholics, such as spouses, parents, adult children, younger family members, who have had a loved one return home from a facility offering treatment, describe their feelings when faced with new sobriety, the alcoholic's release from the facility, and their own difficulty in learning to focus on themselves. Also included are suggestions to help newcomers make the transition from the treatment setting to local Al-Anon. The Policy Committee completed the CAL process by reviewing and approving the manuscript.

Other projects included: Institutions Committee review and Policy Committee approval of an article for reprint, "Al-Anon Bolsters Treatment Efforts," by James Marchaman and Sharon P., appearing in the April-June 1992 *Newsfront*, the newsletter of the Pennsylvania Department of Corrections; the 1993 revision of *Planting A Seed* (P-55) for in-house production; adoption of the 1993 WSC theme, "Let It Begin With Me In '93: Sharing Experience, Strength and Hope," for 1993 October Institutions Month; and production of the Spring *AL-ANON IN INSTITUTIONS*, along with an Area Institutions Coordinator mailing. After reviewing distribution figures and the process for discontinuation of CAL, developed by the Executive Committee in 1992, the Committee has decided to recommend the removal of *Planting A Seed* (P-55) from the list of Recovery CAL, so that it can be distributed as a complimentary item on the Supplementary Order Blank (S-11). This recommendation will be presented to the Board of Trustees at its July meeting.

Graphics and seven service activities for the 1993 October Institutions Month service sheet were created and will be ready for distribution with the summer issue of *AL-ANON IN INSTITUTIONS*, and August/September *INSIDE AL-ANON*. It was reported that NPIC will be translating the Inmate Correspondence Service material into French, and the NPIC Post Office Box will be added to all Inmate Correspondence Service materials used in Canada. A future mailing about the Inmate Correspondence Service will be planned for correctional facilities throughout Canada.

A copy of the revised *Homeward Bound* was distributed to all Conference members. Advance mailing notices to the groups will be sent with the Conference issue of *INSIDE AL-ANON*. Due to the increased cost and size of the *Homeward Bound* booklet, the Committee expressed the need to create a concise leaflet using some of the concepts and ideas from the old *Homeward Bound*. The Institutions Committee recommended and the Conference granted approval to develop a small introductory piece, with suggestions for family members and friends of alcoholics being released from institutions.

Skip L., Chairperson  
Claire R., Staff Administrator



## INTERNATIONAL CONVENTIONS

Since Al-Anon's role at AA's 1995 International Convention in San Diego, is one of participation, we are working closely with AA to ensure open communication on all phases of planning, and in particular, the Host Committee and its relationship to the WSO. Guidelines for the Host Committee are being revised. Work with the Delegate from California South will continue on the selection of Host Committee Chairpersons.

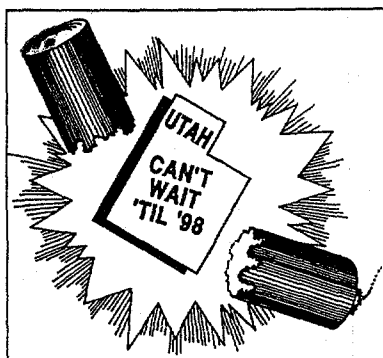
**AA's 1995 International  
June 29 to July 2  
San Diego, CA**

Myrna H., Chairperson  
Sandra F., Co-chairperson  
Mary Ann K., Coordinator  
Carole K., Co-coordinator

## 1998 Al-Anon/Alateen International Convention/Update

Myrna H., WSO Executive  
Director

Mary Ann K., Convention  
Coordinator



The Al-Anon/Alateen Site Selection Committee met at the conclusion of the 1992 World Service Conference and considered ten cities to hold the first Al-Anon/Alateen International Convention. Three cities were chosen as possible sites: Indianapolis, Indiana; Salt Lake City, Utah, and Atlanta, Georgia. In August 1992, the WSO Planning Committee and one Trustee, Syntha E., visited these three cities. While each has something special to offer Al-Anon, Salt Lake City was recommended and later approved by the Board of Trustees, after a follow-up visit by the Board Chairperson, Executive Director and Convention Coordinator, in September. One of the key objectives of the Planning Committee is to keep the registration fees reasonable in order to ensure the meeting is affordable to all Al-Anon and Alateen members wishing to attend.

Warm congratulations were extended to Salt Lake City from the Delegates representing Atlanta and Indianapolis, and a pledge of love and support was offered.

To give the 1993 WSC a feel for the city that will play host to this historical event, the members were treated to a visual glimpse of Salt Lake City, which is considered the crossroads to the west. At the foot of the magnificent Rocky Mountains, Salt Lake City boasts of a convention center that will have renovated two thirds of its meeting space by 1996 and will serve as the main meeting place for our Convention. The adjacent Delta Center will hold Al-Anon's big meeting, and Symphony Hall will lend itself to the perfect Conference Reunion Luncheon site. Four thousand hotel rooms are within walking distance of the meeting facilities and RV (recreational vehicle) sites will also be set up. Salt Lake City, historical yet sophisticated, invites everyone to "meet us in the mountains in 1998."

The Executive Director announced that AA would be glad to participate at this first-ever Al-Anon International Convention.

## INTERNATIONAL COORDINATION Presentation/Update

Louise B., Chairperson  
Mary Ann K., Staff Administrator



Design officially adopted for the International Al-Anon General Services Meeting by Delegates at 1992 IAGSM.

World Service Conference members were reminded of the purpose of the International Al-Anon General Services Meeting (IAGSM). Excerpts of the IAGSM held during 1992 were read to Conference members. Jo, the Delegate from the U.K. & Eire shared her thoughts.

"Sponsoring is about sharing a program of recovery; it's about people meeting as equals and having respect for one another's viewpoint and choices; it's about listening and helping others to help themselves; it's about friendship and sharing; it's about learning that we have responsibilities to other people, but not for them. My sponsors have helped me on my journey. When we talk of carrying the message worldwide, we're really talking about thousands of individuals sharing their experience, strength and hope, wherever they may happen to be on this earth. The hand of Al-Anon belongs to you and to me and to every single one of us."

Erica, the Delegate from Switzerland, shared, "Our greatest benefit is that we have been in touch with America since Swiss Al-Anon began, thanks to an English-speaking member. At the beginning, the other members couldn't believe the same ideas could work here, too. America was too different. After the first IAGSM, the two Delegates were full of enthusiasm and told about their experiences in America; for example, the same Traditions work. We profited greatly from the enthusiasm that we felt in America, which we could transmit to our structure. The IAGSM Delegates were impressed by the history of Al-Anon and by the World Service Office."

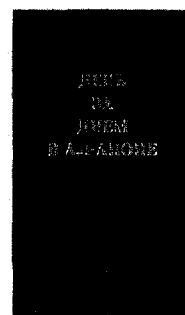
Margaret G. and Bob V., Committee members, took the Conference body through a slide show of worldwide Al-Anon, including a trip back in time to the beginning of Al-Anon, by visiting Stepping Stones and relating those pioneers steps to the growth of the fellowship in countries around the world. A look at the U.K. & Eire, New Zealand, Japanese, Finnish, and Swiss General Service Offices, as well as the Iceland Board of Trustees at work, gave the WSC Delegates a warmth, in knowing the message of Al-Anon is reaching so far and wide. The pictures of past IAGSMs gave the U.S. and Canadian Delegates a closer feel of the extension of this body, representing foreign lands. In closing, everyone was encouraged: "Let's continue to think internationally when we celebrate Al-Anon recovery at the 1998 Al-Anon International Convention."

For about three months at the end of last year, the Staff Administrator, Mary Ann K., reported very little mail was received from the former Soviet Union. Knowing that postage on an airmail letter to the U.S. costs the same as a loaf of bread, and that for both the wait

on line is the same, makes it easier to understand the lack of mail. Letters started to arrive in bulk soon after. When translated, they were all in response to a Russian newspapers interview with a physician who wrote about Al-Anon's help. Each letter asked for material about alcoholism.

One woman, in her letter, shared, "About 40 years ago, I married a man who promised me to give up drinking. But nothing happened after promises. I tried a lot of times to help him. I brought him to the church, but God didn't hear our prayers. I regret that I didn't divorce him in young years, and now I'm ashamed to talk about it. My husband is sick, but it doesn't stop him. I'm nervous also, and my medicine doesn't help me either. Every night I worry where and how is he. His love for drink destroys his health and morale. How many years I fought for his health and lost mine. He drinks, but my hand shakes. I have melancholy in my eyes, but thanks for taking the time to listen."

Letters continued to arrive, and at last count, the WSO had received 1,103. There is no way for the members to print literature yet, but the need is so very great. The Russian ODAT will be printed in May. Already, orders have been sent in response to an article in *INSIDE AL-ANON*. A copy of the flyer, announcing the pending availability of the Russian ODAT, was distributed to each WSC member. Al-Anon members can buy the book from the WSO for a fellow member in Russia. The WSO will do the mailing directly or provide a mailing label to the purchasing member. Myrna H., Executive Director and Committee member, described this as a network of love, and an opportunity for everyone to do something for the Russian people, who are just getting started.



## LITERATURE Update/Presentation

The Al-Anon Conference-Approved Literature process was the focal point for "A Literature Odyssey," a lively and hilarious presentation at the World Service Conference. A slide presentation provided the backdrop for a literal, and possibly exaggerated, translation of how literature is developed. Committee members, dressed as Charlie Chaplin look-alikes, took slapstick to a new dimension when they guided the Delegates, step-by-step, through the process: from an idea's inception at the WSC to soliciting sharings from the membership, which becomes an outline from the writer/editor passed on to the task force, which develops a draft form for Committee review; after which it is returned to the task force, then back to Committee, until it eventually gets converted to manuscript form; then the manuscript goes back to the task force, then to the Committee, until it finally reaches the Executive Director; then back to the task force and Committee; and finally it lands with the Policy Committee, by which time the piece may or may not look like the original version.

Intown Committee members joined WSO and Delegate members as the full Conference shouted out creative ways to carry the Al-Anon message to families and friends of alcoholics everywhere: "Read it yourself," "Give it to a newcomer" and "Sell it to your spouse" were just a few of the innovative ideas!

Following approval by the Committee, the Executive Director and the Policy Committee reviewers, the revised pamphlet, *What Do You Do About The Alcoholic's Drinking?* (P-19) was submitted to production and scheduled for a mid-1993 printing.

The Committee completed its review of articles previously printed in *The FORUM* for *FORUM Favorites*, Volume 4, and for the *FORUM* booklet on Intimacy.

Forty-three sharings were reviewed by the Committee for the Alateen Talks Back Series (ATB).

While *AL-ANON TODAY* (working title) is moving along satisfactorily, Committee members emphasized that the developing manuscript should be painstakingly reviewed and critiqued in order to produce another outstanding book.

Committee members are pleased with *COMING OF AGE* (working title), and feel that the writer/editor will produce a final work that will appeal to our fellowship as a whole, while still maintaining a clear identification for those who grew up with alcoholism.

When reviewing the writer/editor's submissions for *RECOVERY THROUGH SERVICE* (working title), Committee members will bear in mind that they envision a final booklet similar in size and format to *Living With Sobriety*.

The Board of Trustees asked the Literature Committee to discuss the 1992 IAGSM Motion: "to produce an Al-Anon adult children book that will focus on the spiritual nature of our program." The International Coordination Chairperson and Administrator presented the background on the IAGSM's motion. Committee members expressed their appreciation for

Helen W., Chairperson  
Geri H., Staff Administrator

the IAGSM's recommendation, and suggested that the GSOs may wish to provide the Committee with additional input on this request. Following their discussion of this matter, members agreed to consider the recommendation in light of the Committee's current projects, which may ultimately meet the IAGSM request.

Discussion ensued as to the need for a new Steps and Traditions book. It was pointed out that the Committee has been discussing this idea since January 1991, and has considered many different possibilities, from enlarging sections within our existing book or current projects to producing individual booklets on each Step, Tradition and Concept. Following extensive discussion, members unanimously agreed to present a motion to the WSC: "to produce an in-depth book on Al-Anon's Steps, Traditions and Concepts."

They supported production of a manuscript written in a narrative style and in the first person plural, as the Steps had been. They also suggested appealing to all in our fellowship for sharings on individual Steps, Traditions and Concepts.

The Committee had been asked to reconsider the title *...In All Our Affairs—Making Crises Work For You*, as some people find the title misleading. The consensus of the Committee was that the title should be left unchanged at this time.

## LONG-RANGE STUDY PANEL Update

Bill S., Chairperson

The Panel met once in February 1993 and discussed topics as assigned by the Board. A questionnaire was distributed to 40 past and 18 current Trustees, asking their opinions concerning Board size, membership, service and business experience. As a result of the 27 replies, the task force consolidated the data and provided a report. The LRSP considered the summary report as well as all individual comments. A four-point recommendation was sent to the Board of Trustees for their consideration and action.

Other task forces were established on Board-assigned topics: the projection of Al-Anon in ten years; and the relocation impact on service structure for WSO paid staff and volunteers. Progress reports are due at the June LRSP meeting.

## OPEN DISCUSSION

The Deputy Executive Director, Sandra F., reminded members that each topic submitted by WSC members would be discussed during the week, either by the full Conference body or in workshops with reportbacks to all participants. The following topics were selected by vote to be discussed by the entire group.

### Attraction versus Promotion

Peggy C., CA (N) - Moderator

The topic with the highest number of votes was on attraction versus promotion as it relates to the question of violating Traditions, commercializing Al-Anon and breaking anonymity. Specifically, members were concerned about providing bookstores with Al-Anon books on a large scale, and whether the Literature Distribution Centers (LDCs) would be negatively impacted.

It was noted that the World Service Office has always sold Al-Anon literature to bookstores, outside organizations and non-members, as a way of informing the public about Al-Anon. One member commented that initially the LDCs may be impacted negatively by book sales, but the potential for new members being introduced to the fellowship could reverse that. There was also trepidation that the bookstores could undersell the LDCs. Members were informed that the LDCs would continue to receive the highest literature discount provided by the WSO, and that the WSO and LDCs would not be in danger of losing not-for-profit status by selling books to bookstores, as the materials sold are educational materials.

Some members were concerned that we are concentrating more on finances than the spiritual purpose of our program. Other members expressed that as service people we owe our lives to Al-Anon and should not hesitate to share this message with others, and that anything done to get the word out is worthwhile. Although we are worried over the financial future of Al-Anon, this is not the primary concern when considering bookstores. Al-Anon is faced with a declining membership; having our books available to all is carrying





our message. One member commented that she and her husband have shelves full of Al-Anon and AA books at home that their son would not even glance at, yet he went to a bookstore and bought one. Spreading our message through bookstores is like a P.I. campaign, but not as much work. This is another way to let people know about Al-Anon; otherwise, our program would be for current members only. Each member has a choice on how anonymous he or she wishes to remain: If comfortable we can go to a bookstore; if not, recommended books to stock can be mailed.

There is no set answer, but many opinions were expressed regarding attraction versus promotion. Members were all in agreement that we need to increase our outreach efforts by sharing experience, strength and hope to people still suffering from the effects of alcoholism in a loved one.

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## Purchasing Property

The next topic for open discussion related to the purchase of property by the World Service Office. All aspects of real-estate ownership by Al-Anon were covered. As a means of exercising financial prudence, some members felt that property ownership would be permissible as long as the building was used solely to house the WSO, and not as a rental property to make money. However, the possibility of groups owning property must also be considered. A survey of one Area revealed that members were against the WSO buying property at a ratio of ten to one, and they cited a Concept or a Tradition to support their view. Conference members relayed fears expressed in their Area that this issue would do irreparable damage by splitting the fellowship and diluting our primary spiritual focus. The question was raised as to whether property ownership was worth the risk. One member shared that the Steps, Traditions and Concepts are our most precious gifts and are tools for safeguarding Al-Anon. Our founders, visionaries who addressed many issues of the future, cited in our Service Manual that each new generation must make operational decisions; new services arise and structural changes will be necessary. Many Conference members expressed the sentiment that education and keeping the membership informed was the key. Delegates were appreciative of the background information provided to them by the Board of Trustees to accomplish this task. In conclusion, all participants agreed that the fellowship needs to be reminded to trust in the process, and that no decision has been made nor will one be made without a well-informed group conscience.

Carole C., BC/Yukon - Moderator



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## Adult Children

The final topic centered on Al-Anon adult children members and the feasibility of providing further service, by developing guidelines, having an Area Coordinator, a standing committee and a WSO Staff Administrator appointed. Delegates stressed the need for communicating the unity of the fellowship. Recognizing an Adult Children Coordinator could open the door for "men coordinators" or "stepparent coordinators." Al-Anon adult children need to be included in the whole.

Other members expressed concern over the terminology, and the confusion "adult children" solicits. One Delegate shared that their Area did in fact recognize an Al-Anon adult children coordinator on a three-year trial basis and encouraged everyone to keep an open mind. Another explained that they, too, recognized a coordinator, but the position just faded away; by meeting the needs of the minority initially, though, adult children felt more included in the fellowship. One suggestion was to encourage the adult children to become involved in service and show them the bigger picture. Additional discussion focused on adult children dual members wanting to serve above the group level, and the use of non-CAL by Al-Anon adult children groups. Once again, the WSC felt that communication was the key to harmony. Love, patience and understanding can lead the way.

Marjorie S., Sask. - Moderator

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# WORKSHOPS

Conference members participated in workshops that addressed the issues not voted on for the open discussion session.

- Regarding dual members serving above the group level, the workshop members stressed that the first priority of a dual member is to stay sober, and their loyalty is to AA.
- To attract and retain newcomers to the Al-Anon fellowship, several recommendations were shared: treat young and old alike; invite an Alateen to an Al-Anon meeting; exchange phone numbers with newcomers and be sure to make them feel welcome.

- Assisting Alateen groups financially while maintaining the Traditions brought suggestions that included Al-Anon groups providing Alateens with literature and encouraging them to do fund-raising.
- Addressing the request for lengthening the WSC, members were encouraged to voice their opinion on the WSC evaluation.
- Members commented that it is not the World Service Conference's responsibility to address the situation of a member of the fellowship arrested for trespassing.
- Relative to AA's ability to hold down book prices, it was mentioned that AA's contributions are much higher than Al-Anon's and they don't require the same income from book sales. AA may also order larger volumes from their printer, which also keeps costs down.

In response to the concern over the WSO providing information formerly published in the World Directory, a consensus suggested that the WSO ask more questions to provide only information needed. Al-Anon members choose to break their own anonymity when they agree to have their name/number listed. The information formerly contained in the World Directory is better maintained on printouts and via the 800 number to ensure current data, as the Directory was obsolete as soon as it was printed.

To attract more men into the Al-Anon fellowship, education was recommended. Include men's packets when sending information to institutions and universities. The reception of men as newcomers is vital; encouraging them into service will also help increase the population of men.

Regarding the use of literature, particularly the *ODAT* at meetings, members stressed chairing a meeting on literature and encouraging other types of meetings.

The topic of group conscience was also addressed by the workshop. Group conscience is a gathering of two or more Al-Anons to make an informed decision on any concern.

In response to a statement on group registration and membership, the members felt that we need to avoid governing. An open meeting is open to anyone, and a closed meeting is only for Al-Anon members. Specialty meetings are not closed to people in Al-Anon, but the focus of the meeting is up to the autonomy of the group.

Workshop members discussed the financial situation and suggested that the WSO look into inexpensive ways to say "thank you" for contributions of less than \$200.

Groups that call themselves Al-Anon, but don't adhere to the Traditions, have a communication breakdown. It was suggested that members reach out to these groups and guide them back by holding workshops on the Traditions, have more District meetings, and continue to use a loving approach. To reach out to ethnically diverse groups, the WSO is sponsoring a pilot project in the Harlem section of New York City. An Area, District or group may want to try a similar project or consider appointing a minority coordinator. A sponsor dealing with child abuse was encouraged to listen, listen, listen. Workshop members were unsure why the WSO needs copies of Assembly minutes as stated under "Secretary's Duties" in the Handbook.

Addressing the concern that literature changes may dilute the program and that full Conference approval is needed to discontinue a piece, participants felt that changes in literature are a result of trying to keep it current and timely. The 1992 WSC voted on a process to discontinue CAL. In recognition of the need to study Al-Anon's structure, *The FORUM* is considering emphasizing this by showing which Traditions and Concepts could help. A group study of the Concepts as they apply to personal recovery would also help members learn about the basic principles of Al-Anon recovery. Other topics included hearing the minority viewpoint and recognizing specialty groups.

Area autonomy must determine whether Al-Anon/Alateen members who donate products with company logos are violating Tradition Three. The workshop also discussed Al-Anon/Alateen operating under one set of Traditions. The members felt that the Alateen Committee would need to explore this with the groups.

Results were shared on how several states were able to increase their contributions to the WSO: the WSO was included in their regular group contributions; donating money from the state convention; a special basket for WSO; one third of the conventions' registration was sent to WSO; encouraging everyone to contribute on a regular basis, and educating the groups on the need to contribute. Other issues involved group autonomy in using the Slogans and the Promises.

In an effort to remove apathy from all levels of Al-Anon, members shared their ideas: have service weekends, along with the Delegate's report; start a meeting-on-wheels to help strengthen struggling groups; take a newcomer with you to a service meeting; encourage



sponsees into service, and, generally, be enthusiastic—it's contagious. When members or groups go directly to the WSO rather than the local service arm, they need to be educated that the process to get answers is through Assemblies. An Area Ask-It-Basket was also suggested. The workshop also discussed procedures for chairpersons as written in the Service Manual.

Responding to the concern that the WSO has become a publishing company, members were reminded that our literature must remain current and timely to reach the membership and those who have not yet found Al-Anon. Adopting a rotation of Staff at the World Service Office would not be feasible. Successful businesses do not change productive executives every few years. Uninformed Delegates not serving the groups should be addressed by the Area. An inventory or a special meeting can help address controlling members. Other items covered mailings to the District Representatives and clarifying Al-Anon to newcomers.

## OPEN TIME

### Unanswered Questions

Conference members were provided the opportunity to ask any question not addressed during the Conference in the various sessions.

Relative to RT elections, one member asked what procedure would be followed when only one candidate is submitted and elected as a Regional Trustee, and if something should happen to that RT and there is no alternate RT candidate.

If a Regional Trustee cannot serve, the Board can name a replacement until the next World Service Conference, where an election would take place. The Board has the option of appointing the Alternate RT candidate, someone else, or leaving the position vacant until an election.

One member asked when the RT plan would be up for review, since it is currently operating on a temporary basis.

The Regional Trustee plan will be going into its sixth year in 1994 under the temporary plan. During this time the rotation will have made a full cycle; next year the plan will be evaluated.

Another member responded to seeing "recovery/self-help" on some literature and questioned whether there was such a publishing category for literature.

Since we have been trying to do more with our books and literature and make them more appropriate for libraries, the WSO has begun using the common publishing terminology.

### Unfinished Business

Let It Begin With Me—As a love gift from the World Service Conference Delegates to the groups they represent, the table tent cards displaying the 1993 WSC theme, Let It Begin With Me, that adorned each table will be sent to all groups with the *INSIDE AL-ANON* Conference issue.

Rita McC., Moderator

## POLICY Report

The Policy Committee submitted numerous motions to the 1993 World Service Conference. Each motion was presented with significant background information to assist voting members. The first two were based on specific concerns from members. The remaining 26 were the result of general concerns, which prompted an overall review of the Digest of Al-Anon and Alateen Policies.

An amendment was made to clarify the World Service Office's role in resolving local difficulties, by changing the words "mediate and intervene" accordingly under the Membership and Group Meetings/Conventions section.

In response to a 1988 WSC motion seeking an alternative to the printing of the World Directory, several recommendations were considered to ensure that the information remains accessible to the Al-Anon fellowship. The 1989 Conference Summary referred to a Board of Trustees information sheet that outlined where to find data formerly published in the World Directory. The information sheet was not common knowledge to Area service workers who subsequently objected to: providing the names and addresses of Conference members to interested members who wished to communicate directly; providing Area World Service Coordinators with printouts of Al-Anon and Alateen groups in the Area; and providing

Pat B., Chairperson  
Sandra F., Secretary

printouts of Al-Anon and Alateen groups to Al-Anon members for announcing Alateen and Al-Anon conventions and special events. Research was conducted by an ad hoc committee of the Policy Committee on how to clarify our procedures to our membership.

The recommendation presented to this Conference indicates that the World Directory was not discontinued; it was *publication* of the Directory that was discontinued. It also points out that all the information formerly published in the Directories would now be available either from the Area or from the WSO. There was significant discussion on several factors: making information available to the membership, as well as to others interested in learning about Al-Anon; protecting anonymity; and being an Al-Anon service representative. In conclusion, a motion was made, seconded and carried to adopt the Policy Committee's recommendation.

At the April 27, 1991 Policy Committee Meeting, concern was expressed that members were taking punitive action toward those who didn't adhere to passages outlined in the Digest of Al-Anon/Alateen Policies. A long discussion ensued, with varying points of view concerning the Digest. The Policy Committee Chairperson asked the entire Committee to review the book to consider passages where language could be softened. An ad hoc committee discussed its recommendations with the full Policy Committee, and it was agreed that the changes presented at this Conference reflected an update in tone and language of the Digest of Al-Anon and Alateen Policies section of the 1992-1993 Al-Anon/Alateen Service Manual. After reviewing the 26 motions with the full Conference, nine were held over for in-depth discussion. Discussion focused on the language changes, and many suggestions were made to clarify the intended points by relying on the Traditions and group conscience. A general consensus was reached following open discussion for each change prior to the formal vote.

## PUBLIC INFORMATION Update/Reportback

Pat L., Chairperson  
Carole K., Staff Administrator

Radio PSAs are in final review and are scheduled for a June 1 distribution date. It has been reported that the new TV PSAs have been aired in all 50 states. ABC has aired the PSAs continuously during the first three months of 1993, throughout the day and during evening hours. In Canada, it has been reported that the English version of the PSAs have been aired in Ontario and Nova Scotia. The French PSAs have been redone to correct the pronunciation of Al-Anon.

The P.I. Literature Discount Packet was revised. "Dear Abbey" in her May 6 column featured Al-Anon, Is It For You? 20 Questions, and will list our 800 number as a resource for her readers. *Ladies' Home Journal*, April issue, listed Al-Anon's address and 800 number at the end of an article titled "My Husband Drinks Too Much."

The 1993 Birthday Press Release and Winter P.I. Scoop were mailed to all P.I. Coordinators and Delegates. The Holiday Press Release is scheduled for mailing with the July/August P.I. Scoop; the Birthday Press Release, with the December/January issue both in response to requests for an earlier mailing.

There were 2,315 calls received during the first quarter of 1993 on the 800 number.

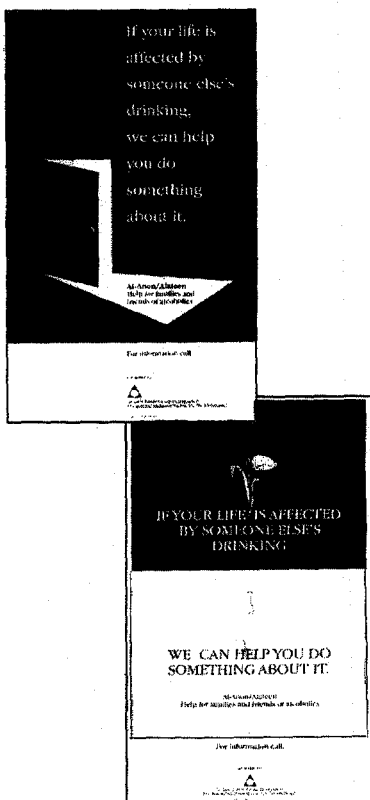
The P.I. Committee reviewed two poster designs for Alateen and agreed that they would appeal to both younger and older teenagers as well as adult children. The consensus was that these posters would tie in with the P.I. campaign.

The Committee discussed the January demonstration MCI Conference Call. It was agreed that Conference calls could be a valuable tool in informing P.I. Coordinators about P.I. service work. The first scheduled call with Coordinator participation will be held on a Saturday in July. The cost is \$15 for each Coordinator, and will last one hour and will entail a 15-minute presentation on the subject of Attraction versus Promotion, with 45 minutes reserved for questions and answers. A cover letter and registration form will be sent to Coordinators in May.

Audio excerpts from the film *Al-Anon Speaks for Itself* have been adapted for radio PSAs. Scheduled completion date is June 1993.

In the Committee's continuing effort to reach minority communities, an outreach project in the Harlem area of New York City was implemented. The project was developed to help the Committee determine better ways to reach out to minority communities. The information gathered will be incorporated in guidelines and shared with the fellowship worldwide. It was agreed that the WSO would offer a packet to the community, to help start a group and offer a name and contact number to participants in the pilot program.

Each Conference member was given three each of the two new P.I. posters. To carry out the mission of Al-Anon and Alateen reaching out to families and friends of alcoholics,



we need to keep our message in the public eye. With a relatively short life-cycle, the PSAs need to remain current, and often requires the development of PSAs between Conferences. A motion was made by the P.I. Committee to establish a regular timetable for the ongoing production of PSAs, with oversight by the Board of Trustees.

## REGIONAL SERVICE SEMINARS (RSS) Update

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The RSS Committee continued to update and clarify the RSS Guidelines. Regional Service Seminars will be held as follows: Canada Central, August 6 to 8, 1993, in Sault Ste. Marie, Ontario; and U.S. Northwest, November 5 to 7, 1993, in Spokane, Washington.

Maxine K., Chairperson  
Rita McC., Staff Administrator

Ste. Adele, Quebec, Canada, was selected as the site for the Canada East RSS, to be held May 13 to 15, 1994. On a trial basis, the three Canadian Regions will meet in one breakout session at the 1993 WSC.

It was reported that 450 members attended the U.S. Southeast RSS, held March 12 to 14, 1993, in Louisville, Kentucky.

## REGIONAL TRUSTEE PLAN

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The process for nominating RTs for the U.S. Southwest, U.S. South Central and U.S. Northwest Regions, held on Sunday night, actually began a year ago. Following this same format, packets explaining the nominating process for RTs, with profile sheets, a list of Area Chairpersons, and a copy of the Regional Trustee Plan, have been prepared for Canada East, Canada Central and Canada West—the three Regions that will be nominating RTs from their Areas at the 1994 WSC.

John B., Board Chairperson  
Rita McC., Staff Administrator

As a departure from previous years, the RTs from the three Canada Regions will distribute RT nominee packets to the Delegates in their Region at their RSS breakout session. The Canadian RTs will ask to be informed of the dates of the Election Assemblies for each Area, follow up and encourage Delegates to have their Area nominate RT candidates and remind them to send the information to the WSO before the January 1, 1994 deadline.

The Area Chairperson's list, included in each packet, must be returned before the conclusion of the WSC in order to update the mailing files of the Conference Department.

In June, following the Conference, a duplicate backup packet is sent to the Area Chairperson of each of the Nominating Regions to alert them on the procedure for selecting an RT and for the purpose of passing information on to the GRs at their Assemblies.

If a nominee is selected from an Area, a profile of the candidate should then be mailed to the WSO before January 1, 1994, on the official profile form. Failure to do so constitutes forfeiture. We ask that the profile be sent by the Delegate to the WSO by registered mail. It is equally important that the Delegate notify the WSO when the Area is not submitting a nominee candidate. The Delegate should include their name on the mailing envelope and address it to the attention of the Conference Administrator at the WSO.

After January of 1994, when all the resumes have been received, the profiles will be gathered for printing in the Conference brochure and for a mailing to Conference members to examine before they arrive at the 1994 WSC.

The selection of out-of-Region Delegates to participate in the 1994 Regional Trustee election took place. It was agreed that, as a suggestion, a Delegate whose name has been selected more than once decline participation in more than one Region's nomination process. Delegates to participate in 1994 RT nominations:

Canada Central	Ruby W., LA
Alternate	Terry C., CT
Canada East	Becky B., AK
Alternate	Roberta A., UT
Canada West	Doris B., AR
Alternate	Terry C., CT (declined 2nd selection)
Alternate	Donna M., MT

## EXECUTIVE DIRECTOR'S REPORT

Myrna H.

### INTRODUCTION

The World Service Office provides, herein, a report of its activities to the World Service Conference (WSC). These reports are printed in the Conference Summary, made available to the entire membership. An abridged version, appearing in *INSIDE AL-ANON*, is sent to all registered English-speaking groups and is translated into French and Spanish.

### OVERALL ADMINISTRATION

The Board of Trustees of Al-Anon Family Group Headquarters, Inc. is responsible for: carrying out the mandates of the World Service Conference (WSC); establishing business policies of the World Service Office (WSO); estimating revenue; administering service to the membership; publishing and distributing Conference-Approved Literature (CAL); approving the quarterly and annual reports submitted by the Executive Director and each WSO committee.

The Executive Committee, meets monthly and is empowered to act on behalf of the Trustees between Board meetings. It has legal authority bestowed by the Board of Trustees to have oversight of WSO's day-to-day affairs of the WSO.

Al-Anon Family Group Headquarters, Inc. (WSO) is a not-for-profit organization, listed under Section 501 (c)(3) of the U.S. Internal Revenue Code, and has been incorporated in New York State since 1954.

With a staff of sixty-three full and part-time employees, an Executive Director is responsible for overall supervision of the WSO staff and for administration of the organization's policies. In the absence of the Executive Director, the Deputy Executive Director acts in her stead. The Deputy is also the manager of the service departments, while the Controller/Business Manager is directly responsible for business operations.

Al-Anon Family Group Headquarters, Inc. is committed to equal employment opportunity and is in compliance with all existing Federal, State and local fair employment laws and guidelines. AFG, Inc. does not discriminate on the basis of race, color, sex, age, religion, national origin or handicapped status. Every effort is made to maintain a work atmosphere that is free from sexual harassment.

### GENERAL PROCEDURES

To enhance internal communication and to assure sound business practices the following is a vital part of ongoing procedure at the WSO: weekly Administrative Staff meetings; quarterly Administrative goal-setting sessions; annual evaluations of personnel; regular all staff memorandum series; and periodic full staff meetings when

deemed necessary. In addition, each job has a position description which is updated regularly and a personnel manual is provided to each employee.

### ADMINISTRATIVE/SUPERVISORY STAFF

The subsidiary assignment of Information Service Coordination was rotated from Claire R. to Bonnie C.; the assignment of RSS Coordinator will be rotated from Rita McC. to Carole K. following the 1993 WSC. Rita has been designated as the Staff member on the Executive Committee.

**Administrative Manual** - The manual was updated by the Deputy and distributed to Conference Members, Controller, Assistant Controller, Office Manager, and Department Supervisors.

Our Production Manager left on permanent disability, and a replacement was found.

### SUPPORT STAFF

The Office Manager, Joan Hochbaum, (nonmember), reports that a number of employees left the WSO due to resignations and terminations, and new employees were hired to fill vacancies. Several positions were restructured. In particular, our long-time File Clerk as a prelude to retirement, reduced her hours to part-time and another part-time person was hired.

The Executive Assistant for Services, in addition to backing up the Secretarial Team Supervisor, was appointed back-up to Spanish Services.

A new grade level was added to accommodate the position of Executive Assistant, now held by four employees.

### STAFF CONCERNS

**Training and Development** - The International Coordination Administrator enrolled in the New York Society of Association Executives (NYSAE) study course in preparation for certification as an Association Executive.

The Executive Director and Deputy Executive Director attended management seminars sponsored by the New York and American Society of Association Executives. Staff Administrators, the Office Manager, Supervisors and support staff attended seminars to enhance their skills and keep abreast of the latest technology.

An in-house seminar was presented by the American Cancer Society on "New Ways to Quit Smoking."

**Salary Administration** - Each staff member's performance was reviewed and salary increases were computed and given in March.

**Benefits** - Our Personal Retirement Plan Representative met with staff and presented new options to increase returns on savings and retirement investments.

Due to rising costs, the major medical carrier was changed resulting in significant savings.

**Computer Study Group** - An ad hoc committee formed by a motion of the 1992 WSC, consisted of two volunteers, the Controller, Assistant Controller and Group Records Supervisor, to study the computer hardware and programs. It was determined that the information contained in the mainframe data base is adequate, however; the file can be expanded to include an Area group ID number to be assigned by the respective Areas. They also concluded that when more than one change is submitted for the same group, it is difficult for the WSO to know which Permanent Mailing Address is the correct one. To resolve this, the task force suggested a change in the term Permanent Mailing Address (PMA) to Current Mailing Address (CMA), and to require that the Area Delegate, when making a change for a group, indicate the date to help the WSO distinguish which change is the latest. The task force also recommended: 1) sending an ASCII flat file disk, with format to any Area that makes such a request, 2) letting the Delegates determine how often and when to send printouts, rather than the WSO sending them automatically each quarter.

### OFFICE OPERATIONS

**Computer Development** - A computer with greater capability was installed in Archives to accommodate an upgraded archival program, and new desk jet printers were purchased for Staff Administrators. One computer was set aside to serve as a data base for mailings, to eliminate duplications. Additionally, a personnel program containing an attendance package was installed for the Office Manager's use.

**Shipping Department** - With the expiration of the lease in Long Island City, the Shipping Department warehouse moved mid-year to larger and less expensive quarters in the Bronx. The added space allowed for greater internal storage, thus reducing the costs for outside storage rental.

**Public Information 800#** - The number was transferred from an outside service to the WSO to cut costs and provide personalized help and more accurate information. An answering machine provides after hours coverage.

**New Equipment** - Two heavy-duty Xerox copiers were leased and a portable was purchased replacing worn-out equipment.

**Announcement of Literature** - A "Priority Notice" procedure was developed for alerting Literature Distribution Centers of new materials before general announcements are made. This gives the LDCs sufficient time to stock new items so the fellowship can receive quick service.

**Our World Service Office (S-30)** - This new leaflet, developed by the Executive Director from an out-of-print leaflet with a similar title, has been produced for distribution to the fellowship as a means of describing WSO operations and services.

### MEMBERSHIP SERVICES

**Hearing/Visually Impaired** - Permission was granted to Recording for the Blind, Inc., in Princeton, NJ, the only national nonprofit organization providing recorded text

books, library services and other educational resources to people who cannot read standard print, to record *FORUM Favorites*, Vols. 1, 2, 3 and *Alateen—a day at a time*.

Volunteer Braille Services (VBS) in Marissa IL, a nonprofit organization is in the final stages of converting all books and pamphlets into braille and large print. Noteworthy during the past year were: *ODAT* and *Alateen—a day at a time*. Plans are underway for conversion of foreign literature beginning with Spanish. The Secretarial Team Supervisor, who handles this assignment, is in the process of reviewing all the material which has been enlarged into 14, 18, and 24 point Helvetica.

Last quarter, VBS asked the WSO to consider a project similar to that of "To Russia with Love" for making material available to the visually impaired and requested an opportunity to make a presentation to the WSC. They were informed that it wouldn't be feasible and that every effort would be made to inform our fellowship of the availability of converted Al-Anon/Alateen material.

An article published in the Rochester Information Service (AIS) newsletter, *NOT JUST A NEWSLETTER*, indicated that two groups have requested financial assistance from AIS to continue providing signing interpreters for the hearing impaired. This request raised questions as to whether meetings with interpreters should be fully self-supporting (Tradition Seven) and how donations to AIS for the purpose of helping to defray the cost of an interpreter should be handled. As a result, AIS asked the fellowship to express their ideas to their Group Representative and Information Service Representative. In the meantime they have placed a help wanted request for Al-Anon members interested in providing meeting information for the hearing impaired as a Twelfth-Step service.

One hundred thirty-five letters were sent to directors of radio stations concerning information for the visually handicapped listeners in areas throughout the country.

An article announcing the availability of Al-Anon/Alateen large-print material appeared in the Oct/Nov 1992 issue of *INSIDE AL-ANON*.

Correspondence included: requests on the availability of Al-Anon CAL in audio, large-print and braille formats; one from the Albuquerque Literacy Program in New Mexico; a letter from a long-time member seeking clarification on providing interpreters and the interpreters code of ethics, financial support and contacts within the California Area who are active with the hearing impaired.

**Combined Service Manuals** - The four service manuals: The Twelve Concepts of Service, Al-Anon/Alateen Groups At Work, The World Service Handbook and the Policy Digest were combined into one volume, with the title Al-Anon/Alateen Service Manual. The Al-Anon/Alateen Groups At Work section was extensively edited by the Executive Director. The other sections were updated by the respective coordinators to reflect WSC decisions from the 1991 and 1992 Conferences. The Deputy is responsible for overall coordination of the manual. A free copy was mailed to each group and AIS in November.

**Service Kits** - The four Service Kits: Alateen, CPC, P.I. and Institutions, each containing a common general section, replaced the Combined Workbook (K-17).



**Getting In Touch With Al-Anon/Alateen (S-23)** - Copies of the first 1992 printing and cover letter requesting corrections of listings were sent to all AIS offices. This listing indicated those Information Services that also operated as LDCs. The second 1992 printing was revised, published and mailed to all Information Services.

**Al-Anon Information Service/Intergroup** - A variety of requests were received and explanation of copyright policies were sent for an AIS Archives Committee news-letter article; explanations were sent for dual membership policy for service as ISR, Alternate ISR and Alateen Coordinator; form letters for the AIS were reviewed and updated; information was sent to local Area Information Services on filing for incorporation and obtaining a tax-exempt number for their local AIS telephone. Information has been received in answer to a request sent to the AIS' and LDCs throughout the U.S. requesting copies of their recent Bylaws, Articles of Incorporation and IRS Form 1023. Information was received on ten Al-Anon groups in one Area forming an Intergroup. Delegates' assistance was sought in: addressing a concern from a new member who was given unclear information from their local answering service on where the Al-Anon groups were meeting; updating seven current mailing addresses (CMAs). Use of individuals' addresses and inoperable telephone numbers at Information Services continue to be a problem and is being addressed regularly at the WSO.

**AIS/LDC Workshop** - The Services Manager recommended to the Executive Committee that a workshop be held for Area Information Services and Literature Distribution Centers. Following Board approval, the Literature Administrator and Institutions Administrator (who held the subsidiary assignment of AIS) helped to develop plans for the trial meeting.

May, 1992 - In preparation for the workshop which was held in conjunction with the RSS in Nashua, NH, the Literature Administrator developed a cover letter, registration form and a Questions-Concerns-Ideas sheet which was sent to all Area Information Services and Literature Distribution Centers. An agenda was developed and mailed to AIS' and LDCs prior to the workshop with a recap mailed to Conference members afterward.

The Executive Director chaired the first workshop. The WSO was also represented by the Chairperson of the Board, the Literature and Institutions Administrators and the Controller.

March 12, 1993 - Based on the successful ideas that resulted from the first AIS/LDC Workshop, the Board of Trustees approved holding a second trial workshop in conjunction with the U.S. Southeast RSS in Louisville, KY. In preparation for the workshop the Literature Administrator revised the forms used at the first workshop and mailed them to all registered AIS/LDCs. The Chairperson of the Board, the Deputy Executive Director, Literature Administrator, Alateen Administrator (who now holds the subsidiary assignment of AIS'), and Controller are scheduled to attend.

**Splinter Groups** - Information on various aspects of the program was sent to the following self-help organizations: Relationships Anonymous, Overcomer's 12-Step Group in New Zealand; Narcotics Anonymous, Overeaters Anonymous and Recovering Couples Anonymous.

## PRODUCTION

Reported by Jennifer Bassler (nonmember), Production Manager

**Books** - B-1 *Al-Anon Faces Alcoholism* - 6th printing; B-3 *Alateen—Hope for Children of Alcoholics* - 13th printing; B-4 *Dilemma of the Alcoholic Marriage* - 18th printing; B-10 *ADAT* - 7th printing; B-14 Large print *ODAT* - 3rd printing; B-16 *Courage to Change* - 1st printing B-17 Large print *Courage to Change* - 1st printing.

**New items** - Alateen Talks Back on: Acceptance, P-68; Serenity, P-69; and Slogans, P-70; P-24/27 Al-Anon/Alateen Service Manual 1992-93; K-3 Public Information Kit; K-5 Institutions Kit; K-15 Cooperating with Professional Community Kit; K-16 Alateen Service Kit; Relocation Fund Contribution Can Cover; M-47 Concepts Banner; Bookmark for B-15 *...In All Our Affairs*.

**Revised** - P-8 Homeward Bound; P-24, P-25, P-26, P-27 Spanish Service Manuals; P-44 What's "Drunk" Mama; P-41 Facts About Alateen; S-11, S-16, S-16AV, S-16/LDC#1, S-16/LDC#2 order blanks; S-23 Getting In Touch; S-13 Literature In Translation Order Blank.

**General** - Eighty pamphlets, leaflets, flyers, etc. were produced in 1992.

**Newsletters** - *INSIDE AL-ANON*, *ALATEEN TALK*, *AL-ANON SPEAKS OUT*, *AL-ANON IN INSTITUTIONS*, *LONE MEMBER LETTER BOX* and *AREA HIGHLIGHTS* were all produced in 1992.

**Offset Department** - The in-house Offset Department produced 3,120,458 impressions in 1992.

## SPANISH SERVICES

Reported by Raquel K., Executive Assistant for Spanish Services:

**New Material Completed** - Phase I of the P.I. Radio Outreach and the Reserve Fund leaflet were translated and distributed.

**Updated Material - Major Revisions:** 1992 Spanish Groups Directory for groups in U.S., Puerto Rico and Canada; IP-L5, Suggested letter to adapt in contacting the media; P-35, Why CAL; P-13, Purpose and Suggestions; P-48, Understanding Ourselves and Alcoholism; P-24, Al-Anon/Alateen Groups At Work; P-25, Digest of Al-Anon/Alateen Policies; P-26, The Twelve Concepts of Service, P-27 World Service Handbook.

**Minor Revisions:** List for Getting in Touch With Al-Anon/Alateen; P-44, The Al-Anon Focus; P-19, What Do You Do About the Alcoholic's Drinking? S-16, Order Blank; OT5, Open Letter To My Teacher; S-11, Order Blank for Supplementary Materials; P-7, A Guide for the Family of the Alcoholic; P-3, Alcoholism, A Merry-Go-Round Named Denial; IP-51, Guidelines for the Press (anonymity); S-10, AA's Resolution of Gratitude; S-17, Al-Anon, Is It For You?; P-10, It's a Teenage Affair; OS1, Open Letter to Spiritual Leaders; M-11, Just For Today Alateen; 1993 Group Questionnaire; S-25, Did You Grow Up with a Problem Drinker?; 1993 Survey.



**Newsletters** - Six issues of *AL-ANON Y ALATEEN EN ACCION*; six issues of *DENTRO DE AL-ANON*; two issues of *AL-ANON HABLA CLARO*; Five issues of *AL-ANON EN LAS INSTITUCIONES* (combined with *AL-ANON Y ALATEEN EN ACCION*); 1992 October Institutions Month; P.I. Calendar for 1993-94.

Subscriptions for *DENTRO DE AL-ANON* and *AL-ANON Y ALATEEN EN ACCION*: **New** - 65 (individual/multiple subscriptions, totaling 579 copies); **Renewals** - 27 (individual/multiple, totaling 384 copies).

**Spanish Group Records** - Registered: 84 Al-Anon; 7 Alateen; 7 Adult Children; 1 Al-Anon Institutions; 17 Information Services. Disbanded: 24 Al-Anon, 1 Alateen; Proposed groups: 75 Al-Anon and 6 Alateen. Spanish groups registered at WSO outside U.S. and Canada are 800. Not included in this total are the groups in: Argentina 490; Brazil 1,217; Mexico 1,928; and Spain 205 where groups are registered with their own GSOs.

**Translations** - Letters to and from GSOs-156; WSO form letters-5; correspondence to and from individuals - 69; requests for catalogs, complimentary material, order blank - 111.

**Spanish Professionals** - 27 professionals were listed in our resource file, totaling 700.

## FRENCH SERVICES

Sandra F., Deputy Executive Director, reports:

The Deputy Executive Director visited PFA in March and met with the General Secretary and Board Chairperson to discuss future translations, the process for revisions and bringing *AU COEUR D'AL-ANON* and *Le FORUM* up to date. Discussions were held concerning facilitating production in general.

The Controller and Assistant Controller conducted an audit of PFA operations in June. They were accompanied by a computer programming consultant. Several recommendations were made regarding internal accounting controls and streamlining FORUM circulation.

The General Secretary of PFA visited the WSO in November and met with the Executive Director, Deputy Executive Director and Controller. Among the many topics discussed were utilizing computers to avoid duplication, purchasing personal computers which are compatible with WSO and improving communications. It was clarified that PFA's operation is the function of the WSO and the PFA Board should dedicate itself to service aspects of French-speaking Canada.

Alberte C., General Secretary of PFA reports:

**New** - *As We Understood* (B-11); Dear Mom & Dad (P-67); Alateen Kit (K-12); Professional's Resource Kit (K-26); Al-Anon Family Origins Collection (K-27).

**Major Revisions** - Alcoholism, the Family Disease (P-4); Youth and the Alcoholic Parent (P-21); Beginners' Meeting Guidelines (G-2); Taking a Group Inventory (G-8).

**Updated Material** - *One Day At A Time* (B-6 - 11th printing); Alcoholism, a Merry-Go-Round Named Denial

(P-3); Freedom from Despair (P-6); Purpose and Suggestions (P-13); This Is Al-Anon (P-32); Facts About Alateen (P-41); Are You Concerned About Someone's Drinking? (M-1); Just For Today Bookmark (M-12); You Can Render A Great Service... (M-19).

**Reprints** - Alateen Talks Back on: Acceptance (ATB-1); Serenity (ATB-2); Detachment (ATB-3); Table Anonymity Card (S-9); Alateen, Is It For You? (S-20); Al-Anon Spoken Here Table-Tent Card (S-24).

**Supplementary Material** - *The FORUM* (Jan/Feb 1991 to Sept/Oct 1992); *INSIDE AL-ANON* (Dec 1990/Jan 1991 to Oct/Nov 1992); *AL-ANON SPEAKS OUT*; Appeal Letters; translations for NPIC; letters for the WSO; various flyers; new order forms; list of all French meetings in Canada and the U.S. (twice a year).

**Projects in Progress** - Translation of ... *In All Our Affairs* (B-15); *Courage To Change* (B-16); *Al-Anon Faces Alcoholism* (B-1); Reprints from *The FORUM* and *INSIDE AL-ANON*; Open Letters.

Sales in 1992 have increased by \$32,700 over 1991. Since October 1991, date of publication of *Lois Rememberers* - French version, 1,700 copies have sold; 1,840 copies of the book *As We Understood* (B-11) have sold since October 1992. *The FORUM* and *INSIDE AL-ANON* are almost up to date and it will be possible in the very near future to proceed with regular shipments.

## GROUP RECORDS

### Groupwide Mailings

Three Appeal Letters	62,190
1992 Questionnaires	20,179
Relocation Appeal	20,194
Seven issues of <i>INSIDE AL-ANON</i>	200,302
Contribution Acknowledgements	40,930
Service Manual	21,457

### Limited Mailings

Two issues of <i>AL-ANON SPEAKS OUT</i>	26,943
Two issues of <i>AL-ANON HABLA CLARO</i>	1,985
Four issues of <i>AREA HIGHLIGHTS</i>	5,801
Eleven Advance Mailings	19,173
Four issues of <i>LONE MEMBER LETTER BOX</i>	4,386
Getting In Touch	1,811
Four issues of <i>ALATEEN TALK</i>	25,092
Six issues of <i>DENTRO DE AL-ANON</i> and <i>AL-ANON Y ALATEEN EN ACCION</i>	14,932
Special FORUM Subscriber mailing	4,152
RSS (Northeast)	4,552
RSS (Canada West)	879
RSS (Canada South)	2,458
RSS (South East)	4,189
Seven Personnel mailings	7,285
Three issues of <i>AL-ANON IN INSTITUTIONS</i>	11,610
Literature Distribution Centers	173
Conference Summary	880
Two Priority notices to LDCs	354

Mailings were combined where possible to conserve costs.

## Subscriptions

	<u>Total 1992</u>	<u>Total 1991</u>
<i>The FORUM</i>	55,060	56,917
<i>ALATEEN TALK</i>	1,112	2,625
<i>INSIDE AL-ANON</i>	4,688	5,665
<i>AL-ANON IN INSTITUTIONS</i>	399	667
<i>DENTRO DE AL-ANON and</i> <i>AL-ANON Y ALATEEN</i> <i>EN ACCION</i>	2,390	1,454

**Group Records 800# Calls** - There were approximately 15,356 telephone calls recorded by the World Directory toll-free number for the year ending 1992.

## REGISTERED GROUPS AND LONE MEMBERS

	<u>1992</u>	<u>1991</u>
Al-Anon Groups Worldwide	28,336	27,976
Alateen Groups Worldwide	3,236	4,139
Institutions Groups U.S. & Canada	440	454
<b>Total</b>	<b>32,012</b>	<b>32,569</b>

	<u>1992</u>	<u>1991</u>
Information Services GSOs	321	292
Literature Distribution Centers	192	179
Lone Members U.S. & Canada	196	200

	<u>U.S.</u>	<u>Canada</u>	<u>Overseas</u>
Al-Anon	17,112	2,042	9,182
Alateen	2,087	217	932
Institutions	423	17	
<b>Total</b>	<b>19,622</b>	<b>2,276</b>	<b>10,114</b>
Information Services & GSOs	186	21	114
Literature Depots	158	20	14
Lone Members	173	23	

## VISITORS

**AA Visit** - A small get together was held at the WSO with AA's GSO Staff prior to their move uptown. The Executive Director presented the group with a framed Keep It Simple slogan illustration for their new office.

During the year, members, their spouses and friends toured the WSO from most of the U.S., several provinces of Canada and from such countries as: Argentina, Colombia, Germany, Mexico, Peru and South Africa.

## STRATEGIC PLANNING

Following distribution of the Strategic Long Range Plan at the 1991 WSC, comments from various Areas indicated that the language in the plan was not in keeping with the tone of Al-Anon service work.

A revised AFG Service Plan was developed within the WSO for review by all Conference members. The plan

was then launched at the 1992 WSC and most Area and local newsletters carried information about it. Regional Trustees gave reportbacks of activities within their Region at the Board of Trustees meetings.

The Deputy Executive Director coordinates strategic planning efforts working on staff aspects of the AFG Service Plan. The Planning Committee consists of Staff Administrators, the Executive Director, Controller and Office Manager. Activities included: Improving registration procedures; coordinating the Al-Anon message in all WSO publications; and improving communication with District Representatives.

The Board determined that the thrust of activities relative to the AFG Service Plan and in keeping with the World Service Conference Theme for 1993 will be, "Let The Hand of Al-Anon and Alateen Be There When Anyone Reaches Out For Help."

## RELOCATION OF THE WSO

Based on the decision by the Board of Trustees in 1991 to relocate out of the New York metropolitan area at the expiration of our lease (or sooner if feasible), a Relocation Fund was established by the Board of Trustees and a "41 miles of dollars campaign" was introduced at the 1992 WSC. The Budget Committee planned a new campaign for 1993 to begin with a letter to GRs from the Treasurer outlining a goal of two million dollars with progress charted on a thermometer.

## PROFESSIONAL SERVICES

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

**Investment** - A meeting was held with the WSO's Investment Advisor, and the Investment Advisory Committee about the investment program of the Reserve Fund.

**Legal** - The Executive Director developed a Pending Litigation Procedure that was approved by the Board of Trustees.

Volunteer legal assistance was provided by John F. regarding the bequest of a member.

Copyright attorney, Bob Faber of Ostrolenk & Faber, was contacted on a variety of matters including: the development of a stringent Trademark Release Contract License for manufacturers who wish to reproduce our marks on jewelry and trinkets; to send a copyright infringement letter to a supplier using our mark without permission; updating our trademarks in the Benelux (Belgium-Netherlands-Luxembourg) countries; to research our trademark registration and copyright all our books and several pamphlets translated and reprinted in Mexico and to contact a publishing company in Tennessee to ask them to rename a proposed book titled, *One Day At A Time*, based on New Testament readings for a bible daily reader.

Legal consultation was sought for analysis of the lease for the new Bronx warehouse.

**Relocation Consultation** - A consulting service was engaged to help the WSO determine non-financial criteria as Phase II of an independent relocation study.

## PUBLIC RELATIONS

In conjunction with staff travel, the following organizations were visited: The Institutions/Archives Administrator attended a meeting at the National Self-Help Clearinghouse in New York; the Alateen Administrator visited two Information Service Offices in St. Louis and met with the Director of the Volunteer Services for the Blind who has been producing Al-Anon/Alateen material in braille; the CPC Administrator and the CPC Chairperson presented a panel on Al-Anon at the Criminal Justice Association in Pittsburgh; the Institutions Administrator attended a Self-Help Roundtable in Albany sponsored by the New York Division of Alcoholism; the Executive Director, the CPC and Public Information Administrators attended a sharing meeting with the Alcoholism Council Fellowship Center, AA and National Council on Alcoholism and Drug Dependency (NCADD) to discuss current matters that impact on each organization.

Coordinated by the CPC Administrator, the WSO hosted a visit of 18 members of the Board of Trustees of Overeaters Anonymous. The International Coordination Administrator visited with Valentina Moskalenko, M.C., author of the article the WSO reprinted titled, "A Voice from Afar"; a committee member attended the Best Campaign National Youth Conference in Washington, DC on our behalf. An Open House for companies located in our building was held. A letter containing information about Al-Anon and a copy of our new book, *Courage to Change*, was sent to President-Elect Bill Clinton.

## CORRESPONDENCE

A variety of correspondence and phone calls are responded to by the WSO daily. Staff Administrators handled these calls and letters geographically as follows: Carole K., U.S. Southeast; Fran M., U.S. Northeast and North Central; Ellen D., U.S. Southwest and South Central; Claire R., U.S. Northwest; Geri H., Canada East; Bonnie C., Canada West and Central; Mary Ann K., Overseas.

Major subjects dealt with: relocation; possible lease/purchase of property; appearance of affiliation with outside organizations; and finances. There was an increase in communication regarding thefts of local and Area treasures and Al-Anon's position regarding anonymity and confrontations with the law.

## SPEAKING INVITATIONS AT CONFERENCES/CONVENTIONS

**First Quarter** - Bonnie C. attended the Missouri Alateen Roundup.

**Second Quarter** - Sandra F. spoke at the Al-Anon/Alateen Convention, Houston, TX; Bonnie C. spoke at the Rocky Mountain Alateen Conference, Snow Mountain Ranch, CO.

**Third Quarter** - Bonnie C. attended the AA Summerfest in Eugene, OR and spoke at the Al-Anon/Alateen Area Convention Nebraska. Fran M. attended the West Virginia AA Conference.

**Fourth Quarter** - Myrna H. attended the Pennsylvania Assembly in Butler, PA; Claire R. attended the Saskatchewan Area Assembly and visited the AIS and

LDC in Regina; Bonnie C. attended the Connecticut Alateen Workshop Weekend in Washington Depot, CT and the Eastern Seaboard Alateen Conference (ESAC) in Warton, MD; Carole K. attended the Florida (N) Area AFG Convention; Ellen D. participated in the Georgia Assembly in Macon, GA, Fran M. attended the Oklahoma Convention in Oklahoma City and the Bass Lake Twelve Step Convention in CA; Raquel K. attended the XIII Al-Anon/Alateen Hispanic Convention in Oakland, CA.

## ALATEEN

Peggy L./Gerry VS., Chairpersons  
Bonnie C., Administrator

## COMMITTEE

The Committee met four times; one Task Force meeting was held.

### 1992 WSC

**Alateen Presentation (Serving Younger Members)** - The Committee presented a home video of an Alateen group with younger members describing why Alateen was important to them. Following the video and a subsequent discussion, the 1992 WSC approved the following motion: "The Alateen Committee recognizes the fact that thirty percent of our membership is under 12 years of age. We therefore, move to provide services to meet the needs of our younger members of Alateen."

## COMPLETED

**Alateen Talks Back Series (ATB)** - The booklets on Acceptance (P-68) and Serenity (P-69) were distributed at the 1992 WSC. The third booklet, Alateen Talks Back on Slogans (P-70) was subsequently released. All booklets are processed through the Alateen, Literature and Policy Committees. A Task Force meeting was held to consider all comments and suggestions from the reviewers. Each booklet is produced in different colors and consists of 32 pages of sharings and questions for personal use or meeting topics.

## IN PROGRESS

**Alateen Talks Back On Sponsoring An Alateen Group** - Fourth in the series, this booklet is comprised of over forty sharings. The next booklets scheduled are Higher Power and The Twelve Steps and Twelve Traditions.

**Alateen Recovery Book** - The Committee reviewed an outline of projected contents and submitted comments and suggestions to Alateen Services. A mailing was sent to 67 World Service Delegates and Alateen Coordinators requesting assistance in finding a writer/editor. Ten proposals from prospective writer/editors were received. A member who is also an Alateen Sponsor from Seattle, WA was selected and a meeting is scheduled for January to finalize arrangements.

## UNDER CONSIDERATION

**Alateen Video** - The Full Standing Committee suggested the development of this project. The Administrator and Alateen Chairperson presented a proposal to the Budget

and Executive Committees and subsequently to the Board for consideration.

**Alateen Sponsorship "How To" Booklet** - The Full Standing Committee approved combining several pieces of existing material regarding Alateen groups into a "How To" booklet (a manual) for Alateen Sponsors. New material on how groups start and a list of questions for Alateen Sponsors is also contemplated. A recommendation will be presented to the 1993 WSC for approval.

### ALATEEN TALK

Themes for Winter, Spring, Summer, and Fall were: Saying Thank You To Alateen; Letting Go Of The Past; Carrying The Message; Feelings-Hate, Fear, Anger. An article from the Literature Committee was mailed with the Winter issue requesting sharings for the AL-ANON TODAY (working title) book. A sharing sheet from FORUM Services was sent with the Spring issue requesting sharings for the Alateen page. The Summer issue featured an article from the Alateen Committee's reportback and approval of the 1992 WSC motion to service younger members.

### CORRESPONDENCE

Correspondence included: Inquiries from the membership and the professional community on preteens and how to start an Alateen group; literature explaining Alateen's primary purpose; requests for Alateen skits; Alateen concerns and questions from Sponsors in regard to sponsorship, CAL, membership, anonymity; consideration of dual members holding office above group level and sponsoring Alateen; concerns about abuse, suicide and other related problems; fund-raising for attending an Alateen Conference. An American Indian who is an Al-Anon member working as a professional with the Education School District along with Rehabilitation, Inc. requested information on starting an Alateen meeting in an Indian hospital in Phoenix, Arizona.

### COORDINATORS

Twenty new Coordinators were welcomed and sent material to assist them in their service work.

**Spotlight on Coordinators** - Six issues were mailed to Area Alateen Coordinators in the U.S. and Canada. They included a sharing from the past Alateen Chairperson encouraging Al-Anon members to utilize the Alateen 4th Step Inventory Workbook (P-64); a sharing from the Institutions Committee asking Alateens for help in carrying the message to others; a letter from the new Alateen Chairperson outlining goals and ideas for the Alateen membership; and a feature article on guidelines for Alateen Sponsors from the Connecticut Area.

Complimentary copies of the Alateen Talks Back Series booklets were mailed to 67 Coordinators.

### OTHER OFFICE ACTIVITIES

**Boys & Girls Club of America** - In cooperation with the National Director of the Prevention Program, a letter was sent to 17 additional Alateen Coordinators with information on starting an Alateen group in facilities around the country. Alateen material was ordered by 1,400 Boys & Girls Clubs of America throughout the U.S. Information was requested for starting Alateen groups at three Boys &

Girls Clubs Of America in Newark, New Jersey and one in North Carolina.

**Public Information** - Collaborative efforts are ongoing with P.I. Services regarding Alateen activities.

**Revisions** - A Guide for Alateen Sponsors (P-29), Alateen, Is It For You? (S-20), A Daily Checklist of Myself (S-6), Alateen's 4th Step Inventory Booklet (P-64), and Operation Alateen (P-30) have been reviewed and reprinted with minor revisions. The 1992 WSC motion on recognizing younger members has been added to the Statement on Younger Members.

### CONFERENCES ATTENDED

Four conferences were attended by the Alateen Administrator: The Rocky Mountain Alateen Conference (RMAC) in Snow Mountain; the Alateen Missouri Roundup in St. Louis, MO and the Eastern Seaboard Alateen Conference (ESAC) held at Camp Tockwogh, in Maryland; and the 3rd Alateen Weekend Workshop (CAWW) in Connecticut.

### ARCHIVES

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Patricia G., Chairperson  
Claire R., Administrator

### COMMITTEE

The Committee met four times and held one Task Force meeting.

### COMPLETED

**Archives Awareness Day/Week** - Suggestions for planning a group anniversary or event featuring historical information about Al-Anon and/or the group were compiled and submitted to the P.I. Committee for inclusion in the annual Al-Anon Birthday Month flyer.

**Longtime Member's Questionnaire (AR-1)** - The Committee extensively revised the original form so that in-depth descriptive statements would be provided in place of yes/no responses; several sections were added. The Questionnaire continues to be aimed at members with 25 years or more in the program.

**Area Trusted Servant Profile (AR-5)** - A new form was developed and distributed to help Area Archivists preserve the history of the Area Assembly through its trusted servants.

**Lois' Story (AV-1)** - Fifty VHS videocassettes with macrovision for nonduplication were made available for a \$25.00 rental fee. Distribution of the 16mm film was discontinued when all requests were filled. Cost information for producing a videocassette master in the PAL band for the Australian GSO and four other overseas bands were provided to International Service.

### IN PROGRESS

**Time Line of Al-Anon History** - A graph showing Al-Anon group growth rates for the years 1951 through 1971 is being compiled. A separate chart for Alateen, is planned.

**Lois W. and the Pioneers Video** – Following research among several producers, one was selected and approval will be sought from the Executive Committee. Provision for future translations (e.g. English subtitles) is available at an additional cost; a master can be made at a later time.

**Reprints** – The Committee is recommending a reprint of pages 97–98 from *First Steps* about Alice B. and the ODAT. A brief forward describing the development of *Courage to Change*, along with the number of ODAT printings and translations will be added.

The Committee also recommended the development of a reprint using pages 8–12 from *First Steps* to give Anne S. recognition for her work with family members prior to the establishment of the AI-Anon Clearinghouse in 1951.

**Scrapbook, Newspaper Clippings** – The idea of providing P.I. Services with an archival quality scrapbook for preserving noteworthy and timely newspaper articles was considered.

### RESEARCH REQUESTS

Regulations for the use of WSO Archives by nonmembers and outside organizations was instituted to assure protection of documents and anonymity of members. The criteria developed is standard for Archives and can be utilized when research is done internally by Staff or volunteers.

The Archivist of Arts Anonymous Board of Trustees sought guidance on preservation of early groups, cofounders, literature, and controversial materials. The Chairperson of the Overeaters Anonymous Twelve Concepts of Service Committee and member of the Board of Trustees researched AI-Anon's adaptation of the Twelve Concepts of Service from AA and documents used and developed by the Concepts Committee chaired by Lois W.

Historical data was requested on a variety of topics. The majority were in regard to group histories. Other inquiries included: Anne B.'s honorary trustee status, development of Spanish-speaking groups, origin of the Suggested Welcome, original Clearinghouse Bylaws, the Regional Trustee Plan, paid employees and volunteer expenses in the early Clearinghouse days and 1960s; AI-Anon's logos; the origin of AI-Anon's name; the sale of the AA *Big Book* and literature by the AI-Anon Family Groups; and the reprint, "To The Wives and Family Afterwards" from Chapters 8 and 9 of the AA *Big Book*.

### NOTEWORTHY ACCESSIONS

Besides in-house noncurrent records, materials received from WSO Staff, Areas or individuals was a transcribed speech by Bill W. given at a Wives Luncheon in June, 1954 in Australia describing Lois' recuperation after her heart attack and Bill's opinion on the value of AI-Anon.

### COORDINATORS

Twenty-one new Area Archives Coordinators were welcomed and sent appropriate information.

The Area Archivist welcome letter was revised and a checklist of information and background materials to be obtained from outgoing or past Area Archivists and the Area Chairperson was developed. A referral form was also included so that Area Archivists are aware that their name, address and telephone number will be provided to local

members seeking information about their group or Area history. A description of the WSO Archives computer capabilities and uses was provided to the Argentina GSO Archives Coordinator.

### PRESERVATION AND CONSERVATION

**Lois W. Memorial and Obituary Materials** – Two boxes of Lois W. obituary and memorial articles, letters, and materials were accessioned.

**WSC Transcriptions** – Two sets of WSC transcriptions from 1961 to 1970 were accessioned.

**Lois W. and Anne B. Papers and Early Group Correspondence** – Three boxes of the co-founders' documents were photocopied for safekeeping and daily use. Duplication of the first four boxes of early group correspondence in the USA from 1945–54 was begun.

### OFFICE ACTIVITIES

**Revision, Anne's Story (P-66)** – A minor text change was made and the list of literature was updated for the 1992 printing.

**Archives Display Board** – A sample of historical literature and service materials was assembled for Committee discussion.

**Archives Sharing Bulletin** – Bulletins were mailed to all Area Archivists. The Spring issue consisted of articles about the availability of *Lois' Story* in VHS videocassette, and reportbacks from District, Area Archivists and the Australian GSO Archives Committee. The Fall issue included articles highlighting the visit of the IAGSM Delegates, 1993 Archives Awareness Activities during May P.I. Month, and an appeal to Area Archivists for samples of their workshops.

**AI-Anon's Twelve Concepts of Service** – The Committee made minor revisions to the last paragraph on page 167. Further editing of the entire text is underway.

**Computerization** – The following items were computerized for effective accessioning: Descriptive guides for the core collection; a list of WSO Standing Committee Chairpersons 1981–1992; the WSO "Memory Book" (a list of obituary information from 1957 to 1991 for past Conference members, former IAGSM Delegates, WSO volunteers, and past WSO employees); and the audiocassette tape collection.

**Archival Consultant** – Gillian G., member and archival consultant, volunteered her services by reviewing the Archives coding system with the Archivist and making recommendations for classification.

**1996 WSO Relocation** – The Northeast Document Conservation Center, a not-for-profit nine-state regional archives agency, was contacted for suggestions for moving the Archives to a new location. A bibliography of reference materials and referrals to NYC archival agencies and local libraries were provided so that the following can be developed: a procedure for working with each service in accessioning its materials; transferring and storing service materials such as minutes on computer disks instead of traditional paper documents; and the feasibility of obtaining

a student intern from a local university history or library science departments to assist with accessioning materials.

**Archives Workshop Agenda** – Area Archivists were requested to provide samples of workshops so that a general format can be developed and added to the Archives guideline.

**AI-Anon, AA and Stepping Stones Archives Meeting** – The three Archivists continued to meet bimonthly. AA hosted a meeting featuring a tour of the AA GSO and Archives at its new location. Details regarding the relocation, setting up of the AA Archives and creation of new display cases were shared. Self-directed research for Staff Administrators and policies regarding memorabilia were discussed.

**Seminars** – The Archivist attended three workshops on Preserving Photographic Collections; Emergency Planning for Libraries and Archives; and NYC Public Library's transfer of archival materials to the Bryant Park Extension.

**Professional Societies** – The Archivist is a member of the Society of American Archivists, Archivist Roundtable of Metropolitan NY and Mid-Atlantic Regional Archives Association.

## **BUDGET**

William S./Doris S., Chairpersons  
Richard J. Keilly, Controller (nonmember)

**Activities included:** Approval of a redesigned coffee can cover for the Relocation Fund with the "41 Miles" theme; development of the continuing Relocation Campaign for 1993. The establishment of a pricing policy for CAL recovery and service materials; review of a new lease at 385 Gerard Avenue in the Bronx for the warehouse; to approve use of a Visa/Mastercard credit card for mail orders only; to present a 1993 fiscal roadmap to the 1992 WSC in order to involve the WSC at the outset in the budget process; to offer new books during the first six months of publication to LDCs on account; that the WSC equalized expense remain the same as last year while reminding Areas they can contribute the full cost of their Delegate's attendance; to review pricing on new literature and materials; to transfer excess funds from the General Fund to the Reserve Fund by the end of 1992.

Additional activities included a review of each appeal letter and departmental budgets.

## **CONFERENCE**

Mary Fran W., Chairperson  
Rita McC., Administrator

### **CONFERENCE PREPARATION**

From January through April, activities were focused on coordinating the many details for the upcoming 1993 WSC. Material was compiled for Conference members and arrangements with the Radisson Tara Hotel, Stamford, CT were finalized.

Following the 1992 WSC, negotiations began with the Radisson Tara Hotel for the 1993 WSC, April 25–28.

### **CONFERENCE SUMMARY**

Over 2,600 complimentary copies were sent to current Delegates for distribution to Area World Service Committees. More than 500 were sent to past Delegates and Trustees and other WSO Conference members. By motion of the 1991 WSC, the Summary is no longer sent free to groups; they are available for purchase at \$2.00 per copy.

### **MAILINGS TO CONFERENCE MEMBERS**

During the first quarter, pertinent material concerning the 1992 WSC was mailed. Subsequent mailings included material related to the 1993 WSC as well as newsletters and new material. Contribution slips and printouts were mailed periodically.

### **ELECTION ASSEMBLIES/PANEL 33 (1993–1995)**

Panel 33 Delegates were elected by their Areas in the Fall of 1992. After each Delegates' name was received, a welcome letter was sent with appropriate material. A thank you letter was sent to outgoing Panel 30 Delegates.

### **EQUALIZED EXPENSE FUND**

The Board of Trustees has approved the 1993 Equalized Expense at \$700 (U.S.) and \$800 (Canadian). Sixty-two Areas have sent in their Equalized Expense checks. Ten Areas have sent amounts greater than the \$700. Six Areas have sent the entire cost (\$1200) of sending a Delegate to the WSC. One Area has sent more than the entire cost of sending a Delegate to the WSC (\$1300).

**Panel 32 Delegate (1992–1994)** – Rita L. was elected to replace George L. as Delegate from Quebec (E).

### **ASK-IT-BASKET (AIB)**

Questions and Answers from the 1992 WSC were mailed to all Conference members in August and attached as an addendum to the September issue of *AREA HIGHLIGHTS*. The 1993 WSC will follow the 1992 AIB format of selecting four Delegates, one WSO staff member and one WSO volunteer to process the AIB questions/answers.

### **REGIONAL TRUSTEE (RT) PROCEDURES**

A cover letter, voting procedures and resumes of RTs from U.S. Southeast, U.S. Northeast and U.S. North Central were sent to all voting and nonvoting Conference members prior to the RT nomination session at the 1992 WSC. RTs elected were: Pat B., Southeast; Maxine K., U.S. North Central and Marion W., U.S. Northeast.

Material was distributed at the 1992 WSC to Area Delegates in the U.S. Northwest, U.S. Southwest and U.S. South Central Regions as these Regions will be submitting candidates' names for nomination at the 1993 WSC.

The RT candidates submitted are:

**U.S. Northwest** – Nebraska, Skip L. There were no candidates from Alaska, Idaho, Montana, North Dakota, Oregon, South Dakota or Washington.

**U.S. Southwest** - California (N), Mary-Apt T. and Alternate LeVonne O.; California (S), Bob L. and Alternate Pat R.; Utah, Yvonne McR. There were no candidates from Arizona, Colorado, Hawaii, Nevada or New Mexico.

**U.S. South Central** - Arkansas, Donald D.; Kansas, Patricia S.; Louisiana, Gail F. There were no candidates from Missouri, Oklahoma, Texas (E) or Texas (W).

The following Delegates were selected at the 1992 WSC to participate in the 1993 RT nominations.

**Out-of-Region WSDs to vote in U.S. Northwest Region**

Connie C.	Mississippi
Skip A.	Missouri
Rita L.	Quebec East

**Alternate**

Diane W.	Pennsylvania	(1st)
Carol C.	BC/Yukon	(2nd)

**Out-of-Region WSDs to vote in U.S. Southwest Region**

Valerie H.	Georgia
Connie C.	Michigan
Donna M.	Montana

**Alternate**

Isabel F.	Alberta/NWT	(1st)
Barbara S.	Vermont	(2nd)

**Out-of-Region WSDs to vote in U.S. South Central Region**

Joel E.	Maryland/DC
Kay T.	Virginia
Connie C.	Michigan

**Alternate**

Nancy H.	New Jersey	(1st)
Grover C.	Wisconsin	(2nd)

The names of the voting Trustees will be drawn at the January 1993 Board Meeting. Each Conference member will be sent a set of resumes.

**1993 WSC**

**Theme** - "LET IT BEGIN WITH ME IN '93"  
(Sharing Experience, Strength & Hope)

**Dates** - April 25 - 28, 1993.

**Opening Breakfast** - Sunday, April 25 at 7:30 AM.

A concluding breakfast will also be served on Thursday, April 29.

**Opening Session** - Sunday, April 25th at 8:30 AM in the International West and Center Ballroom.

**Stepping Stones** - On Thursday, April 29, buses will depart for our co-founder's home and will return that afternoon.

**3-Minute Talk Theme** - Outgoing Delegates are invited to present a 3-minute talk on the topic, Let It Begin with Me. Outgoing Delegates selected as spiritual speakers will be given the option of not presenting a 3-minute talk.

**Green Light/Red Light** - Conference members will submit their questions to the WSO prior to the Conference. Green Light topics are 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 most frequently asked Group Records questions and answers were mailed to WSC members in January. Delegates may also ask questions regarding Group Records by calling the WSO at any time.

**Standing Committee Presentations** - Literature, International Coordination and the FORUM Committees will be presenting at the 1993 WSC.

Every third year, when the International Coordination Committee presents to the Conference, Spanish Services and PFA are each allotted 15 minutes for a presentation.

**Taping at the WSC** - Fred Crookshank, assisted by Russell Cook, will record the WSC. Audio tapes of the 3-minute and spiritual speakers will be available to Conference members.

**New Conference Member Orientation** - is scheduled with a third-year Delegate sharing on Reporting Back to your Area.

**Standing Committee Reportbacks** - Standing Committee and Workshop Reportbacks will be brought back to the WSO, compiled and mailed to WSC members following the Conference.

**Complimentary Tapes** - Will be given to the three-minute and spiritual speakers at the 1993 WSC.

**Display Packet** - Packet is available on request by new Delegates.

**Service Kits and Service Manual** - The four service kits (Alateen, CPC, Institutions and Public Information) as well as the Al-Anon/Alateen Service Manual were mailed to all WSC Delegates and to new Panel 33 Delegates.

**AREA HIGHLIGHTS** - Approximately 1,850 copies were mailed quarterly with inserts.

**NPIC**

Seating the NPIC Office Manager at the WSC will be standard procedure and will be approved each year by the Board and Admissions/Handbook Committee.

**1994 WSC**

Tentative dates: April 24-27.

**SUBCOMMITTEE: ADMISSIONS/HANDBOOK**

Jim K/Patricia S., Chairpersons  
Rita McC., Administrator



Intown Committee members: Patricia S., Chairperson; Rita McC., Conference Administrator; Mary Fran W., Conference Chairperson; Maxine K., Connie D. and Jim K. met in April, July and October. Recommendations for Handbook revisions were reviewed with Delegate input.

Written approval was given by Committee members to seat nonvoting participants at the 1993 WSC, as recommended by the Board of Trustees.

### OFFICE PROCEDURES

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

## COOPERATING WITH THE PROFESSIONAL COMMUNITY

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Richard B., Chairperson  
Ellen D., Administrator

### COMMITTEE

The Committee met four times and held two Task Force meetings.

#### 1992 WSC

The Committee gave its presentation entitled, "You Are The Key To CPC," which included a skit, rap song, sharing on the Sponsor A Professional Campaign and a question and answer period. A handout, CPC - You Are The Key was distributed to Conference members along with copies of the skit. Fifteen members requested copies based on an article about the presentation in *INSIDE AL-ANON*.

### PROFESSIONAL ACTIVITIES

The following eight conferences/meetings were attended by WSO Staff/Volunteers: The Academy of Criminal Justice Sciences, Pittsburgh, PA; Rutgers Summer School on Alcohol and Drug Studies, New Brunswick, NJ; University of Utah School on Alcoholism and Other Drug Dependencies, Salt Lake City, UT; University of California 21st Summer School of Alcohol, Tobacco and Other Drug Studies, San Diego, CA; Comprehensive Health Enhancement Support (CHESS) Project, Chicago, IL; National Conference of the American Psychological Association (APA), Washington, DC; Employee Assistance Program (EAP); National Conference of the American Association for Marriage and Family Therapy, Miami, FL.

### EXHIBITS

Al-Anon exhibited at 16 national conferences. Volunteers staffed the booths and distributed literature. Literature was sent to four conferences for their Free Take-one-Tables; hardcover books were sold at one conference.

### COMPLETED

Al-Anon and Professionals (P-34) - Pamphlet was

revised extensively and renamed, A Member's Guide: Working as a Professional, Working with Professionals. It was approved by the CPC Committee, the Executive Director and the Policy Committee and will be produced in a fold-out format.

**Suggested Letter From A Group To Professionals and Outside Agencies** - Revisions were made, finished copies were sent to CPC Area Coordinators, and became available for distribution on the supplementary order blank.

**Sponsor A Professional** - The Committee conducted a year-long Sponsor A Professional Campaign. Articles encouraging members to get involved appeared in CPC Update, the newsletter for Area Coordinators and other WSO publications.

### IN PROGRESS

**1993 Membership Survey** - The questionnaires were finalized for printing. With the exception of question #6, which was expanded, the 1993 Survey will feature the same questions that appeared in the 1990 Survey.

**New CAL Fact Sheet for Professionals (Working Title)**- A draft was compiled and edited to replace the pamphlet, Al-Anon Family Treatment Tool in Alcoholism.

**Open Letter to the Student Assistance Professional** - The Committee will develop this new Open Letter and suggested material which members could provide to Student Assistance Professionals.

### NEWSLETTERS

**AL-ANON SPEAKS OUT** - The Winter 1991-92 issue that featured an article on "Parents of Alcoholics," and offered a free copy of the pamphlet, To The Mother and Father of an Alcoholic was sent to over 18,000 professionals along with a postage paid card to be returned in order to remain on the *AL-ANON SPEAKS OUT* mailing list. As a result of these offers, 47 requests for copies of, To the Mother and Father of an Alcoholic were filled and 4,440 cards were received. The Summer issue was produced using a new masthead. It featured the new book, *Courage to Change* and was sent to over 4,700 professionals along with the book's flyer and a form for a free copy of Getting In Touch with Al-Anon/Alateen. Over 580 requests for Getting In Touch were received and filled. The Winter 1992-93 issue was compiled, featuring the new booklets, Alateen Talks Back On: Acceptance, Serenity and Slogans.

### COORDINATORS

**CPC Update Newsletter** - Four issues were sent to Coordinators with various inserts. Additional mailings included: Getting In Touch with Al-Anon/Alateen, CPC Group 12th Step Work Made Easy and a letter encouraging Coordinators to contact the WSO to request material to distribute to DRs and District CPC Chairpersons.

### OTHER OFFICE ACTIVITIES

**Letters to Professionals** - Over 875 inquiries from professionals were answered with either a personalized or form letter and a CPC or Educator's pack.



**Permission to use Al-Anon Material** - Permission was given to the RESPECT Project Training Coordinator for Native American Children of Alcoholics to print "An Open Letter To My Teacher" in their training handbook for school personnel; to Nebraska's Human Services, Inc. to reprint the "Dear Mom and Dad" article which appeared in *AL-ANON SPEAKS OUT*, Winter 1991-92 issue; to the American Council on Alcoholism (ACA) to reprint excerpts from the article, "Parents At A Loss" from the winter issue of *AL-ANON SPEAKS OUT*; to American Academy of Family Physicians to include our 800 # in a brochure.

**Outreach** - A letter providing information about Al-Anon, and offering to place the names of other Twelve Step fellowships on our mailing list was developed and approved. Information about *Courage to Change* and the Alateen Talks Back booklets were sent to selected members of the professional community.

Letters were sent to over 25 national organizations offering a presentation at their national conferences; a presentation will be made at the National Catholic Education Association's 1993 Convention in New Orleans; Al-Anon was invited to give three presentations at the University of Utah School on Alcoholism and other Drug Dependencies (June 1993); information was sent for the newsletter of the National Association of Health Professionals; permission was given to list Al-Anon as a resource and offer selected material in the Educators Index of Free Material.

**Welcome Visitors Sheets** - Over 700 professionals signed the Welcome Visitors Sheets at the exhibit booths and were placed on the mailing list.

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

Lorill W./Connie D., Chairpersons  
Ellen D., Administrator

#### **COMMITTEE**

The NPIC held one committee meeting and three Task Force meetings.

#### **AL-ANON SPEAKS OUT, CANADIAN BULLETIN**

The 1992 issue was mailed to 4,077 professionals along with the provincial literature order form and flyers for the Professional's Resource Kit. Twelve requests for more information were received in response to the *AL-ANON SPEAKS OUT* mailing.

Over 2,200 Canadian Bulletins were sent to members. A new masthead was designed using blue and black ink on ivory paper. The 1993 issue was compiled featuring the Dear Mom & Dad leaflet and an article, "Parents At Loss." There were 278 professionals and 400 community and social services agencies added to the mailing list.

#### **PROFESSIONAL ACTIVITIES**

The NPIC Office Manager attended the Self-Help/Mutual Aid International Conference held in Ottawa, Ontario and the Al-Anon breakfast meeting held at the Conference.

#### **COMPLETED**

Questionnaires and an order blank for the Professional's Resource Kit were sent to all literature depots in Canada encouraging them to have the kits available for sale to members and professionals.

#### **EXHIBITS**

NPIC provided a display for eight exhibits. Literature was sent for four Take-One-Tables and one conference for their registration packets.

#### **INQUIRIES**

One Polish, one Japanese, 151 English and 35 French packets of Al-Anon literature were sent.

#### **MEDIA CONTACTS**

PSAs were sent to Tele 7 in Sherbrooke, Quebec and Cable 3 in Hull. A TV station aired information about Al-Anon in French along with the local telephone number and a list of meetings. The *Shirley Talk Show* made arrangements with us to air Al-Anon/Alateen PSAs on national television to discuss adult children of alcoholics. A press release regarding an Al-Anon holiday message was sent to eight national newspapers.

#### **OTHER OFFICE ACTIVITIES**

Letters expressing interest in participating at national conferences were sent to 17 agencies/organizations. Letters were sent to all Canadian Delegates, CPC and P.I. Coordinators to encourage participation in National Drug and Alcohol Awareness Week.

Sixty-four hundred copies of Update: Al-Anon Today in Canada were sent to members for service work.

Copies of the book, *Courage to Change*, and flyers were sent to various professionals.

The NPIC Office Manager gave a presentation on the office's activities at the RSS held in Edmonton.

#### ***The FORUM***

Syntha E., Editorial Committee Chairperson  
Robert D./William S., Business Operations Chairpersons  
Fran M., FORUM Administrator

#### **EDITORIAL COMMITTEE**

The Committee met eight times to review manuscripts.

#### **1992 WSC**

The 1992 WSC gave conceptual approval to produce a CAL booklet on the topic of intimacy using articles previously printed in *The FORUM*.

#### **IN PROGRESS**

**FORUM Favorites Vol. 4** - Upon approval of the final collection of articles by the Literature Committee, the

manuscript will be compiled by topic. Production is scheduled to begin in March '93.

**Intimacy Booklet** - Approval of articles for inclusion in this booklet were completed. The introduction will explain that the sharings are the opinions of members who are beginning their journeys with intimacy on all levels. Production is scheduled to begin in February '93.

### EDITORIALS

(Jan) In "Motherhood," a member frowns on mother-bashing at meetings and shares her views as an adult child of an alcoholic as a parent. The Twelve Steps have given her a new perspective on parenting. (Feb) Improving family relationships and gratitude for the program and literature received from American members are the subject of "A Love Story" from a woman in Kiev, formerly part of the USSR. (Mar) In "The Three S's," the father of an alcoholic stresses the importance of the Steps, sharing and service for recovery. (April) "Keeping It Light" is a humorous tale of how one member found serenity by putting daily annoyances to the slogans test. A positive attitude change and a touch of humor has enabled her to stop making mountains out of molehills. (May) "Alcohol and Intimacy" featured further responses to an article published in the May '91 issue dealing with a much-needed and often-neglected topic at Al-Anon meetings. (June) In "Denial," a member relates how she denied her emotions, her good qualities and the possibility of change. Al-Anon offered her hope and serenity. (July) "The Flowers of Al-Anon" relates how one member, who had previously justified extramarital affairs, found the courage to look at herself honestly and change with the help and support of the program and its members. (Aug) In "Today I Have A Plan," a member describes how the program helps her to focus on the present rather than regret the past and worry about the future. (Sept) An Australian member shares how the program enabled her to feel compassion and love for her sexually disabled spouse in "Committed To My Marriage." (Oct) In "The Hard Way," an adult child and victim of incest relates how the program helped her to stop making bad decisions, bemoaning her life and being avoided by friends. The program fortified her with the strength and courage to deal directly with her problems. (Nov) A fearful and guilt-ridden adult child tells how she learned to put herself first and developed a good spiritual foundation with the help of the program. (Dec) In "There is a Santa Claus," a member tells how the program inspired self-confidence and a new-found faith.

### OTHER COMMITTEE ACTIVITIES

**WSC Presentation** - The purpose of the presentation is to increase subscriptions and to improve the GR function as FORUM Representative at meetings.

### BUSINESS OPERATIONS COMMITTEE

The Committee met three times. Approximately 56,000 copies of *The FORUM* were mailed each month, which reflects a 10% decline from last year.

### COMPLETED

**New Design** - *The FORUM* was redesigned beginning with the May '92 issue, reducing costs while improving its appearance.

**Canadian & Overseas Subscriptions** - Due to higher postage fees for Canada and overseas, the Board approved mailing two consecutive issues bimonthly to those *FORUM* subscribers. They will have the option of paying an additional amount to remain on monthly delivery.

The Board later approved the Committee's recommendation to modify group rates for overseas and Canada as follows: for group subscriptions with the same mailing address—add a \$5.00 postage and handling fee for two subscriptions, add \$10.00 for three or more subscriptions.

**FORUM On Cassette** - Following review of *The Grapevine* and WSO sales figures of tapes, the Committee decided against producing *The FORUM* on tape.

**FORUM Promotions** - The Executive Committee approved the following two FORUM promotions for 1992: 1) Offer groups an incentive of an additional subscription when they purchase six or more subscriptions, and 2) Insert a Baker's Dozen (13 for 12) subscription form in Newcomer's Packets.

### UNDER CONSIDERATION

**FORUM Promotions** - The Budget Committee has approved only one of the following two FORUM promotions for 1993: 1) Mailing a complimentary issue of *INSIDE AL-ANON* to FORUM subscribers in 1993 to improve communication between Al-Anon members and the WSO; 2) Create an order blank using a previously printed four-color cover on the front and a FORUM order form on the back. The FORUM Business Operations Committee will choose one at the January '93 meeting.

**FORUM Bookmark** - Production of a FORUM bookmark, similar to *As We Understood*, will be pursued.

**The FORUM for the Visually Impaired** - As the Committee has agreed *The FORUM* on cassette is not appropriate at this time, we will investigate the Talking Book Service.

### IN PROGRESS

**Committee Goals for '93** - To improve communication with the membership, recover lost subscriptions and initiate effective promotions for '93.

**LDCs** - The Committee agreed to ask LDCs to help us acquire subscriptions. To begin, a FORUM poster, back issues of *The FORUM* and subscription envelopes will be sent to the larger LDCs. If results are positive, smaller LDCs will receive the same materials. Further incentives for LDCs will be considered at a later date.

**Record of Subscriptions** - FORUM Coordinators will receive a record of subscriptions by state in order to pursue subscription goals.

**Intimacy Booklet** - The Committee approved a standard size, 48-page glossy-cover booklet, similar to the new Alateen booklet.

### COORDINATORS

Upon request, mailings were sent to FORUM Coordinators throughout the year consisting of extra copies of *The FORUM*, subscription envelopes and writing guidelines.

## INSIDE AL-ANON

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Jane O./Mary C. Chairpersons  
Sandra F., Editor

### COMMITTEE

The incoming Chairperson and Editor met to discuss the processing of manuscripts and to plan for the balance of the 1992/93 calendar year. Each issue was reviewed by the Chairperson and five Staff Administrators; the Executive Director reviews the final manuscript.

### EDITORIALS

**Feb/Mar** - Members Respond to a Worldwide Group Inventory; Archives - Shape of Things to Come; The WSC & the Wheels of Progress; P.I. explained anonymity at the level of press, radio and TV and the Group Spotlight shone on "What Al-Anon has done for you."

**Apr/May** - A feature on the first two booklets in the Alateen Talks Back Series, Acceptance and Serenity and an article on the Group Records' 800 number; RSS-Recovery through Service Sharing; New CAL in the Works.

**June/July** - A proof sheet of the mini-summary of the WSC was mailed to Conference members on May 5th. An order form for the Conference Summary was included.

**Aug/Sept** - The new daily reader, *Courage to Change*; the AFG Service Plan; the AIS/LDC Workshop.

**Oct/Nov** - A report of the Seventh IAGSM; reminder for the WSO Relocation Fund Campaign; Send Us Your Comments - on sponsors and sponsoring; Your Mail is the WSO Lifeline; The Words We Use.

**Dec/Jan** - Members Worldwide Applaud *Courage to Change*; The Group Chairperson: Who Me? Yes, You! Sponsorship Offers a Hand to Hold; The WSO Wants to Stretch Your Dollars!; Doing Business with Poland.

### CORRESPONDENCE

Letters were received on "Let's Take a Group Inventory" and "Beginners"; there were requests for copies of the AFG Service Plan after the article appeared in the Aug/Sept issue; and over 70 sharings have been received on "What Did You Learn From Someone You Sponsor?" These will be compiled into one or more articles for future issues of *INSIDE AL-ANON*.

## INSTITUTIONS

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Skip L., Chairperson  
Claire R., Administrator

### COMMITTEE

The Committee met four times and held three Task Force meetings.

### COMPLETED

**Homeward Bound (P-8)** - The 1992 printing was

produced in a six panel fold-out format with minor text revisions as the Committee worked on a major expansion.

**Facilities Starter Discount Package (K-28, SK-28)** - A package consisting of eleven CAL titles was developed so that facilities and Institutions groups can have a large and ongoing supply of literature in an affordable price range. It was simultaneously made available in Spanish.

### IN PROGRESS

**Open Letters To Institutions Professionals** - Letters to assist members in their service work were developed in the following categories: treatment center counselors and therapists; nurses and clinicians; and counselors at abused family residences. Letters for additional categories of professions will be developed for correctional facilities as follows: staff officers, chaplains, librarians, counselors, therapists, and peer counselors. A form letter for social workers will also be created.

**Homeward Bound (P-8) revision** - With 215 sharings compiled as a result of appeals to the fellowship, a writer/editor was contracted. A second draft was sent to the Institutions and Literature Committees for review and approval. The text has been expanded from one wife's personal story to the wider experiences of members with a variety of relationships with the alcoholic. A "Program In Action" section summarizes each sharing. A 48-page booklet is anticipated.

**Reprint, Al-Anon Bolsters Treatment Efforts** - The Committee recommended reprinting an article about the benefits of Al-Anon in correctional facilities appearing in the April/June 1992 issue of *NEWSFRONT*, the PA Department of Corrections newsletter.

### AL-ANON IN INSTITUTIONS

A new masthead was designed. Three issues were compiled and distributed. The Spring issue contained an appeal for Homeward Bound sharings. The Summer issue featured October Institutions Month and *Courage to Change*. The Fall issue focused on the importance of service sponsorship.

### OCTOBER INSTITUTIONS MONTH

Based on the 1992 theme, Sponsorship: Expanding Our Horizons, seven service activities were developed and graphically illustrated. The 1992 service sheet was distributed with *INSIDE AL-ANON* and *AL-ANON IN INSTITUTIONS*. Cover letters with copies of the service sheet were sent to Area Institutions Coordinators, AIS and Area Newsletter Editors.

### COORDINATORS

Twenty-three new Coordinators were welcomed and sent introductory materials. A cover letter updating Coordinators on all new projects and materials accompanied each issue of *AL-ANON IN INSTITUTIONS* along with a special appeal encouraging members to undertake service projects in correctional facilities and to inform inmates about the Inmate Correspondence Service.

Other activities included: providing information about types of Institutions groups registered by the WSO and a

definition of a Limited Access group. Area Coordinators were requested to provide follow-up to professional inquiries and inmates for starting groups. Coordinator assistance was sought in completing group registrations.

### CORRESPONDENCE

General information, as well as adult children literature requests, were received from inmates. Explanations of Al-Anon's primary purpose were sent to fifteen inmates and their inquiries were forwarded to AA. Inmates requesting literature for their spouses and children were sent pamphlets and the toll-free 800 World Directory meeting information lines. A mother was sent information to provide to her incarcerated son. Two inmates sought copies of Just For Today to distribute at their facilities.

Professionals requesting copies of the World Directory or Area group printouts were sent copies of Getting In Touch and information about the 800 World Directory meeting information lines. One counselor, who is also a member, wanted to form a group for therapists only and was sent information about group registration policies.

Members sought materials explaining Limited Access groups, cooperation with professionals, an interpretation of the Tenth Tradition; and ideas for encouraging Institutions service work.

A member from West Yorkshire, England requested guidelines and materials to start the first Institutions group in the country at a Women and Young Offender's Prison.

Letters and telephone inquiries for literature and general information were received from 132 professionals including two treatment centers in Bolivia and Indonesia. Hazelden's Correctional Services Coordinator and the Director of The Family and Corrections Network were given information about the 800 meeting information lines, Al-Anon literature, the Inmate Correspondence Service and the role of Area Institutions Coordinators.

### INMATE CORRESPONDENCE SERVICE

The service was expanded to any incarcerated Al-Anon member whether or not a meeting is available at the facility because regulations usually do not permit volunteer Al-Anon members to visit with the inmates or inmates to sponsor each other. A Fact Sheet (ICS-4) was developed to clarify the purpose and procedures of the service for use within the fellowship and to correctional facility staff. Seventy Inmate Contacts are on a waiting list.

Three inmates notified the WSO of their release and were sent the 800 World Directory meeting information number. Two members serving as volunteer sponsors of Al-Anon groups at correctional facilities provided the names of five incarcerated members (three men and two women). The inmates were contacted and sent registration information.

**Registrations:** Seventy-seven members (24 men - 53 women) have volunteered to serve as Al-Anon Inmate Contacts; twelve inmates are participating in the service; four are in proposed status.

### PROFESSIONAL ACTIVITIES

The Administrator attended the NY Division of Alcoholism

and Alcohol Abuse second Roundtable Discussion in Albany, NY and gave a presentation at the Rutgers University Summer School of Alcoholism Studies, East Brunswick, NJ.

### OTHER OFFICE ACTIVITIES

**Planting A Seed (P-55)** - As a cost-effective measure, preparation to change this service tool to an inhouse production and a fold-out format was begun.

**Institutions Discount Literature Package (K-9, SK-9)** - Contents of the English and Spanish packages were adjusted to reflect previous price increases; the price was raised from \$7.50 to \$12.50.

### MISCELLANEOUS

In conjunction with speaking at the Saskatchewan and Illinois (N) Fall Assemblies, the Administrator gave an explanation of the WSO and the Archives and Institutions Services. Prior to speaking at the Illinois (N) Area Assembly, the Administrator visited Parkside Lodge at Mundelein and Lutheran General Hospital.

## INTERNATIONAL CONVENTIONS

Myrna S. H., Chairperson  
Mary Ann K., Coordinator

**1995** - San Diego, June 29 - July 2. Three meetings were held with AA regarding Al-Anon's specific needs for participation at AA's Convention and how to budget for them. The following allocations were made: Approximately 45 WSO people to attend; complimentary rooms throughout the city; Al-Anon will have its own program of events and a separate taping list; sales booth will be provided in the registration and meeting areas; meeting space will be provided for 20 workshops throughout Friday and Saturday; signs and decorations in meeting rooms; a WSO Hospitality Room in the registration area (hospitality suites in hotels will be provided).

**1998 Al-Anon's International Convention - July 2-5** - To host this International Convention, bids were presented by Delegates from ten cities: Washington, DC; Phoenix, AZ; Atlanta, GA; Boston, MA; Chicago, IL; Minneapolis, MN; Indianapolis, IN; Salt Lake City, UT; Fort Lauderdale, FL; and Denver, CO. The Site Selection Committee of the WSC consisted of the Delegates chosen by lot from: Nevada, Quebec East; New Hampshire; Alberta; Saskatchewan; Oregon; Wyoming and New Mexico. WSO Committee members were: Chairperson of the Board; one Board member chosen by lot; Executive Director; Deputy; Controller; Convention Coordinator and the P.I. Administrator who is the Convention Co-Coordinator.

Three cities were chosen as possible sites: Atlanta, GA; Indianapolis, IN and Salt Lake City, UT. A site inspection team consisting of WSO members of the Site Selection Committee visited each site, touring the major facilities, and hotels and recommended Salt Lake City, UT as the site. Following a second visit to Salt Lake City by the Chairperson of the Board, Executive Director and Convention Coordinator the Board approved this city as the site

for the 1998 Al-Anon Convention. Letters of acknowledgment were sent to all Conference members and Convention Bureau Representatives who participated in the process. Work with the Salt Lake City Visitors and Convention Bureau is ongoing.

## INTERNATIONAL COORDINATION

Louise B., Chairperson  
Mary Ann K., Administrator

### IAGSM

At the Seventh International Al-Anon General Services Meeting (IAGSM) 21 structures sent elected Delegates paying an equalized expense amount of \$750 for each Delegate. In attendance were the following structures:

Argentina	*Australia	Belgium
Brazil	Costa Rica	(Flemish & French)
*Finland	France	*Germany
Iceland	Italy	Japan
Netherlands	New Zealand	Norway
South Africa	*Spain	Sweden
Switzerland	U.K. & Eire	*U.S. & Canada
(German)		

\*Members of the Admissions Committee.

Prior to the IAGSM, Delegates visited Stepping Stones—the home of Al-Anon and AA's co-founders, and where Louise, Chairperson of the IAGSM, led an Al-Anon meeting on the theme, "IAGSM: the Path to Unity."

The following motions were approved at the IAGSM and subsequently submitted to the WSO Board of Trustees.

1. To accept the Admissions Committee Report as presented.
2. To make the Admissions Committee a permanent Committee of the IAGSM using the prepared plan developed at the 1998 IAGSM and the suggestions made at the 1990 IAGSM.
3. That the IAGSM in 1994 be held in Belgium. In the event of an emergency, the IAGSM be held in Switzerland.
4. To accept the symbol depicting unity around the world as it appeared on the cover of the 1992 IAGSM Brochure as the official logo of the IAGSM.
5. Recommendation to the Board of Trustees and the World Service Conference to produce an Al-Anon adult children book that will focus on the spiritual nature of our program.

Subsequently, the Board of Trustees approved the first four motions; the fifth was sent to the WSO Literature Committee. The question of having each structure produce original recovery material within the framework set down by the Board of Trustees was discussed at the IAGSM and Delegates agreed to continue this discussion at home. This idea will be placed on the 1994 IAGSM agenda.

**Host Committee 1994** – Detailed correspondence has been exchanged with the Host Committee in Belgium pertaining to the arrangements for the next IAGSM.

**Mailings** – Six cover letters were sent to Delegates providing pertinent information about the IAGSM.

### SERVICES

**GSO Mailings** – Copies of the six IAGSM mailings were sent to the GSOs, in addition to five cover letters with material published by WSO.

**Translations** – Translations were made in the following languages: Serbo-Croatian, Danish, French, Finnish, German, Hungarian, Italian, Polish, Russian and Ukrainian. In addition to these languages, literature was requested in Arabic, Chinese, Japanese, Korean, and Malaysian.

**Reprint Permissions** – Forms were sent to the following GSOs: Argentina – Twelve Traditions; Australia – *Courage to Change*, Alcoholism Can Tear A Family Apart; Belgium (Flemish) – Twelve Concepts of Service, Alateen Do's and Don'ts; Colombia – *Alateen—a day at a time*, Al-Anon's Twelve Steps & Twelve Traditions, Freedom From Despair; Finland – *...In All Our Affairs, Alateen Tells It Like It Is*; Germany – Daily Checklist For Myself; India – *One Day At A Time*, Freedom From Despair, A Guide for the Family of the Alcoholic, Purpose and Suggestions, So You Love an Alcoholic, To the Mother and Father of an Alcoholic, Twelve Steps and Twelve Traditions, What Do You Do About the Alcoholic's Drinking?, This Is Al-Anon, Why Is Al-Anon Anonymous?, Understanding Ourselves and Alcoholism, Information for the Newcomer, Al-Anon Is It For You?, Detachment; Italy – Al-Anon Is For Adult Children of Alcoholics, What's Next? Asks The Husband of the Alcoholic, Operation Alateen, Al-Anon Speaks to You, the Professional, *Alateen—Hope For Children of Alcoholics*, *Alateen—a day at a time*; Mexico – Sponsorship, What It's All About, *Alateen—a day at a time*; Poland – Al-Anon's Twelve Steps & Twelve Traditions, What's "Drunk," Mama?, *One Day At A Time*, Criteria for reprinting was sent to Lisbon, Portugal; Alcoholism Can Tear A Family Apart, To the Mother and Father of an Alcoholic, Table Anonymity Card; U.K. & Eire – Did You Grow Up With a Problem Drinker?; Venezuela – Some Answers on Al-Anon (excerpt from Al-Anon, You and the Alcoholic), Questions Often Asked (excerpt from Alcoholism, the Family Disease), Alcoholism, A Merry-Go-Round Named Denial, Purpose & Suggestions, Al-Anon and Professionals, Al-Anon Family Treatment Tool.

**Military** – Four English-speaking groups in Belgium and the Netherlands requested to register with the WSO.

**Contributions** – A total of \$33,908 was received from groups and structures outside the U.S. and Canada.

### AL-ANON INTERNATIONALLY

**Antigua** – A group in St. John's questioned changing the Steps.

**Argentina** – The GSO shared favorable news regarding literature sales.

**Australia** – The GSO's General Secretary reported that the newly printed book, *Courage to Change*, is "selling like hotcakes." Al-Anon's policy regarding contributions for bequests and trust funds was clarified to the GSO.

**Belgium (Flemish)** – Explanation of an Al-Anon day, focused on Step Eleven, was sent to a member organizing

such an event with AA members' cooperation.

**Belgium (French)** – Clarification on Al-Anon's policy of selling CAL to other organizations was sent.

**Brazil** – Back issues of our Spanish newsletters including all correspondence was sent to the GSO for their Archives.

**Bulgaria** – A newcomer attending Al-Anon meetings in California was given the name of the California (S) Delegate to give her first-hand service information to start Al-Anon when she returns to Bulgaria.

**China** – Clarification on Tradition Ten was sent to a doctor.

**Colombia** – The first General Service Conference was held in Bogota. Received from the GSO their first printing of Al-Anon's Twelve Steps and Twelve Traditions. The GSO was sent a copy of the "Duties of the Executive Director," excerpted from our Administrative Manual.

**Commonwealth of Independent States (formerly the Soviet Union)** – The groups in St. Petersburg (Leningrad) are in the process of forming an Intergroup. The International Coordination Administrator was interviewed twice on Radio Free Europe to be broadcast in the Ukraine and Russia. The WSO continues to receive letters requesting help for alcoholic husbands, sons, and daughters as a result of the article by a Russian physician published in the Russian magazine, *Family and School*. WSO obtained reprint permission from the author and the magazine to reprint the article.

The ODAT in Russian has been translated by members in that country. The translation is being reviewed with the possibility of being reprinted next year. The FORUM featured Russian literature on the flap, increasing WSO's ability to distribute literature in Russia, Ukraine and other republics.

**Costa Rica** – A service member from the GSO, visiting the WSO, was asked to put her request to the WSO Policy Committee in writing, about the GSO recording and selling their own stories on audiotapes. The GSO is reviewing WSO's Bylaws.

**Croatia** – German literature was sent to a member in Zabreb who reported that a large Al-Anon group was meeting in Slovenia, but because of the war he has to register as a Lone Member.

**Denmark** – Complimentary copies of our 1990-91 service manuals were sent to the GSO to use at their national meeting.

**Ecuador** – Our "Criteria for Granting Reprint Permission" was sent to a newly-formed Intergroup. The WSO suggested they work with the GSO in Colombia on an exchange of literature until the Intergroup is able to reprint.

**Finland** – Al-Anon will celebrate its 40th anniversary next year; a thank you letter was sent for inviting the International Administrator. The WSO is working with the GSO to reduce the cost of reproducing *Courage to Change*.

**Germany** – The GSO began the process of registering Al-Anon's trademarks.

**Greece** – The Parthenon Al-Anon Group is active again and is in the process of retrieving the inventory of the Greek *One Day At A Time* books from the printer.

**Hungary** – A newly-registered group was sent a list of the Al-Anon groups in their country to avoid duplication of

efforts with translations.

**Iceland** – Inquiries about our review process, reprint permission, and other self-help programs were answered.

**India** – The Information Service Office in Calcutta has printed a newsletter titled, *LOTUS PETALS*, and was sent reprint permission for the first time for the *One Day At A Time* book which was produced in June.

**Indonesia** – The WSO's letter in *Sober Times*, in California, about Al-Anon in Thailand, was printed in the September 1992 issue.

**Italy** – The following was sent to the GSO: a price quote for the cartoon film duplication of, *If Your Parents Drink Too Much*; a suggestion to footnote, in the three reprints, the Italian statistics that correspond to the number of American alcoholics and a list of the reference quotes from *Courage to Change* that can be found in other CAL. These references were then sent to all GSOs.

**Japan** – The WSO encouraged the structure to follow the Concepts when forming national committees, but agreed that it is within their autonomy to respond to special needs within their structure.

**Jordan** – The first Al-Anon group in Amman was registered by an Al-Anon member from Chicago, IL, who visited there. However, encouragement was sent since they are experiencing difficulties maintaining members in the group.

**Kenya** – A list of the registered groups in Kenya was sent to a member interested in translating CAL into Swahili.

**Korea** – The WSO purchased a supply of ODATs from our contact in Seoul.

**Kuwait** – Encouragement was sent to the only English-speaking group that is having difficulty maintaining regular members due to the fluctuating life-style in the middle east.

**Lesotho** – The pioneer member, instrumental in forming the first Al-Anon group, has returned to Alberta, Canada; the three groups established continue to meet regularly.

**Liberia** – A clergyman, working with English-speaking refugees, requested information on our Lone Member Service.

**Malta** – The first Information Service for the country has registered.

**Mexico** – John B., WSO Board of Trustees Chairperson, attended an emergency session of the Mexican National Conference in June. The acting General Manager of the GSO visited the WSO to sort out the responsibilities of the GSO and Delegates. Subsequently, the acting General Manager resigned and Maria Rocio, former IAGSM Delegate and Chairperson of the Mexican Board of Trustees, was hired as General Manager. The WSO is working with the GSO to have the registration of the Al-Anon trademarks in Mexico corrected so the WSO is the owner and the GSO our licensed agent. Copyright registration was completed for all Al-Anon books and the three pamphlets (*Guide for the Family of the Alcoholic*, *Alcoholism*, the *Family Disease* and *A Merry-Go-Round Named Denial*) published in Mexico.

**Netherlands** – An appeal from the WSO was sent to Al-Anon service workers in Amsterdam and Gouda to unite activities.

**New Guinea** – Material was sent to an AA member to



help him start an Al-Anon group.

**Nigeria** - A priest, who established a rehabilitation center, visited the WSO and asked for encouragement to strengthen Al-Anon at his facility.

**Norway** - The IAGSM Delegate requested shared experiences on P.I. efforts from Calgary, Canada for the Olympic Winter Games since the event will be held there.

**Oman** - Material and a group registration form was sent to a member in Muttrah.

**Panama** - The Suggested Al-Anon/Aleteen Closing was recommended as a tool for difficulties expressed.

**Pakistan** - Al-Anon's purpose was clarified and CAL sent to the All Pakistan Anti Narcotics Association.

**Peru** - Explanation of WSO's reprint permission process with our questionnaire, Criteria for Granting Reprint Permission of CAL, was sent to the Intergroup in Lima.

**Philippines** - A member requesting non-Al-Anon material was encouraged to use CAL at meetings.

**Poland** - The WSO purchased and received the following newly-printed pieces in Polish: 100 copies each of *Al-Anon's Twelve Steps & Twelve Traditions* and *What's "Drunk," Mama?*, and 200 copies of the *One Day At A Time*. This business transaction is a first for WSO with any Eastern European country.

**Portugal** - Our questionnaire, Criteria for Granting Reprint Permission of CAL, was sent to a group in Lisbon who requested reprint permission for the first time.

**South Africa** - WSO's experience with Al-Anon adult children groups was shared with the GSO; an Al-Anon member, who is also a physician, shared P.I. efforts and her letter was reprinted in *AREA HIGHLIGHTS*.

**Spain** - Twelve Information Services were listed in *Getting In Touch* with Al-Anon/Aleteen.

**Switzerland (German)** - Celebrated 25 years of Al-Anon.

**Tahiti** - Permission was given to the Maeva Al-Anon Group to excerpt articles from CAL for P.I. work.

**Tanzania** - A wealth of English CAL and copies of Swahili translations were sent to a priest traveling there.

**Uruguay** - Explanation about selling Al-Anon literature to anyone wanting to purchase it was sent to a member from another self-help program.

**U.K. & Eire** - The GSO activities involved: sending WSO a Russian translator, participation in the "To Russia With Love" project and their help with members from Calcutta (India), Pakistan, and Cannes (France). Additional input was given to P.I. on new poster designs and exchange of correspondence about the film for the cover of *Courage to Change* so their book cover is an exact copy of WSO's.

**Venezuela** - Three TV spots and the video, *Al-Anon Speaks For Itself*, with Spanish subtitles were received from the GSO. The WSO will consider adapting them in the U.S. and Canada.

#### **SUBCOMMITTEE: SPANISH**

Sandra F., Chairperson  
Mary Ann K., Administrator  
Raquel K., Executive Assistant

At the 1992 WSC, Delegates from 14 Areas with Spanish-speaking groups attended the Spanish Luncheon and shared Area activities. Eleven Spanish-speaking members responded to WSO's proposed outreach plan to increase participation of Spanish groups at the Assembly level. These members were put in touch with their Delegate. Plans for a Spanish Luncheon at the 1993 WSC to include all Conference members began.

The Committee met three times to discuss new projects. At the 1992 IAGSM, the Spanish-speaking structures of Argentina, Costa Rica, Spain and the WSO, reviewed the process set up in 1990 to have one structure be the "coordinating country" for Spanish translations within the next two years in an effort to eliminate duplication. As the first project, two consecutive months of *Courage to Change* were assigned to each of the following structures: Argentina, Costa Rica, Mexico, Puerto Rico, Spain and WSO. In time, Venezuela and Colombia will be included in this project.

## **LITERATURE**

John K./Helen W., Chairpersons  
Geri H., Administrator

### **COMMITTEE**

There were four Committee meetings and two Task Force meetings.

### **COMPLETED**

***Courage to Change* (B-16,B-17)** - Al-Anon's new daily reader was simultaneously published in standard size (\$9.00) and large print (\$11.00) editions.

The overwhelmingly positive reception Al-Anon members have given *Courage to Change* was reflected in articles in *INSIDE AL-ANON* and *AREA HIGHLIGHTS*. An Australian edition was produced and several GSOs have begun to translate *Courage to Change* in their native languages.

**Banners (M-45, M-47)** - A Concepts with Warranties banner was produced. The Executive Committee set the following prices: Steps & Traditions Set (M-45) \$25; Concepts (M-47) \$15; all three banners \$40.

**ODAT (B-6, B-14)** - Acting on the 1992 WSC motion, preparation for adding the Concepts with Warranties to ODAT was completed.

**Discontinued Material** - Following Committee and Board of Trustees approval, production of the Twelve Traditions - Illustrated (P-60) and Index to Recovery in CAL (P-63) was discontinued.

### **IN PROGRESS**

**AL-ANON TODAY (working title)** - The writer/editor (Al-Anon member) of *...In All Our Affairs* (B-15) and *Courage to Change* (B-16, B-17) was contracted to produce the manuscript for Al-Anon's "comprehensive, informational, recovery book."

Committee members suggested the following guidelines:

- The Al-Anon Welcome might open and set the tone.

- Although written for the newcomer, it should offer the richness and depth sought by longtime members.
- A freshness of style and format might be considered.
- The book should not be too clinical, neither a how-to-guide, nor a catch-all for material that does not readily fit elsewhere.
- Sharings that clearly identify members' backgrounds and circumstances, as well as their recovery in Al-Anon, can reflect "the universality of Al-Anon/Alateen today."

Having reviewed the proposal, outline, and Manuscript Section #1 (109 pages), Committee members agreed that this project is on a very positive track. To assure that this book reflects the universality of Al-Anon and the diversity of our membership, sharings identifying members' backgrounds and specific circumstances continue to be requested.

**COMING OF AGE (working title)** – A writer/editor (Al-Anon member) was contracted to produce the manuscript for Al-Anon's book on "growing up with alcoholism."

Having reviewed the proposal, outline, and Manuscript Section #1 (64 pages), Committee members were impressed with the writer/editor's fresh approach and agreed that the writing style was especially appropriate for this work. Members also suggested that earlier sharings could more clearly provide examples of denial, while later sharings might provide examples of members' putting Al-Anon principles and practices to work.

**SECRET OF RECOVERY IS SERVICE (working title)** – A proposal for this "Recovery Through Service" project was received from a writer/editor (Al-Anon member) and contract negotiations commenced. The Committee noted that although sharings were beginning to come in for this project, our fellowship has overwhelmingly responded to the AL-ANON TODAY and COMING OF AGE projects, indicating that those were its primary interests.

**What Do You Do About the Alcoholic's Drinking? (P-19)** – In order to be more reflective of our membership, the text for this pamphlet was revised and submitted to members of the Committee for comments/suggestions.

**Why CAL? (P-35)** – Committee members agreed to allow more time for reworking the text for this pamphlet so that further revisions will not soon be necessary.

#### UNDER CONSIDERATION

**Twelve and Twelve Companion/Stand-alone Piece** – Having considered an in-depth update of *Al-Anon's Twelve Steps and Twelve Traditions* (B-8), members agreed not to pursue a revision and expansion at this time.

Instead, the Committee expressed its support for developing a new piece with non-directive, thought-provoking questions relating to the individual Steps and Traditions. The appropriateness of including the Concepts in a recovery book is in question.

Having informed the 1992 WSC of their considerations, Committee members expressed their desire to ask the 1993 WSC for conceptual approval of this project.

However, before doing so, they wish to have all members of the Committee participate in a thorough discussion in order to have a clear idea of the envisioned book.

**Sponsorship, What It's All About (P-31)** – Members agreed to again consider adding sharings on service sponsorship to this pamphlet if any are received.

**Blueprint for Progress (P-5)** – The Committee continued its review of this booklet, paying particular attention to the way the questions in the booklet were phrased. Members raised the following questions:

- Why are we doing this?
- Will the Blueprint still be a gentle and loving guide?
- Is a major rewrite worth the effort? What will be accomplished?
- Is it imperative that we rework this piece?
- Would larger type improve the booklet?

After considering this piece from a number of standpoints, the Committee saw no need to revise the "Blueprint." The Committee suggested that setting the booklet in type similar to that used in *Living with Sobriety* (P-49) would make it easier to read and that this option might be explored before the next printing.

#### OTHER COMMITTEE ACTIVITIES

**New Booklet for Parents and Youngsters** – An Al-Anon member offered his booklet (and copyright) for parents dealing with younger children's questions on alcoholism. Although many positive attributes of the book were identified by members, the Committee as a whole felt that the book did not fill currently identified needs.

**Petition** – The Committee responded to a petition from Al-Anon members opposed to creating new and revising existing Al-Anon literature, by referring the signers to the Concepts.

**FORUM Favorites Vol. 4** – Committee members reviewed approximately 150 articles proposed for this volume.

**Other Material** – Other committees usually develop one of two kinds of material for review by the Literature Committee. Members explored the differences. They felt that since their review was a part of what makes an entire piece CAL, they would feel comfortable with the following.

- If a work consists solely of a collection of sharings, reviewing only the sharings is sufficient.
- If a work consists of text interspersed with sharings, reviewing the total piece is appropriate.

**1993 WSC Presentation** – Committee members agreed that a general explanation of how projects evolve would be an appropriate approach, and offered some questions that our presentation might answer.

- Why are so many sharings needed?
- Who are the reviewers?
- What is the role of the Task Force?

Members suggested asking Conference members to describe ways that our literature can carry the Al-Anon message to all families and friends of alcoholics, including those who may not be aware of the help that is available to them in Al-Anon.



## LITERATURE DISTRIBUTION CENTERS (LDCs)

**New Forms** – As a result of the AIS/LDC Workshop in Nashua, NH fliers and order forms bearing the tagline "Support your local Literature Distribution Center (LDC)," with space for LDCs to stamp their name and address, were prepared for local distribution by LDCs; Priority Notices were designed and sent to LDCs; Complimentary Material order forms were developed for and distributed to LDCs.

**LDC Registration** – The registration form, memo and both cover letters for registering LDCs were revised and reprinted. Packages of material sent to newly-registered LDCs were replaced with more appropriate items.

Prospective LDCs were sent material to aid in establishing their service. Copies of completed registration forms for new LDCs and a printout of LDCs in their respective Areas were sent to each Delegate for verification.

Newly-listed LDCs and those that change location were sent letters requesting permission to publish the LDC telephone numbers.

The Administrator met with the Minnesota (S) Literature Coordinator and visited the St. Louis Park, MN LDC.

## COORDINATORS

Newly-appointed Literature Coordinators were sent material to assist them in their work.

To further an active interest in Al-Anon CAL, communication with Literature Coordinators continued. Literature Coordinators were sent copies of *Courage to Change* and a packet of information that included a press release, two articles, a display piece, cover letters and suggestions for bringing this book to the attention of all families and friends of alcoholics.

## CORRESPONDENCE

Of the hundreds of letters received this year, the greatest number were sharings for AL-ANON TODAY, and COMING OF AGE (working titles) apparently in response to articles in *INSIDE AL-ANON*, *The FORUM*, *AREA HIGHLIGHTS* and widely distributed "sharing sheets."

## OTHER OFFICE ACTIVITIES

**Revisions and Reprinting** – Thirty pamphlets and six books were reviewed and minor revisions made before reprinting.

**Permission to Reprint** – Of the numerous requests for permission to use Al-Anon copyrighted material, eleven were granted.

**Catalogs and Order Forms** – Both catalogs and all order forms were updated and prepared for July printing. A boiler plate design for ordering by credit card was developed and added to order forms.

**Bookmarks** – To foster an awareness of Al-Anon's book on spirituality, *As We Understood* (B-11) and our book that addresses many of the difficult situations faced by families and friends of alcoholics, *...In All Our Affairs*

(B-15), bookmark/order forms were created for complimentary distribution.

## MARKETING

### Listings

The *Standard*, and the *International Periodical Directories* now list Al-Anon periodicals (*The FORUM* and WSO newsletters).

Chadwick-Healey has produced our catalog on microfiche and makes it available to libraries and booksellers.

*Courage to Change* is included in the annotation program for *Forthcoming Books*, and the *Author*, and *Subject Guides to Books in Print*.

Brodart Company is now providing full listings of Al-Anon and Alateen material to libraries and schools.

### Information in Books

Cataloging in Publications (CIP) data is being added to our books as each is reprinted. This information dramatically reduces the cataloging costs for libraries, making the books carrying it more attractive to libraries.

Indexes have been added to all recovery books making them easier for members to use. This also makes them more acceptable to libraries and all other readers.

ISBN (International Standard Book Number) identifies a specific publisher. This number makes it possible to order a particular book from its publisher through a variety of channels.

Bar codes are being added to the back covers of our books and booklets. Advancements in technology require that the ISBN be readable by scanners; the bar code is the publication's ISBN in scanner-readable form.

### Cooperative Efforts

As a result of efforts through the Publishing Marketing Association, 30 newspapers across the country have requested copies of *Courage to Change* and additional information on Al-Anon for review articles.

*Recovery Way* has proposed the dedication of an upcoming issue of the magazine to Al-Anon Conference-Approved books.

*Addiction and Recovery* magazine featured several Al-Anon books throughout its special edition highlighting recovery publications. In response, we have received several requests for information on *...In All Our Affairs*.

*...In All Our Affairs* is being used as the text for a graduate level course, *FAMILIES IN CRISES*, offered at Eastern Michigan University.

The Information Exchange is bringing *Courage to Change* to the attention of Twelve Step bookstores through its newsletter and repeated mailings of our flyers.

### Distributors

Expanding the distribution of our books as a means of

carrying the Al-Anon message to families and friends of alcoholics continued to be explored.

In order to further develop Al-Anon's working relationship with several publisher/distributors the Literature Administrator visited Hazelden, Johnson Institute, Comp-Care, Deaconess Press, St. Mary's-Fairview and Recovery Resources in Minnesota. Information regarding the publishing and marketing activities of these organizations, especially as it pertains to Al-Anon was submitted in a report to the Executive Committee.

Quality Books, (the major distributor of books to libraries), Human Services Institute, Performance Resource Press (*EAP Digest*, and *Student Assistance Journal*), Publishers Group West, the distributors and Waldenbooks indicated their interest in working with Al-Anon to make our books available through libraries, schools, community and workplace programs, catalogs and bookstores.

Deaconess Press, Hazelden and an independent distributor indicated their interest in working with us to make Al-Anon books available to all families and friends of alcoholics through Waldenbooks, Dalton's, Twelve Step and independent bookstores.

### PROFESSIONAL ACTIVITIES

The Administrator attended a meeting of Publishers Monthly regarding the reviewing of newly-published books, and an ASAE Seminar on Publishing.

## LONG-RANGE STUDY PANEL

Mary Fran W./William S., Chairpersons  
Sandra F., Secretary

### PANEL

The Panel met seven times. Board agenda topics included: Marketing Strategies; Reviewing the Present and Future Fellowship Surveys; Service Structure, including Zero-based Planning, Streamlining the Present Structure, Board Composition and Size and the Relocation Impact on Service Structure, both WSO Staff and Volunteers.

Several recommendations were made to the Board which resulted in the following: restructuring the Budget and Executive Committees to meet during the day and avoid overlap in the two committees' activities; that the Executive Committee Interim Actions not be reviewed item by item but that the Board discuss only items questioned by a Trustee.

A Task Force developed and distributed a questionnaire relative to the Board Composition and Size to Past and Present Trustees.

A Task Force was also established to study a projection of Al-Anon in ten years.

Throughout the year the LRSP studied marketing to bookstores as a means of letting the public know about Al-Anon/Alateen. The Board authorized continued study of this topic and referred the matter to the Budget Committee for further research. The Panel also requested the Literature Committee study publishing two books per year as

well as having both hard and soft cover editions of existing books and doing a pamphlet or booklet on each Step with the idea of combining them into a book at a later date.

## NOMINATING

Helen W./Jim K., Chairpersons

The Nominating Committee and Conference Committee on Trustees met twice during the 1992 WSC. In reviewing the Profile/Resume form, emphasis was placed on the fact that candidates should use only the front page; the 1992 schedule for submission of Trustee-At-Large resumes was set and the CCT guidelines were finalized. Joel E. was affirmed as 1992-1993 CCT Chairperson and Chuck L. was elected 1993-1994 Chairperson.

The Nominating Committee reviewed and revised its guidelines. They were modified adding a new paragraph to indicate that a single line slate will be submitted to the Board for Officer designees and Executive Committee members. The timetable for submitting candidates' names was set: October for Trustee-At-Large and January for officers of the Board and Executive Committee. Ten Trustee-At-Large resumes were mailed to the Nominating Committee and CCT. After tabulating the results of the scores six candidates were selected for presentation to the Board for nomination in January: Richard B., Donald F.C., Patricia D., Donald H., Peggy L., Phyllis M.

A slate of Board officers, chairperson and members of the Executive Committee were prepared for the January Board meeting.

## POLICY

Pat B., Chairperson  
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.

The Policy Committee Chairperson and four other Committee members, designated by the Chairperson, review all Conference-Approved Literature, materials and reprints which are developed by the various service committees.

### 1992 WSC

**Al-Anon's Twelve Concepts of Service** - The following pages of the descriptive text were revised to accurately reflect the current structure of The FORUM Committees: Concept III, first sentence of paragraph 7 on page 140; Concept IV, page 143, paragraphs 8 and 11; Concept VIII, page 151, paragraph 9; Concept XI, page 170.

**Digest of Al-Anon/Alateen Policies** - The following pages were revised: page 104, FINANCES I. WSO CONTRIBUTIONS - Regular, c. Individual Contributions,

that the amount be increased from \$1,000. to \$10,000., and f. Bequests that the amount be increased from \$5,000. to \$100,000.; pages 112-113, IV. OTHER PUBLICATIONS, a. relative to the distribution of the WSC Summary; page 119, V. PUBLIC INFORMATION, c. to describe P.I. literature published outside the U.S. and Canada and to remove the references to welcome wagons.

The WSC also passed a motion to clarify the distribution of the WSC Summary as follows: to World Service Conference Members, Past WSC members and Area World Service Committees (Area Officers, Coordinators and District Representatives).

**Other activities included:** An ad hoc committee formed to review the Policy Digest and to recommend rewording of directive passages which would not result in a change of policy; a motion was passed to reaffirm the motion adopted by the Board in 1991 to continue to provide Conference members' names and addresses upon the written request of members and an ad hoc committee formed to clarify WSO policy in regard to releasing names in general, since the published World Directory was discontinued.

The following correspondence concerning the dual member policy was brought to the attention of the Policy Committee: four petitions, two letters and a letter from a group of GRs to rescind the existing policy; one letter supporting the policy. Several letters and phone calls were received seeking clarification of the policy. Approximately 30 letters faxes and calls were received when an Intergroup refused to allow a dual member to serve as the Intergroup Alateen Coordinator. After intense discussion, the Policy Committee reaffirmed its earlier position of referring the matter back to the Area for resolution.

A registered letter was sent to an Intergroup by the Chairperson of the Board asking them to retract a statement published in their newsletter explaining why they were delisting groups which indicated that the WSO and the Regional Trustee supported the action.

A member suggested Concept V be reworded to explain that the word "minorities" refers to "minority opinion" not "minority groups." Members also wrote requesting: the AA Big Book become Al-Anon CAL; Tradition Three and Five be changed to include "friends"; permission to reword the Steps to remove gender references.

Letters were received in regard to advertisements by manufacturers promoting coins with the Al-Anon logo which members felt gave the appearance of affiliation. Our trademark release form was revised to request prior approval of any advertising copy.

## **PUBLIC INFORMATION**

Phyllis M./Pat L., Chairpersons  
Carole K., Administrator

### **COMMITTEE**

The Committee met four times and had eight Task Force meetings. The focus was on giving specific guidance to Area P.I. Coordinators and to production and distribution of new TV PSAs, in English, Spanish and French.

## **REACHING OUT TO THE MINORITY COMMUNITIES**

A presentation focusing on the needs of diverse cultures was developed by the P.I. Administrator and presented at the South Central RSS by the Louisiana Delegate and three local Al-Anon members.

### **COMPLETED**

**TV Public Service Announcements** - Al-Anon and Alateen 30 and 10 second PSAs were produced in English. The Al-Anon and Alateen 30 second PSAs were produced in Spanish and French.

**TV Campaign Material** - Storyboards, TV return cards and envelopes were completed and mailed to 2,000 TV stations in the U.S. and Canada.

Distribution packets for the Area, to accompany TV station request cards, included: DR cover letters, distribution guidelines and a flow chart.

**Radio scripts (written)** - Al-Anon and Alateen radio announcer scripts were developed and printed as follow up material for Radio Outreach.

**Poster Packet** - Developed in order to utilize discontinued old poster inventory.

**Press Releases** - Five releases sent to the *Associated Press*, *United Press*, *The New York Times* and to P.I. Coordinators were: Al-Anon's 41st Birthday, Alateen's 35th Birthday, *Courage to Change* and Alateen Talks Back Series announcements, and the holiday message.

**Birthday Calendar** - The 1993 Birthday Calendar, in its new format, was mailed to all groups with the Dec/Jan issue of *INSIDE AL-ANON*.

### **IN PROGRESS**

**Posters** - Two new poster designs have been approved and are ready for production.

**Radio PSAs** - 30-second radio PSAs are being developed.

### **COOPERATION WITH THE PUBLIC**

**Media (Television)** - Requests: *Good Day NY*, *A Closer Look with Faith Daniels*, PBS Affiliate in Colorado, *Sally Jesse Raphael*, Lucky Duck Productions, HBO, *The Home Show*, *Sonia Live*, CATV, Riverdale, N.Y. Cable, and *The Maury Povich Show*. WYNC requested Alateen information for their series, *In The Mix*.

The Armed Forces Radio and Television Station were sent copies of all Al-Anon videos and PSAs. PSAs were sent to RAI-3 Italian Television for research to incorporate public service into their programming. A cable station in Connecticut was sent Alateen PSAs.

**Media Outreach (PSAs)** - CBS, NBC, ABC, CNN and FOX TV program directors were contacted. FOX, NBC, ABC and WOR requested 501 (C) (3) non-profit letter, and 1" PSAs for airing. NBC news requested a copy of our logo to retain for their corporate files and PSAs be sent to

their New Jersey, New York and California offices for inclusion in their resource libraries. Several FOX affiliates have shown an interest in the new spots. PSAs were also distributed to ABC, CNN and FOX, NYC.

**Radio** - The P.I. Coordinator for California (S), requested the P.I. Administrator review a radio script they developed to assure proper Al-Anon and Alateen representation.

CBS radio requested radio scripts to be aired in conjunction with special programming. A CBS reporter requested a professional to discuss "Family System Dynamics" in an alcoholic family. Pat O'Gorman, family counselor was interviewed. A request from *Recovery Rap*, a Long Island radio show for an Al-Anon member was forwarded to the New York (S) Delegate.

A letter from CKWW in Ontario, Canada arrived stating that an Al-Anon PSA was aired 84 times for an air value time of \$3,696.

**Publications** - Requests were received from 55 magazines and outside publications for Al-Anon/Alateen information.

**Magazines** - Al-Anon/Alateen was listed in: *National Black Review*, *Modern Maturity*, *Seventeen*, for teenagers; *Career Magazine* for college students; *Choices*, a resource for teenagers; *First*, for women; *Highlights for Children*; *AARP* magazine, *Degrassi Health Education Curriculum* based on a PBS television series; *Standard Christian Letter*, *Information Please Almanac*, *Weekly Reader*, for children; *Cosmopolitan*, *Child Magazine*, *Journal of the American Academy Physicians*, *New Age*, *Journal For School Health*, *Vitality*, *Ladies Home Journal*, *Childrens Express*, *Whittle Communication*, a television magazine; *Cooking Light*, the University of Alabama magazine.

*Encyclopedia of Associations Magazine* was contacted about their "Top 100" article listing organizations ranked by membership size. AA was listed 25th; Al-Anon if listed, qualified for number 43.

**Newspapers** - The WSO Clipping Service submitted over 900 mentions of Al-Anon and Alateen in newspapers throughout the United States.

"Alateen Counselor Draws On Own Past To Help Youths," headline appeared in a California newspaper. A local Alateen information number was listed in the article. Those calling the number were directed to a counselor. A letter about our Traditions was sent to the counselor mentioned in the article.

*The Advocate and Massachusetts Time* published articles referring teenagers to Alateen. *The Daily Santa Fe New Mexican*, ran a full-page article about Alateen. *The Daily Spectrum*, Utah, *ADA Evening News*, *The Central St. Croix News* in Wisconsin printed articles on Al-Anon.

Referrals to Al-Anon appeared in the following syndicated columns: "Dr. Joyce Brothers," "Dear Abby" and "Ann Landers."

*El Mundo Latino*, the Hispanic newspaper published in California, *The Chicago Tribune* and the "Heart to Heart Column" of *The Herald American Newspaper* listed the Al-Anon 800#.

*The Black Media News* printed Al-Anon's Birthday and the *Courage to Change* press releases and *Sober Times* and *St. Johns N.F. Evening Telegram* printed book reviews of *Courage to Change*.

The *New York Daily News*, and *New York Newsday* requested information about Al-Anon and Alateen for future articles.

**Books** - Information about Al-Anon and Alateen was requested for the following: *Readers Digest* for a book on health; Health Book, Bishop books requested posters for inclusion in a new book for teenagers; *Health Encyclopedia* and *The Volunteer Resource Book*, *Health Text*, book for young readers; three free-lance writers for future books.

**Listings** - *Recovering Love*, by Dr. Richard J. Cookery; *The Student Contact Book*, by Gale Research; *The Physicians Issue Book on the Twelve Steps* and *Being Healthy*, a book for sixth graders.

**Directory Listings** - The Family Doctor, an electronic disk used by health professionals; National Child Safety Council; Prentiss Hall Information Project; The Self-Help Clearinghouse of Washington; Prevention Resource Center; IBM Employee's Assistance Manual; Metz Baking Company; Home Savings for America, employees manual and Ferris State Counseling Center.

## OUTSIDE AGENCIES

The Better Business Bureau ascertained that Al-Anon Family Groups has complied with the voluntary CBBB Standards for Charitable Organizations.

Mr. Richard Harty, founder and chairperson of Creations Inc., was contacted about an erroneous statement that Al-Anon endorsed their program. Mr. Harty subsequently advised the WSO that they would remove all references to Al-Anon's alleged endorsement.

## OTHER OFFICE ACTIVITIES

The 800# was transferred from an outside answering service to WSO on March 9, 1992. Since the transfer over 6,000 calls have been answered by the secretarial team.

There were 2,521 letter requests for information about Al-Anon and Alateen.

**Coordinators** - Mailings included the Spring, Summer and Fall issues of the P.I. Scoop, written radio scripts, press releases, specific guidelines for P.I. projects and storyboards for the new TV PSAs. Sixteen letters from P.I. Coordinators requesting information on holding a workshop and on participating in a health fair were answered.

**Revisions** - Check list for Getting Members Involved (PI-3), Guideline For Speaking (G-1), Al-Anon Today (PI-4), Newcomers Leaflet (S-4) and the three 20 Questions handouts. Al-Anon Fact File (P-36) was revised in a more cost-effective format.

**Ongoing Revisions** - Public Information Guideline (G-10) - format/text is being revised. P.I. Literature Discount Package is being reviewed for content, update and usage.

## SUBCOMMITTEE: LONE MEMBER SERVICE

Phyllis M./Pat L., Chairpersons  
Carole K., Administrator

### LONE MEMBER LETTER BOX

The March, June, September and December issues were mailed to registered Al-Anon/Alateen Lone Members and Lone Member Contacts with a sharing form, return envelope and order blanks for *Courage to Change*. The December issue was printed in two colors.

Information was sent to more than 80 individual requests to participate in the Lone Member Service.

### REGISTRATIONS

Registered Al-Anon Contacts - 62; Registered Alateen Contacts - 8; Proposed Al-Anon Lone Members - 44; Proposed Alateen Lone Members - 14; Registered Al-Anon Lone Members - 28; Registered Alateen Lone Members - 5.

## REGIONAL SERVICE SEMINARS

Maxine K., Chairperson  
Rita McC., Administrator

### COMMITTEE

The Committee met four times. Beginning with the U.S. Northwest RSS in October 1993, Carole K. will replace Rita McC. as RSS Administrator. Rita and Carole began working together to effect an orderly transition.

The three Canadian Regions recommended holding a combined RSS breakout at the 1993 WSC. Additional RSS display boards were made and a new banner will be purchased to be kept at NPIC for Canadian Seminars.

### 1992 WSC

RTs received packets containing revised RSS Guidelines and a bid schedule at the RSS meeting prior to the WSC for distribution at Breakout Session.

### MAILINGS

Mailings sent to groups, Delegates, Information Services and Lone Members in the U.S. Northeast, U.S. South Central, Canada West, U.S. Southeast, Canada Central, U.S. Northwest Regions and selected neighboring Areas included: site and room rate announcements, registration forms and explanatory materials.

The WSO sent Host Committees material for registration packets, including flyers for new literature along with the RSS banner, FORUM Display Board, What's New Board, Sights and Sound Board and Links of Service Board. NPIC and PFA Displays were also mailed.

### U.S. NORTHEAST RSS

Angela W., Chairperson

Site - Sheraton Tara Hotel, Tara Boulevard, Nashua, New Hampshire

Date - May 15-17, 1992

Theme - Let It Begin With Me

**Reportback** - There were 198 registrations. The WSO was represented by: John B., Board of Trustees Chairperson; Angela W., Seminar Chairperson; Pat S., U.S. South Central RT; Myrna H., Executive Director; Fran M., FORUM Administrator; Ellen D., CPC Administrator; Rita McC., RSS Administrator.

In addition to their presentations, Fran M. chaired a workshop on Alateen and Ellen D. a workshop on Public Information. Two workshops were held in the General Session Room. Evaluations indicated that the workshops on Sponsorship, Alateen, Control vs. Leadership and WSO presentations were the most popular agenda items.

### U.S. SOUTH CENTRAL RSS

Patricia A. S., Chairperson

Site - The Landmark Hotel  
Metairie/New Orleans, Louisiana

Date - August 21-23, 1992

Theme - SERVICE—And All That Jazz

**Reportback** - There were 250 registrations. The WSO was represented by James K., Vice-Chairperson, Board of Trustees; Patricia S., Seminar Chairperson; Doris S., Trustee-At-Large; Sandra F., Deputy Executive Director; Bonnie C., Alateen Administrator. Carole K., Public Information Administrator, was unable to attend and Rita McC., RSS Administrator filled in.

Rita McC. chaired a workshop on Institutions and Bonnie C. a workshop on *The FORUM*.

Two workshops were held in the General Session Room. Evaluations indicated that the workshop held by P.I. on minorities in Al-Anon was very well received.

A spontaneous relocation collection was forwarded to WSO.

### CANADA WEST RSS

Lorill W., Chairperson

Site - Edmonton Inn, Edmonton, Alberta, Canada

Date - October 2-4, 1992

Theme - Al-Anon In Motion

**Reportback** - There were 240 registrations. The WSO was represented by John B., Chairperson, Board of Trustees; Lorill W., Seminar Chairperson; Myrna H., Executive Director; Patricia B., U.S. Southeast RT; Mary Ann K., International Administrator, Geri H., Literature Administrator; Rita McC., RSS Administrator.

In addition to their presentations, Mary Ann K. chaired a workshop on *The FORUM* and Geri H. a workshop on Traditions. Two workshops were held in the General Session Room. Evaluation forms suggested that all Ask-

It-Basket questions be answered by a panel. The WSO sharings on Friday night were an overwhelming favorite, followed by the Control vs. Leadership General Session Workshop.

The Host Committee informed the WSO that the remainder of their budget (\$2,000) would be sent to the WSO as a donation.

#### **HOST COMMITTEES**

Thank you letters and copies of the book *FORUM Favorites Vol. 3* were sent to the Host Chairperson, Co-Chairperson and Chairperson of Host Subcommittees of the three RSSs held this year.

#### **U.S. SOUTHEAST RSS**

Patricia D. B., Chairperson

**Site** - Executive West Hotel, Louisville, Kentucky

**Date** - March 12-14, 1993

**Theme** - Service - The Winning Ticket

**Site Inspection** - Pat B., U.S. Southeast RT visited the site and met with hotel officials, the Delegate and Host Committee Chairperson.

**Accommodations** - Single occupancy plus four meals \$177.28; Double \$127.66; Triple \$103.77; Quadruple \$91.83. Meal package alone \$56.00.

**Special Mailing** - The registration mailing was also sent to the following neighboring Areas outside the Southeast Region: Illinois (N & S), Indiana, Missouri and Ohio.

#### **CANADA CENTRAL RSS**

Connie D., Chairperson

**Site** - Algoma's Water Tower Inn  
Sault Ste. Marie, Ontario, Canada

**Date** - August 6-8, 1993

**Theme** - Lock Into Service

**Site Inspection** - Connie D., Seminar Chairperson and Rita McC., RSS Administrator visited the hotel and met with hotel personnel and the Host Committee Chairperson and Co-chairperson.

**Accommodations** - Single occupancy plus four meals (per person): \$200.40; Double \$127.60; Triple \$103.33; Quadruple \$91.20. Meal package alone \$54.80. (All Canadian Funds.)

#### **U.S. NORTHWEST RSS**

Skip L., Chairperson  
Carole K., Administrator

**Site** - Westcoast Ridpath Hotel, Spokane, Washington

**Date** - November 5-7, 1993

**Theme** - Reap the Harvest of Service

**Site Inspection** - Skip L., U.S. Northwest RT and Carole K., RSS Administrator visited the site and met with hotel personnel, and Host Committee Chairperson, Co-chairperson and Washington Delegate.

**Accommodations** - Single occupancy plus four meals (per person): Single \$146.60; Double \$96.60 (Hotel Tower); Single \$166.60; Double \$106.60 (East Wing); Triple \$86.60; Quadruple \$76.60. (East Wing). Meal package alone \$46.60.

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

Compiled and distributed by:  
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New York, New York 10018-0862

# CONFERENCE COMMITTEE ON TRUSTEES (CCT) Update/Reportback

The Conference Committee on Trustees (CCT) gave a brief summary of the Committee's purpose. Since 1984, CCT's function as a committee has been to review all Trustee-at-Large resumes received from the Nominating Committee. These are sent to each CCT member during the last week of August. Resumes are reviewed, and each level of the candidate's Al-Anon experience, business experience, education, etc., are graded on a ten-point scale. The tallied forms are then returned to the WSO Executive Director before the October meeting of the Board of Trustees.

Chuck LeM., Chairperson

If a disapproved candidate is submitted for Trustee-at-Large nomination by the Nominating Committee, any member of the CCT may then file a minority appeal to the Nominating Committee and, if necessary, to the Board of Trustees.

The Committee discussed a review of the July 1992 Al-Anon/Alateen Profile Resume Form. The CCT has decided to scrutinize the format of the completed resumes when they are sent by the WSO. The Trustee-at-Large Candidate Point Grading System Form was also reviewed. Experience was shared by CCT members who have used this form. It was decided to leave the form in its present state. The time frame for resume submission was also reviewed. The date when the nominee and alternate resumes will be sent to the Board is December 1.

Elections were held for 1994: Chuck LeM., MN (N), Chairperson; Mike T., NM, Chairperson-elect.

## NOMINATING COMMITTEE Report

Conference members were given an explanation of the difference between the Trustee-At-Large and Regional Trustee election processes. In contrast, the Trustee-at-Large does not come through the Area structure. Any Al-Anon member who feels he/she meets the criteria, may submit a resume directly to the WSO Executive Director no later than August 15. Each year, the names of qualified Al-Anon members are submitted to the Board of Trustees Nominating Committee following review by the Conference Committee on Trustees (CCT).

Jim K., Chairperson  
Myrna H., Executive Director

As a result of the work of the Nominating Committee and the Conference Committee on Trustees, the following members were presented to the WSC for traditional affirmation:

Trustee-at-Large      Richard B.  
                                 Donald H.  
                                 Phyllis M.

The 1993 World Service Conference also granted traditional approval to the following slate for Officers of the Board:

Richard B.	Chairperson
Lorill W.	Vice-chairperson
Doris S.	Treasurer

The Executive Committee slate was presented to the WSC:

Mary C.	3rd Year - Chairperson
Bill S.	2nd Year - At-Large Member
John B.	1st Year - At-Large Member
Rita McC.	1st Year - Administrative Staff Member

As a result of the Regional Trustee nominee selection process held on the first evening of the Conference, the following RTs were nominated:

Skip L.	U.S. Northwest
Mary A. T.	U.S. Southwest
Patricia S.	U.S. South Central

# BOARD OF TRUSTEES

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## Board Report

John B., Chairperson

In response to a 1992 WSC motion authorizing a Group Records computer study, a meeting was held with two of the volunteer committee members, WSO Staff and WSO's independent programmer to review the present method of registering, maintaining, revising and recording Al-Anon/Alateen Group Records.

The discussions included a review of existing hardware and software. The system's equipment is leased with an expiration date that coincides with WSO relocation in 1996. The present database is capable of providing Delegates, Areas and WSO all the information needed, except that it should include an Area group ID assigned by Area. This is in process. WSO can download their database information onto 5¼" or 3½" diskettes and provide the format. Most Assembly Area PCs can read an ASCII file and load it into the software package they are using.

During the discussions on the overall process, it became evident that COMMUNICATION is the biggest problem in the Group Records function, specifically multiple changes for the same group, i.e., Permanent Mailing Address, Group Representative, etc. It was felt that the communication problem needs to be solved before WSO gets too far into automation.

The ideal method would be to dial into the WSO system to retrieve, update and make changes when necessary. All of the security measures that would be inherent with this method should be incorporated in specifications for the new system at the new location. The committee evaluating the new system in 1994 could then deal with the security issues.

The committee recommendations are:

- Send disk, with format, to any Area that submits a request.
- Change "Permanent Mailing Address" to "Group Mailing Address" or "Current Mailing Address."
- The hard copy from the Delegate should indicate the date the change is made. This will assist WSO in determining the latest change.
- Delegates to advise WSO how often to send them hard-copy listing and during which month(s). Currently mailed quarterly, the suggestion is to send when needed by Area.
- Questionnaires sent to group annually: a) Areas with third-year Delegates would receive them on or about November 1 or earlier, if requested; b) Areas with second-year Delegates would receive them on or about March 1; c) Areas with first-year Delegates would receive them mid-year. This way the questionnaire would go to groups *after* rather than before elections.

There was discussion on the intent of the 1992 WSC motion. Members would like to see a study on feasibility of compatibility between the WSO and the Areas in the future. Another committee will be formed in 1994 to address the new computer system after the relocation of the WSO. At that time, it is recommended that the committee also consider the issue of compatibility with other levels of Al-Anon service. Discussion also ensued on the Areas assigning numbers to their groups, which would be different from the WSO Group Records number. The WSO hopes to add an additional field to accommodate the Area's numbering system and keep it independent of the WSO information. However, this will also be considered when a new system is researched by the 1994 committee.

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## Group Records

Richard Kelly, Controller  
(Non-member)

A discussion was held on the WSO Group Records Department and how the fellowship's needs could further be met. Ideas included that information not used by the WSO be deleted from the current WSO Group Records files, i.e., Group Treasurer/Secretary information; a visit to AA to study their recently updated group records system; a suggestion that an 800 number be established for members to call in their group records changes; since the WSO does not have the personnel to support an 800 number, a follow-up idea was to have a phone recording system installed whereby messages could be left with updates, or to have an 800 fax machine number exclusively for group records; develop a



prepared self-mailer form for changes; confirmation by WSO of any list of changes received from an Area; use of a disk from Area recording corrections.

Group information is currently sent to the Delegates quarterly. A plan to send these reports on an as-needed basis, up to four a year, is being developed. In this manner reports will be sent when the Delegate determines the need exists. Thoughts were expressed by members who have sent corrections to the WSO; however, the printouts are not updated immediately. Others felt that the problem lies within the Areas, as the information is not submitted in a timely manner.

Several ideas were exchanged on making the best practical use of the triplicate reports sent by the WSO to ensure records are maintained in an up-to-date fashion.

Other discussion centered around the term Group Records "Coordinator," as it can sometimes be confusing. Members shared their thoughts on terminology that could be used instead of "Coordinator."

The World Service Office is committed to doing whatever it takes to reach the groups and will explore several vehicles to address the group records process.

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## Relocation

The Relocation Committee, with the assistance of a relocation consultant, reviewed, discussed and finalized a list of criteria we could use to select the most appropriate cities to investigate in detail. Four cities that meet our needs will receive a thorough evaluation. A subcommittee has been chosen to conduct an on-site investigation, with the assistance of our relocation consultant. A detailed analysis of the information generated by the on-site visits should enable the Committee to choose the final candidate before the January 1994 Board Meeting.

The Board of Trustees has NOT made a decision on leasing or purchasing property. However, the Committee agreed that the 1994 World Service Conference could be asked to give the Board the additional option of purchasing the new facility dependent upon the continuing research on the WSO relocation.

The Conference members were provided with significant background information on the relocation of the WSO, including a study on ownership versus leasing property. There was discussion on the criteria established, which included quality of life issues such as transportation, cost of living, housing, infrastructure, etc.; however, financial considerations for the WSO remained the prime motivator. WSC members were also given an outline of projected relocation costs. The projections, ranging from slightly under \$2 million to \$2,135,000, included items such as consultation costs, severance pay, unemployment, employee relocation site selection costs, dual staffing/recruiting/training, and the cost of the move itself. It was made clear that the estimates were made to satisfy the Board's initial analysis. Actual verification of the data and Board policy as to staffing considerations will be determined at a later date. Additional discussion focused on the Relocation Committee operating under an air of confidentiality to ensure that only objective criteria is used to determine the relocation city for the World Service Office. One member stressed the need for all Al-Anon members to put the Concepts into practice, and encouraged patience and trust.

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## AFG Service Plan

The Al-Anon Service Plan addresses the challenge and opportunities that face us as a fellowship. Hoping to discover why the number of registered groups has remained constant for the past three years, a searching and fearless inventory was taken, and resulted in ten areas of concern. The session at this WSC focused on the newcomer to Al-Anon and ways to reach out. The WSO Staff and Volunteers showed the Conference how and how *not* to welcome newcomers to a group in a song-filled exaggeration. The Conference members were treated to a view of the most extreme scenarios played out with humor and song, and the message came across loud and clear—be sensitive to the newcomer. The finale filled the room with warmth and unity as each and every voice was heard in melody singing the words with heartfelt sincerity, "Let There Be Al-Anon and Let It Begin With Me."

Maintaining the focus on increasing and retaining newcomers to Al-Anon, the "hand of Al-Anon," a hand-shaped pillow, was tossed around the room as members were asked to share their thoughts:

- Sit with the newcomer and talk; just chat.
- Go to them at the end of the meeting, give them a beginner's packet and answer whatever questions they may have. This makes me feel good, and I hope it helps them, too.
- Have a greeter at the door, and ask one of the members to sit with the newcomer so they don't feel alone.
- Give the newcomer an index card with the name and phone number of a longtime member. Sometimes they may be afraid to ask.
- I try to talk about sponsorship a lot at the meeting and am now sponsoring someone into service.
- I give the newcomer a big box of tissues, hold their hand and tell them to cry if they want to.
- Try to remember what it was like when we first walked in the door.
- I drove the newcomer home, gave her my number and told her it was okay to hate her husband tonight and love him the next day.
- I let them know I was new once, too.
- I've had more contact with dropouts lately than newcomers. They've ended up back in the meetings—even after a couple of years.
- I try to encourage all newcomers, especially minorities, to keep coming back. They need the special attention.

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### Gender-Specific Language

In response to an Area concern, a motion was presented to the 1993 World Service Conference to poll the groups on changing the gender-specific language in the Steps—changing "He" or "Him" to "God." Seventy-five percent of the groups would have to approve such a change. Following much discussion, the Conference membership voted not to approve this motion.

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### Request for Home Addresses

A request was made from the floor of the Conference to include the addresses and phone numbers of the Board of Trustees in the WSC portfolio, since this information is an important part of our fellowship. As this listing is confidential, Al-Anon members are encouraged to communicate with members of the Board through the World Service Office. However, on an individual basis, Board members are free to share their address and phone number with anyone. The Delegates' information is given out to enable communication within the fellowship and beyond.

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## SPIRITUAL TALKS

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Peggy C., CA

I am the non-alcoholic mother of eight adult children, grandmother of 21 kids affected by this disease, and the great-grandmother of six. When driving to do Public Information work, I would ask God, What I am doing? What do I have to say that these school kids want to hear? God would answer, "You have nothing to say, but I have something I want to say through you." The God of my understanding turns my words into what you need to hear. Whenever anyone, anywhere reaches out, may the hand of Al-Anon be there and Let It Begin With Me.

I heard that phrase all my life. Everything, especially the lives of my family, friends and neighbors, depended on something I was supposed to be doing. I thought I knew what was best for everyone, that I had the power to make things happen. No one ever cooperated, but I didn't give up—it was my responsibility.

By the time I was 17, I was ready to Let It Begin With Me. I chose the most negative person to marry, but with all my "perfectness" he would be what I chose him to be—physically abusive with sociopathic tendencies. We were married for five years and had two children—one died at five weeks due to a heart condition. My other son, at two and a half, witnessed his mother bent over the couch with a broken nose and a bleeding lip. A vision went through my head: "Wife kills husband, while two-year-old watches." The fear of what I could do to my husband caused me to end the marriage. I took the baby and walked out.

Three and a half years later, I met a beautiful man who was a widower with five little girls. In between husbands one and two, I had an affair with a married man and had another child. There I was, 26 years old with children ages 2, 3, 4, 5, 7, 9 and 11. I asked

my mother if I was crazy. She told me if anyone in the world could handle this, I could. She was right; there was probably nobody that idiotic to take this on. When the drugs of choice are self-pity and self-righteousness, can you imagine a better situation to put yourself in?

I didn't know my new husband had a drinking problem. I grew up in a home with no alcohol. I saw him drink and get drunk once during the first year and twice during the second year; for the 15 years we were married, his drinking grew to be acceptable—the progression of my disease. I thought it all began with me. I knew that this man loved me and our children more than anything else in the entire world, but if he really loved us, he wouldn't behave that way.

He found sobriety with no help from me. I waited, waited and waited. He wasn't drinking, and I wasn't fine. He was changing, but I was not the least bit different. I waited for months until the circumstances faced me and I decided that Al-Anon might have something for me. For the first time in my life I went to seek help. Humility went out the window: I saw six of the sickest women I had ever seen in my life, and I knew that they needed me. I'm sure they did, because they all got up, said a prayer and then said, "Keep coming back." I did, because they needed me. I went to teach, and they let me learn.

In so many areas of my life it is true: Let It Begin With Me. If I want to be accepted, I must first learn unconditional acceptance. If I want to be heard, I must first learn to listen. If I want the message of Al-Anon to be here, I must help carry it. I was subtly pushed into service and became the Chairperson of the local Intergroup. I thought, "Gee, someone has finally recognized my leadership qualities." On my way home, the phrase, "Our leaders are but trusted servants" kept going through my mind. I started talking to the God of my understanding: "I know how to be a leader—I've been one all my life—but I don't have a clue how to be a servant." The voice of the God of my understanding told me that the difference is not in what you do; the difference lies in your attitude. One more time I realized it had to begin with me, and I changed my attitude.

My husband understood that phrase, and he brought recovery into our home. I've heard it described in a beautiful way. He brought home the light, so we could find the way. When my husband got sober, he fell in love with the AA program. He was the best example of someone blossoming and turning into what God wanted him to be. He simply lived a different life. I decided I wanted that way of life. As a result, our two children still at home got involved in Alateen. One child came to me and said, "Mom, I know what Dad's problem was: He drank too much. But I could never figure out what was wrong with you." We had enough program to be able to accept that.

We have six great-grandchildren—four of them are living in an actively abusive, alcoholic home. This is a family disease. Whenever I am asked to reach out and share, anywhere—a juvenile home, a school, etc—I want to be there. I will say yes, because I want this program to be here when my grandbabies realize they need help. My husband and I have brought the light so they can find the way, and I certainly hope they do.

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I grew up feeling unloved, unwanted and unnecessary in the slums of Louisville. The oldest of nine children, I always knew our family was different, but I didn't know why. My father didn't live with us most of the time; he just popped in and out. I knew he was a gambler, but I didn't know until after his death that he also drank to excess. There were a lot of secrets in our family, and that seemed to have been one of them. I remember the fights, the poverty and always knowing I wasn't good enough.

I married at 16, to get away from home. Don was a musician. I knew he drank heavily, but everyone we knew did. I drank with him, and both of us were party people. Two years later, our first child was born, and my problems with the disease of alcoholism began. I noticed how much Don drank and how much money he spent. I thought it was my fault; he told me it was. In the next ten years we covered the whole spectrum of this family disease. There was emotional, verbal and physical abuse in our home. My feelings of helplessness, guilt, loneliness and despair were overwhelming, and I reached a point when I attempted suicide.

At a New Year's Eve dance, we had our usual argument, but this time Don got a gun, put it to my head and pulled the trigger. The gun jammed. I knew Don didn't want to be that way—he wasn't that kind of man when he was sober—but I also knew it would happen again, and the next time I wouldn't be so lucky. I had to take responsibility for myself and my children and began to make plans to live on my own.

When I let go and got out of the way, God took over, even though I didn't believe in Him then. Within a month Don was taken to AA by a former drinking buddy. Three days later we both went to a meeting. My first reaction to the Al-Anon meeting was, "My God, I have enough trouble; I don't need a room full of sick, old women." But I was relieved to find out I wasn't the only person who lived like that. I was part of the "we" and didn't even know it. I wasn't alone anymore, but I felt isolated inside.

Wilma K., KY

The next year I continued to pretend to understand what you were saying and to agree with you. After a year of sobriety I was miserable and wanted out. Things really had not changed in our home, and I was still waiting for all those amends Don owed me. Self-pity? I was drowning in it. That night I met a woman who helped me to see how much I had to be grateful for. She was married to an out-of-work, active alcoholic. She had six children and was living in the slums; and yet she was working the program, and it showed in the serenity of her eyes. Gratitude can change your attitude if you let it. I went home and said my first real prayer: "Dear God, maybe it is me, too; help me."

I came to Al-Anon for a full year before I came to realize that I needed and even wanted to be there. I found a new home group, got active and began to think of myself as a member of this fellowship. Life was getting better; but in my fourth year something happened that left me with an empty aching hole in my life. When one door closed, God opened another. He filled my emptiness with love. I was asked to sponsor an Alateen group. I learned that you don't say no to Al-Anon without a good reason, and an excuse was not a reason. I grew more as a sponsor than in any time in my life. I know it is suggested that we don't sponsor the group our children attend—and I agree—but I sponsored both my children through nine years in Alateen. In the beginning we agreed that in the meeting I was their sponsor, not their mother. We all had to learn how to practice principles before personalities. It was in that Alateen meeting that I felt, for the first time in my entire life, loved and accepted. In learning to love and understand "your" children, I learned a better way to love and understand my own.

We were a program family—AA, Al-Anon and Alateen. I was involved in service, and on the surface things looked fine. But I did not have the one thing I thought all of you had: a happy marriage. I worked hard at the program and started each day with the first three Steps, but I never felt the peace inside I heard you talk about. I just wasn't connecting with a Higher Power, and I didn't know what else to do. I awoke one morning so angry at God that I finally told Him how I felt. I told Him I'd had it. My marriage was a mess; but if I was supposed to get a divorce He'd have to show me how to support myself. It was in that anger that I was finally able to take the Third Step. Each morning I made the decision whether to stay married for that day. Over the next few years I changed, as a direct result of the program, into a person I liked. I learned I was responsible for my attitude.

Don and I decided to get a divorce in 1981. With that decision made, we felt closer than we had in years. I felt this was where I had been led; but I had developed a bad limp, and after X rays and tests I was told I had bone cancer. All I could think of was to call my sponsor. Very quickly my special group of friends arrived. They loved me, prayed for me and held me together while the program kicked in. I learned a lot more about powerlessness, acceptance, gratitude and friendship from them. I had radiation treatments, and a miracle occurred. The miracle was that Don and I didn't get a divorce. He was there for me in every way; I could not have asked more of a husband.

Although Don goes to AA occasionally, he no longer has a home group and AA is not a major part of his life. This made a big change in our lives, but I know it is his choice, not mine. I've finally learned to Live and Let Live and to do it A Day at a Time. He has his life, I have mine and sometimes we have ours. It may not be average, but it works for us.

After eight years, I had another bout with cancer. This time I had chemotherapy and was very sick. Once again, Don was really there for me, and I am truly grateful to him. I've learned that I don't want to be sick just to get his attention. I've heard it said: You can't have fear and faith at the same time, but I know you can. I was very afraid, but my faith gave me courage. You taught me I only had to do it a day, and sometimes a minute at a time, and I held on to that.

I am so grateful that this is a spiritual program and not a religious one; that each of us is free to choose our own concept of a Higher Power, and we don't all have to believe in the same way. I do have a deep faith and a one-on-one relationship with the God of my understanding, a knowing in my soul that He is there for me.

I believe my personal recovery in Al-Anon is enhanced by my service work, and I owe Al-Anon so very much. I've held many positions in Al-Anon service, but there was one job I never wanted. I gave it a lot of thought, and with my doctor's approval and encouragement I let my name stand for Delegate. These three years have provided me with more opportunity for growth, as well as more fun and excitement, than I ever thought possible. Today I'm healthy, still married and I work this program as if my life depended on it, because it really does. How did this unloved, unwanted, unnecessary child get to be so well loved, wanted and needed? God's love, as expressed through the Al-Anon program, has given me all these blessings, and for that I thank Him and all of you.

# CLOSING SESSION

## Have Your Expectations Been Met?

Pat S., Moderator

To complement the Opening Session, which asked the WSC members to comment on their expectations for this 1993 meeting, the closing session provided an opportunity to share thoughts on whether expectations were fulfilled.

- We are all trusted servants and have the chance to hear all sides of an issue. This gives us the opportunity to see a loving God at work.
- I left home under questionable conditions. I knew I could expect to be loved here, and I was.
- There's a line in our *Courage To Change* book: "Expectations are premeditated resentments." I don't have any resentments today. I left last year not feeling very good. This year I feel so much better.
- I didn't come with any expectations, just a lot of excitement.
- It strikes me that no matter what the topic, the WSO Staff always shows kindness and understanding. The walls within this room have been filled with goodwill.
- The courage I've gotten from this group has sustained me through difficult times. God has given me the courage to go on.
- When God closes a door, He always opens a window somewhere. I'm fearful and excited about where I'm going next.
- My expectations were unconditionally met—I learned in Al-Anon not to have any. I came here for what would happen. We did a lot of good work, and I was probably a part of it.
- I expected to see the process work, and it does! This process allows a loving God to speak. It has been a gift for me to be a part of it.
- I came here the first year to be impressed—I was. The next two years, I wanted to get things done—we have.
- When I first came to the WSC, I didn't say a word. I was awed by all the people. I have found out that they are the same people as I am.
- I just came for the journey—it's been wonderful!
- Three years ago, I came with a feeling of *us* and *them*. I don't know what changed, probably both of us. I can now say I'm leaving with a comfortable feeling of us.
- I always thought the WSO walked on water, now I know they are just like us.
- The WSO may not walk on water, but they sure know where the rocks are.
- This Conference demonstrates democracy in action.
- I came with nothing, and I'm leaving with a lot.
- Being here with all of you has given me trust in myself; sharing with all of you has helped me overcome that fear.
- I know I have a heart, 'cause it's beating so fast.
- I knew things might not work out the way I wanted, but they would work out right.
- We were concerned about Al-Anon and worked for Al-Anon by getting back to basics.
- When I came here I thought I was unique, since I had never been a Delegate. I wasn't sure how you would accept me. You never wavered. You've loved me, you've loved each other and you've loved the fellowship.
- We may come with different titles, but when we enter this room, we all become Conference members.

As a fitting conclusion to the Conference, Mary Fran W., Conference Chairperson, and Myrna H., WSO Executive Director, led the session to say farewell and to distribute scrolls to the outgoing Delegates. Warmest wishes were extended as they move on into new phases of their Al-Anon life.

The 1993 World Service Conference ended with the traditional outgoing Delegates' skit. In a spoof to the shortened WSC, Panel 31 members hilariously roasted—in caricature style—various WSO Staff and Volunteers, portraying a WSC held in "24 hours."

# THEME: LET IT BEGIN WITH ME

Each outgoing Delegate gave a three-minute talk.

Joyce K., CA (S)

I hope no one has had the same beginning to 1993 that I had. I had no experiences and certainly no strength to share. My hope came from the doctor telling me that eventually my condition would get better. My sponsor and my friends in Al-Anon and AA became my experience, strength and hope. One of my Al-Anon friends asked me who in my life I had allowed to destroy me. The horror of the past and demands of the present became too much. Twice last year, my daughter spent time in the psychiatric wing of the hospital, trying to deal with the secrets she had lived with all her life—growing up suffering from incest with her father. I felt a rage I had never known.

My present husband is a chauvinist. My sponsor told me we were going to teach him how to treat me. Well, it hasn't been that easy. What I have to remember is what attracted me to him in the first place—his relationship with God. I'm told to let go of my ex-husband; that he is God's to deal with. Someone at a meeting was sharing and said that it finally came to them, "We reap what we sow," and I wouldn't want to be the harvest. My husband lets go better and is not quite as demanding, and I've learned to stand up for myself. We have gained a better respect for each other.

I've had 24 years of Al-Anon, and I need it as much today as ever. We never stop learning and growing up. Service has always been of interest to me and has allowed me to go on in spite of what is happening around me. Four months after I took office as our Area Chairman, my husband of 23 years said he had found someone else he wanted to be with and wanted a divorce. Four days after I took office as the Alternate Delegate, my second husband died from cancer. Two years later I married my present husband. I have had a different last name with every office I have held. I don't think I will ever run for Trustee—I really want to keep the name I have now.

I've had many trials and broken dreams, but, because of learning to live on a higher plain through working our program and having a God of my understanding, all is well. So, Let It Begin With Me In '93. I will pray for you what I pray for myself: that God will grant you peace and joy, and let you walk in dignity and in His grace.

Frank R., DE

When I first came through the doors to Al-Anon, I didn't realize I would be coming for me. I thought I was coming here to see how to get the alcoholic in my life sober and keep her that way. When the people in that room told me they couldn't do that, but they could tell me how I could feel better, whether she got sober or not, I thought they were nuts—there was nothing wrong with me. They told me I had to look at myself and make changes in me that were causing a lot of my misery.

There was this poster on the wall that said, "You can see what alcohol is doing to the alcoholic, but can you see what it is doing to you?" I was not sure what that meant, but I kept coming back to see if I could figure it out. I started to notice something I wanted in some of the people. They had a spirituality about them that I needed. I found that most of the people with that spirituality were involved in service. One of them drafted

me into service—she was our District Representative. She came to our group which didn't have a GR, and said that I would make a good one. After going to business meetings I realized this was the only place I had been where people could disagree and then, after the meeting, give each other a hug. That was the spirituality of the program at work—principles before personalities.

In my Area there aren't a lot of people who want to get into service. There were times I felt I was being pushed into areas I didn't think I had enough time in the program to contribute to, but I knew my Higher Power would not let me get into anything I couldn't handle. It might stretch me and make me grow, and that's what I needed.

Being involved in service taught me how to deal with people, and that was one thing I really needed. I was a very introverted person, and service made me look at myself and start to change. I had to start communicating my thoughts and feelings. This helped me in everything I did. Things got better, but it had to start with me. I am grateful to my Area and my Higher Power for allowing me the opportunity and privilege to serve as Delegate for the last three years. I hope everything I say, do or question is best for Al-Anon, because I really do love this program and I don't want anything to happen to it.

Betty W., FL (N)

Being the oldest of five children I was a very good caretaker but not a very good leader. My reason for being in Al-Anon? My husband went to an AA meeting; I followed. They sent me to Al-Anon, and I haven't been the same since.

My first impression of the program was the Twelfth Step. I thought my being there was a spiritual awakening. Today, I have a whole new meaning of the Twelfth Step, which is my road to recovery that I travel each day. At that first meeting I heard a lot of things that I didn't want to hear, especially from a member I didn't want to hear them from. Today she's my sponsor of ten and a half years, and all I have learned from her are my "keepers," which I share with newcomers.

For me the Steps are the backbone of our program. Steps One, Two and Three got me right with the God of my understanding, taught me to accept myself, gave me hope, and restored my belief in God. Steps Four, Five, Six and Seven got me right with myself and taught me honesty, humility, and willingness for service. Steps Eight and Nine got me right with others, gave me courage, charity—let it begin with me. Steps Ten, Eleven and Twelve, to gain serenity by taking action on the Steps and practicing these principles in all my affairs.

Working and living the Twelve Steps is the best way I know to share my experience, strength and hope. Who would have ever thought that I would be using the Twelfth Step, which I heard at my first meeting, as the theme for my talk as the Delegate from Florida North at the World Service Conference. At that first meeting I also heard that there was no one quite like me, thank God. There have been many Delegates before me; there will be many Delegates after me; but none will be quite like me if I am an example—Let It Begin With Me In '93.

Carolyn S., HI

I was not able to attend the Conference last year, and the

# THEME: LET IT BEGIN WITH ME

theme—Let It Begin With Me—has been my favorite for many years. Thanks to my first husband's drinking, I found Al-Anon. After a year of sobriety, he decided he was happier when he drank and resumed that way of life. During the next four years my meetings were my lifeline, my only link with the sane world. I encouraged my daughters to attend the local Alateen meeting, but they decided it was not for them and their father backed them up. My living situation became increasingly difficult, and after five years in Al-Anon I was able to make a decision to end a 20-year marriage. I had become willing to give up my family, my home, my possessions—I could no longer live with an active alcoholic. I had finally found my relationship with my Higher Power, a true God of my understanding.

My daughters had a hard time with my decision, and the family disease of alcoholism had a hold on them. My oldest daughter moved in with her boyfriend's family. Six months later my middle daughter left home, her clothes packed in rubbish bags, to live with her girlfriend's family. Five months after that my 14-year-old daughter went to visit her dad and refused to come home. He needed her. It did not seem fair. I was in Al-Anon, he was drinking and these girls were angry with me. I knew that rebuilding the relationships had to begin with me. You who walked before me gave me hope.

It was during this time that I met and fell in love with my current husband. With him being a sober member of AA, I just knew that this would be a wonderful marriage. After a few years, though, communication became increasingly difficult, and I was always looking at what I could do just short of divorce. In 1991, I was offered a lucrative professional opportunity that involved school and an internship. This added pressure magnified the flaws in our relationship, and we separated last year. For the first time in my life I was living with just me—no parents, no roommate, no spouse, no children—what a growing experience! In the last few months my husband and I have begun dating, working on our relationship, one date at a time, and placing the outcome in God's hands.

Today my daughters call regularly, sometimes daily. My oldest lives in Spain and even pays for her long distance calls. My middle daughter asked me to be in the delivery room when my first grandchild was born, and my youngest daughter treated me to a wonderful Mother's Day breakfast last year. All of these miracles have happened because I was able to Let It Begin With Me.

Mary Lou M., FL (S)

It has been hard for me to think of 1993 as a year of beginnings, as this is a year of ending my time as Delegate. I am struck by how the phrase, "Each day is a new beginning," really fits with the principles of our one-day-at-a-time program. I will always remember the Al-Anon member who drummed into our heads that when one has a bad day, one can start one's day over—at any time of day or night. "Let It Begin With Me" takes me back to basics: I am responsible for my own recovery, and I am responsible for carrying the message of recovery through my experience, strength and hope when anyone, anywhere reaches out for help.

Let it begin by strengthening my relationships with my sponsor and with all of my Al-Anon supports. I changed jobs six months ago; and as the dust settles from this major life change,

I have found myself very aware that I have been isolating myself. I work alone; I live with two cats who, though they listen patiently to me, don't really seem to care much about my day. They also don't give the greatest feedback. I have been making the effort to stay in better contact with friends. Let It Begin With Me to be a better sponsor. I am a kind and loving sponsor for the most part, but I have a very hard time telling anyone anything I think they don't want to hear.

Let It Begin With Me by doing a real assessment of my Step work. Where am I today with the Twelve Steps? Is it time for another Fourth Step? Have I thoroughly completed my Step-Nine amends?

Let It Begin With Me by staying active in service. As my term as Delegate comes to an end I want to be prepared for the void that will exist without it. I do not plan to take another Area position (the title "Past Delegate" will suit me just fine for a while), but I know that I need to stay active. My poor little home group is dying. I worked very hard for a long time to keep it alive, but it needs more than my will for it survive. So I need to make a decision about that. I need to be involved with a healthy, active group.

"Let It Begin With Me in '93" tells me that today is the first day of the rest of my recovery. Let It Begin With Me today to continue to practice my program, to continue to put my recovery first and to be the best Al-Anon member that I can be. Let It Begin With Me by keeping it simple, focusing on myself today and by sticking with the winners.

Jeannette N., Manitoba

When I came to Al-Anon, alcoholic deaths and suicides in my family had driven me insane with fear. I believed my husband would be next. I was welcomed at my first meeting, and I remember feelings of warmth and understanding, and people who understood and cared. The caring is what kept me coming back.

When asked to do something in the group, my answer was, "Yes, but I'm not ready." As I tried to work the Steps I could not find out what God's will was for me, so I bargained with God. I told Him to watch what my group asked of me, because that would be His will, and I would do it. Well, it was not 15 minutes later that the phone rang. It was a member of my group, asking me to take a meeting. I started to say, "Yes, but" and remembered my bargain with God. The answer was just yes, with no buts. When I took that meeting I told the group about my struggle with finding God's will for me, and my bargain with Him. Needless to explain, my sponsor and other members of the group started giving me jobs and getting me involved in service. I have kept my bargain, and so has God. Today, "Let It Begin with Me" has very special meaning. I can make a difference.

I truly believe that service work has saved my life and my husband's sobriety. I would have tried to help him, as was my pattern, but I was kept so busy in service I did not have time. I also did not have the time to worry about my problems. I was too busy helping others.

In my years in Al-Anon, working at the Area level, the members have given me support, encouragement, understanding and, most of all, their love. For this I am truly grateful. It has been a wonderful learning experience. All I needed to do was to Let It Begin With Me. God has taken me on a wonderful journey once I put my life in His care. There is so much to look forward to.



# THEME: LET IT BEGIN WITH ME

My Al-Anon journey has taken me to the World Service Conference, an awesome experience I will always treasure. There have been some struggles and disappointments, but my God has always been there for me. Thinking back on the beginning and my famous words, "But I'm not ready," God does not wait until we are ready, but gets those whom He picks ready. He does not demand results, just effort. Today I know what God's will is for me. I turn my will and my life over to Him and ask only for Him to guide my thoughts and my actions for today, to give me strength to carry out His will. Whatever happens is His will, and I need only to accept it.

Connie C., MI

When I think about "Let It Begin With Me In '93," I need to start at home to show how the program has helped me. Just recently my husband and I took in my great-niece, who is 16. Her mother died in October, and she had been living with her stepfather, but couldn't get along with him. My niece is looking for some stability. She never really had that; her parents were married and divorced twice. I think my husband and I can give her the stable home life that she's been looking for all her life. I know we can't force the program on her, but I hope she can learn from us.

Next, I have to look at my home group. They have been using the *One Day At A Time* book exclusively for all their meetings. What I can do is offer to chair a meeting, introduce other types of meetings and hope they will carry on from there. With all the literature that World Service puts out, *ODAT* isn't the only literature that can be used at meetings.

Another way I share "Let It Begin With Me In '93" is to be willing to speak at open meetings. In this way I can carry the message of hope and service in this program. I can share with others what Al-Anon has done for me and what I have gained in service. It's a way to give back to Al-Anon what Al-Anon has given me.

Next I can show people how service has helped me to grow, how I wouldn't have gotten as far as I have without getting involved in service. My husband was instrumental in getting me involved. We went to AA service meetings and other functions, and I watched him grow by leaps and bounds. I knew that I wanted what he had. I knew if he could do it, then I could, too.

It was tragic how I became Delegate. Six months after Bill L. became Delegate and I was Alternate, he died suddenly of a heart attack. I received a telephone call and cried. Then it hit me that I was now the Delegate. It was scary at first, but I had so much love, help and support from all my friends and my husband. It has been a rewarding experience, something I will never forget. I have gained so much self-confidence, self-esteem and a lot of courage to be me.

The more involved I got, the more I grew. This might not be my last World Service Conference, as I am seriously thinking of running for my own term as Delegate. I have talked it over with my husband and a few people, and they are there to support me in whatever I decide to do. Who knows, I might be back next April.

Ann S., MN (S)

Let It Begin With Me In '93, and always. The Conference theme is taken from our Al-Anon/Alateen Declaration, which reminds

us that the effort of each of us is needed. We all stand as equals; as trusted servants, we don't govern. Our sole authority is a Higher Power.

I must remember that our logo is an equilateral triangle, with the Concepts being just as important as the Steps and Traditions. I'm cheating myself if I don't take advantage of our entire program. I'm afraid that too many Al-Anon/Alateen members consider the program to be the Twelve Steps, thus practicing only one third of the program. It's up to me to remind members not to take advantage of less than half of the program.

If this program is to be here for others as it was for me, I can and must share my experience, strength and hope. I can share my experience by being willing to tell my story. It can be comforting for others to hear that they are not alone. I can certainly remember that feeling of aloneness before I became a member of Al-Anon and even early on in the program; no one could possibly understand how bad I had it. I remember at an early meeting I was sharing some tale of woe, and before I was finished I noted some head-nodding and smiling. I thought, What kind of a group have I gotten myself into? Are these kooks mind-readers? Well, yes, in a way they were, for they knew what I was going to say, since they'd had similar experiences. And I thought I was so unique!

I can share my strength by being a sponsor. I can let a sponsoree know what I have learned, and I can listen without giving advice. If I come to feel that it is me and not the program that is being used or that I am being put up on a pedestal, I can and must sever the relationship, much as my ego resists it, because it is not good for me either.

Finally, I can share hope by allowing others to experience it without anyone expecting change. I can explain to others the difference between hope and expectation. Hope is healthy as long as I realize that's what it is, and it helps to keep me up; expectations are unhealthy, for when they don't come to pass that can send me on a real downer. My Higher Power wishes me to be happy and hopeful, and He reminds me that I'm setting myself up for disappointment and unhappiness if I have expectations. God, as I understand Him, will take care of me and others if I ask, Let It Begin With Me.

Arlene M., NY (N)

Someone once said that our lives are like a book filled with many chapters. Some books will be longer than others, some more challenging, yet the ending will be written by a Power greater than ourselves.

My beginning chapters were titled, Anger, Resentment, Fear, Despair and Disappointment. They were all my choices as a way to hold on to the pages highlighted as Control. I continued to feel that there was one more chance, that I could change the alcoholic in my life. It was do or die, and I was determined to die trying. I almost did!

Then a new chapter, entitled Hope, began for me. A co-worker saw through my pain and introduced me to a new beginning. It was found in the rooms of Al-Anon. Finally, I met people who were just like me. We came together by a common denominator—the disease of alcoholism. I received so many gifts from the program, like the Twelve Steps and Traditions, the slogans, literature and, most of all, spirituality.

Today, the chapters in my book are Serenity, Forgiveness,



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Honesty and Love. These all brought me into service. I learned to say yes to service from my sponsor, who is a significant part of my healing. When I was elected Delegate, I felt as if I had won a Grammy award. The Al-Anon members trusted me to represent them at the level where major decisions are introduced to the fellowship. This was a very humbling experience for me.

One month after attending my first World Service Conference, my daughter passed away. This happened only two days before I was to address our Area convention. My sponsor helped me by making suggestions that motivated me to attend to the funeral arrangements, give my report at our convention and leave in time for my daughter's funeral. What sustained me was the love and hugs I got from the members, and the strength from a loving God. Since becoming Delegate, I have lost my daughter, my mother, a brother, my son and finally my father—all in 18 months.

If it had not been for service and all of its challenges, and a loving fellowship, where would I be today? "Let It Begin With Me In '93" says, If not me, then who? This will be an ongoing chapter for the year.

Mary Alice B., OH

It was not long after I came, crying and complaining, to my first Al-Anon meeting that I read an article that I have never forgotten. It is the story of a very successful businesswoman whose home life was destructive and unhappy due to an alcoholic husband. This woman turned her life around. She found peace for herself by taking a close look at her own behavior, comparing it to the image of the person she wanted to be. She began to change herself, using this bit of wisdom: "He who first sees the problem is the one who must take the first step to do something about it."

For the first time I began to look at me. I wondered whether it could possibly be that our home life would improve if I just worked on changing me. I accepted this new idea as a word from my Higher Power to get busy in Al-Anon and apply its principles to my everyday life. To my utter amazement, our home life improved.

When I had been in Al-Anon about seven months, my husband and I attended the International Convention, in Toronto. At the close of the Convention, I stood holding hands with 15,000 AAs and Al-Anons for the great emotional climax. Bill and Lois presented the Responsibility Statement to the fellowships. Again I received this as a word to me from my Higher Power. The direction of my life must be in helping families who are still suffering as I had been.

The first person, however, that I was responsible for was me. My journey continued with changing me. I began with trying to build a closer relationship with the God I was beginning to understand. Each time I received new insight—which always came to me as an explosive "Aha!"—I rushed out to share with someone. It was a long time later in these years of service that I first heard the saying, "Let It Begin With Me." Looking back over my nearly 29 years in Al-Anon, I know that this has been a working principle for me from the beginning.

As for Letting It Begin With Me In '93, I see myself continuing my daily walk with God in my still-growing understanding of His will and His plan for my life. For I am but an instrument in His

grand design. I am the needle that weaves the thread into the tapestry. Each thread is important to the design of the Maker. And if I do not do my part, there will be a flaw in the finished piece. What a joy it is to find that I am unique, and that I have a totally unique part to play, which can only be done by me!

Jerry S., Ont (S)

I would like to tell you a bit about the most important Al-Anon meeting of my life. A small meeting—five members—that I attended 26 years ago. As I entered, a member introduced herself and asked just enough questions to find out that this was my first meeting. She quietly stayed by me for the whole meeting. It seemed that every comment I made was answered by her sharing a bit more of herself. I felt welcomed and more relaxed.

The topic that night was our slogan, Live and Let Live. I listened, fascinated by the four personal and different interpretations. As casually as I could, I asked, "What should this slogan mean to me?" Quickly, one member, with a mischievous look and an easy smile, retorted, "Jerry, your first meeting probably—keep your big mouth shut. At least that's what I was told when I came." Everyone laughed, including me. I felt good, relaxed and glad to find simple answers at last.

At the end of the meeting my hostess casually made two more comments that have stayed with me: "If we assume for an instant that you have no control over your wife's actions, wouldn't it be great if you could control the way you react to them?" and then she just smiled. Later she said, "Jerry, most of us come here to discuss solutions to the problems of living close to alcoholism. If at any time you have difficulties applying these to your life, I would be pleased to help. . . ." I felt good and completely relaxed. I could hardly believe that people such as these four existed. I promised myself to come back.

How fortunate I was to meet with four members who understood and practiced our 1992 theme, "Sponsorship," and the 1993 theme, "Let It Begin With Me." Since then, I have met many other members like these who have shown me the way to maintain or restore unity at the group, District, Area and world levels. I have been especially fortunate to rub shoulders, in the past six years, with responsible members, who impress on me the importance of service, if I want a good Al-Anon group to belong to tomorrow.

Janice M., KS

My daughter suggested that Al-Anon was for me. It was a group with a double row of members around the tables. They were all listening as hard as I was. I was in despair, feeling anger and fear, and I didn't share. I spent years skirting the issues. I had determination and stubbornness enough for four people. My mind gradually accepted detachment, and I realized what a controlling person I was.

When we started a group close to home, I began in service. I'm glad our DR urged us to attend the Area Assembly. Getting into service has meant traveling many miles to District meetings and service seminars, then feeling afterward what a quality time it was.

Service in the Area has involved further reaching out. I am grateful to a member for showing me that it is mainly through the World Service Office that the Al-Anon program is spread

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throughout the world. She said that this is the purpose of Al-Anon and that only through our support can WSO pass it on. "The Buck Stops Here," in *FORUM Favorites*, Volume 2, is how I felt about WSO. Then, as Area Delegate, when I was feeling that the buck stopped with me, I would be reminded of my sponsors and the many members—men and women—who helped me every time I asked.

Depression came to me a few years ago. By working the program, getting counseling, using the Al-Anon gifts and my Higher Power, one day at a time, my depression disappeared. Daily meditation is still a helpful remedy, too; it helps keep the gratitude going. Through active service work, I am becoming a person I like.

What makes Al-Anon so wonderful is the unconditional love expressed between members at every meeting, which they can take home to their families. Being here, serving as Delegate, learning all the functions, and help of the WSO has truly been a highlight of my life.

Lynette F., IN

When I first came to Al-Anon I was told I had my own disease. Pasted on my bathroom mirror is a little saying: "You're looking at the problem." After being around Al-Anon for a few years I began to look at the problem.

I found that one of my character defects is procrastination. I find that defect still pops up today when, under stress, push comes to shove. I have to remember that my Higher Power is in charge, not me. I certainly can get myself into a lot of trouble when I forget for one day what I'm supposed to be doing. The one thing—the only thing that I've got to do today is turn my will and my life over to my Higher Power, and go from there. There was a time when this was the last thing that I would do. As I go through my day, I talk to my Higher Power. So many times I get answers from people put into my life as God sees fit, not as I think it should be.

Somewhere in all of this, my Higher Power has plans for me—one of them is service in the Al-Anon program. Less than a year after I came through the door of Al-Anon, I was introduced to service work. I immediately got involved, and it has been an ongoing process through good times and bad. When things were so bad, service helped me to have hope to go on. It has always helped me grow in my recovery. In the last two and a half years, I have had a lot of wonderful experiences and one of the greatest opportunities to share. Out of all these experiences I've seen a lot of growth and strength in my life. Al-Anon has been a lifeline of hope.

Being Delegate has been a learning experience, a lot of fun, and hard work. I will always have wonderful memories in the springtime of traveling to New York for one hectic, challenging week. I never dreamed I would be up at a podium, representing my state as Delegate.

Larry A., IL (N)

Twelve years ago a bunch of people Let It Begin With *Them*, and this newcomer, who knew too much for his own good and said far too much at his first meeting, was made to feel welcome and comfortable. They told me that alcoholism was an illness and not my fault. They told me that I couldn't control or

cure the alcoholic. They allowed me to ramble on about all my theories and book-learning, then steered me back to what I could do. I could, with the help of Al-Anon and my Higher Power, fix me. I had only just accepted that there was alcoholism in my family and didn't yet accept that I had been particularly affected by it.

A couple of months later another Al-Anon person Let It Begin With *Her* and asked me if I would be the GR for our Monday Night Group. "What's a GR?" I asked. "The GR represents the group, and this group needs one," was the woefully inadequate description I was given. It was all I needed to hear. The group needed me, and I wanted to be needed. I was too sick to say no, so my service activities began.

Along the way, from fledgling GR to today, my Higher Power has given me many service jobs where I had to ask people to help. This is Letting It Begin With Me, because I'm offering them a new side of Al-Anon from which they can grow. Chairing a state convention, chairing the Al-Anon committee for an AA conference, getting speakers for an open meeting, or just getting up to welcome a newcomer—all these jobs have made me grow and allowed me to offer that opportunity to many other people.

I believe that I can't keep this program unless I give it away. New people are our life's blood. I've gone to many treatment-center functions as a volunteer, because that's where the newcomers are. Whether it's an introduction to Al-Anon, a meeting on wheels, or telling my story, this service is a double-edged sword. The people who need Al-Anon see someone who was like them and is now at peace with himself, and I am reminded of where I was, and could be again if I don't work my program. Letting It Begin With Me includes the greeting I give to someone I don't know at a meeting. I can imagine how I would have felt if I had gone to that first meeting and been ignored.

"Let It Begin With Me In '93" seems to me to be the perfect theme for our World Service Conference, since it is the cornerstone of keeping our fellowship strong and growing.

Gigi L., Quebec (W)

I meditated a long time as to what this year's theme meant to me. "Let It Begin With Me In '93" could not be more appropriate. As the subtitle says it so well, "Sharing Our Experience, Strength and Hope" brings me to share with you how I felt when I arrived at the World Service Conference in 1991. I am not the first, and surely not the last, to arrive completely broken, emotionally and physically. The week before the Conference began, I had to declare bankruptcy. On Sunday, we rented an apartment; Tuesday we signed the lease, and on Thursday the landlord informed me that he had already rented the apartment and asked if we could move out the following Monday, so we did. On Saturday I left for New York.

I was so grateful that I already knew most of the WSO staff members because of my involvement on other committees; I felt a little more at home. I was also surrounded by my very good and dear friends, and one of them is Mary, who had been our Regional Trustee. I want to thank her for her warmth and understanding. She was there when I arrived, and I had the chance to share how I felt.

More and more, I realize that in 1993 there is a new beginning for me. I know that I have overcome the bankruptcy, and

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through that, I have found strength, peace, serenity and so much more. I am more and more conscious that the program has brought me closer contact with my Higher Power and a new way of life, one day at a time. I have learned through service that I can always get the better of my wrongs and make them strengths, so I can be a much better person. I can use my service experiences and hope to share with members the wonderful benefits that service brought me and how it has made me who I am now—somebody who knows who she is, what she wants and doesn't want.

I am so grateful for the chance I had to fulfill a three-year term as Delegate, and it is not without any sorrows that I leave. I keep a wonderful souvenir of all the experiences the Conference has given me through all the sharings. This will remain an extraordinary souvenir. I will continue to share all the benefits of service every time I can. I will let my Higher Power guide me, as He does so well, and see where I go from here. I hope that I will continue to Let It Begin With Me In '93, by sharing hope, strength and experience with others.

Diane W., PA

Before Al-Anon, things had no beginning. I was dizzy, living in a series of circles, always ending at the same point of hopelessness. Even the light of a brand-new day held no beginning for me. I quickly filled it with yesterday's bitter arguments, last month's disappointments, last year's resentments—why, I was still angry at the boy who sat next to me in kindergarten, because he wouldn't share his crayons.

I'm so very grateful that my home group recognized that I was essentially incapable of beginnings. They shared with me how they began their days with prayer and meditation, and a study of one of the Twelve Steps. The members of the group didn't wait for me to volunteer to serve, they Let It Begin With *Them*. They said things like, "You might begin to feel better if you help out with the refreshments" or "The road to recovery begins with getting busy with things other than the alcoholic." A little at a time, I experienced the excitement of what a beginning feels like—that sense of adventure, the freshness and newness that come with letting go of yesterday. It was the beginning of becoming willing. The beginning of trust.

Today, I know that when I Let It Begin With Me, it's just that—another beginning. It doesn't have to end with me. I can begin to share my experience, strength and hope, and trust that God will add the spirituality. I can begin to do my part to serve Al-Anon, with enthusiasm and trust that God will add on the attraction, so that our service structure stays intact. I can Let It Begin With Me by voicing my opinion in my group or on the Conference floor and trusting that the process always allows a loving God to express Himself in our group conscience. I can always, always Let It Begin With Me by walking up to that newest member and saying, "Hi, my name is Diane, and I'm a grateful member of Al-Anon. Can I share my beginning with you?"

Rita D., RI

I decided to put off writing this talk. I just couldn't seem to organize my thoughts, and hoped that backing myself into a corner with the deadline would help me get my thoughts down

on paper. I don't consider myself bashful, but I have felt overwhelmed by the Conference experience. I suppose the fact that I was the only DR to stand for election in my Area has made me feel that I am less worthy than Delegates who participated in real elections.

My Area is very small; a car can cover it in an hour or less, in any direction. As a result, the Area has only 80 meetings. My experience has been a little upsetting since many Area Coordinators have been unable to stick with their service commitment. The AWSC is forever shifting, and that has made me edgy. I feel like I must be doing something wrong, since so many changes have occurred during the last two years. I keep telling myself that I'm doing the best I can with what resources are available. The economy in my Area is very bad right now. When I became Delegate, the state experienced a banking crisis, which still isn't straightened out. There is so much unemployment that every time I'm at a meeting, at least one person mentions it as they share. This situation has affected the donations Al-Anon in Rhode Island is receiving, and financially, the Area is hanging on by a thread.

This is not how I pictured being a Delegate. In my life, I've had a habit of playing out the future as if it were a movie, with me as the star. This movie idea of life kept me going when I was younger—always waiting to drive off into the sunset and live happily ever after. In Al-Anon I've learned that my Higher Power is directing the show and that I very rarely see my part in the whole picture. In Al-Anon I have learned, most of the time, to just do my best and let my Higher Power guide me. Someday I will better understand my time as Delegate and how it fits in the Higher Power's plan.

I now look forward to each Al-Anon meeting and watch how my Higher Power works through others. I no longer play it out beforehand or imagine what I'm going to say and how others are going to react. I love to sit back and watch each meeting take on its own personality. I share my experience, strength and hope as best I can and eagerly listen to each speaker. I'm thankful that my Higher Power led me to Al-Anon and into service, where I'm able to see that I'm all I'm supposed to be at this time.

Gayle W., TN

I came into Al-Anon, in September 1973, an emotionally empty shell and spiritually drained. The wife of an alcoholic, the child of an alcoholic and the sister of an alcoholic, I had no self-confidence and no self-esteem.

The longtimers in my first home group elected me treasurer. I still remember how good it made me feel that they trusted me, because at home we were still fighting about money. Next, these same old-timers allowed me to chair the meetings for a month. This helped me learn to concentrate on and study our literature. I went to Assemblies, conferences, and, over the next 18 years, was elected GR, District Chairperson, DR and Delegate.

My sponsor always Let It Begin With *Her*: talking with newcomers one-on-one, chairing meetings, starting a group, making coffee, and being there, taking responsibility. These were the things she taught me. I can choose to be well, to turn my will and life over to my Higher Power—God.

My husband and I were divorced shortly after I came to Al-

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Anon. He died this past Christmas. He was 51, and he'd never gotten sober. My father died a year ago, drunk, in a car wreck. My younger sister died in 1981, also in a car wreck. Through our program, I've learned to deal with life's tragedies.

Al-Anon was here before me and will be here after me, but it has become a way of life for me. I've become a different and better person because of Al-Anon, and one of my greatest joys still is to help or give hope to the new person, to share with that person those things that were shared with me that changed my life. I still get chills when a new person gets a glimmer of our program and begins the Steps, learns to smile and finds hope. Like my sponsor before me, I can Let It Begin With Me.

Harry F., TX (W)

I still remember my first meeting: It was a terrible time for me. I asked how these people could be smiling and laughing, when all I wanted was for my wife to stop drinking. My friend told me that this program is "for you, not your wife."

After six months in the program, I was asked to be group treasurer. Three months later, following the GR's resignation, I was asked to complete her term, and then got reelected to another term.

My wife was still drinking. After a while, I got a sponsor who was very involved in service work. He told me that the best thing for his recovery was service, so I would go with him to institutions.

The day my wife asked for help was the worst day of my life. I had to put her in a detox center. It felt like a cell within a jail. She was stripped of everything she had.

After she was in her program for a few years, I thought I had my life together again. I retired and moved to Dallas to be close to my only child. In my new group I was asked to serve as GR. I then served as DR, and finally Delegate. I wasn't able to attend the WSC last year and would like to thank everyone for their cards and prayers, especially the Alternate Delegate, Stephanie. If it were not for my Area Assembly, I wouldn't be here today.

I will always be grateful to my God for helping me find all of you and your unconditional love, so that I would truly find Him.

Pat E., TX (E)

I came to Al-Anon to get my husband sober, and I stayed to save my life. Being very much in denial that there was anything wrong with me, I'm so grateful for those who shared their experience, strength and hope in applying "Let It Begin With Me" and setting an example of the program in action.

I am very grateful I wasn't told I'd be attending Al-Anon meetings the rest of my life. I was very busy, and I wanted a quick solution to get on with my life, whatever that was. I was told to come to the meetings, one at a time. That was almost 20 years ago.

It was through trust in the group that I began to feel unconditional love, which led to my being able to develop a personal relationship with the God of my understanding. Being a very self-willed person, it was hard to let go of old habits and replace them with the Al-Anon principles. I was attracted to service because of my sponsor and other Al-Anons active at the

Assembly level. They had a special excitement about them, and I wanted to be a part of it. In the beginning, I was the designated driver. It made me feel important, as I needed to be needed.

This made me active in a new dimension of Al-Anon—service. When the alcoholic returned to drinking after six and a half years of sobriety, I was a newly elected DR, and was busy studying the service manuals, learning about the Traditions and Concepts. This kept the focus on my Al-Anon program and not on the alcoholic. I could see that God could do for me what I could not do for myself: help me to detach with love. One of the greatest rewards was sponsoring a new Alateen group, where I took the risk to Let It Begin With Me. I co-sponsored this group for eight years and resigned when I became Delegate. This group of Alateens has a very special place in my heart.

Let It Begin With Me is getting back to basics. Without practicing Al-Anon principles daily and making conscious contact with God, I do not display a program of attraction. Working with newcomers is a very important part of my Al-Anon recovery; we cannot keep it unless we give it away.

Serving as Delegate has truly been the icing on the cake. I have been able to see the Traditions and Concepts in action. I have been assured that there is only one authority—a loving God as expressed in group conscience, whether it be in the home or the World Service Conference. The WSC is truly group conscience in action, with examples of disagreeing without being disagreeable in matters affecting Al-Anon as a whole. As I complete my term as Delegate, I feel it is up to me to share enthusiasm in service and Let It Begin With Me in '93. We live in a changing world, but the principles of Al-Anon remain the same. As we reach out to those families still suffering from the effects of alcoholism in a loved one, Let It Begin With Me in '93 and even more in '94.

Melody G., MD/DC

I'm finishing the term of our former Delegate, Joel E., who needed to resign—let's keep him in our prayers.

When I came to Al-Anon a little over 23 years ago, "Let It Begin With Me" was not what was on my mind. My husband had been sober in AA for several months, and I still wasn't happy. I had known about Al-Anon—my dad was also in AA—but it never occurred to me that I needed to recover from the awful effects of this disease.

In my original home group there was a member who was soon to become our Delegate. She was a tiny woman, but very pushy. She insisted I go with her to District meetings and Assemblies—and since I didn't have the courage to say no, I went.

Service has been a lifeline for me. When I didn't know what to do, someone showed me how, or pointed out something in our manual to give me guidance. My Al-Anon friends' encouragement and love were the building blocks to self-esteem. They truly loved me until I was able to love myself. Through Al-Anon and particularly because of service, I have learned many things: certainly, some degree of patience and tolerance, and the ability to listen, especially to someone who doesn't agree with me. I've learned how to compromise and that my way is

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often not the right way or the best way, and how to disagree without being disagreeable. The list goes on and on.

As a first-time Conference member, I want to thank each of you for the love and understanding you've given me. The Staff of WSO has been warm and caring. My fellow Delegates have given me so much support when I've felt ill-prepared and overwhelmed. After attending our Board of Trustees meeting, I know the future of Al-Anon is in good hands.

I've been described at times as an enthusiastic member of Al-Anon. Enthusiasm comes from the Greek *en theos*, which means with God. I've seen so much enthusiasm here this week, I know we are with God. Will I be back next year? I hope so; but if I'm not, this Conference will always be a special gift in my life.

## 1993 WSC ASK-IT-BASKET QUESTIONS

A new Ask-It-Basket procedure was introduced at the 1992 World Service Conference on a trial basis. The Conference Committee agreed unanimously to include Delegates in the AIB process, incorporating their knowledge with that of the WSO. Therefore, a committee of six Conference members (one WSO Staff member, one WSO volunteer and four Delegates) responded to the following Ask-It-Basket questions producing a compilation of diverse answers. For more in-depth answers you may contact your Area Delegate.

### ALATEEN

**1. Does an Alateen Sponsor have to be 21 to take other teens to a Conference? Is there any legal responsibility?**

*One needs to check the legal age for adults in the state where the Conference is being held. A Guide for Sponsors of Alateen Groups says, "Alateen Sponsors have the same responsibility and potential liability to an Alateen member as if you invited any minor into your own home."*

**2. While we shouldn't be taking another's inventory, should anything be done about a very active Alateen Sponsor who has no Al-Anon program of his own?**

*Sponsors are encouraged to attend Sponsor meetings and workshops. Areas have guidelines on how to sponsor. (See Al-Anon/Alateen Service Manual 1992-1993, page 38)*

**3. Is an Alateen eligible for GR if he is a Narcotics Anonymous (NA) member? Yes.**

### ARCHIVES

**1. By displaying large framed pictures of Lois W. and Anne B. at our Area Assemblies, does that violate any of our Traditions?**

*No, it keeps members aware of our history.*

**2. What is the history/reasoning that allows the Board to elect its own successors?**

*Like many other organizations, the Al-Anon Board of Trustees is self-electing from the earliest days of its incorporation when Al-Anon By-Laws were first written.*

### BUDGET/FINANCE

**1. The financial statement shows over \$20,000 for volunteers. What is this for, since volunteers are non-paid personnel? When a person volunteers, there normally aren't any expenses paid for. When appropriate, WSO pays carfare, mileage and lunch for the hours our volunteers contribute at the WSO.**

**2. Could the WSO look into how the AA General Service Office has been able to hold down the cost of their hardback books. Ours seem to increase in price much more often. The Big Book of Alcoholics Anonymous is still only \$5 and is a much larger book than almost any of ours, yet none of ours are this cheap. Perhaps this could have a bearing on the decrease in sales. Newcomers are usually so hungry for the literature yet so many can no longer afford them, not even the ODAT at \$7. I know costs have increased, but maybe a price cut might help encourage literature sales and be done without compromising our quality of literature.**

*Al-Anon's ratio of contributions to our total income is much lower than AA's. If our Al-Anon ratio of contributions to the total income was higher, we could keep literature prices lower. Also, AA buys its literature in much larger quantities, thus lowering the unit cost.*

**3. Can we again provide a free Conference Summary to each group? My Area feels it is a step backward to charge for the Conference Summary. This idea can be sent for consideration to the appropriate WSO committees.**

**4. Why has the Al-Anon book *Al-Anon Faces Alcoholism* not yet been translated in French, since it is in 12 other languages? When will it be translated? The difficulty is not with translation, but with the cost of printing in languages other than English. If and when this book is printed is a decision to be worked out between Publications Francaises (WSO's French Services Office in Canada) and the Executive Committee of WSO. The French GSO in Paris may decide to print this book on their own; WSO could then buy the book from them. Other language books are reprinted by the respective GSO with financing from the groups (e.g., Finland, Germany, Japan).**

### CONFERENCE/STRUCTURE

**1. Explain the Area Coordinator and their duties as they appear on page 108 of the new manual.**

# 1993 WSC ASK-IT-BASKET QUESTIONS

The Al-Anon/Alateen Service Manual simply lists Area Coordinators. However, on the supplementary order blank guidelines for Area Alateen Coordinators, Area Institutions Coordinators, Area Archivist, Area Newsletter Editor and Area FORUM Coordinators give in-depth ideas for Coordinators.

**2. Why are copies of Assembly minutes to be sent to the WSO as stated under secretary's duties in the Handbook, page 80, item V., d. What are these used for?**

*Historically, this procedure started when Areas were new. The Admissions/Handbook Committee will review this procedure.*

**3. Could the section in the manual, Al-Anon & Alateen Groups at Work, incorporate a simple set of procedures for the Chairperson of Assemblies to follow, or recommendations that they follow Robert's Rules of Order?**

*The Chairperson (of Assembly) should have leadership and organizational ability. Assemblies have evolved their own procedures for accomplishing Al-Anon business. Each Assembly conducts their meetings as best suits their members. (See Al-Anon/Alateen Service Manual 1992-1993, page 84.)*

**4. Would it be against any Tradition or guidelines to stagger the election of officers at any level of service so there would always be someone with at least one year of experience?**

*Some Areas have tried this with little success. It is, however, within the autonomy of the Area.*

**5. Should minutes of our Area Assembly Day be sent out to the GRs after meetings? Also motions that are voted on this day—should they be sent out to groups? We have a member asking for minutes and motions, and it is something we've never sent out before.**

*It should be left to the autonomy of the Area whether members should or should not receive minutes of the Area Assembly Day. Many Areas print the motions of their Assemblies in their Area newsletters.*

**6. Can a DR or another member carry more than one group's vote to an Area Assembly?**

*No. (See Al-Anon/Alateen Service Manual 1992-1993, page 99.)*

**7. Can Assembly officers attend District Assembly meetings on their own or after being invited by a GR who was Chairperson? He asked each of us to speak a few minutes. We were criticized and told by a member that we had no business at their District Assemblies and that we had our own meeting in September.**

*Meetings are open to all members and longtime members usually try to balance their comments between not taking over the meeting and making certain that correct information is passed on.*

## GENERAL

**1. How can we ensure that the mailing list of the groups is brought more up to date? Groups in our Area with long-established addresses are finding themselves dropped from the mailing list, and thus missing things like the annual appeal letter from WSO. They're also not receiving other mailings like INSIDE AL-ANON. We have a Group Records Coordinator who informs WSO promptly of all changes, and yet we find them still lagging far behind in updating the lists. What can be done to streamline this procedure?**

*Because WSO is getting very little return mail (which is our signal of a wrong address or an undelivered piece of mail), we were surprised to hear how many Delegates expressed concern about groups not receiving mail or incorrect mailing addresses on our WSO printout. We never drop a group without a documented backup. We will be looking into new procedures for keeping our mailing lists updated.*

**2. Could WSO please put the WSC Ask-It-Basket questions and answers back in the Summary? AREA HIGHLIGHTS, where they now appear, is not available to the general membership; passing on additional costs of duplicating and distributing it to the Area and local levels is not a net savings to Al-Anon. The Ask-It-Basket questions and answers will be printed in the 1993 World Service Conference Summary.**

**3. Why are there restrictions at Regional Service Seminars for the person taping to sell tapes only at the event? Many can't afford the tapes until a later date, and then they are not available.**

*The RSS Committee recently reaffirmed their decision that no tapes be sold after the RSS.*

**4. How can we keep our longtime members?**

*See the discussion at 1993 WSC Summary Reportbacks from Workshops. If you have additional ideas, please send them to the WSO or your Delegate for ongoing implementation.*

**5. Do you get tired of people asking questions that would be answered if they read the manuals?**

*There are always newcomers to service work, and part of the process is education and reeducation.*

**6. As a whole, what is being done to provide sign-language interpreters at Al-Anon meetings worldwide?**

*Al-Anon is not able to offer this service throughout the world; however, some meetings do provide this for members in need.*

**7. About two years ago WSO sent out a memo—or it was an article in a newsletter—regarding a fund that the office was trying to set up in order to pursue the issue of providing sign-language interpreters.**

*A fund was not established for this purpose. A call went out prior to the 1990 International Convention for volunteers to sign at the meetings.*

**What is the status of this issue?**

*WSO plans on asking for members to sign at the 1995 Meetings at the AA International Convention, in San Diego, and the 1998 Al-Anon International, in Salt Lake City. WSO is also interested in any group experience where signing has been successful over a long period of time.*

**8. What do other Districts do about someone who takes on a job in service and never does anything?**

*Members can take a group conscience and recall and replace the individual. (See Al-Anon/Alateen Service Manual 1992-1993, pages 145 and 158.)*

**9. Could our new handbooks (service manual) have a thick colored page to divide our books? Could non-absorbent paper be used in the next printing of the new handbook so information can be easily highlighted? At present**



# 1993 WSC ASK-IT-BASKET QUESTIONS

any highlighter I try "bleeds" through the paper.

*These suggestions will be passed on to our Production Department.*

## LITERATURE

**1. What is the origin of the policy of allowing LDCs to return old pieces of literature when "new and revised" ones come out? How was the policy set, and was (is) it wise?**

*When the LDCs were created, it was the WSO's belief that it was essential to keep the message as current as possible in all our printed publications in order to maintain the excellence of our literature. When outdated literature is sold, it can create problems. The WSO also wants to work in partnership with LDCs to help keep their reputation, with local groups, as an up-to-date service.*

*Working with LDCs to keep out-of-date literature out of circulation is a WSO policy that is ongoing.*

**2. What happened to the pamphlet, Double Winners? I had someone from AA ask me, and I didn't know. She said she had really been helped by the pamphlet (she started her recovery in Al-Anon), and someone else in the other program had said to her, "Oh, they don't want us anymore."**

*The pamphlet, Double Winners had a name change to The Al-Anon Focus. Our literature encourages all people who are friends and families of alcoholics to find help in Al-Anon.*

**3. Will some of the pamphlets be combined and numbers of pamphlets be reduced? There appears to be duplication of information in some of our literature.**

*The Board of Trustees brought the "CAL Overview and Proposal," which calls for an in-depth study of all existing literature, to the 1992 WSC, suggesting the combination-and-elimination process. The WSC approved the process.*

*Every year, all Conference-Approved Literature and material is reviewed to determine whether the material responds to the identified needs of the Al-Anon/Alateen fellowship.*

**4. Why is the AA Big Book not approved literature?**

*The AA Big Book is copyrighted by another organization.*

**5. Would it be possible for the Laundry List used by adult children groups to become Conference-Approved. Should Did You Grow Up with a Problem Drinker (S-25) be used?**

**How do you get a piece of literature approved as CAL (such as the Adult Children Laundry List)?**

*This suggestion could be sent to the Literature Committee. Each piece of CAL must go through the CAL process, which begins at the Conference. (See Al-Anon/Alateen Service Manual 1992-1993 pages 110-111.)*

**6. Can the wording in our literature be more consistent regarding "families of alcoholics" and "families and friends of alcoholics"?**

*The Literature Committee, when working on Conference-Approved material, is using the term "families and friends of alcoholics" as each piece is updated. However, editorial license must be given to avoid redundancy or to use as the situation fits.*

**7. Can advertising bookmarks be put out with every new book?**

*Bookmarks featuring new books have been developed to encourage the use of CAL. This suggestion will be considered by the committee directly involved.*

## POLICY

**1. What percentage of book sales would jeopardize the WSO nonprofit status?**

*Our nonprofit status is not jeopardized by the sale of literature outside the fellowship, since providing literature is in keeping with our mission of helping families and friends of alcoholics.*

**What amount of revenue from the sales of *Courage To Change* was from outside the fellowship (i.e., Hazelden, etc.)? Could we be jeopardizing our tax-exempt status by encouraging the purchase of more literature due to decrease in contributions? If not, why? It is almost as if we could be viewed as a publishing company.**

*Sales of *Courage To Change* for 1992 to sources outside Al-Anon amounted to \$348,000—7.8 percent of the total sales with \$192,500 coming from Hazelden.*

**2. Why is Hazelden still selling medallions with our logo on them and still**

**saying, "in cooperation with Al-Anon Family Groups"?**

*A letter, developed to protect our trademark goes to manufacturers of medallions who ask Al-Anon's permission to use our trademarks saying:*

*"Before any Al-Anon symbol may be used on any product, a sample of the product or an accurate and complete rendering, drawing or photograph of the product must be supplied to AFG so that all elements of the design are clearly visible. AFG shall then notify you in writing as to whether AFG approves the product or design and only the approved product and design is licensed."*

*Some manufacturers use the expression "in cooperation with Al-Anon" as their way of indicating that they have AFG's permission and their product is licensed by AFG. Misleading advertising with the AFG licensing process is being corrected.*

**3. Could we possibly copy, or could it be made possible that we be able to copy, *Alateen Tells It Like It Is* video and *Al-Anon Speaks For Itself* for P.I. work? It would be less costly to the poorer Districts.**

*These are copyrighted audiovisuals and WSO requests that all respect this.*

**4. Why was the paragraph concerning Al-Anon/AA combined meetings taken out of the Policy Digest? The situation is still with us.**

*The 1981 World Service Conference Summary, page 25, indicates that the Conference supported WSO's decision not to register any group solely for members of both fellowships and at that Conference the Cooperation Between AA and Al-Anon Guidelines were adopted.*

**5. Is it breaking Traditions to hold a garage sale and return funds to the group, District, etc., accepting money from outside sources?**

*It is not breaking Traditions if the profits from a garage sale are donated to the group, District, etc. It is considered a donation from the member holding the sale. However, the name Al-Anon should not be connected with the sale. (See Al-Anon/Alateen Service Manual, pages 106-107.)*

**6. How can buying property for WSO ever be approved by our Board of Trustees if they use our Twelve Traditions? While we realize that the Board**

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of Trustees oversees the day-to-day business operation of Al-Anon, should they not survey the entire membership regarding this question, rather than leave this big decision to just the Delegates at the Conference?

See Motion number 34 of 1991, WSC which states: "In regard to relocation study, WSC believes ownership of property by Al-Anon Family Groups, Inc., is consistent with our Traditions." The motion passed by 73 votes. In 1992, this motion was reaffirmed through Motion number 29.

**7. What is Al-Anon's policy for anonymous cash donations at the group, District, Information Service, Area and WSO levels?**

We can accept the cash donations up to the limits set by Al-Anon policy and as stated in the Al-Anon/Alateen Service Manual 1992-1993, pages 104 and 105.

**8. Why not send appeal letters to all levels—District and Area—to help increase contributions?**

This idea would require a change in Policy. (See Al-Anon/Alateen Service Manual 1992-1993, page 104.)

**9. Is it against Traditions to speak and invite members to meetings held for couples, Al-Anon, and husbands in AA (meetings not registered at WSO naturally)? Is it against Traditions, during meetings, to invite members to attend intensive weekends for Al-Anon members?**

If a meeting is not a regular Al-Anon meeting, then the Traditions are not an issue. Whether it breaks Traditions to extend an invitation to someone to attend an intensive weekend depends on the agenda of the weekend and whether Al-Anon recovery is the main focus of the weekend and not another outside influence.

**10. What are the qualifications to be a "double winner"? Someone who was in AA and Al-Anon stops drinking and says he's not a double winner anymore.**

The term Double Winner refers to someone in both AA and Al-Anon. We can only take the word of the member.

**11. Can we use the Al-Anon symbol for CAL, leaving off the AFG, on our District Newsletter without violating copyright?**

Yes. The triangle with the circle in it can be used. (See Al-Anon/Alateen Service Manual 1992-1993 for the use of Al-Anon symbols, pages 114-115.)

**12. How much copying from The FORUM or other CAL pieces is considered a substantial reprint?**

In order to protect our copyright, only brief excerpts are permitted, and the extent of the excerpt would vary depending upon usage. It is suggested permission be sought from Literature Services at the WSO before reprinting.

**13. Does Al-Anon have any "official" position in cooperation with Twelve-Step groups other than AA?**

On page 127 of Al-Anon/Alateen Service Manual 1992-1993, it is stated that Al-Anon members may inform people about other Twelve-Step programs.

**14. What can be done when a supposed past AA member is elected GR? He says he no longer is an AA member. The group seems to have problems with this person and are divided; half seem for, the other half against.**

If there is a problem with any trusted servant and it reaches the proportions of dividing the group, a group conscience, using the guidelines, could be helpful.

**15. Does Al-Anon print any information on nonprofit status, or getting a tax-identification number for Areas, Districts, etc.?**

Yes. (See Al-Anon/Alateen Service Manual 1992-1993, page 129)

## PUBLIC INFORMATION

**1. One member feels the P.I. promotion, "If you are concerned about someone else's drinking, we can help you do something," is promotional.**

The new P.I. posters state, "If your life is affected by someone else's drinking, we can help you do something about it." The slogan was developed because Al-Anon can help YOU do something about your "concern." Al-Anon does help families of alcoholics as described in the Fifth Tradition.

**2. What can be done to have media respect our anonymity when we send some articles to newspapers? It happens often in our Area.**

WSO encourages all members to edu-

cate the media on our policy of anonymity, and if the media doesn't respond or respect our request we can use the incident as a way to maintain and open up a relationship with the media. Then we must let go.

## RELOCATION

**1. Where is the WSO moving to? I heard it was within a 50-mile radius of New York. This is not acceptable and was not the intent of the 1991 Conference in asking you to move. We were thinking one to two thousand miles, more centrally located—cheaper everything.**

The decision was made to move beyond the 50-mile radius.

**2. Relocation of WSO in 1996. In the Budget, under Restricted Funds/Relocation, monies were spent for what reason? What is the specific report from the consultant?**

See the discussion on relocation in this Summary on page 25.

**3. Why does World Service Office need \$2,000,000 to move from one location to another? Why doesn't the Treasurer spell out in specific terms exactly where this kind of money is going to be spent? This kind of figure is just totally overwhelming for members at a Group level. How can we handle this better in order to keep the ongoing financial support of our members without shocking them in this manner and perhaps causing more members and groups to withhold funding to our World Service Office for whatever purpose?**

Please see discussion on relocation in this Summary on page 25.



# MOTIONS

## **Motion #1** (95 Yes)

To approve the following participants be seated with voice and no vote: Alberte C., Secretary, Publications Francaises (Al-Anon member); Richard Keilly, WSO Controller (non-Al-Anon member); Georgette G., Office Manager, National Public Information Canada (Al-Anon member).

## **Motion #2** (95 Yes, 1 No, 1 Void)

To approve the 1992 Annual Report.

## **Motion #3** (95 Yes, 1 No, 1 Void)

To approve the 1992 Audited Financial Report.

## **Motion #4** (96 Yes)

To approve the 1993 Budget Committee Report.

## **Motion #5** (93 Yes, 4 No)

Re: To amend the text on pg. 99, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under I. MEMBERSHIP AND GROUP MEETINGS/CONVENTIONS, h. Group Problems as follows:

Any group or service arm within a Conference Area that fails to resolve its disputes or misunderstandings by application of the Traditions and Concepts should seek guidance from its District, or Area Assembly. If further guidance is needed, the matter can then be referred to the Regional Trustee, the WSO or the respective national General Service Office (GSO). The WSO or GSO can only offer suggestions by relating the shared experiences of other groups or by providing the appropriate references in existing service material.

## **Motion #6** (86 Yes, 11 No)

Re: To amend the text on pg. 113, Al-Anon/Alateen Service Manual, Policy Digest section, under c. World Directories of Al-Anon Family Groups as follows:

Publication of the World Directories, CONFIDENTIAL, biennial listings of all Al-Anon and Alateen groups in the U.S. and Canada, was discontinued by vote of the World Service Conference in 1988. With discontinuance of the printed directories, members may obtain all information formerly published in the World Directories including lists of groups, group contact names and telephone numbers and information regarding the World Service Office and Area trusted servants from either the Area Delegate or the WSO. (See p. 100, II. Meetings, a.)

## **Motion #7** (96 Yes, 1 No)

Re: To amend the text on pg. 95, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under PREFACE as follows:

These policy statements grew out of questions and experiences from the Al-Anon fellowship worldwide. They are interpretations of our basic guides: the Twelve Traditions and the Twelve Concepts of Service.

The questions and shared experiences came from many sources: from Al-Anon and Alateen members, regional and national conferences, from Delegates to the World Service Conference; they came from all over the United States and Canada and from many other countries.

When an individual or a group seeks clarification of any matter relating to the Al-Anon fellowship, it is the responsibility of the Policy Committee to make statements which interpret and encourage use of the Traditions and Concepts. After approval by the Board of Trustees and the World Service Conference, these statements are set forth in the Policy Digest. To arrive at answers that are consistent, loving and helpful takes time and patience, both on the part of the individual or unit seeking the clarification and the Policy Committee.

Re: To amend the text on pg. 96, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under THE WORLD SERVICE CONFERENCE (WSC) by deleting in the New York area as follows:

The WSC is the permanent body for the expression of the conscience of the Al-Anon/Alateen fellowship in light of our Traditions. It usually meets annually during April. Its membership is composed of the elected World Service Delegates from each Assembly Area in the United States and Canada, the Trustees of Al-Anon Family Group Headquarters, Inc., the chairmen and WSO Staff Administrators of all Standing Committees and the members of the Executive Committee. Representatives from countries other than the U.S. and Canada may participate but not vote.

Re: To amend the text on pg. 104, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, I. WSO CONTRIBUTIONS-Regular as follows:

### a. Appeals

#### 1. Tri-Annual Appeal—U.S. and Canada

In keeping with the Seventh Tradition of self-support, the 1966 World Service Conference voted that the World Service Office mails three appeals annually (March, July and November) for contributions to cover Al-Anon worldwide services, including a share of the operating expenses of the Conference.

The groups within an Assembly Area continue by direct contribution to the Area Treasurer to share in part of the expense of sending a Delegate to the Conference.

#### 2. Annual Appeal—Groups Outside the U.S. and Canada

The November appeal is made to all groups outside the U.S. and Canada so they may have the opportunity to contribute to Al-Anon's worldwide services.

### b. Individual Contributions

The limit on all contributions from individual members of Al-Anon and Alateen to the WSO is \$10,000 per year.

### c. Birthday Plan

The Birthday Plan is an optional means of members expressing their gratitude to Al-Anon by contributing a dollar a year for each year's membership. Members of the Area Assembly stimulate interest in this plan.

Re: To amend the text on pg. 105, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, I. WSO CONTRIBUTIONS-Regular as follows:

# MOTIONS

## d. Memorial Contributions

Any Al-Anon or Alateen member may make contributions to the WSO in memory of anyone who is deceased. (See b. above.)

## e. Bequests

The WSO may accept a one-time legacy from an Al-Anon member in any amount up to \$100,000. (Contact the WSO for details.)

## f. Earmarking Funds

All regular contributions are allocated to the General Fund. Contributions cannot be earmarked for special purposes unless recommended by the World Service Conference.

Re: To amend the text on pg. 105, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, II. WSO CONTRIBUTIONS—Supplementary, as follows:

### b. AA Conferences/Conventions

Contributions received from AA Conferences/Conventions that are offered to Al-Anon as acknowledgement of its participation in these functions may be accepted by the WSO or its service arms.

Re: To amend the text on pg. 105, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, III. Reserve Fund, as follows:

(See page 175.)

Re: To amend the text on pg. 106, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, IV. FUND-RAISING, as follows:

### b. Outside Contributions

Al-Anon and Alateen groups do not accept contributions from outside the Al-Anon membership in order to adhere to the Seventh Tradition of full self-support.

### c. Avoiding Commercialism

Raffling various articles at meetings or other gatherings is a matter of autonomy (see V. Selling Products/Chances), but to avoid commercialism in the fellowship, it is suggested that these items relate in some way to our spiritual principles. Items such as Al-Anon or Alateen books, subscriptions to *The FORUM*, or the donated products of the creative efforts of individual members are suggested.

Re: To amend the text on pg. 106, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, IV. FUND-RAISING, c. Avoiding Commercialism, second paragraph, as follows:

The 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.

Re: To amend the text on pg. 106, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, IV. Fund-Raising, as follows:

## d. WSO Does Not Provide Lists of Suppliers

In keeping with Tradition Six, the WSO does not provide lists of suppliers for articles associated with the fellowship, i.e., plaques, jewelry.

Re: To amend the text on pg. 107, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, V. Selling Products/Chances as follows:

### d. Federal Statutes

U.S. Federal Law (Title 18, Sec. 1302 U.S.C. and Canadian Federal Law Sec. 189) makes it illegal to send lottery tickets through the mails. These regulations prohibit solicitation of ticket money by letter, or by the sales of chances on a prize. Similar restrictions may apply outside the U.S. and Canada. Local statutes should also be investigated.

Re: To amend the text on pg. 107, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, VI. Use of Group Funds, as follows:

### d. Donations to Outside Agencies

Contributions to any outside agency, activity or program are not made from group funds which are to be used for Al-Anon/Alateen purposes only.

Re: To amend the text on pg. 108, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, VIII. Public Meetings, as follows:

A basket may be passed at Open Meetings to which the public is invited. In keeping with the Seventh Tradition, it is clear that the fellowship is dependent on its own voluntary contributions. Reading the Preamble and the Traditions clarifies this principle.

Re: To amend the text on pg. 108, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under LOCAL SERVICES, as follows:

## I. Naming a Service

Al-Anon Information Services, or groups which perform similar services, also call themselves Information Services, Service Centers, Information Centers or Intergroups. The term, Al-Anon Central Services, is reserved for offices serving entire states, provinces or Areas. Al-Anon General Services refers to structures serving countries other than the U.S. and Canada.

## II. Answering Services

The term "Answering Service" is usually used for service entities that handle only Twelfth-Step telephone calls. The decision to implement and support this service is within the autonomy of the groups it serves.

Re: To amend the text on pg. 109, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under LOCAL SERVICES, III. Information Services (Intergroups), etc., as follows:

### c. Cooperation

Chairmen of local service committees communicate with the respective Area Coordinator.

# MOTIONS

Re: To amend the text on pg. 113, Al-Anon/Alateen Service Manual, Policy Digest section, under RECOVERY AND SERVICE MATERIALS, IV. Other Publications, as follows:

## d. Outside Publications

### 1. Other Literature at Meetings

There are many outside publications on alcoholism, religion and philosophy that appeal to members as individuals. Brief excerpts from such material may be part of their personal sharing at meetings. In a spirit of unity, it is suggested that only Al-Anon and Alateen Conference-Approved Literature be used and displayed at meetings.

It is well to remember that AA literature is written for and from the viewpoint of alcoholics. Reliance on opinions expressed in AA and other outside publications can distort the Al-Anon approach, particularly for the newcomer.

Re: To amend the text on pg. 114, Al-Anon/Alateen Service Manual, Policy Digest section, under RECOVERY AND SERVICE MATERIALS, V. The FORUM, as follows:

The FORUM is the monthly magazine in which Al-Anon and Alateen members share their experiences. It is "The Voice of the Fellowship," which offers a forum where individual members and groups can be heard. Letters and articles sent from all over the world are edited by a volunteer committee and the FORUM staff at the WSO. This assures a publication that helps readers understand and grow in the program. It also offers meeting ideas and materials to be used as a basis for group discussions.

The FORUM can be used, and is encouraged to be used, by all members and groups for meetings. The FORUM, as a concept, is Conference-Approved, but it is not possible for each issue to follow the full procedure for Conference-Approved Literature. However, everything published in it—personal stories and issues affecting the fellowship—is reviewed for its fidelity to the Al-Anon program and principles by a volunteer committee and The FORUM staff.

Since it is copyrighted material, the WSO does not grant permission for substantial reprints in Area newsletters in the U.S. and Canada. Newsletters of other countries may, upon informing the WSO, use The FORUM material if they give a proper credit line in their publication. Subscriptions to The FORUM are available to both individuals and groups.

Re: To delete the text on pg. 115, Al-Anon/Alateen Service Manual, Policy Digest section, under RECOVERY AND SERVICE MATERIALS, VII. Symbols, as follows:

The butterfly is not regarded or accepted as an appropriate symbol for the fellowship.

## **Motion #8** (56 Yes, 35 No, 6 Void—Not Carried)

Re: To amend the text on pg. 100, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under II. MEETINGS, e. FILMS, as follows:

The use of films at closed meetings lessens the opportunity and desire for personal exchange among members. This sharing is basic to our program of recovery.

## **Motion #9** (82 Yes, 13 No, 1 Void)

Re: To amend the text on pg. 98, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under 1. Alateen Group: as follows:

An Al-Anon Sponsor is essential to every group in order to keep the focus on the Al-Anon interpretation of the program. An AA member may assist a group. If, however, the AA member is also an Al-Anon member, he may serve as sponsor by virtue of his Al-Anon membership. Emphasis should be placed on the Al-Anon interpretation of the program at all times.

## **Motion #10** (84 Yes, 13 No)

Re: To amend the text on pg. 106, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, V. Selling Products/Chances, as follows:

a. Selling Products at Meetings/Conventions/Conferences  
Tradition Five states that the one purpose of each Al-Anon group is to help families of alcoholics. Therefore, it is inappropriate for an individual or outside entity to use Al-Anon meetings or other Al-Anon events as a marketplace before, during or after these gatherings for the sale of services or products.

## **Motion #11** (94 Yes, 2 No, 1 Void)

Re: To amend the text on pgs. 106-107, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, V. Selling Products/Chances, as follows:

b. Selling Products at AA Meetings  
In keeping with Tradition Seven, Al-Anon and Alateen members should refrain from soliciting or selling any products at AA meetings.  
c. Raffles/Lottery Tickets

## **Motion #12** (70 Yes, 27 No)

Re: To amend the text on pg. 107, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, VI. Use of Group Funds, as follows:

b. Gifts to Members  
Group funds are used for group purposes only, not for personal gifts to members.

## **Motion #13** (93 Yes, 4 No)

Re: To amend the text on pg. 108, 1992-1993 Al-Anon/Alateen Service Manual, Policy Digest section, under FINANCES, VII. Payment for Speaking, as follows:

In keeping with the Eighth Tradition, Al-Anon speakers are reimbursed for expenses only. When a member is speaking to an outside organization, the speaker may suggest funds in excess of expenses be used by the organization for the purchase of Conference-Approved Literature (CAL) for distribution by the organization as an educational service.

## **Motion #14** (77 Yes, 20 No)

Re: To amend the text on pgs. 108-109, 1992-1993 Al-Anon/

# MOTIONS

Alateen Service Manual, Policy Digest section, under LOCAL SERVICES, III. Information Services (Intergroups), etc., as follows:

**a. Requirements for Registration at the WSO**

The WSO registers an Information Service (Intergroup), etc., when it meets the following requirements:

1. Has a title indicative of the nature of its operation, e.g., "Al-Anon Information Service."
2. Acquires a post office box number or an office address.
3. Maintains a listing in the local telephone directory.
4. Conducts activities in addition to Twelve-Step telephone calls, for example: works with local Al-Anon/Alateen service committees; arranges group exchange meetings; publishes meeting lists; and performs any other function as outlined on pages 17-19.

**Motion #15—Withdrawn**

List the 5 Warranties under Concept XII on page 47 in the Al-Anon/Alateen Service Manual.

**Motion #16 (54 Yes, 41 No—Not Carried)**

~~Move that an ad hoc committee be formed, consisting of Delegates and WSO, to develop a definition of the term, "Service Arms," as it is used throughout the Al-Anon/Alateen Service Manual and report back to the 1994 Conference.~~

**Motion #17 (76 Yes, 18 No, 2 Void)**

That the gender-specific language remain unchanged in the Handbook section of the Al-Anon/Alateen Service Manual.

**Motion #18 (95 Yes, 1 No, 1 Void)**

Re: To add #6 on page 82 of the Handbook to VII World Service Delegate under Section B. IN HIS AREA

6. The Delegate submits to the WSO, no later than January 1 of the Regional Election year, either the Regional Trustee (RT) resume or notification that the Area does not have a candidate.

**Motion #19 (95 Yes, 2 No)**

To produce an in-depth book on Al-Anon's Steps, Traditions and Concepts.

**Motion #20 (95 Yes, 1 No, 1 Abstention)**

To maintain the momentum of providing a timely P.I. message, the Public Information Committee recommends that a regular timetable for the ongoing production of Public Service Announcements be established by the Public Information Committee, with oversight by the Board of Trustees, and that each PSA go through the full P.I. Committee process, with financial review through the Budget and Executive Committees.

**Motion #21 (92 Yes, 5 No)**

To produce an Alateen Service booklet focused on how to be an Alateen Sponsor.

**Motion #22 (83 Yes, 13 No, 1 Abstention)**

To create a small introductory piece consisting of suggestions for family members and friends of alcoholics being released from institutions.

**Motion #23 (32 Yes, 64 No, 1 Abstention—Not Carried)**

~~That the Conference alone can approve the permanent cancellation of any group service that required the Conference approval to be initiated.~~

**Motion #24 (87 Yes, 10 No)**

To mail to District Representatives a copy of all group mailings and AREA HIGHLIGHTS.

**Motion #25 (10 Yes, 86 No—Not Carried)**

~~That a poll of all groups be taken to change the gender specifics in the Steps—changing He or Him to God.~~

**Motion #26 (69 Yes, 26 No, 2 Abstentions)**

That the Conference Committee consider each year the feasibility of extending the length of the WSC.

**Motion #27 (77 Yes, 17 No, 2 Abstentions)**

Re: To amend the text on pg. 109, Al-Anon/Alateen Service Manual, Policy Digest section, under LOCAL SERVICES, IV. Employees in Al-Anon Service, as follows:

Tradition Eight states that "Al-Anon Twelfth-Step work should remain forever nonprofessional...." Therefore, any Al-Anon member who is gainfully employed in an Al-Anon Service does not serve as a volunteer in a policy-making position, such as Group Representative (GR), District Representative (DR), Area Assembly Officer or Coordinator, Delegate or WSO Trustee.

**Motion #28 (89 Yes, 8 No)**

Re: To amend the text on pg. 109, Al-Anon/Alateen Service Manual, Policy Digest section, under LOCAL SERVICES, V. Autonomy of Groups, as follows:

In keeping with the Traditions, and Warranty Five of Concept Twelve (page 182), local, Area or WSO service entities have no authority to close a group or engage in other punitive actions against a group because they disapprove of the manner in which a group practices the Al-Anon program.

# 1993 WORLD SERVICE CONFERENCE MEMBERS

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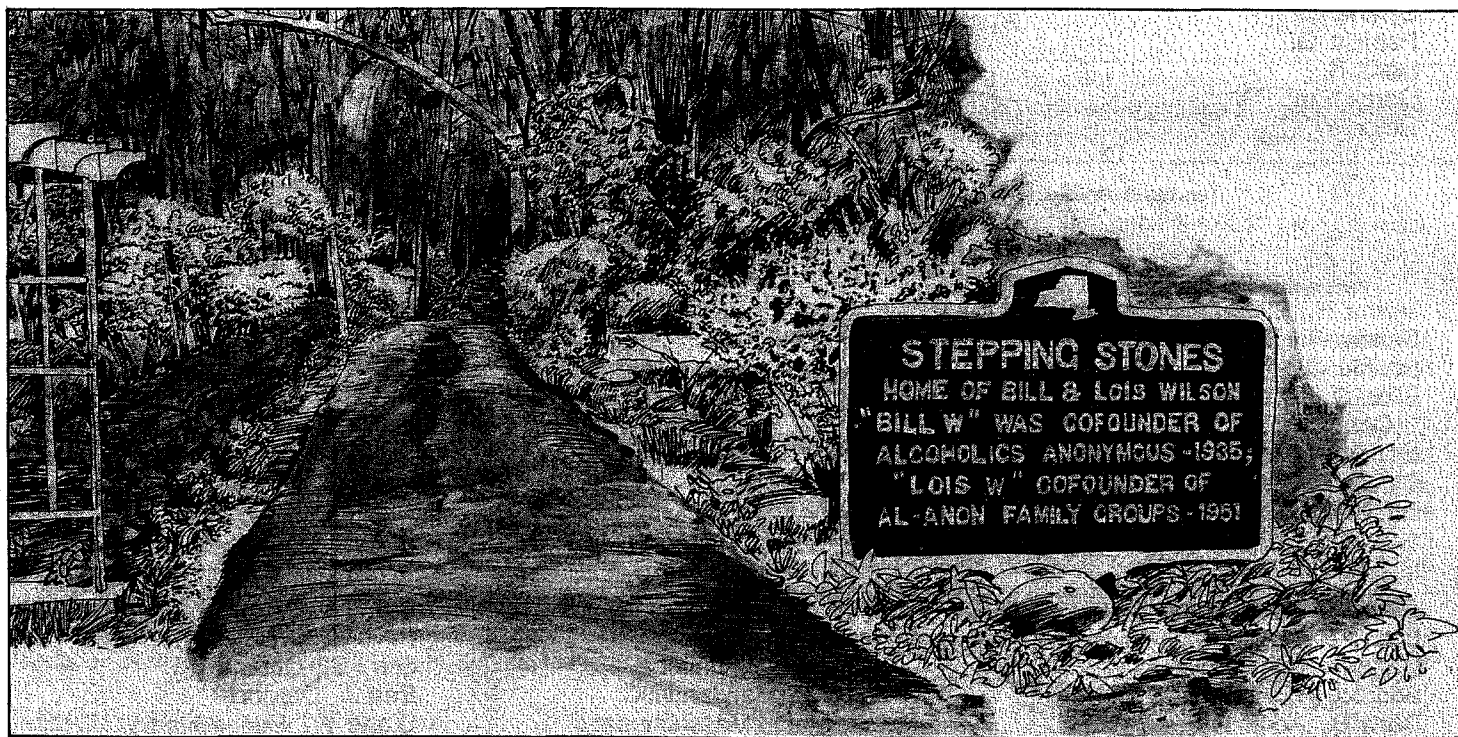
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## — NPIC —

Georgette G.,\* Office Manager,  
National Public Information Canada

\* Nonvoting



Following the Conference, 1993 Conference Members and their guests were afforded the opportunity to visit Stepping Stones, the home of Al-Anon's cofounder, Lois W.