

Delegate's Report

WSC, April 2009

I've just completed my third World Service Conference (WSC) and left feeling exhausted and a little sad that it was my last. I have met some really wonderful members of Al-Anon; people that I would normally never have had the chance to meet. I am grateful that you gave me this opportunity to serve and grow.

I received so much support and comfort from those districts, groups and members that sent me cards (and candy). Jal-Con, NJ Spanish Intergroup, Districts 3 & 11 and the Saturday Lakewood group all gave me 'Love Gifts' to share with the other Delegates at Conference and I brought back some from the other Delegates to share with you.

Work started on Saturday even though the Conference didn't 'officially' start until Sunday. I had a Task Force meeting to finalize our presentation to Conference on Preserving the Alateen Traditions and changes to the Al-Anon Charter. Then we met with the Chairperson of the Board who reviewed the meaning and structure of the Conference. Later, the Delegates got together for a session called "Sharing Area Highlights". It is the time when an area's concerns, projects, and successes can be shared with the other areas. The Opening Dinner had Tom C., of WSO (World Service Office) as the Spiritual Speaker.

During the course of the 5 days of Conference, the outgoing Panel 47 Delegates (my Panel!) shared for 3 minute on what the theme, "Embrace the Legacies: Our Spiritual Bridges to Expand the Future" meant to us. My day was Thursday. (I hope you had a chance to read my sharing in the Spring Alagram.)

Sunday started with the thought, "Each and every member of Al-Anon has the potential to become a leader" from *Paths to Recovery*. Our theme was "Embrace the Legacies: Our Spiritual Bridges to Expand the Future". There were 94 voting members, made up of Delegates, Trustees, Executive Committee, and World Service Office (WSO) Directors & Assistant Directors. Mary Ann, our Chairperson of the Board, welcomed the Conference members. She told us that "Spiritual thinking brings vision". We were reminded of the importance of mutual respect, "Presume Goodwill" and of the Knowledge-Based Decision Making (KBDM) process. KBDM is a necessity for reaching an informed group conscience. It has 4 key elements:

1. Open Communication between leadership and membership.
2. Dialog before Deliberation.
3. All decision makers having common access to full information.
4. We exist in a Culture of Trust.

I would like to see us start to incorporate the KBDM in our Area committee procedures. We can solicit the WSO for a presentation of the process and start with the Area World Service Committee. I have included slides from the presentation on KBDM at the end of my report.

We heard the Finance and then the Audit Reports, which give us information about the AI-Anon Family Groups financial progress. There are 3 Funds: the General Fund which supports the day-to-day expenses of AI-Anon World Services, the Reserve Fund which is considered AI-Anon's Savings Account, and the Building Fund which is our assets and liability concerning the WSO building in Virginia Beach. Our finances overall were down. Investment income was at a loss (35%). Not surprising considering the current economic climate. Assets decreased (\$10.9 to \$9 million), contributions were down a little (\$1.1 from \$1.2 million), but profit from literature sales was up slightly (\$3.4 from \$3.3 million). The Net revenue from the International Convention in Pittsburgh was approx. \$91,000.

Here are some of the numbers for 2008:

Revenue	\$3,263,749
Expenses	\$4,845,889
Change for the year	(\$1,582,140)

Bonds will be paid off for the Building fund in 2010. After a payment made in April of this year, \$75,000 remains.

The total contributions from New Jersey were \$16,477 with 56.4% of the groups contributing (up from \$15,077 from 2007). Of the total 15,393 groups, 8,597 contributed (56%) an average of \$101.

The estimated cost of providing services to the groups is \$3,752,299, which translates into an average of \$243.77 per group. The free monthly Forums which were sent to the groups last year are an example of the services provided.

We discussed the replacement of the Regional Service Seminars (RSS) with the "TEAM" approach. TEAM stands for "Together Empowering AI-Anon Members". It is 'flexible' in that the Area (or Areas) determines what type of workshop/conference they want to have and plan the logistics (date, time, location, duration, etc) and the WSO is brought in as a partner in the implementation. We are no longer held to service only topics, a 3 year rotation, and having to win a bid to host the conference. Now, the Host Committee has more input to what the event will be/do. I will post the entire presentation on the Area World Service Committee (AWSC) group site. (Talk to your District Representative, DR, for a copy.) We would need to give at least 6 months notice to WSO before the planned date, 2 dates need to be given on the request form, the event needs to be at least 6 hours long. We've been approached by NY North and South Delegates wanting to join us.

We had a workshop on tips and techniques for Conflict Resolution. We were reminded that conflict is natural and that diversity has a positive value. We were given 'tactics' on a dialog to resolution.

The Chair of the Executive Committee on Real Property Management (ECRPM) gave a report on the status of the Virginia Beach Office. When the 1995 World Service Conference approved the purchase of property, it was for a 15 year trial period (1996 to 2011). The property management

was kept separate from Al-Anon Family Groups (AFG) Committees with the creation of the ECRPM. The savings was estimated at \$250,000 per year by owning (in the Hampton, VA area) and not leasing. Next year's Conference will start discussing the trial period to prepare for the vote in 2011. I've received a packet of information which I'll post on the AWSC group site to help us start the discussion.

We viewed the new PSA "Sketches III". There were 3 different videos: John, Maya, and Lisa in the 3 languages of Al-Anon: English, Spanish, and French. I received a CD this time. Copies can be made. They are not broadcast quality, however. They are not yet available on the Al-Anon website, but keep a look out for them: <http://www.al-anon.alateen.org/psa.html>

We had the 1st of our 3 Big Ideas workshops on Embracing the Legacies, "As we think spiritually, how can we use the legacies as empowering tools rather than boundaries to expand Al-Anon Family Groups into the future?" We came up with several ideas like: stressing the importance of Sponsorship, leadership by example, the use of workshops and skits to teach or educate, are just a few.

We heard a report on the WSO trip to India. I learned that India has 12 national languages and 450 dialects. This offers AFG in India some challenges, like prioritizing what to publish in all 12 languages. The WSO representatives travelled to 6 cities and held 4 press conferences with the assistance of our non-Al-Anon member, Nicolette (WSO Information Analyst). One of the stops was a boys' treatment facility. The director stated that there was a 35% chance that the patient will stay sober after they leave, but it rises to 80% if their family is in Al-Anon. In 2004, there were 40 groups; in 2008 it's grown to 80.

We heard sharing from our 4 International Representatives throughout the conference. Hartmut from Germany shared on Sunday. His story of his craziness as he tried to stop his wife from drinking, reminds me of the universality of our program and of living with the disease of Alcoholism.

We discussed the Annual Report from the Executive Director and the Strategic Plan Updates submitted by the Board of Trustees. I have a copy of the report posted on the AWSC group site.

One of the Task Forces at work is the "Abundant Resources" task force. They're tasked with finding ways to tap into the resources of the fellowship. We heard more from this group during the conference.

We were reminded about the next AA International Convention (their 75th year) on July 1-4, 2010 in San Antonio, TX. Registration forms will go out this fall. The hotel for Al-Anon will be the San Antonio Marriot Riverside Center and there will be events in the Alamo Dome.

The next Al-Anon International Convention is scheduled for July 3-5, 2013 in Vancouver, BC in the West Wing of the Vancouver convention Center.

On Monday morning we started with the IAGSM (International Al-Anon General Services Meeting) report. The meeting was held in Finland last October. (It is a bi-annual meeting.) The theme was "Communication: Our key to Understanding" and 15 countries participated. The international community is made up of 32 GSO's (General Service Offices), 130 countries, 24,552 Al-Anon groups and 1,843 Alateen groups. The Conference Summary for this meeting is available on the Members web-site, <http://www.al-anon.alateen.org/members>.

Our next International representative, from Mexico, Carmelita, spoke. There they call sponsors, "Godmother" or "Godfather". She came to Al-Anon to help her husband stop drinking. She said that she felt sorry for all those "poor" women she met at her first meeting, now realizes that happily, she is one of them. Mexico is working on Alateen Sponsor certification.

We reviewed the Treasurer's Report and the Budget for 2009. Expenses are budgeted for a \$330,000 increase over the 2008 actuals. Contributions are budgeted to increase by \$360,000 over 2008. \$5,066,000 was budgeted for revenue & expenses each.

Every 3 years a Trustee is elected from a group of submitted resumes for a particular Region. This year the Northeast Region is set to select an RT (Regional Trustee). Résumés must be submitted to the World Service Office by **August 15**. I've attached a letter to Group Representatives (GR's) from WSO and a resume form to this report.

We discussed and voted on the future of the following Committees:

- The e-CAL Committee – dissolved due to lack of participation of the membership.
- The Admissions/Handbook Work Group – disbanded on a three-year trial basis since the responsibilities were taken up by other committees & groups (Task Forces and Thought Forces).
- The Group Services Committee – disbanded on a three-year trial basis for the same reason as the Admissions/Handbook Work Group.

We gave affirmations to the newly elected Trustees at Large, Judy A., Beverly A., Vicki H., Laurie K., Harriet T. and the Regional Trustees, Sandi D. from Canada Central, Sharon H. from Canada West, Karen R. US Southwest, and Julius "J.P." M. US Southeast. No resumes were submitted for the Executive Committee for Real Property Management (ECRPM),

We discussed the Forum magazine. The Conference was asked "Does the Forum have a future in Al-Anon?" This was due to the falling subscriptions numbers. In the past 20 years, Forum subscriptions have fallen by 66%, going from 60,000 to 19,000. With the number of groups around 15,000, that averages to 1.25 /group.

Last year at Conference we passed a motion to drop the limit on the amount that a member could leave the fellowship in their will Bequest). The Policy Committee had submitted a second motion that would spell out how the monies would be used within a 5 year timeline, so as not to accumulate massive funds. However, the second motion was tabled and the Delegates were asked to take the issue back to their areas to help come up with a suitable 'formula' for disbursement of the gift monies. A motion was presented on the procedure to be used in the case of

excess bequests, and after lengthy discussion, was approved. (The motion is at the end of my report.)

On Tuesday morning, my taskforce gave our presentation on the preservation of the Alateen Traditions. In the spirit of KBDM, we included detailed documentation on the historical background of the issue at hand, the Charter vs. By-laws, possible solutions and then, when asked, our recommendation. Since this was a topic close to the hearts of the membership, we needed additional discussion time, which we used on Wednesday. The Conference members did come to an agreement with a 'tweaking' of the initially proposed motion and it passed. (Motion #8 can be seen at the end of the report.)

We boarded buses for the World Service Office (WSO). We were greeted by the Trustees who welcomed us 'home'. We were given tours of the offices and literature distribution center. Since this was my 2nd time at the Office, I spent less time touring and more time getting to know the staff a little better.

During conference, discussions were held on 'Agenda Items' that were chosen by the members for consideration. We discussed 1 topic each of the last 3 days of Conference. Today, we shared ideas on our Public Relations Policy and Attraction vs. Promotion. I heard new definitions for both: of Attraction as "Invite Them" and Promotion as "Drag Them". Sometime we are fearful of change and this new era that we find ourselves in is technologically advancing. If Al-Anon doesn't advance with it, it can't grow.

The Policy Committee had no motions to present at this year's Conference but reported on some things they're looking at for 2010. Material used in meetings is one topic. Some requests from areas that they wanted the Policy Committee to look at were 'De-regulation' of certain groups not keeping to the Traditions, and how to verify Al-Anon membership.

We got a look at what the WSO staff was working on to try and give Alateens online meetings. Until Safety Guidelines are drafted and approved, the WSO has been looking at and testing software to host such meetings/chat rooms. They are hoping to have it in a test-mode sometime soon. The Moderator has control over publishing the sharings and is capable of having a separate chat during the meeting (with a second moderator, perhaps). The Moderator can 'gag' inappropriate participants. The room would only be open when a moderator opens it. Scheduling needs to be worked out amongst the members. WSO still needs to work out the registration process, coordination between the areas, and implementation details.

We were entertained with a skit on Understanding Anonymity (which, hopefully you will see at Assembly). We were reminded that we are "anonymous, but not invisible". We have a personal choice on the level of anonymity we use in a meeting (first name only, full name, pseudonym, etc). Full contact information is OK if you're in service (to other service members). Face to face with an outside person, we may give personal contact information as long as it is not published. And with the media, if we say we're in Al-Anon, there should be no full names, no full face picture, and no personal information given about any other Al-Anon or Alateen member.

With the internet as prevalent as it is today, we need to be aware that recordings and/or pictures could end up on the internet and available to the public. Be careful when posting reports.

I attended an open Board of Trustees meeting at the end of the day (8:15-10pm). The discussion was on something the Trustees called 'branding': what is the essence of the AI-Anon Family groups? Are we who we say we are? The Trustees shared on 3 questions regarding this idea and then followed the KBDM formatted questions. It seemed to me to be a mini group conscience.

Wednesday began with a discussion started at last year's Conference: the possibility of further division or consolidation of an area or territory. The Service Manual (p. 128) states that a state can petition the Conference to be divided if the number of groups is greater than 400; but they can only be divided once. We heard a lot of questions that needed to be included in the discussion, such as can we maintain a quality of service to groups in large areas (both in numbers and geographically)?, Can technology be used to solve some of the current problems in reaching out to the groups?, Do the current geopolitical boundaries need to remain in place?, Can we design a better structure? The discussion will continue next year.

We heard from a 'Thought Force' regarding member contributions and how to be better "...self supporting through our own contributions". For the last 25 years, contributions from the membership averaged 21.5% of the total income to WSO. The Strategic Plan has us looking to increase that number to 30% by 2012.

The Policy Committee held an open meeting for the Delegates. One topic was the preparation of Conference to discuss the 15 year trial period for the ownership of property which is coming to an end in 2011. Next year will be focused on fielding questions regarding this item from the areas. Conference members were provided a packet containing the following documents:

- *Property Ownership- Study of Property Ownership*
- *Property Ownership- Motion 12 and Motion 5*
- *Property Ownership-Chart- Ownership vs. Leasing*
- *Property Ownership- ECRPM Triennial Reports, 2000, 2003, 2006, 2009*
- *Memo: Questions on Property Ownership*

Another topic discussed was retaining member contact information gathered from participation in surveys on our web-site. The Policy Committee asked the question: "Is it consistent with the Traditions for WSO to retain member contact information in a database for participation in surveys?" After discussion, the Policy Committee agreed by consensus that it would be within the Traditions to retain member contact information provided by the member for participation in surveys. At the time of conference, there were 18 entries for the Abundant Resources survey. It's located under 'Survey for Members' on the left hand side.

When you select it, you'll link to an outside survey for the WSO:

Unlimited Abundant Resources

Thank you so much for taking the time to participate in this Inventory! Building a membership skill data base will allow us to access the abundant expertise, talent, and experience that exist in our membership.

The information provided in this inventory will help Al-Anon Family Groups to gather volunteers for specific short term projects, task forces or thought forces as they are needed to assist with the Board's strategic vision: All people who are affected by someone else's drinking will find help and recovery in every community.

Any information you provide will not be shared with anyone, in any form, outside of the World Service Office without your permission. As always, your anonymity in our program will be maintained.



Members will answer questions to best describe their strengths. I've attached the flyer for membership participation in the survey to this report.

I attended a Leadership seminar on KBDM. I've attached a presentation that describes the process.

The Board of Trustees made up a PowerPoint presentation on the service positions and associated responsibilities. The area can modify it to fit their area's policies. It seems to be a good tool for the areas' to use. This I will also post to the AWSC group site.

We heard about the trip to South America. There were several GSO's visited, starting with Costa Rica. Guatemala & Honduras attended. The main topics were sponsoring other countries and support for the WSO. Next up was the Columbia GSO where the topics were the WSO procedures for literature sales (GSO to GSO) and how to get trusted servants to do their jobs. It was noted that they are very proud of the job they are doing. The Peru GSO (with Ecuador and Bolivia) followed. They were concerned with what literature they could reprint. They were also very interested in "doing it right". Last stop was the Uruguay GSO. Argentina was in attendance. There was a concern regarding the loss of literature sales with WSO posting sample chapters on the Members web-site. They are also developing a Strategic Plan.

We listened to Nadia from Italy share on the history of Al-Anon in her country. It started with the first meeting in Rome in 1976 by an AA member. There are now 400 Al-Anon and 30 Alateen groups in 15 areas. Italy GSO is in the process of doing a 4th Step inventory which they

started last year. You can 'hear' Nadia's personal sharing by reading pages 6-7 in the May Forum. Her story focuses on how the Legacies helped her.

For our 2nd Chosen Agenda Item (CAI), we deliberated on how areas, districts and groups can approach unhealthy meetings in a positive and productive way. A lot of good ideas were shared, like presuming goodwill and leading by example. We were reminded that "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 AI-Anon program." (From the AI-Anon/Alateen Service Manual p. 90) and *Warranty Four - That no Conference action ever be personally punitive or an incitement to public controversy.*

Thursday, our last day, started with a quote from *When I Got Busy, I Got Better*, "I ask myself: Am I ready to make a difference?"

We were advised that the e-Communities (the WSO file sharing web-site) will be opened to past Delegates. And the site will start using some of the other functionality that it has (ex. Chat room, etc.).

We had a discussion on the effectiveness and future of the Chosen Agenda Item sessions. Conference members were asked: Is the process working for them? Do they still want to continue? Are there any suggestions for change? The response of the Conference members in preparation for this event was low (60%) and the submission of topics, even lower (29%). The questions have been repetitive. The idea of workshops was suggested as a possible replacement.

Next we heard a report on the WSO trip to Turkey. They are a country of two-classes, rich and poor. The purpose of the trip was to introduce AI-Anon to the families of boys at an adolescent addiction treatment center in Gaziantep. The next stop was Istanbul. There are 15 AI-Anon Groups in Turkey, mostly in the northern area. They are very eager for guidance in how to set up a structure. And they are planning a Convention this year.

Our last International speaker was Nuala, a senior member of staff in the UK and Eire. She gave us a history of AI-Anon in an area that consists of 5 territories: England, Northern Ireland, Republic of Ireland, Scotland, and Wales. The first AI-Anon meeting started in 1950. There are now 31 areas (2 in Ireland) and 800 groups. They just started up "e-shop" online to purchase literature. Unfortunately, the numbers for Alateen are declining.

We saw a presentation on Diversity. AFG saw its membership peak in 1992, with 19,154 groups in the US & Canada. We have 14,355 groups now. The AI-Anon census shows that the average AI-Anon member is a white middle-aged female. But the disease of alcoholism and those it touches knows no boundaries. Our Declaration says, "...Anyone, Anywhere..." so we need to reach out to a more diverse group. We were challenged with a big question to bring back to our areas, "As we honor the past and inventory our present, how can we embrace our legacies to reach a wider range of diverse friends and families of problem drinkers and build new bridges of hope in a changing world?"

We heard from the Task Force on Abundance. They spoke of 4 different types of Abundance that we find in our fellowship:

- Spiritual abundance
- Abundance found in our groups and districts
- Financial abundance beyond the group
- Abundance of talent, technology, skills, etc.

Their presentation brought enthusiasm and optimism by developing a new approach in our thinking about our available resources. It helped us to think positively about what we do have rather than what we do not. Spiritual abundance was at the core of the presentation. (Listening to each other, showing compassion, willingness, energy, etc.)

Friday, I attended the Open Trustee meeting where the Conference's traditional actions are made legal.

The 2010 World Service Conference will be held April 11-15, at the Wyndham Virginia Beach Oceanfront Hotel in Virginia Beach, Virginia. Registration will take place on Saturday, April 10. The Annual Meetings of the Board of Trustees will be held Friday, April 16.

Love in Service,

Fran M

Motions Passed at the World Service Conference:

The 2009 World Service Conference approved the dissolution of the following Committees:

MOTION #4 -

To end the three-year trial period for the e-CAL Committee, and dissolve the e-CAL Committee.

MOTION #7 -

That the Admissions/Handbook Work Group be disbanded on a three-year trial basis.

MOTION #9 -

To disband the Group Services Committee on a three-year trial basis.

MOTION #6 -

To adopt the Procedure for Managing Excess Bequest Funds. Each excess bequest, as defined in Motion 9 of the 2008 World Service Conference, is to be spent within 5 years of receipt. Further, should the excess bequest funds exceed the cost of the projects submitted, the Conference has the ultimate authority to extend the timeline or to modify the procedure. This procedure will be used:

WSC	Conference members will be reminded to encourage their Areas to identify projects in the event that the excess bequest funds become available.
September 30	Conference members will be notified of the amount of money in the excess bequest funds to date and will be asked to submit ideas for projects that support the Strategic Plan, using the amount of funds available as a guideline.
November 30	The deadline for projects to be submitted.
Prior to January Board	The Finance Committee will research the costs associated with the proposed projects.
January	The Finance Committee's findings will be presented at the Finance Committee and Board meetings respectively for prioritization.
February	The findings and priorities will be sent to all Conference members.
April	The Conference members will accept or adjust the prioritized projects at the WSC. Once accepted the projects will follow the normal process of staff implementation and volunteer oversight.

MOTION #8 -

The 2009 World Service Conference:

- 1.) amends the World Service Conference Charter (as it appears in the *2006-2009 Al-Anon/Alateen Service Manual*), section 3, as follows, and
- 2.) re-adopts and re-affirms the World Service Conference Charter in its entirety.

AMENDED WORDING: Bold and underline is new text; strikethrough indicates deletion

3. Relation to Al-Anon

- a. The Conference acts for Al-Anon in the perpetuation and guidance of its WSO services.
- b. The Conference is a vehicle by which Al-Anon can express its views on policy and note deviations from Traditions.
- c. Delegates are free to vote as their conscience dictates and not necessarily as instructed by their Areas.
- d. ~~But~~ **No** changes are to be made in the Al-Anon or Alateen Traditions, the Steps, the Concepts of Service (**except the descriptive text**), or the General Warranties of the Conference Charter (Item 12) without written consent of three-quarters of the Al-Anon Family Groups.
- e. ~~That the Concepts themselves (not including the descriptive text) be accorded the same stature as the Twelve Steps and Twelve Traditions.~~
- e -f. **Wording in** ~~the~~ Charter may be changed (with the exception of items 3-d, 3-e, and 12) by the vote of three-quarters of the Conference members; **however, the protections afforded the Al-Anon and Alateen Traditions, the Steps, the Concepts of Service, and the General Warranties in item 3-d may not be taken away or lessened by Conference vote.**

Dear Group Representative,

RE: Regional Trustee Candidate

Each Assembly Area in the US North Central, US Northeast, US Southeast, and Canada East Regions has been invited to name a Regional Trustee candidate. Your group will want to participate, and here is the way it can:

If your group has a member who is qualified (see page 2 of resume form) and has the available time required of a Regional Trustee, please list his/her qualifications in a resume for the consideration of the other GRs in your district.

Each district within our Assembly Area may submit one name on the resume through the District Representative. The groups in your district are encouraged to send in a name if you have someone eminently qualified, since it is beneficial to the decision-making process for each Assembly to submit a candidate.

The selection of our Area's candidate will be made through either of the following:

Method A: AREA WORLD SERVICE COMMITTEE - Will review the resumes submitted by the districts and select our Area's candidate.

"OR"

Method B: AREA ASSEMBLY - Will review the resumes submitted by the districts; the GRs will then select our Area's candidate.

DATE _____ TIME _____ PLACE _____

Our Delegate must send a complete report to the WSO as early as possible, but no later than **August 15, 2009**. A profile, listing our candidate's qualifications, will accompany the report. **If no selection is made because the committee/Area Assembly had no suitable candidate, the WSO will be notified promptly.**

Please note the Trial Regional Committee on Trustees Plan changes the wording of the following motion that was passed at the 1979 World Service Conference:

A MOTION was made, seconded and carried that a Regional Trustee candidate should be nominated by each Area. At the same time an Alternate Regional Trustee candidate could be selected, who would automatically take the place of the original Regional Trustee candidate, in the event of the death or withdrawal of the original Regional Trustee candidate prior to the nomination of the candidate by the World Service Conference.

Once the Nominating Committee nominates two Candidates in October, Alternates are no longer considered.

Sincerely,

Chairman (name and address)
_____ Area World Service Committee

**Trustee Résumé to the Board of Trustees,
AI-Anon Family Group Headquarters, Inc.**

Please Type – Use This Side Only – No change in form/ No Attachments

Check one Regional Trustee (RT) RT Alternate Trustee at Large (TAL)

Name: _____ Address (Street/PO Box): _____

 (Last) (First) (M.I.)
 City: _____ State/Province: _____ Zip/Postal Code: _____ Country: _____

Home Phone: (____) _____ Work Phone: (____) _____ E-mail: _____

Name & city of home group: _____

Area name: _____ Region: _____ Continuous years active in AI-Anon/Alateen: _____

1. List your AI-Anon/Alateen service experience beyond the group level: (list most recent to past)

Position	Dates (from - to):	Position	Dates (from – to)

2. Describe your personal history including leadership experience, specialized education, training, work, and non-AI-Anon volunteer skills as they pertain to this position (list most recent to past).

3. What is your vision for AI-Anon Family Group Headquarters, Inc.?

4. Describe how your leadership skills and talents would make you a positive asset on the Board of Trustees.

5. Choose and share your thinking/understanding of any one of the Concepts of Service.

Signature

TRUSTEE RÉSUMÉ

GENERAL INSTRUCTIONS

- Résumé is due at the World Service Office (WSO) postmarked no later than August 15 for Trustee at Large and December 31 for Regional Trustee.

BACKGROUND INFORMATION

The Board of Trustees acts as custodian of the Traditions and guarantor of prudent management of Al-Anon's World Services with authority under law, to manage Al-Anon business. The Board is responsible for the World Service Office which consists of WSO committees, an Executive Committee, and paid staff. (Refer to Concept Six) "While our objectives are spiritual, these aims can be achieved only by means of an effective business operation... our trustees must function like directors... they must have ample authority to manage and conduct Al-Anon committee and business meetings." More detailed information can be found in the Bylaws of Al-Anon Family Group Headquarters, Inc., Al-Anon's Twelve Concepts of Service, and sections of the Al-Anon/Alateen Service Manual.

GENERAL INFORMATION

- A candidate must currently be an active Al-Anon member with at least ten (10) years continuous membership in Al-Anon/Alateen.
- A Trustee at Large (TAL) can live anywhere within the World Service Conference (WSC) structure. A Regional Trustee (RT) must live within the Region of the election.
- Delegates to the WSC are not eligible as a candidate for Trustee until two (2) World Service Conferences have elapsed after their terms end.
- Any Al-Anon member who is also a member of AA is not eligible to serve.

MEETING INFORMATION

- The Board of Trustees meets quarterly: January, April, July, and October.
- Trustees need to be available for meetings monthly or quarterly from 28 – 60 days a year. Actual time depends on assignments and specific positions on the Board.
- Trustees need to be available to WSO for consultation and to attend special meetings of the Board of Trustees that are called on short notice.
- Assignments require work between Board meetings by phone, e-mail, alone, or on a team.

SKILLS or EXPERIENCE

- Relevant background experience in business, education, finance, law, technology, media, or Al-Anon service experience beyond the group level is required and includes: District Representative; Area Delegate; Area Assembly Officer or Coordinator; or Al-Anon Information Service Liaison to Area World Service Committee.
- A thorough understanding of the Twelve Traditions, Twelve Concepts of Service, and Al-Anon policies.
- The ability and willingness to make difficult decisions, participate in group processes, originate ideas and policies for improving the business operation and the fellowship as a whole is necessary. (Concept Nine)
- The ability to accept criticism and take yourself less seriously is a priority.
- Speaking to large groups is inevitable.
- Possess basic computer skills and access to e-mail (with attachments) is a necessity.

MISCELLANEOUS

- Trustees are to relinquish all Al-Anon activities beyond the group level during their term.
- Consider your health and stamina as workdays are often long and require the ability to sit for extended periods. You are expected to manage your own luggage.
- Be willing to share hotel rooms with another Trustee or staff member.

THANK YOU FOR YOUR
INTEREST.

Are you one of **Al-Anon's Abundant Resources?**

The Board of Trustees has developed a questionnaire that will enable the WSO to have an on-going database of our members' skills, talents or expertise.

Al-Anon Family Group Headquarters, Inc.
1600 Corporate Landing
Virginia Beach, Va 23454

The information you provide in the skills inventory will assist the WSO in gathering volunteers for specific short term projects that will help fulfill the Board of Trustees' vision: All people who are affected by someone else's drinking will find help and recovery in every community.



Who should fill out the survey?

Any member who is willing to be one of Al-Anon's unlimited abundant resources! Without a doubt, each one of us has special skills that we can offer. Offering your skills as a resource will not require travel to attend meetings or long term commitments. Also, a request for participation in a WSO project may not come to you immediately; but we appreciate your willingness to be on stand-by for a future project.

To participate in the skills inventory:

Please go to the Al-Anon Members' Web site (www.al-anon.org/members). Log in to the site by typing your group's name followed by the letters "afg". There is an orange side bar on the left side of the page that has a list of tabs. Click on the "Surveys for members" tab. This will take you to the page that lists the current surveys. Click on "Unlimited Abundant Resources Skills Inventory". This will allow you to participate in the skills inventory.

If you have no access to internet, but would like to participate in the skills inventory, please contact the WSO by mail, to have a hard copy sent to you.

Do you have knowledge you can share?

Do you have a specialized skill?

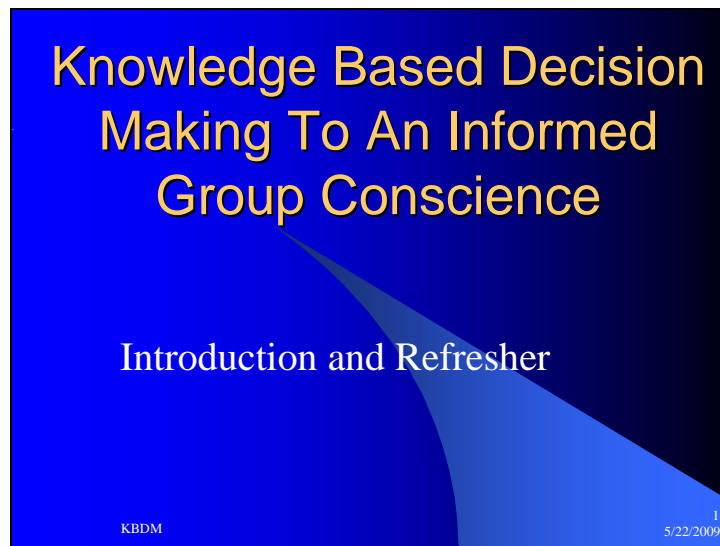
Do you have a deep understanding of the Legacies?

Do you have a special talent?

Do you speak another language?

Are you willing to use these abilities or any others you may have to help carry the Al-Anon message?

Slide 1

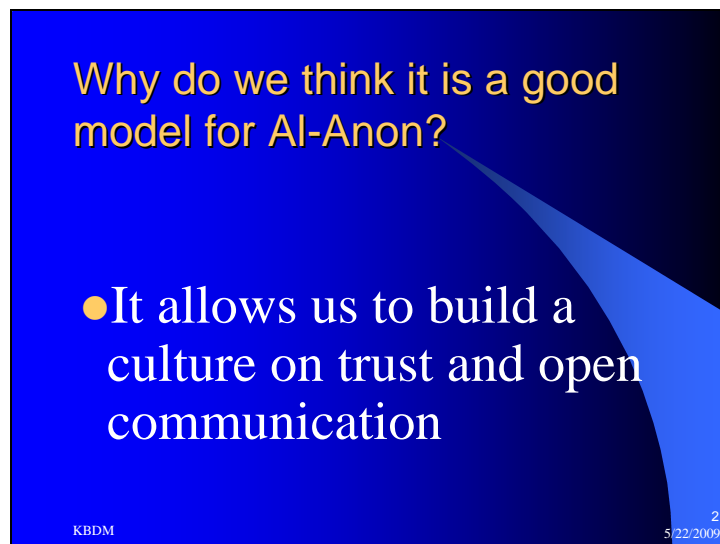


Knowledge Based Decision
Making To An Informed
Group Conscience

Introduction and Refresher

KBDM 5/22/2009 1

Slide 2



Why do we think it is a good
model for AI-Anon?

- It allows us to build a
culture on trust and open
communication

KBDM 5/22/2009 2

Slide 3



The Four
Elements of
KBDM

(building a culture of trust)

KBDM 3
5/22/2009

Slide 4



Four Elements - 1

- Open communication between leadership and membership

KBDM 4
5/22/2009

Slide 5

Four Elements - 2

- Dialogue before deliberation

KBDM 5 5/22/2009

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Slide 6

Four Elements - 3

- All decision makers will have common access to full information

KBDM 6 5/22/2009

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Four Elements - 4

- We have confidence in the competency of our partners

“Presume Goodwill”

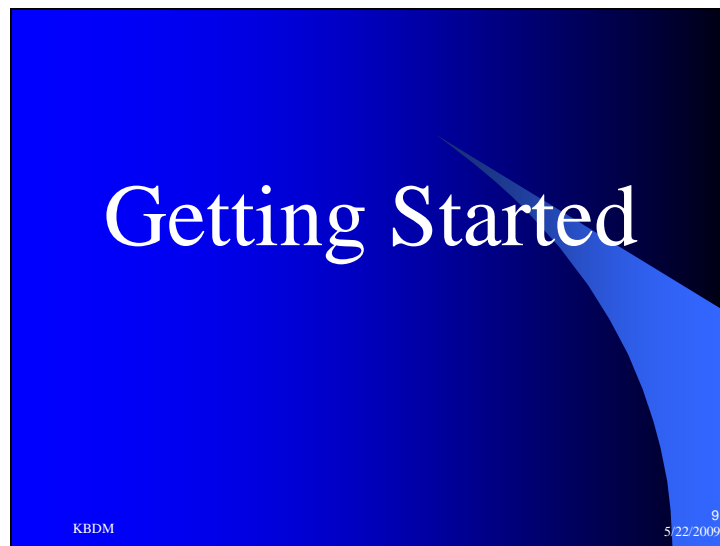
KBDM 7
5/22/2009

New Terms

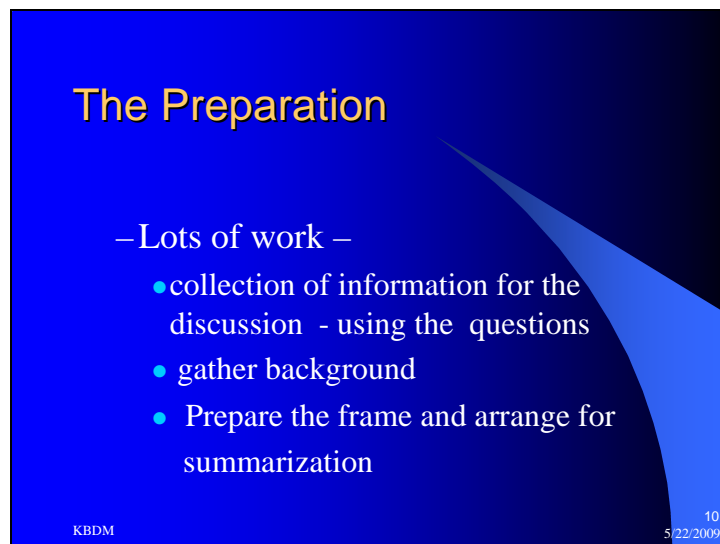
- Task Force (TF)
- Thought Force (ThF)
- Work Group (WG)
- Still have some Standing Committees

KBDM 8
5/22/2009

Slide 9



Slide 10



The KBDM Questions

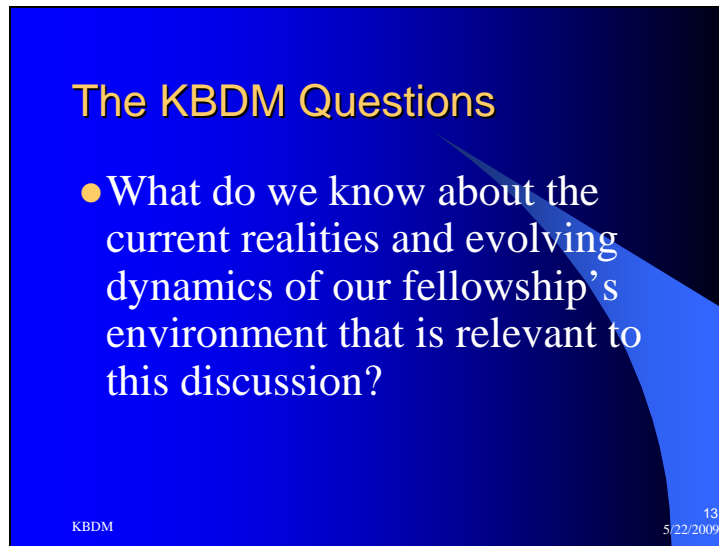
- What do we know about our membership's needs, wants and preferences that is relevant to this discussion?

KBDM 11
5/22/2009

The KBDM Questions

- What do we know about our “capacity” (resources) and strategic position of our fellowship that is relevant to this discussion?

KBDM 12
5/22/2009

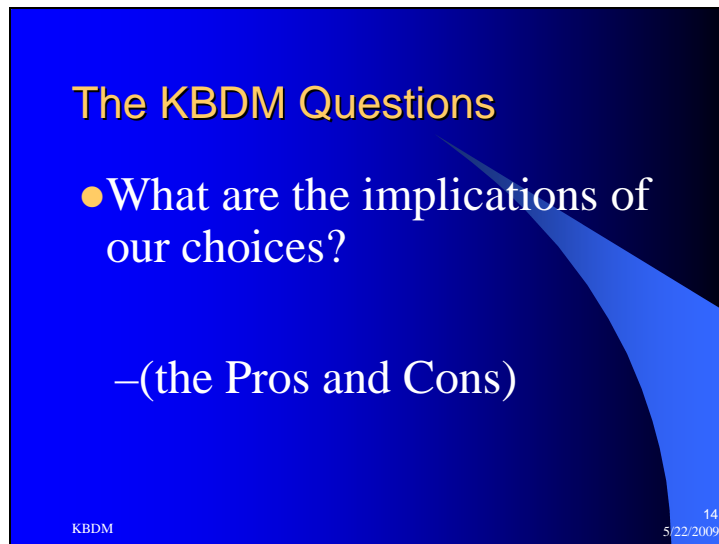


The KBDM Questions

- What do we know about the current realities and evolving dynamics of our fellowship's environment that is relevant to this discussion?

KBDM 13
5/22/2009

This slide features a blue background with a dark blue curved shape on the right side. The title 'The KBDM Questions' is in yellow. A single bullet point in white text asks about the current realities and evolving dynamics of the fellowship's environment. The footer contains 'KBDM', the slide number '13', and the date '5/22/2009'.



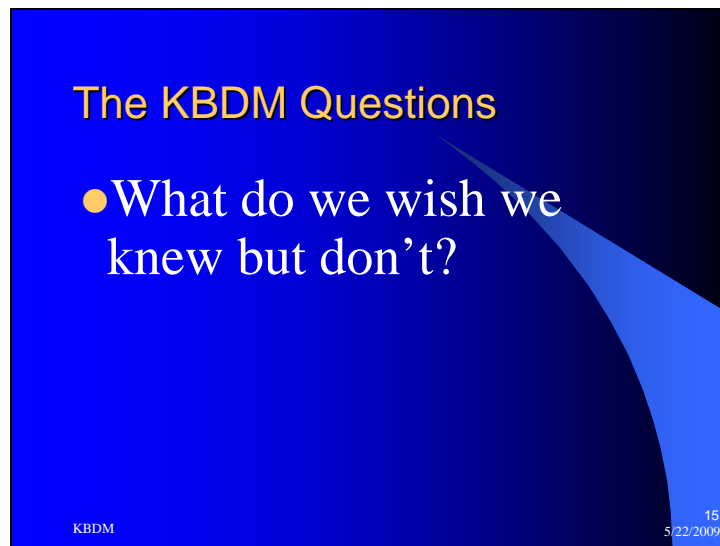
The KBDM Questions

- What are the implications of our choices?

–(the Pros and Cons)

KBDM 14
5/22/2009

This slide features a blue background with a dark blue curved shape on the right side. The title 'The KBDM Questions' is in yellow. A single bullet point in white text asks about the implications of choices. Below the bullet point, the text '(the Pros and Cons)' is written in white. The footer contains 'KBDM', the slide number '14', and the date '5/22/2009'.

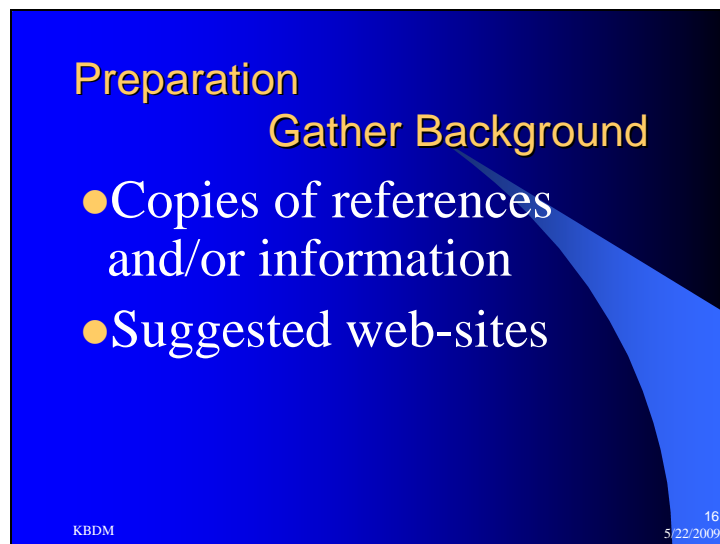


The KBDM Questions

- What do we wish we knew but don't?

KBDM 16
5/22/2009

This slide features a blue background with a dark blue curved shape on the right side. The title 'The KBDM Questions' is in yellow. A single bullet point in white asks 'What do we wish we knew but don't?'. The footer contains 'KBDM' on the left, '16' and '5/22/2009' on the right.



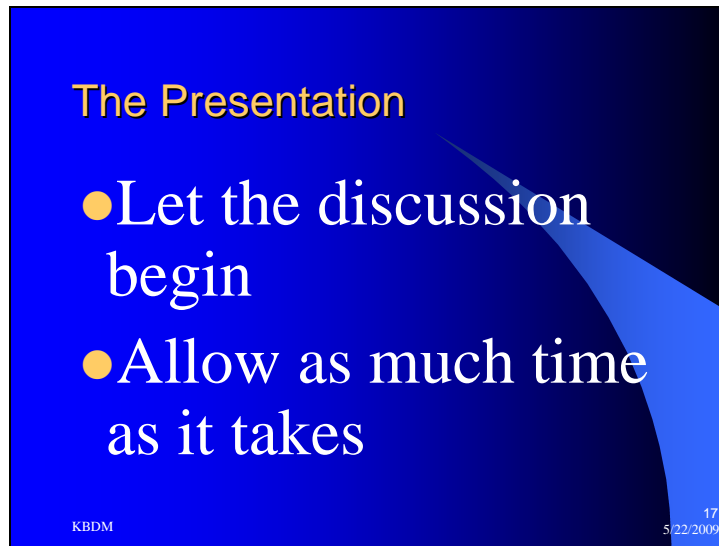
Preparation

Gather Background

- Copies of references and/or information
- Suggested web-sites

KBDM 16
5/22/2009

This slide features a blue background with a dark blue curved shape on the right side. The title 'Preparation' is in yellow. Below it, 'Gather Background' is also in yellow. Two bullet points in white list 'Copies of references and/or information' and 'Suggested web-sites'. The footer contains 'KBDM' on the left, '16' and '5/22/2009' on the right.

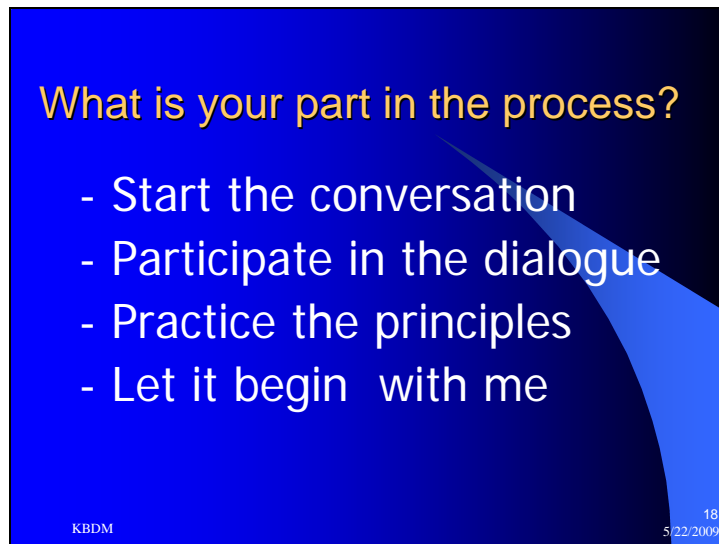


The Presentation

- Let the discussion begin
- Allow as much time as it takes

KBDM 17
5/22/2009

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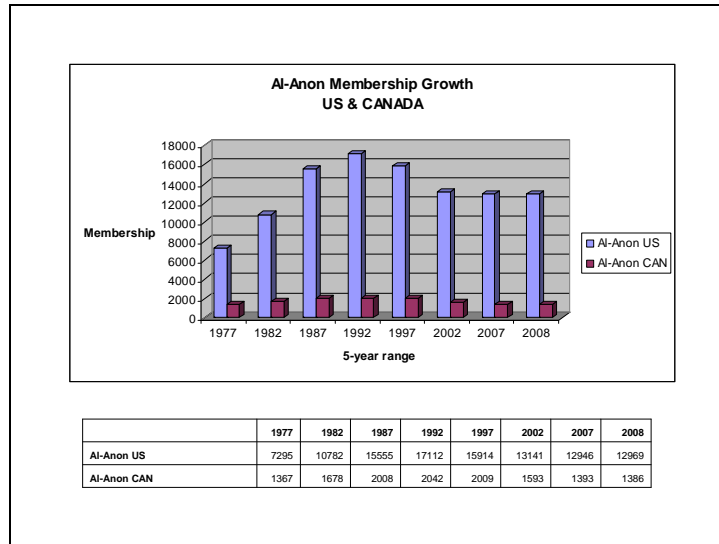
What is your part in the process?

- Start the conversation
- Participate in the dialogue
- Practice the principles
- Let it begin with me

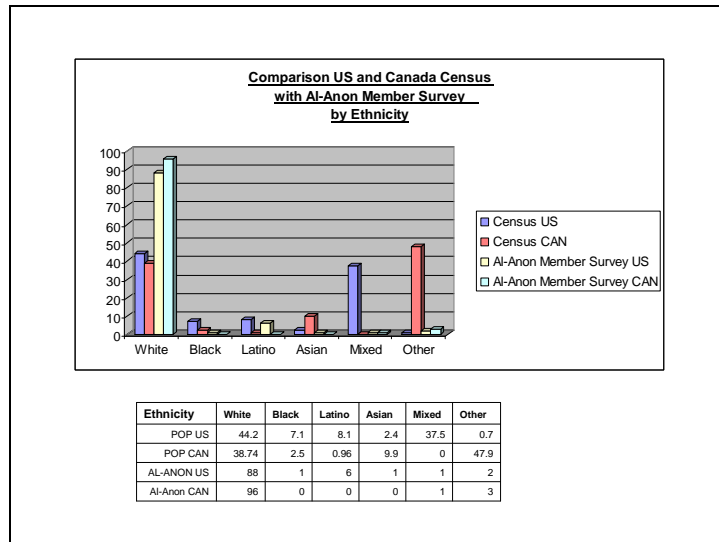
KBDM 18
5/22/2009

This slide features a blue background with a dark blue curved graphic on the right side. The title 'What is your part in the process?' is in yellow, and the four list items are in white. The footer contains 'KBDM', the slide number '18', and the date '5/22/2009'.

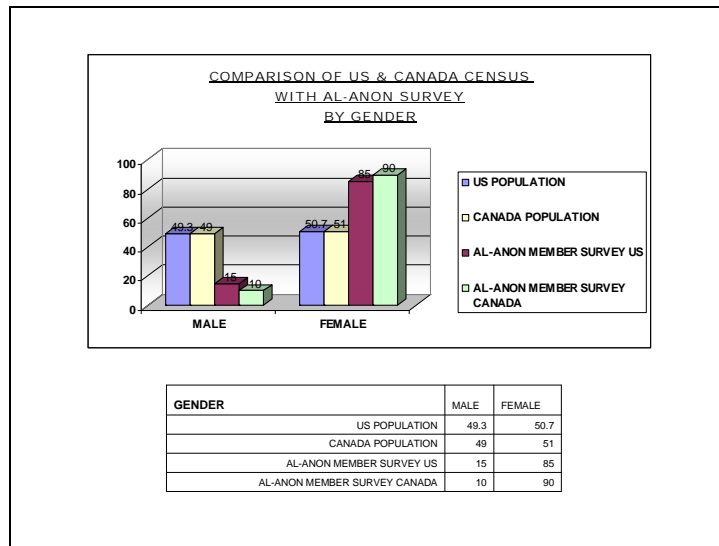
Slide 1



Slide 2



Slide 3



Slide 4

