



## 2023 Spring Assembly Love, Laugh and Grow Together Aimer, rire et grande ensemble Amar, reir y crecer juntos Delegate's Report

Hello AWSC Member,

The 63<sup>rd</sup> World Service Conference “Love, Laugh, and Grow Together” “Aimer, rire et grande ensemble” “Amar, reir y crecer juntos”. I am honored and privileged to have had the opportunity to represent Connecticut as your Delegate. The Conference was represented by 91 voting members consisting of 68 Delegates, Trustees, WSO Staff and a staff member from Hamburg Germany. Although I have always known Al-Anon/Alateen is a world-wide fellowship having the representative from Germany solidified how united we are as a fellowship. I wish I could tell you how great the weather was in Virginia Beach; however, we were in session from 8:00 am – 8:45 PM for the four days of the Conference. I was provided with a mentor from Panel 61 prior to the Conference to guide me through the process as well as to ask questions if I had any which I did indeed ask questions. I don't know if you have ever heard this before but in Al-Anon we don't do anything alone. I want to thank everyone who sent cards to me supporting me in my journey as your Delegate. Please be sure to go back to your group's members and thank them as well.

While there is a lot of information to share with you, I will try to capture the high points for you to share with your groups. In preparation for the Conference, we were sent a lot of information to review and in some cases, we had to vote on motions which I will provide you later in my report.

So, what did our days look like at Conference? We started on Thursday from 8:00 am to 8:45 pm. Prior to the Conference each Delegate was asked to submit their Area Highlights which you will find in the upcoming Conference Summary. The first day of the Conference there was an orientation for New WSC members. Those present were a Trustee, Conference Chair and Co-Chair, Associate Director, New Delegates, and the International Guest from Germany. This was to acclimatize us to the process and ask questions. We discussed several topics and had to provide our findings back to the group. This is where the miracle begins. One of the Trustee's shared with us something someone told him many 24 hours ago. That anybody can join AA, but you really got to know someone to join Al-Anon.

We were joined by the Conference Leadership Team (CLT) providing us with information. We went through Conference Procedures, Voting and Etiquette, and yes, they keep you to 2 minutes at the mic. We also were given topics to share amongst our group and report back our thoughts.

The first motion that was presented to 2023 World Service Conference to allow members of the WSC employees who held various positions whether they were Al-Anon member or non-Al-Anon members with voice and no vote. For example, the Director of Finance would have to have a voice, a consultant that was hired to talk about diversity a voice limiting to facilitating the diversity Workshop but no votes.

One of the Board of Trustees spoke at our opening lunch on Thursday afternoon and the work continued from there. The outgoing Delegates from Panel 61 were divided up throughout the Conference to share their experience over their term in office.

Panel 61 also provided us with entertainment on the last evening with a skit after the closing dinner. Which was funny, Lots of laughter in the room.

So, your takeaway is that we were very busy but at times we had laughter.

Now for the meat and potatoes of the Conference.

What does Al-Anon/Alateen financial picture look like today?

## **WSO ANNUAL REPORT**

We received updates from each WSO department on the work they did in 2022 and what they're working on 2023. Much of that is in the booklet which will be available in the Conference Summary. For example, the person in charge of the Service Manual made an amends because the work God is italicized in the Service Manuals.

## **FINANCIAL PICTURE/AUDIT 2022**

I am going to get this out of the way first because I don't particularly like anything financial, so don't ask me to be your treasurer or auditor.

WSO staff members shared what they have been doing over the past year. I have a copy of the Annual Report if you would like to see it and it will be available soon on the website. There is much in the Annual Report, and it aligns very closely to the Mission and the Strategic Objectives. At the conference, the members just gave an update for January since the Annual Report covers 2022. The Chairperson of the Board, Lynette, talked about the staffing. Presently there are 46 positions, and they are hoping to add at least three more employees. There have been some changes, retirements, some leaving, and the loss of Chris Baker had a significant impact on the staff. Niketa, who is the Director of Finance and as such, not a member of Al-Anon, talked about the translation efforts – this is a huge thing for WSO, to get everything translated into French and Spanish before it comes out. Scott, who is the Technical Director, talked about the mobile app – we're up to 125,000 members! They are working on an upgrade for the app.

We received a clean audit for the 2022 fiscal year. Each year an audit is performed by an outside agency and forwarded to the Conference members for review and ask questions. The audit was conducted in January.

Our total revenue for 2022 \$5,685,503

The sources of revenue were:

Literature Sales           \$2,725,035

Sale of Electronic CAL   \$ 187,725

Member Contributions   \$3,337,918

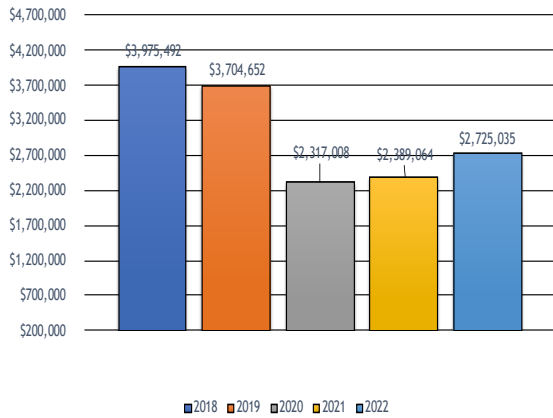
\*An increase of \$714,676 from 2021 due to the appeal letter

Individual/Gifts           \$ 654,329

Al-Anon Mobil App, premium subscriptions, and Investment Income losses due to the market

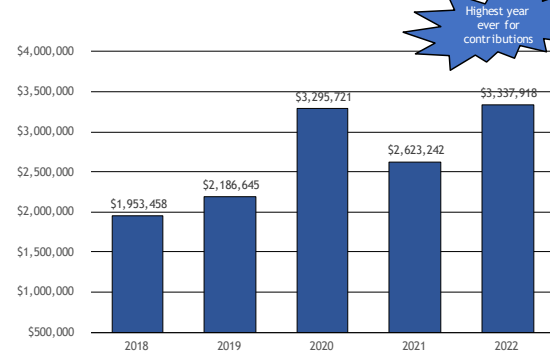
Note, our expenses mainly come from three areas, program services, literature distribution services, and general administrative services. Expenses include staff salaries and associated costs (payroll taxes and benefits), office expenses (postage, telephone, stationary, supplies, printing Canadian office, (occupancy, public service announcements (PSAs), professional fees, travel, Conference costs (including implementation), and band/credit card fees.

## Yearly Literature Sales



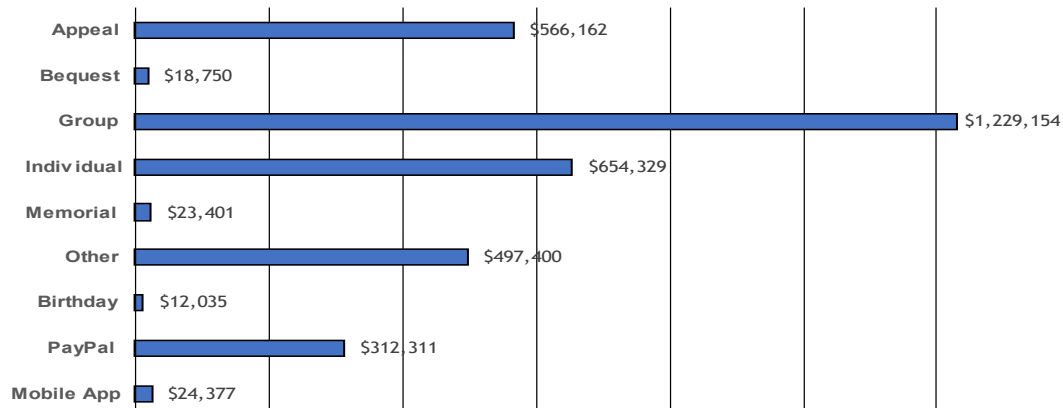
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## Contributions



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## 2022 Contributions



11

The main source of income is supported by group contributions followed by Individuals contribution. Due to the volatility of the market WSO, like all of us, experienced a loss, but rest assured that WSO is conservative in their investments.

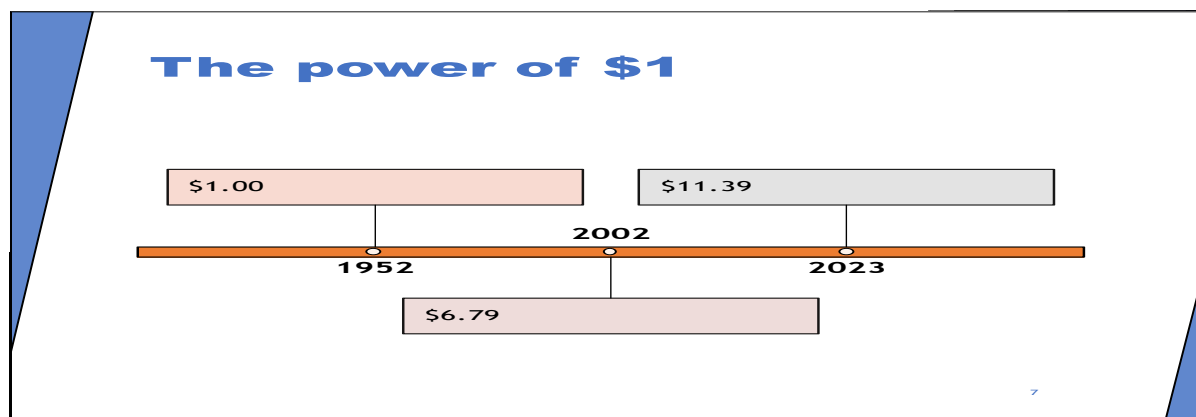
Here is an overview of program Services provided to all groups throughout the world which is the largest part of our expenditures. As members we all benefit from these services.

Currently 100% of Al-Anon/Alateen groups are benefiting from WSO services, 73% of our groups in Connecticut are making contributions. The actual costs for the services provided to us by WSO per group are \$321.25(yearly). There are 13,300 groups that exist while 8,133 contribute to WSO but not at the \$321.25 per year of received services. (Consider the power of \$1.00 in 1955, which equals to \$6.79 in 2023.

Let's look at Connecticut's contributions.

## CONNECTICUT CONTRIBUTIONS TO WSO

%OF GROUPS	AVERAGE FOR GROUP	2022	2021
73%	189.59	\$25,215	\$23,665
OTHER	(AIS, DISTRICT, AREA, INDIVIDUALS	\$8,385	\$12,133



The power of \$1 (1952- present day) This is just an example of how costs have increased from 1952 to 2023. Now no one, is suggesting that you need to put in \$11.39 however, there may be times where you can put in a little more, maybe contribute a dollar for every year you have been in program.

### **BUDGET FOR 2023**

Things you should know. The Executive Director, along with the WSO Staff and Finance Committee works to present a reasonable and comprehensive budget that ensures services will be provided in all areas of the fellowship and progress the organization's mission and strategic plan. The 2023 balanced budget was submitted and voted upon.

Cindy, the Board treasurer presented the budget for 2023 of \$5,860,430 million which will include the following for the year 2023. Expenses for 2023 - \$5,860.430

- Technology related to electronic meeting transformation.
- AFG Mobile APP upgrade.
- Planning for International Convention 2023.
- World Service Conference.
- International Structure meetings.
- Estimated Income for 2023 - \$5,860,430.

- Projecting literature sales to be \$3.5 million (new book sales)
  - New daily reader out this summer (\$17.00)
- The return of normalcy of contributions to pre-pandemic levels - \$2.5 million
- No plans for a special appeal this year

Please continue to contribute to our World Service Office with contributions and the purchasing of literature.

## 2023 Operating Budget

AL-ANON FAMILY GROUP HEADQUARTERS, INC. 2023 OPERATING BUDGET			
	2023 Preliminary Budget	2022 Revised Budget	2022 Audited Actual
<b><u>Estimated Revenue</u></b>			
Literature Sales less cost of printing	2,768,930	2,156,210	2,099,846
Contributions	2,532,900	2,917,980	3,337,919
Magazine sales	235,000	235,000	247,368
Subscription income	48,000	46,000	48,174
Investment Income/Transfers	275,600	265,600	(173,743)
<b>Total Estimated Revenue</b>	<b>5,860,430</b>	<b>5,620,790</b>	<b>5,559,564</b>

### Program Services

Here is an overview of the program services provided to all groups. These services benefit all groups, and this is the largest part of our expenditure. Registration of new groups, supports international structures, maintains and updates meeting location records, produces exciting new literature, prepares program staffs the World Service Conference, maintains our website, and Mobile App, enhances communications, and develops PSAs, attends professional conferences to share the Al-Anon message.

So, your Takeaway – Our finances are audited every year and presented for transparency. Contributions were great in 2022. Literature sales are getting better.



## Board of Trustees

The Board of Trustees (BOT) provided a presentation on the 7<sup>th</sup> Tradition. At the group level, the flow of contributions should mimic our service structure--- starting at the group level, to the district, to the Area, and then to WSO. She provided a more balanced way to look at the 7<sup>th</sup> Tradition and dispelled myths or assumptions that still exist today such as, you should give more to the service entities close to home, such as your information services and your district. You should use a formula; you should give it to who needs it the most or who has a deficit. I know personally that some of these myths do exist here in some of the meetings I attend. Let's look at the program services you receive from WSO. This chart represents our links of service from the groups to the districts, to the Areas, to the WSO/WSC Just as our links of service flow from the groups to the districts, to the Areas, to the WSO/WSC, so flow our contributions. The groups ultimately delegate responsibility to the WSO, which has the ultimate authority to provide services to all the groups.

## Tradition 7 Myths

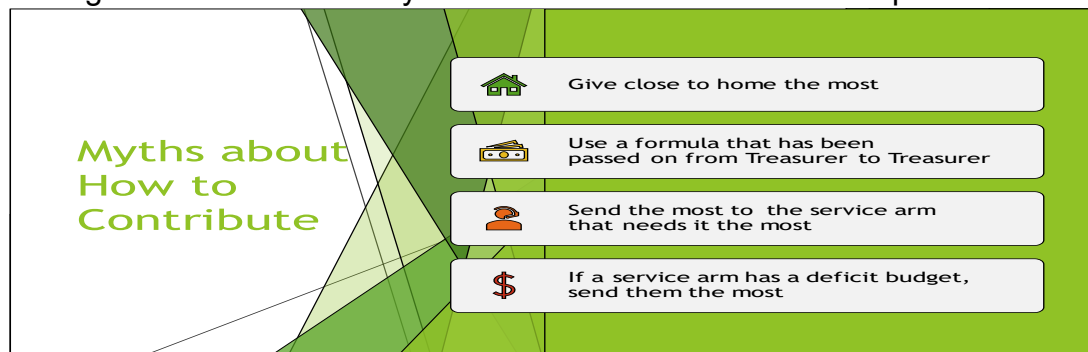
Continuing with the BOT presentation above I would like to review some myths that even I had at one time in Al-Anon/Alateen.

How many of your groups use a formula that has been passed on from Treasurer to Treasurer?

Send the money to the service arm that needs it the most?

If the service arm has a deficit budget, send them the money.

Let's give Alateen the money for Connecticut Alateen Workshop Weekend.



## **Chosen Agenda Topics**

- 1. Attracting members into Service. What works? What doesn't work? What are the barriers to service participation?**
- 2. How can we better tap into our wealth of experience from Past Delegates at the Area and Conference level?**

New Piece of Literature- A motion to conceptually approve a piece of literature on sponsorship and service sponsorship. This was one of the Conference topics Connecticut submitted that was chosen amongst the Delegates for discussion. The motion passed after discussion but the energy in the room was one of elation. As we know in Al-Anon everything takes time so start to formulate your own style and send in your sharing's when called upon.

## **Transforming Electronic Groups**

A lot of work has been done at WSO to support new Global Electronic Area (GEA) and to support Areas that have decided to accept electronic only groups. This has been a huge undertaking for WSO as well as the members.

- The ability to search GEA at [www.al-anon.org](http://www.al-anon.org). To date there are 891 GEA meetings registered, 376 GR's & 1,468 meetings conducted. The search feature is a work in process so please practice patience. The hope is to have the ability to search by zip code.
- The ability to transfer from GEA to your Area/district using the on-line forms.
- An excel-compatible document of electronic groups registered with geographical Areas is being developed for the current online Group Records application.
- Meetings are displayed in your local time zone – starting with the next available meeting.

My understanding is that if a group that temporarily meets electronically and hasn't gone back to face-to-face, WSO has not issued a timeline for these groups. WSO is asking that the groups decide either to become an electronic group or go back to physical meeting within 6 months to a year from the date our area passed procedures for allowing electronic groups.

Things to consider, what type of audience do you want to attract, local, or broader? If you require help in completing the online form please contact Jackie B, our group records coordinator. Hybrid meetings must be associated with a physical location and there is no timeline as to when the group decides to go completely face-to-face.

## **WSO Visit**

All Aboard

We all boarded a bus and were transported to WSO headquarters where the entire staff, trustees and volunteers gave us warm hugs. As I stepped off the bus I heard, "Welcome Home" which was very emotional. Everyone received a warm welcome and I finally got to meet people face to face that I have spoken with or corresponded with over the years. We toured the facility and had the opportunity to view the first edition of the "ODAT" book signed by Bill and Lois. If you are ever in Virginia Beach, take the opportunity to visit.

## **POLICY ON ANNOUNCING EVENTS**

This was a motion that passed. It was originally brought up two years ago but there was quite a bit of discussion, so the policy committee took it back and worked on it some more. Basically, it updates the service manual and clarifies what groups can announce. They can announce events that are related to a service arm,

such as a group, information service, district, area, or WSO. This motion passed. Takeaway: When announcing events, make sure they are connected to a service arm.

- Service Manual pg 91-92
- Events hosted by or connected to WSO, Area, District, Al-Anon Information Service (AIS)/Intergroup or one or more Al-Anon or Alateen groups can be announced at meetings.
- A.A. -When Al-Anon participates through one of its service arms or registered group in an A.A. event with speakers or workshops, these events may be announced at meetings.

Who knows the 5 events we participated in in A.A.?

Takeaway: When announcing events with AA participation make sure they are associated with and connected to Connecticut's service arm.

### **Alateen Electronic Group:**

A WSO Committee has been meeting to **explore** the use of electronic meetings in Alateen. Currently there are 5 Electronic meetings on the global app and my understanding is that there are teens attending the meetings. This is a pilot project right now and is in its infancy stage of planning; no new electronic groups can form at this time. The Committee is working on plans to make online platforms available for Alateen members who wish to participate while ensuring the safety of Alateen and AMIAS members.

The challenge to ensure the safety of minors on the internet on a global level is knowing what kinds of regulations that vary from place to place or country to country and will be essential in the planning and implementation of Electronic Alateen Groups. This will be recognized as EASBR, Global Electronic Alateen Safety and Behavioral Requirements. They will not be part of the Global Electronic meetings.

Admittedly this was a fun presentation as the title was the train as left the station with sounds of whistles blowing. Stay tuned for more information.

### **Copyrights and Trademark**

Due to the internet and social media copyrights of Al-Anon/Alateen have become increasingly infringed upon. What are copyrights? It is "the exclusive legal right, given to an originator or an assignee, to print, publish, perform, film, or record literary, artistic, or musical material, and to authorize others to do the same." Say again?! In English and in terms of our fellowship, what this statement means is that Al-Anon Family Group Headquarters, Inc. is the only organization that has the legal right to print and publish Conference Approved Literature and to give permission to others to do the same.

Al-Anon Inc. is the only one with the legal right to print or publish material (CAL). Group registration forms now include permission to use CAL in their meetings. If our logo is used on outside material, the concern is that any association with an outside entity can be misleading to an individual.

Example: you can photocopy or screen share CAL but only for the meeting, not to take home. Trademark refers to our name, Al-Anon and Alateen (when creating flyers etc. please be certain to spell the name correctly) Our logo is a circle in the triangle and should not be altered in any way.

In reference to gender neutrality, A.A. owns the copyrights to our steps which they have graciously allowed our fellowship to use, and for a change in the language it would have to be generated by A.A.

## TRADEMARKS

- ▶ Al-Anon “marks” registered with the U.S. Patent and Trademark Office (and global equivalents)
- ▶ Names:
  - ▶ AL-ANON
  - ▶ ALATEEN

### ▶ Symbols and Logos



Al-Anon Family Groups  
Help and hope for families and friends of alcoholics

The logo and the name are our trademark, they are the registered “mark” of Al-Anon Family Group Headquarters, Inc. Using the name without permission violates copyright laws. This holds true for the Al-Anon/Alateen symbols and logos. Legally, this means that every member, group, and service arm need to request permission to use the Al-Anon name before doing so.

### Examples:

- Using the logo or name logo is by those associated with outside interests, such as events not linked to the service structure, this use can violate Tradition Ten by implying outside affiliation and, potentially, inadvertently drawing Al-Anon into public controversy.
- When members or groups create social media content that includes the Al-Anon name or symbols, they can give the appearance of acting on behalf of Al-Anon as a whole. This violates Tradition Four, affecting Al-Anon as a whole by connecting our program to an individual or organization and, in the case of social media, our principle of anonymity described in Tradition Twelve if an individual's membership is revealed.
- Violations of copyright costs Al-Anon resources, both human and financial, as the WSO and other service structures around the world must work to protect our copyright. Whenever a violation of copyright comes to the attention of the Board of Trustees, it is the responsibility of the Board, through its duly appointed representative, to notify the violator. This is necessary to avoid invalidation of the copyright. This effort diverts the WSO Staff and trusted servants from our primary purpose.

A common violation is the use of Al-Anon or Alateen logos of the Al-Anon/Alateen name on social media pages and websites when announcing a service of fellowship recovery event.

Alteration or modification of the Al-Anon logo in any way.

So, when can you use the Al-Anon logo.

Traditional	Explicit
Al-Anon name & logo	Excerpts from CAL
➤ Group and registered service arm event flyers	➤ Members, groups and registered service arms may reprint limited excerpts with approval
➤ Registered service arm websites and social media pages	➤
Al-Anon Guidelines	CAL in meetings
➤ Photocopies created by members, groups and service arms	Groups may photocopy or post CAL readings for the duration of the meeting only.

One thing I was unaware of is that can you photocopy or screenshare CAL but only for or during the meeting, not to take home. Also, not to retype the slogans, steps, traditions, etc.

### Board of Trustees

There is a process in place prior to our review for potential candidates to serve as Trustees with a scoring of 1-5. All candidates were approved in a motion by the Conference and forwarded to the Board for final approval. The Board is a self-electing body but the candidates for trustees are traditionally affirmed at Conference and then officially elected at the Board meeting, which I attended.

## Road Trip- You and Your Board Connect

This is a yearly event in which the Board members have their Board meeting during the week and then plan events for the weekend with the members of the Area that has been chosen. Southern California won the bid for it this year so it will be held in Southern California, October 28, 2023, at LAX Hilton Hotel. All areas are invited to submit a bid, are we interested in pursuing Road Trip with the Board? The criteria is that a city must have a major airport, including international flights. The hotel must be a full-service hotel with affordable airport transportation and meeting space for up to 150 attendees. In Al-Anon anything is possible. Your thoughts? Would you be willing to support such an event?

## 2023 AL-ANON INTERNATIONAL CONVENTION



Who is planning to go in person? Who will attend virtually? The International Convention in Albuquerque, NM will be on June 29<sup>th</sup> through July 2<sup>nd</sup>. The registration fee is \$250 for in-person registration if you haven't registered already. There is going to be a virtual program for \$145 per-person and \$100 for Alateen. The virtual program will include the big meetings and many of the sessions. As of today, it is going to be offered in many languages the last I heard was 13 languages. Homecoming event for past and present WSC members with a bus trip to the Indian Pueblo Museum \$80. A day of Connecting and the Trailblazers Breakfast all at additional costs. A party on the plaza is included in the registration fee. The new book "A little time for me" will be available to purchase at the Convention and as I shared with you at our last Area meeting can be ordered online with a shipping date of July 5, 2023.

## 2025 AA International Convention Love and gratitude in service,

Get ready for the next event AA International Convention to be held in Vancouver 2025.



Gratitude in Service,  
Elaine Mitchell  
Delegate, Panel 63  
Love, Laugh and Grow Together  
Aimer, rire et grande ensemble  
Amar, reir y crecer juntos  
Service is the key