

UTAH AREA GUIDELINES FOR RESOLVING DISSATISFACTION AND CONFLICT

The purpose of this guideline is to give area members some reference and assistance in dealing with problems as they arise in the area.

OVERVIEW

Organizations, Fellowships, and Traditions, like people, never stay the same. There is no such thing as the "status quo". Organizations either move forward, growing in response to changing needs or they fall backwards, unable or unwilling to cope with change. Since organizations are made up of individuals, change and growth are always accompanied by some degree of dissatisfaction and friction. The Utah Al-Anon/Alateen program is growing and progressing each year. All of us involved in Service can take pride in this; however, very little of this growth was accomplished without open discussion, dissenting opinions, conflicting views, and eventual unity.

Our Utah Area Al-Anon/Alateen Fellowship will continue to grow and as we do, there will continue to be areas of disagreement about the nature and direction of change and there will continue to be differences of opinion about leadership styles. The challenge for all of us is to develop a healthy "give and take" atmosphere within the Fellowship and to continue to move forward.

Finally, everyone should realize that our Trusted Servants are chosen to LEAD. There is a subtle but important difference between leadership and dominance. A "dominant" person controls or prevails over all others. This form of leadership runs counter to our Traditions and creates barriers to our recovery from a disease that often revolves around destructive control issues. A truly effective "leader" exercises responsible authority in cooperation with those individuals he/she serves.

Suggested procedures for dealing with difficult problems of disagreement in our Fellowship are:

INDIVIDUAL LEVEL

Each person should ask himself or herself, "How important is it?" Can and should the issue be turned over to a higher power or is it of such major importance to our Groups that it should be presented to our Trusted Servants for resolution? Isn't it true that most of our problems solve themselves when we simply do nothing?

PERSONAL LEVEL

Talk directly to the person involved and try to solve the conflict with them. This takes courage, but isn't that part of our recovery? Make sure you have your story straight and that your mind is open. It is usually a pleasant surprise to find the other person's point of view makes a lot of sense. "Talk to each other, reason things out with one another..."

DISTRICT LEVEL

After discussing the matter with your sponsor, consider consulting with your home group GR or the DR in your district. These individuals can be a good resource, especially if your concern involves interpersonal or procedural conflicts. If this does not resolve the issue, you may ask the District Officers to put it on the agenda for the next district meeting.

APPROVED: September 26, 2015

AREA LEVEL

If the problem is still a major issue, seek out one or more Area officers and discuss it one on one with them. If that doesn't resolve it, you may ask that the Area Committee to put the issue on the agenda for the next meeting.

AREA LEVEL PLUS

If, after you have gone through the steps above, the problem still weighs heavily and merits further consideration, you may address the issue to the Area Steering Committee* through the Area Chairperson. The issue must be submitted in writing and signed. The Area Steering Committee will address the issue and respond. Never forget that in Al-Anon we strive to "place principles above personalities". Issues addressed at this level should clearly address principles and not personalities.

*The Area Steering Committee shall consist of a Group Representative, a District Representative, an Area Officer and an active Past Delegate. The Area Chairman shall choose this committee.

WSC

If all the above steps fail to resolve the issue, you may ask the Delegate to take the issue to the WSC.

Date	Contact	Revision
7/15/2015	Chris C.	Made formatting changes where necessary for consistency with other guidelines.
9/26/2015	Denise L.	Presented at 2015 Fall Assembly and approved by the body.