

# **2025 WSC REPORT**

**Dave Bailey**  
**Delegate, Utah Area**



**MARRIOTT  
HARTFORD/WINDSOR AIRPORT  
HARTFORD, CT**



WSC  
MEETING  
ROOM



# THE CONFERENCE DAIS



WSO STAFF



# AGENDA

- Welcome & Conference Theme
- Conference Etiquette
- Panel Charges
- Sharing Area Highlights
- **Activity: Getting to Know Each Other**
- Clearing the Air
- Roll Call
- Concept Six
- Delegate Participation on the CLT
- Overcoming Regional Trustee Application Barriers
- End of Each Day
- Policy Committee on Local Services
- Excess Reserve Funds Projects
- **Activity: Creating Service Position Checklists Workshop**
- Announcements
- Choosing a Group Name Policy
- **Activity: Brainstorming Session on Helping Our Groups Be More Welcoming**
- 2024 Audit Report
- Longings of the Heart: WSO Goes to Asia
- 2025 Budget
- Single Trustee Process
- Road Trip
- 2024 Annual Report
- Electronic Alateen Validation and Implementation
- Final Reflections
- Visit to Stepping Stones
- Upcoming Events
- Final Thoughts

# 2025 Conference Theme

**Investing in Each Other to  
Preserve Our Legacy**

**Invertir los unos en los otros  
para preservar nuestro legado**

**S'investir mutuellement  
pour préserver notre héritage**

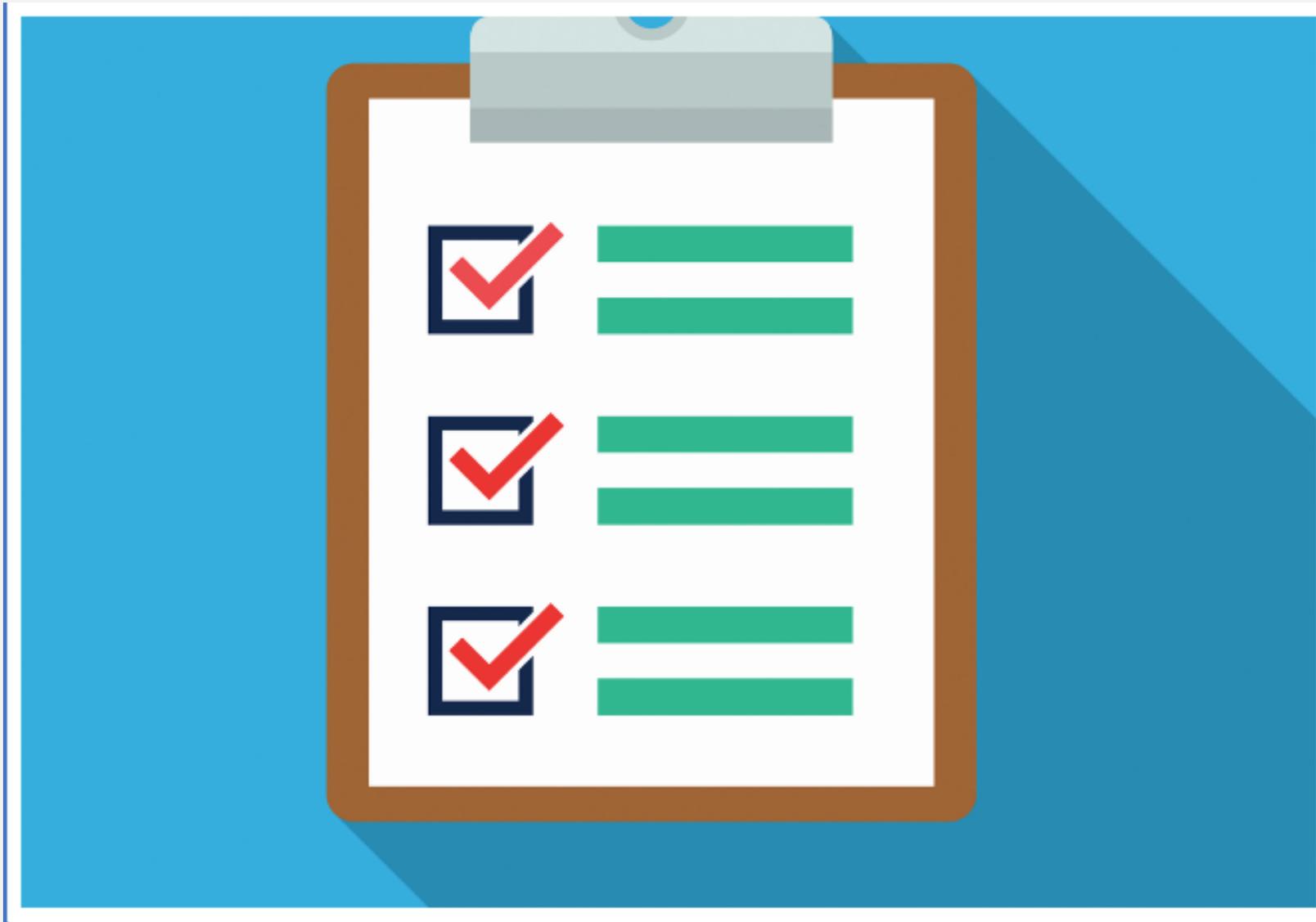




2025  
CONFERENCE  
ETIQUETTE



Start and stop on time



Stick to the agenda



Two minutes at the mic



Stay on topic



If someone already said it, sit down



No clapping, cheering, booing, etc.

RESPECT



No side conversations



Keep cell phones off

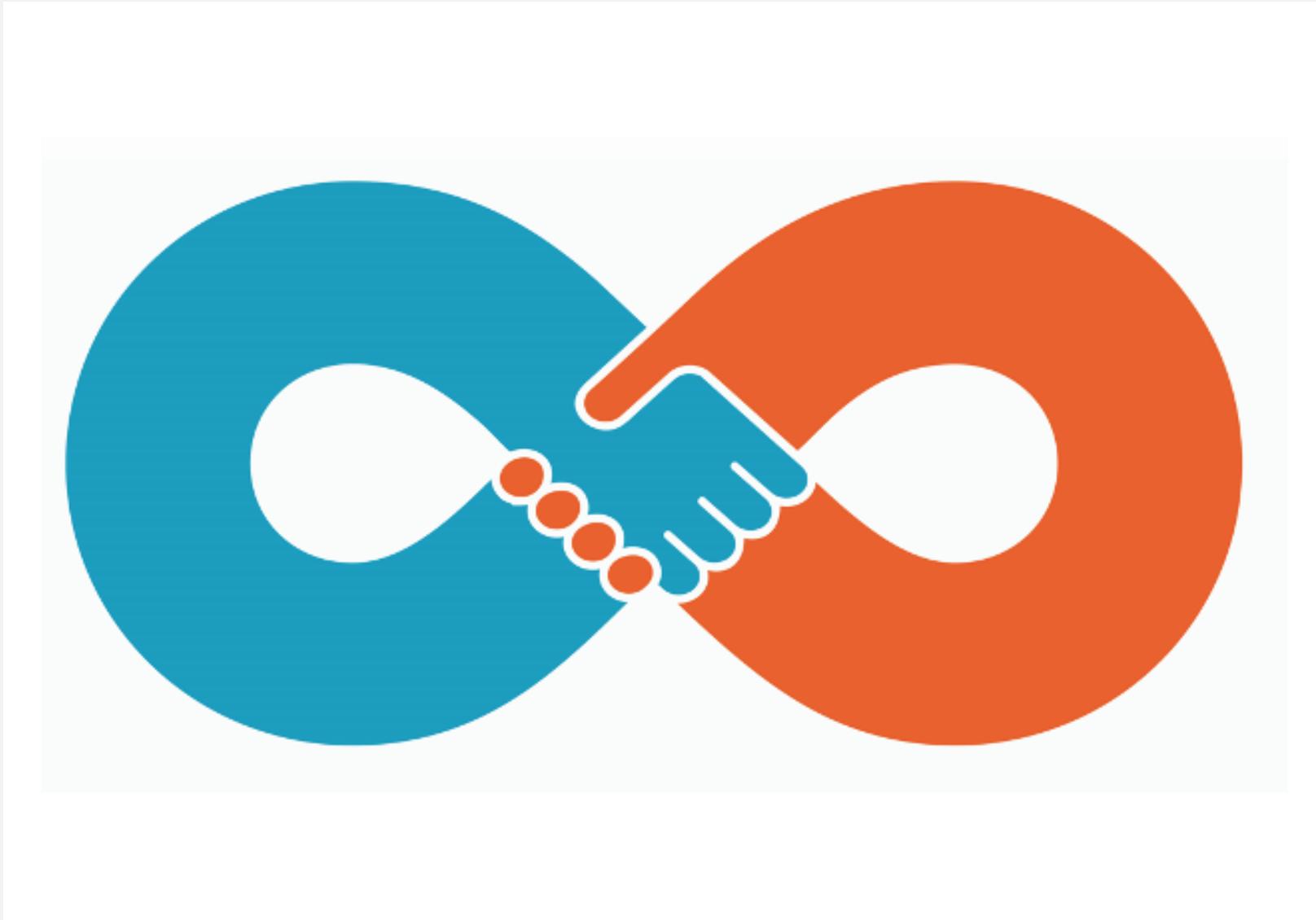


No miscellaneous distractions

FRAGRANCE FREE



No perfume or flowers



Practice spiritual principles & presume good will

# Question



What is the WSC 2025 Conference Theme?

**Day One: Thursday, April 24, 2025**





## PANEL CHARGES

- Panel 63
  - *Sharing ways to focus on world-wide Al-Anon, rather than just one's Area, while attending Conference*
- Panel 64
  - *How do you keep your Alternate Delegate informed?*
- Panel 65
  - New delegates went to an orientation

A person wearing a green jacket and dark shorts stands on a dark rock, with their arms raised in a 'V' shape against a bright, hazy sky. The background shows a landscape of rolling hills or mountains under a sunset or sunrise sky with warm orange and yellow tones.

## SHARING AREA HIGHLIGHTS

Prior to coming to conference, each Area sent their Successes/Challenges

Prior to coming to Conference, each Delegate shared a one-line reflection:

- Panel 63: Last 3 years
- Panel 64: Being in the “Sweet Spot”
- Panel 65: Fears or expectations of the next 3 years

*A Reflections Pamphlet was given to each of us.*

A group of people, mostly men in business attire, are holding up white rectangular cards with large black question marks. The cards are held in front of their faces, obscuring them. The background is a bright, slightly blurred indoor setting. A dark grey rectangular box with a white border is centered over the image, containing white text.

ACTIVITY: GETTING TO KNOW  
EACH OTHER



## CLEARING THE AIR

The Chair of the Board made a statement and then each conference member was given two minutes to share what was keeping them from fully participating. We did not use all the time allotted for this topic and the additional hour was added to the *Choosing a Group Name Member Appeals* discussion. This experience helped set the tone for the conference and led to increased flexibility of the time allowed on the agenda for this topic.

### Summary

- **Choosing a Group's Name** – lack of history and information; policy isn't at issue—implementation is issue
- **Board Decision** – Questioning the board doesn't mean that we don't agree; presuming good will
- **ED 10-year cap** – transparency before and after decision
- **AFG Connects** – purpose for and how to use

The Board hears us and is grateful for our opinions. Kathi shared experience of sharing minority opinion and people thanked her for it, even though they didn't agree.

## ROLL CALL

We received a cool  
commemorative  
medal!



## CONCEPT SIX

“The conference acknowledges the primary administrative responsibilities of the Trustees.”

- Mutual Trust
- Mutual Respect
- Authority
- Freedom
- Equality
- Participation
- Goodwill
- Open Mind



# VOTING

- With Vote
  - Delegates
  - Board of Trustees
  - Executive Committee
  - Voting WSO Staff
- Without Vote
  - Chairperson of ECRPM
  - International Reps



# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## 2024 WSC Delegates' Framing Highlights



- ▶ Delegates have expressed a concern about their ability to help decide what will be on the agenda at the WSC.
- ▶ Prior to 1989, Delegates provided input to the WSC agenda through the Agenda Committee.
- ▶ Having Delegates serve and actively participate on the Conference Leadership Team encourages more conversation with the groups.

# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## Clarification of the Need



# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## World Service Conference Conclusion

To form a task force made up of the Conference Leadership Team and a minimum of three Delegates charged with proposing how Delegates could be selected and participate on CLT to contribute to WSC agenda development.



# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## Delegate Participation in WSC Agenda Development\*

Collect	Collect WSC Topic Ideas
Recommend	Recommend WSC Topics for Preliminary Agenda to CLT
Review	Review & Provide Feedback on Preliminary WSC Agenda
Educate	Educate Delegates on CAI Process & Appropriate Topics
Facilitate	Clarify and Consolidate CAIs

\* Three Work Groups –Agenda Collaboration (Blue), CAI Education (Purple), CAI Facilitation (Green)

# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## Delegate Participation Work Groups' Timeline

April

• WSC

April-May

• Agenda Collaboration WG: Collect

June

• Agenda Collaboration WG: Recommend

July

• Agenda Collaboration WG: Review

July-Aug

• CAI Education WG: Formulate/Refine Plan

Oct-Dec

• CAI Education WG: Educate

Feb-Mar

• CAI Facilitation WG: Facilitate

# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## WSC Agenda Collaboration Work Group

### ▶ Membership (5)

- ▶ Delegates
  - ▶ Third-year (2)
  - ▶ Second-year (1) – Second-year encouraged/asked to participate for two years to provide education continuity
- ▶ CLT (2)

### ▶ Criteria:

- ▶ Clear understanding of the *Al-Anon/Alateen Service Manual*, including the Al-Anon World Service Conference Charter, Traditions and Concepts, and Digest of Al-Anon and Alateen Policies
- ▶ Vision, accountability, clear communication, and thinks of the worldwide fellowship as a whole
- ▶ Knowledge of the goals of the World Service Conference and the roles of participants

# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## WSC CAI Education Work Group

- ▶ Membership (5)
  - ▶ Delegates
    - ▶ Third-year (2)
    - ▶ Second-year (2) – Second-year encouraged / asked to participate for two years to provide education continuity
  - ▶ CLT (1) – first year only would include second CLT member to help build the training
- ▶ Criteria:
  - ▶ Facilitation and presentation skills
  - ▶ Ability to encourage and empower others
  - ▶ Understanding of the Chosen Agenda Items process; consider Al-Anon as a whole
  - ▶ Understanding of the *Service Manual*, especially the Al-Anon World Service Conference Charter

# DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

## WSC CAI Facilitation Work Group

- ▶ Membership (5)
  - ▶ Delegates
    - ▶ Third-year (2)
    - ▶ Second-year (1) – Second-year encouraged / asked to participate for two years to provide education continuity
  - ▶ CLT (1) – consultative member to support Delegate work and communicate with Staff
- ▶ Criteria:
  - ▶ Attention to detail; good analytical, structured thinking; good communication skills; discernment skills; ability to clarify; strong organizational, technical, and time management skills
  - ▶ Strong understanding of the *Service Manual*, especially the Al-Anon World Service Conference Charter; ability to broadly apply the Traditions and Concepts
  - ▶ Clear communication skills and ability to consider the worldwide fellowship as a whole, identify similarities and differences in a variety of topics, be impartial, and maintain strict adherence to confidentiality
  - ▶ Understanding of the Chosen Agenda Items process

## DELEGATE PARTICIPATION ON THE CONFERENCE LEADERSHIP TEAM (CLT)

The WSC agreed by consensus for the Board to move forward with the work groups.



# OVERCOMING REGIONAL TRUSTEE APPLICATION BARRIERS

- Board Of Trustees:
  - 9 At-Large: From any of the 68 Areas
  - 9 Regional: 6 from the US and 3 from Canada
  - There is NO difference between the Trustees – the only difference is the process of how they become a Trustee.

Why is this coming up?



# OVERCOMING REGIONAL TRUSTEE APPLICATION BARRIERS

- 5 vacant Regional Trustees
- Board does not fill Regional Trustees with At-Large members.
- More work for the remaining Trustees.
- Our Southwest Region will have a vacancy next year.
- Past candidates expressed concerns over the Regional Trustee process:
  - Difficulties with the timing of getting the Area approval to meet the August 15th deadline
  - Difficulties sometimes with personalities over principles
  - Members may not apply to compete with incumbent running for a second term.



# END OF EACH DAY

## Unanswered Questions

- Delegates are invited to ask any question they feel remains unanswered or unclear from the day's topics.

## Key Takeaways

- Delegates are invited to share a key takeaway they want to report to their Area regarding what we have discussed at conference today.

## Reflections

- Conference members are invited to share a reflection from today.

# Question



How many total Trustees can there be?

**Day Two: Friday, April 25, 2025**





POLICY  
COMMITTEE  
ON LOCAL  
SERVICES

- The Service Manual has 4 sections: *Groups At Work*, *Digest of Al-Anon and Alateen Policies*, *World Service Handbook*, *Concepts of Service & WSC Charter*
- A Board of Trustees (BOT) Task Force has been in place for a while and has been reviewing the service manual to ensure the content is in its correct section. For example, if something is a procedure, then it doesn't belong in the policy section.
- They tackled language regarding "Autonomy of Groups" under "Local Services".
- "Who Can Start a Group" is now followed by "Who Can Disband a Group." In keeping with the Traditions, and Warranties Four and Five of Concept Twelve (see "Concept Twelve" in "Al-Anon's Twelve Concepts of Service"), no service arm has the 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.
- In keeping with the Traditions, and Warranties Four and Five of Concept Twelve (see "Concept Twelve" in "Al-Anon's Twelve Concepts of Service"), an Area may request that the WSO not publish information about a meeting if the Area has a *Meeting List Publishing Policy* in place that the WSO has reviewed and agrees to support. The policy must state the parameters to delist and the appeal process for groups to get back on the list.



POLICY  
COMMITTEE  
ON LOCAL  
SERVICES

- Area's Meeting List Publishing Policy
  - An Area's policy will be approved by the WSO if it is not punitive and there is a way for the group to be re-listed.
  - The WSO does not "approve" the Area's policy; they "agree to support" it.
  - There must be an understanding that the group in question can still have a GR, vote, etc.
  - The group in question is still a group, they still have communication with WSO.
  - **ONLY** the assembly (GRs) can approve their Area's policy; not the officers, etc.
  - After the WSO agrees, the Area can contact WSO Group Records and ask the group to be removed.

The group has a right to appeal the decision and request being re-listed, provided they have made the necessary changes.

## EXCESS RESERVE FUNDS PROJECTS

As of December 31, 2023, the net value of the Reserve Fund surpassed one year's operating expenses.

In 2024, the Board of Trustees approved several projects to utilize the 2023 surplus.

A new van was acquired to replace the 20-year-old van.

The tables and chairs in the Boardroom were replaced, as they had been in use since 1996.

A new letter opener was purchased to improve efficiency in the mailroom.

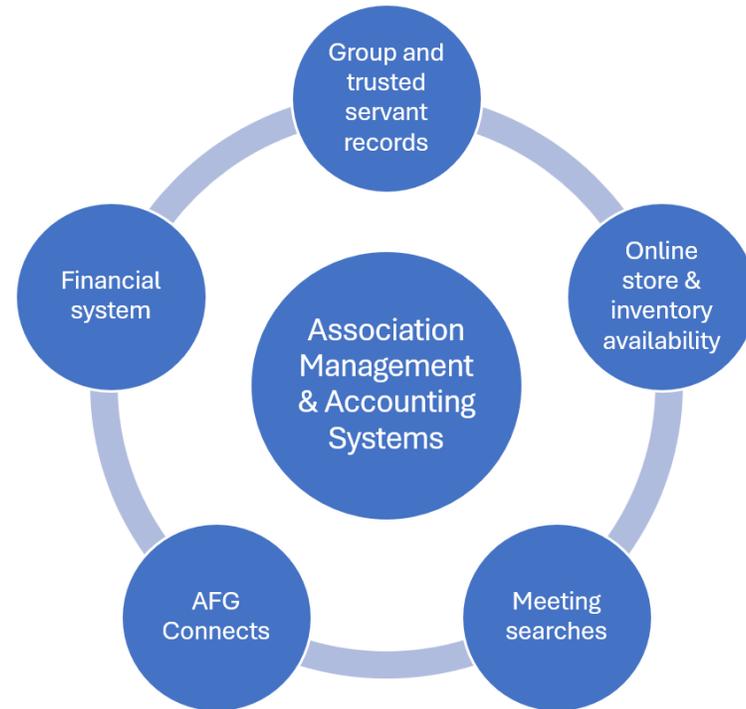
Strategic initiatives were approved that require future funding (see next slide)

# EXCESS RESERVE FUNDS PROJECTS

## Core System Overhauls

Let's get all our backend systems working and communicating with each other:

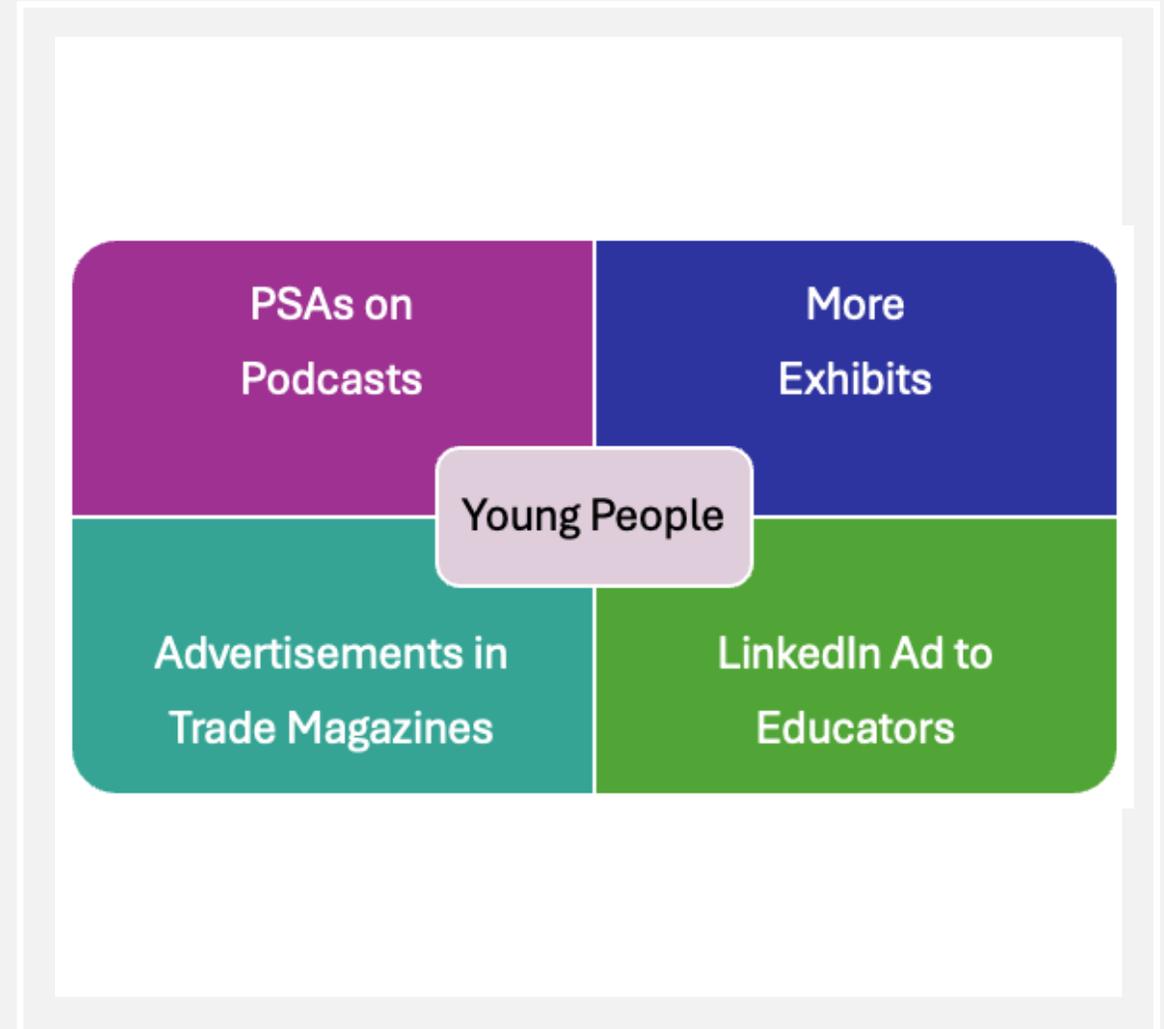
- Multi-year project:
  - Requirements gathering – nearly complete
  - Procure software/vendor – in process
  - Implementation and Development
  - Rollout – supported by strong communications plan



# EXCESS RESERVE FUNDS PROJECTS

## Professional Outreach – Young People

- Using extra financials resources to specifically target Al-Anon and Alateen to young adults
- Overall awareness goal
- Goes above and beyond our normal PSA airings



# EXCESS RESERVE FUNDS PROJECTS

## Passing It On

The goal is to make sure knowledge is getting passed from trusted servant to trusted servant, but also from decade to decade!

How can we be the best stewards of our past to strengthen gaps to our future? Categories discussed:

- Leadership
- Policy/guidelines/service manuals
- Documenting local/Area knowledge
- Training/education
- Sponsoring/mentoring
- Revitalizing archives to enhance recovery

This is still in the early stages of development!



ACTIVITY:  
CREATING  
SERVICE  
POSITION  
CHECKLISTS  
WORKSHOP





An aerial photograph of Minneapolis, Minnesota, taken during a vibrant sunset. The sky is filled with orange, yellow, and red clouds, with the sun low on the horizon. The city skyline is visible in the background, featuring several tall skyscrapers. In the foreground, there is a large green park area with a circular path and a river with a dam structure. The text is overlaid in a white box in the center of the image.

**2028 AL-ANON INTERNATIONAL CONVENTION  
MINNEAPOLIS, MINNESOTA  
JULY 20-22, 2028**

# 2024 | MEMBERSHIP SURVEY RESULTS

FULL REPORT IS POSTED  
AT [AL-ANON.ORG](https://al-anon.org)  
[2024-MEMBERSHIP-SURVEY.PDF](#)



## The Many Faces of Al-Anon

Alcoholism does not discriminate. Al-Anon Family Groups is an incredibly diverse fellowship welcoming all people. Al-Anon members are people just like you who are concerned about someone with a drinking problem. The 15,375 members who participated in this survey represent only a portion of our fellowship.



Results showed that the average age of Al-Anon member respondent is 63.4, whereas the median age is 66 years old. On average, members reported attending their first meeting at 44.4 years old.



Responding members identified as female (87.1%), male (11.9%), and neither male nor female (1.0%).

# Question



How many sections are there in our Service Manual? Name one.

# CHOOSING A GROUP NAME POLICY CHANGE (WSC 2024)

- Concern from some that rejected names when registering with WSO might be affecting specific minority groups
- WSO gets many calls from people questioning if they can attend a specific meeting or not based on the group name
- “It is vital that group names are inviting, attractive, and avoid public controversy. Our spiritual growth has its roots in the principle of anonymity, to enhance the sense of belonging and unity.”
- Motion carried for revisions to the “Choosing a Group’s Name” section of the Policy Digest



# CHOOSING A GROUP NAME POLICY IMPLEMENTATION (AFTER WSC 2024)

- WSO Staff decided to implement the policy by not allowing new groups with a community identifier to register.
  - Community identifiers are words like men's, women's, people of color, or LGBTQ+, for example.
  - Some new registering groups were asked "Would you welcome anyone who comes to your group?" The answer was "No"
- Since the al-anon.org meeting search has undergone many improvements, it was suggested by the staff that groups use the participant filter which can be searched in the online meeting listing as a way for groups to be more welcoming.
- When the Chairperson of the Board letter came out, identifying the policy change and implementation, WSO received upwards of 185 formal written appeal letters from groups
  - Most of these were from existing groups sharing how important the community identifiers have been to their meetings and how they do welcome everyone
  - They expressed that these groups serve a safe place for minorities in our fellowship to work the program



# CHOOSING A GROUP NAME POLICY DISCUSSION (WSC 2025)

- The Policy Committee Chairperson stated, “I want to reinforce that it was never the Policy Committee’s intention to one day direct the WSO Staff to enforce this Policy on existing groups – EVER!” The policy only applies to new groups or to groups that are changing their group’s name, thereby, in effect, creating a new group.
- The Policy Committee posed the following question to the conference:
  - Is the problem with the policy, the implementation of the policy, or both?
  - The conference responded, “the implementation of the policy.”
- After discussion over three days, hearing the appeals, and finding consensus on several points, the WSC on the 4th day agreed to direct the staff to suspend the implementation until the 2026 WSC.
  - This gives the areas time to discuss with the fellowship and return in 2026 to continue the conversation.
- The following motion was approved and passed with a two-thirds vote:
  - Allow group names to continue to include identifiers such as those currently listed on page 28 of the *2022-2025 Al-Anon/Alateen Service (P-24/27) V4(a)* including “men, women, parents, adult children, young adults, other gender identification/sexual orientation, etc. with the understanding that in keeping with Traditions Three and Five, the groups will welcome anyone affected by someone else’s drinking” until the 2026 World Service Conference to allow WSC Structure Areas to discuss the implementation of the 2024 - Approved “Choosing a Group’s Name” Policy.



## CHOOSING A GROUP NAME POLICY CONCLUSION (WSC 2025)

- New Groups may now register with community-identifiers during the suspension of the implementation until the 2026 WSC
- Pg. 28 of the *2022-2025 Al-Anon/Alateen Service Manual* states: “The WSO will register groups with names that designate them as being for men, women, parents, adult children, young adults, other gender identification/sexual orientation, etc. with the understanding that, in keeping with Traditions Three and Five, the groups will welcome anyone effected by someone else’s drinking.”





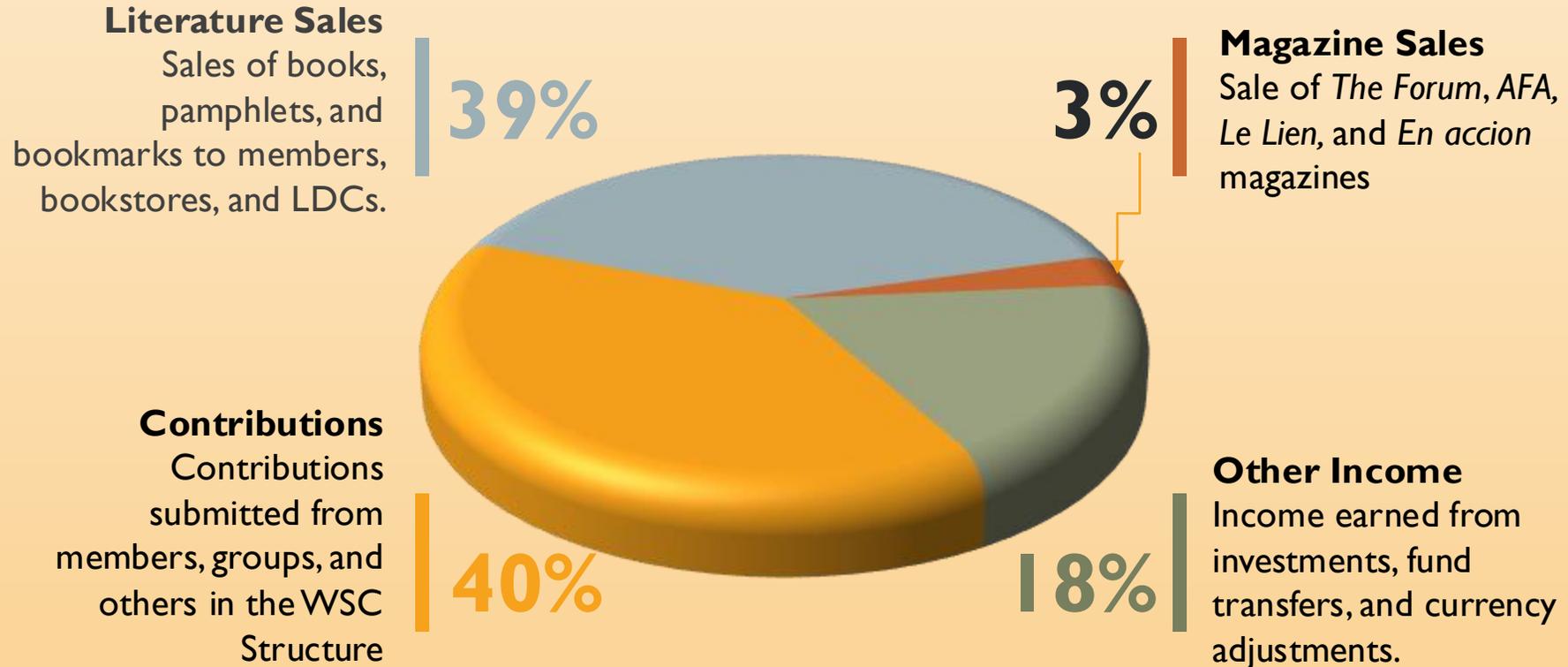
*Welcoming  
Everyone*

ACTIVITY:  
BRAINSTORMING  
SESSION ON  
HELPING OUR  
GROUPS BE MORE  
WELCOMING

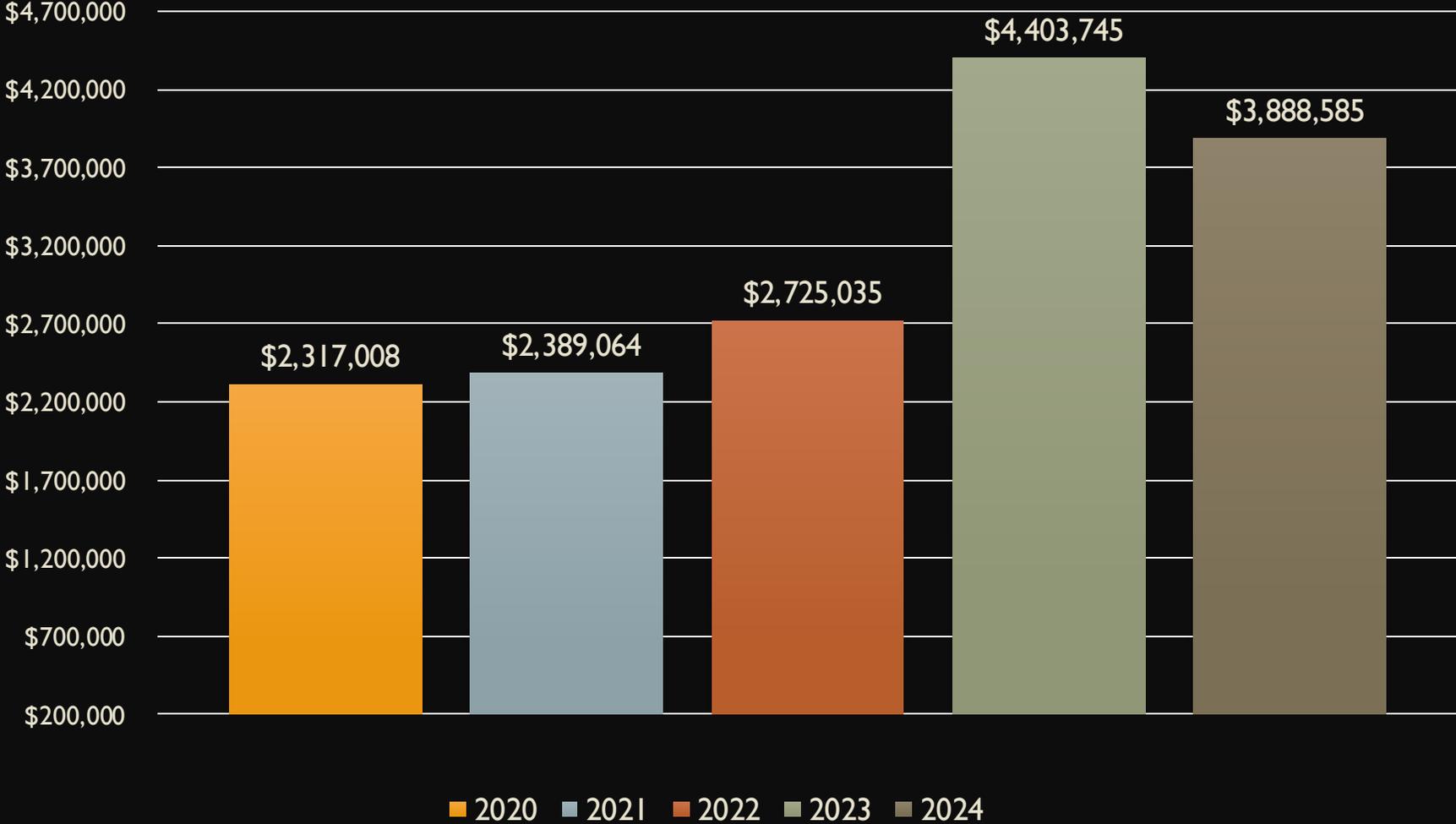
# 2024 AUDIT REPORT

- Brown Edwards LLP conducted an audit from January 13 – 17, 2025 and issued a Clean Opinion
- Big Picture:
  - Total revenue \$6,796,472
  - Gross Literature Sales \$3,888,585, Total Contributions \$3,022,843
  - Reserve Fund – WSO maintains a reserve fund which is a percentage of one year's operating expense. Last year our investment grew substantially so the Board approved several projects and initiatives to utilize the surplus

# 2024 AUDIT – SOURCES OF REVENUE



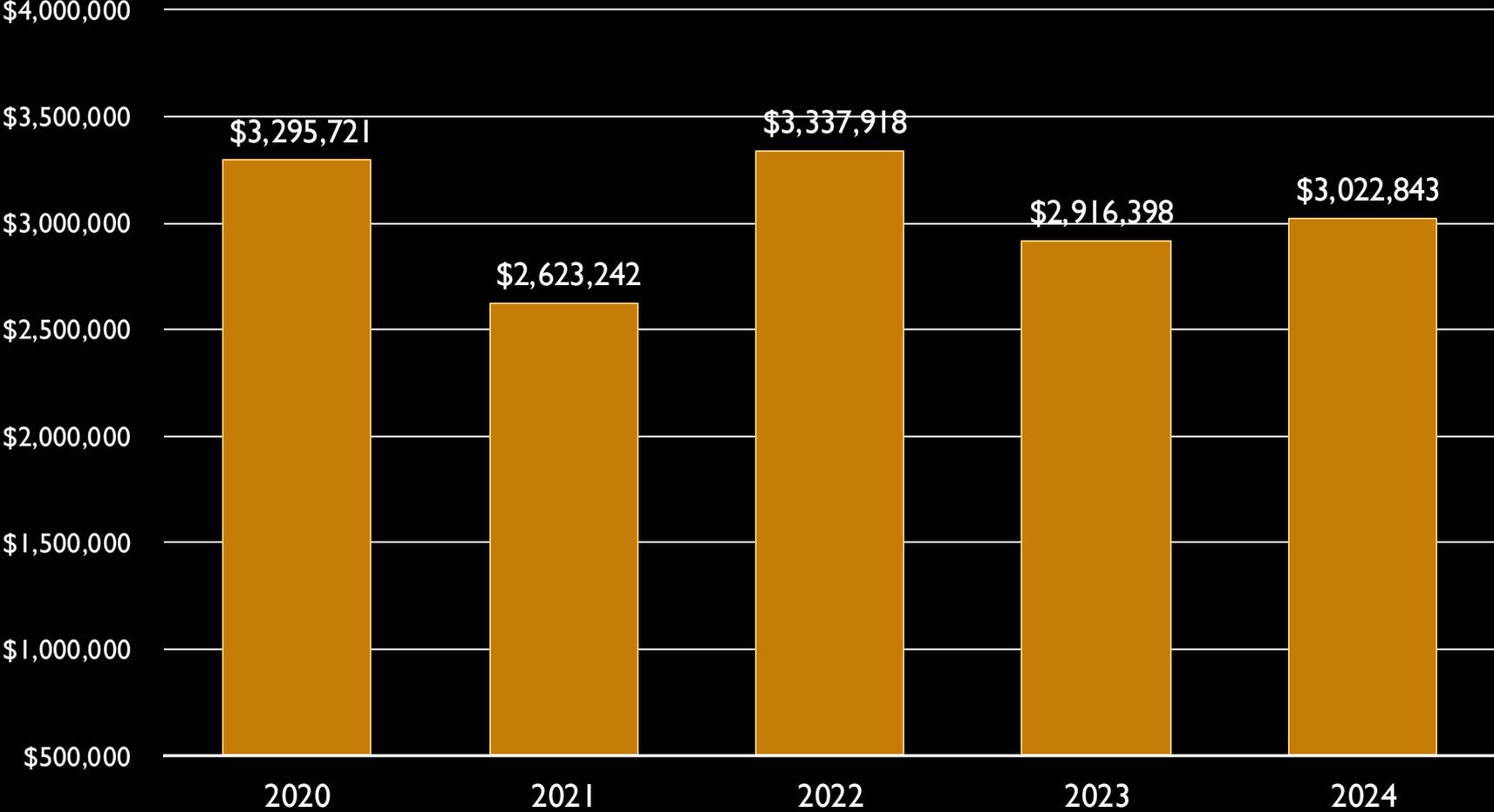
# 2024 Audit – Yearly Literature Sales



# 2024 Audit – Literature Sales



# 2024 Audit – Contributions



# 2024 Audit – Sources of Contributions



**Day Three: Saturday, April 26, 2025**



# Language of the Heart: WSO goes to Asia

- Every other year WSO staff go to a global region to support international structures.
- This year the region was Asia with trips to:
- South Korea, Mongolia, China, India
- We saw photos at WSC, but we can't share because they don't have permissions



# Seoul, South Korea

- Re-establish contact – since 2004
- Learn their culture: Meetings were scripted
- Issues are very similar to ours: Alateen, sponsorship, service
- Held BIG workshop event including topics like: revitalizing Alateen, Al-Anon members supporting Alateen, Intro to Twelve Steps and Sponsorship
- Important to let each community we visited share their culture with us

*“In particular, during the workshop, we learned a lot of hints/tips on how to activate Alateen meetings in Korea, especially since there are currently no Alateen groups in Korea. In response, Korea GSO’s Alateen committee has recruited volunteers who are interested and able to help with Alateen service and is preparing to invite parents with younger children and hold a separate meeting to introduce Alateen to their children, so that parents can focus more on the convention without worrying about their children. This will be the first step in revitalizing Alateen in Korea.”*

# Mongolia

## It only takes one to start something

- Relatively new – started with a couple Al-Anon/AA
- 4 days, 12 hours each day
- Huge opening ceremony, 100 attendees, plus they sent out invites to their professional community to attend which got another 100 newcomers there
- HP working things out on this trip

*“A truly wonderful meeting was held, bringing growth, progress, experience, and hope to Al-Anon in Mongolia. His gathering was of great importance to all of us, as many members traveled from near and far to experience the warmth of our fellowship. The visit from the WSO played a major role in establishing Al-Anon in Mongolia, guiding us in building it step by step in the right way. As a result, we officially received our global recognition and successfully registered as a non-governmental organization – an event of great joy and celebration.”*

# China

- Virtual because of Visa issues
- 200 attendees online on 2 platforms for simultaneous translation
- Workshops on Alateen, Traditions, Sponsorship, & Welcoming Newcomers
- China does not have access to CAL. This impacts their exposure to our Legacies

*“Special thanks to the WSO members for their wonderful sharing. Sharing the Traditions has benefited me both in learning the unification and in their application of the Traditions in their lives. I am motivated to learn how to apply the Traditions in my life. Their selflessness in sharing and passing on the love made me feel the power of family associations that do not recognize borders and are equal, free and open to all.”*

# India

- India has the Serenity Prayer in 22 languages
- Day 1 – Met with Delegates and discussed incorporating electronic meetings, struggle to support many members who live well-below the poverty line, discussion on reaching newcomers who cannot read/write, significance of sponsorship, and having e-buddies.
- Day 2 – Celebrations and workshop. For many, it was the first time they were meeting in person. Discussed conflict resolution, meetings, and our team discovered how much consistency in CAL translation matters.
- Day 3 – All about Alateen...what it is and what it isn't. In the evening, they held an all-India electronic meeting on Concept 4 with 200 attending. The goal is to empower structures to be fully self-supporting.

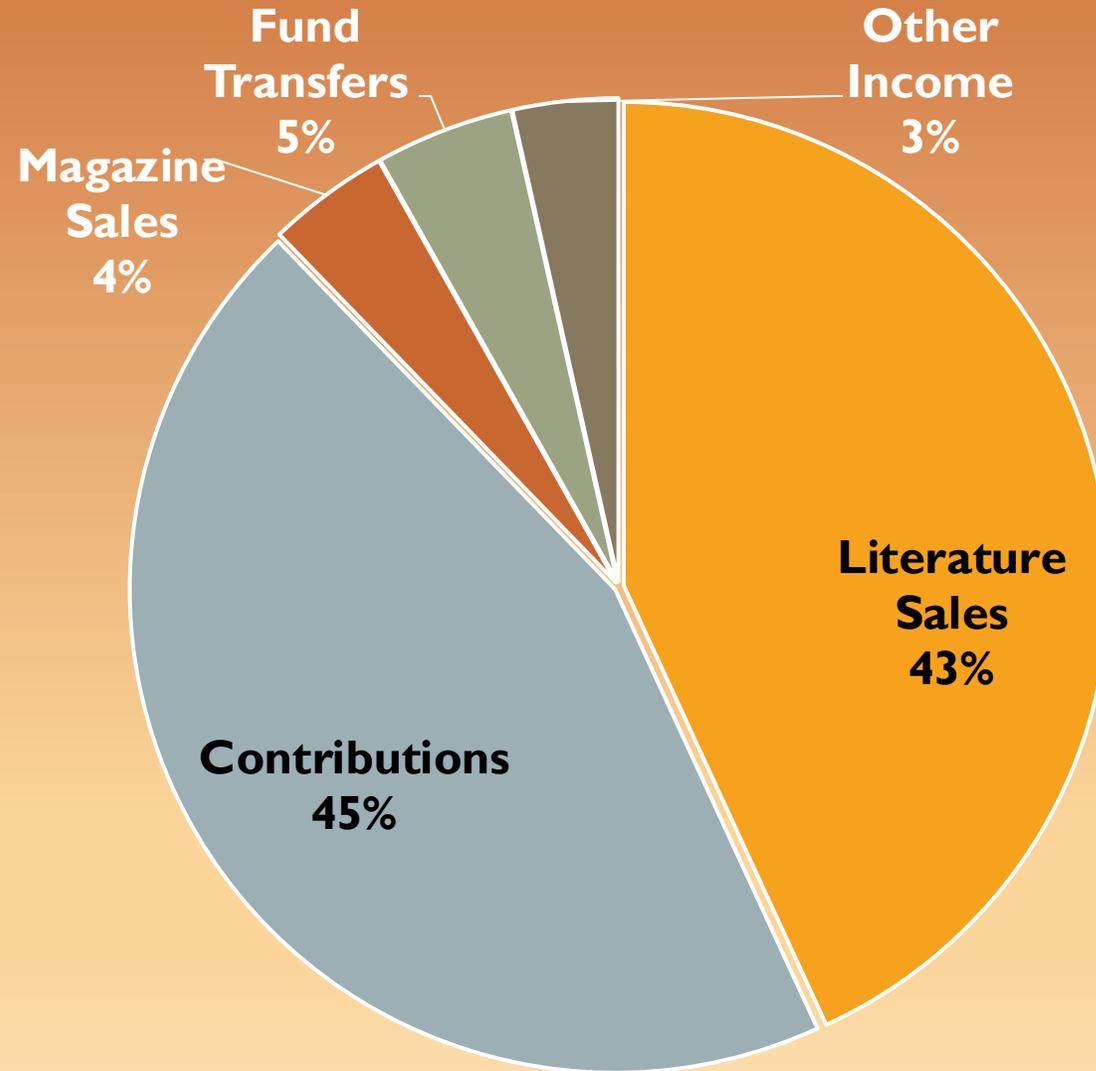
*“Overall, it was an inspiring interaction throughout the 4 days, always keeping in mind “principles above personalities” and patience, acceptance, kindness & deep love for Al-Anon. Observing them practicing the Legacies was a learning experience.”*

*“We were invited to participate, and our suggestions were included in the workshop on Alateen meetings and Alateen sponsorship. The Conflict Resolution workshop that the fellowship in India had requested turned out to be very beneficial and many of the areas have scheduled such workshops in the near future. Members who attended (80 to be exact!) from within and out of Delhi were happy to received the Conflict Resolution Kits (K-70).”*

# 2025 BUDGET

- Brown Edwards LLP conducted an audit from January 13 – 17, 2025 and issued a Clean Opinion
- Just 62% of groups overall contributed last year
- Big Picture Forecast:
  - Total revenue \$6,495,766
  - Gross Literature Sales Goal \$3,737,021,
  - Total Contributions \$2,900,000 – consistent giving needed
  - 2025 Projects: Core Systems Overhaul, AA International Convention, 2026-2029 Al-Anon/Alateen Service Manual, Launch the Outreach to Professionals – Young People Strategy, eBooks Globally Strategy

# 2025 BUDGET BREAKDOWN



# 2025 Budget – Areas Funded

## Programs

- Communications and Community Awareness
- Literature
- Group Services
- AFG Records
- International
- Conference

## Finance & Operations

- Technology
- Customer Service & Warehouse
- Finance
- Publications

## Volunteer Governance

- Legal and Trademarks
- Human Resources
- Administration

# 2025 Budget – Keep in Mind

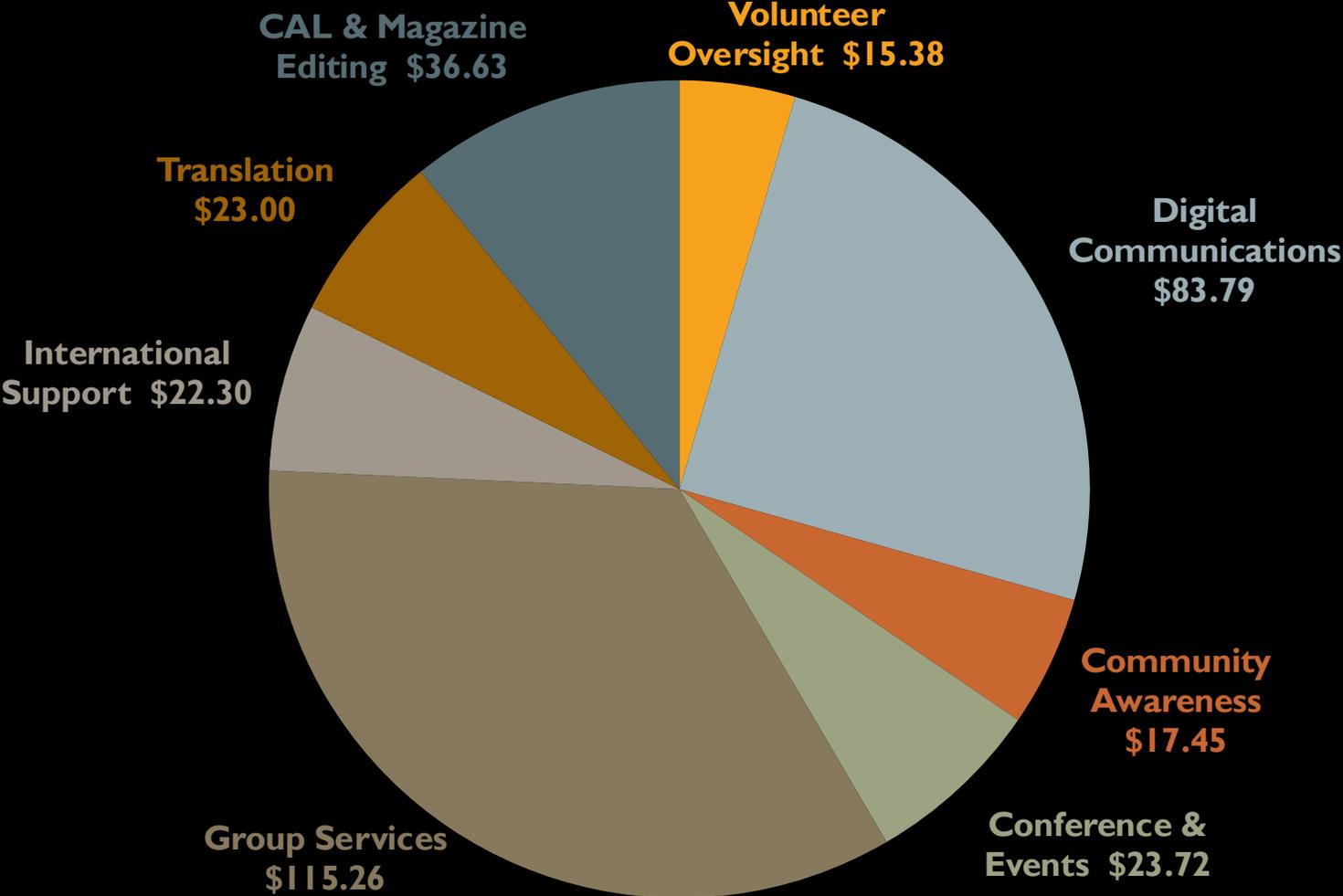
100 percent of groups are using services; 62 percent of groups contributed in 2024



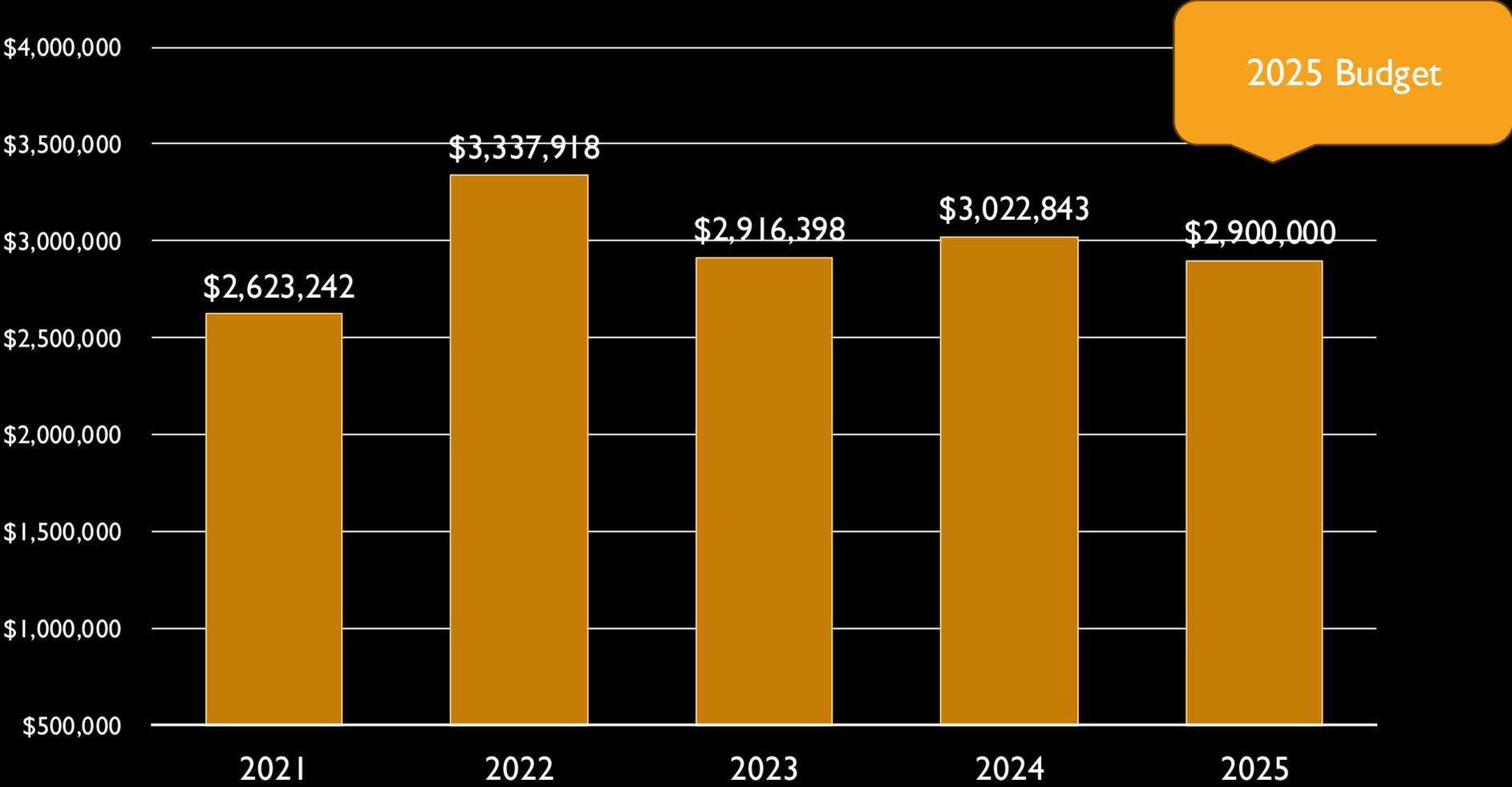
## What are the services used?

Getting your group registered	Reading CAL at meetings	Calling WSO to find a meeting	Using the <i>Mobile App</i> for a Zoom meeting	PSAs playing on TV stations
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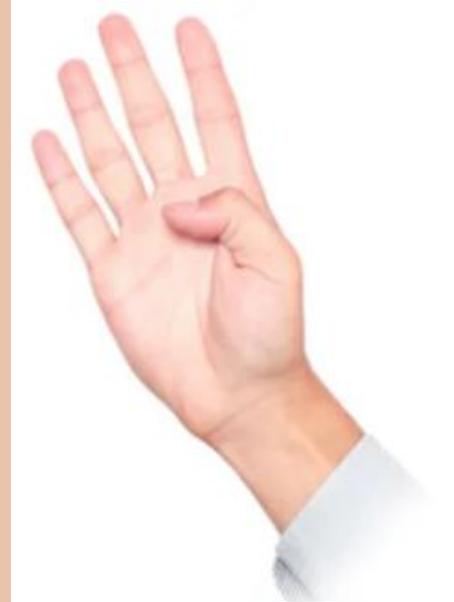
# 2025 Budget – Cost per a Group \$3337.53



# 2025 Budget – Contributions



# Question



What is the 2025 cost per group?

# SINGLE TRUSTEE PROCESS TASK FORCE

## Current Application Processes

### Regional Trustee

- ▶ Applications sent to Areas for approval:
  - ▶ Areas' own process
  - ▶ Assembly or AWSC approval
- ▶ Regional Committee on Trustees score applications:
  - ▶ Every Area Delegate
  - ▶ Out-of-Region Delegates

### Trustee At Large

- ▶ Applications sent to CCT/Nominating for approval:
  - ▶ Area Delegate can voice any objection about Area applicant(s)
- ▶ CCT formed with Delegates ensuring all panels are represented

# SINGLE TRUSTEE PROCESS TASK FORCE

## **Current Regional Trustee Process Challenges**

- ▶ Longer timeframe: six months to one year
- ▶ No uniform process across Areas
- ▶ Three-year Regional Trustee term rotation limits application opportunities
- ▶ Reluctance to submit against incumbent

# SINGLE TRUSTEE PROCESS TASK FORCE

## Task Force Identified Options

- ▶ **Option One:** Expand the composition of the Conference Committee on Trustees to include geographic/regional voice across panels
- ▶ **Option Two:** Run the Conference Committee on Trustees and Regional Committee on Trustees scoring processes concurrently
- ▶ **Option Three:** Use Conference Committee on Trustees only and obtain feedback from Regional Delegates for all candidates from the Region

# SINGLE TRUSTEE PROCESS TASK FORCE

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Road Trip!

# ROAD TRIP!

- ▶ Current members of the Board and At-Large Members of the Executive Committee will travel to a new Area each October for Board Week and host a day full of fellowship, engaging activities, lively table topics, interactive presentations, and a delicious lunch.
- ▶ Encourage your Area to be the **October 2026** destination, unless **Road Trip! You and Your Board Connect** has been previously held in your Area.
- ▶ Mail or email the completed application form and the two hotels' responses to the RFI by **Friday, September 19, 2025**, to the World Service Office.

# ROAD TRIP!

## ▶ **City Requirements**

A city with an airport that supports the major airline carriers serving the US and Canada.

## ▶ **Hotel Requirements**

A full-service hotel with affordable airport transportation.

## ▶ **Meeting Space Requirements**

The event space must be large enough to comfortably **seat up to 200 attendees**. Meeting space for Board Week must accommodate up to 22 Board and Executive Committee At-Large members.

# ROAD TRIP!

- ▶ **Road Trip! You and Your Board Connect** is an opportunity for members, WSO Volunteers, and WSO Staff to connect through fellowship and share leadership skills required for trusted servants in a creative and engaging manner.
- ▶ Share the **Request for Information** (RFI) directly with the hotel staff. These requirements must be met by the hotel for the event to be held in your Area.
- ▶ Fill out the application form; be sure to include two hotels that meet RFI specifications and **signatures from both the Area Delegate and the Area Chairperson.**
- ▶ Mail or email the completed application form and the two hotels' responses to the RFI by **Friday, September 19, 2025,** to the World Service Office.

# ROAD TRIP!

- ▶ The **Board of Trustees** is responsible for hosting the event and developing the agenda and content for the program.
- ▶ The **World Service Office** Staff is responsible for the hotel logistics, registration, and publicizing the event in AFG Connects, *In The Loop*, and the WSO website calendar.
- ▶ The selected **Area** and its four-to-five-member **Area Welcome Committee** are responsible for encouraging attendance and sharing information about the event with local members.

# ROAD TRIP!

▶ **September 19, 2025**

Deadline to apply to be the 2026 destination

▶ **October 2025**

Board chooses three potential sites

▶ **February 2026**

Areas will be notified of final Board selection

▶ **August 2026**

Event details published in AFG Connects communities and *In The Loop*

▶ **October 2026**

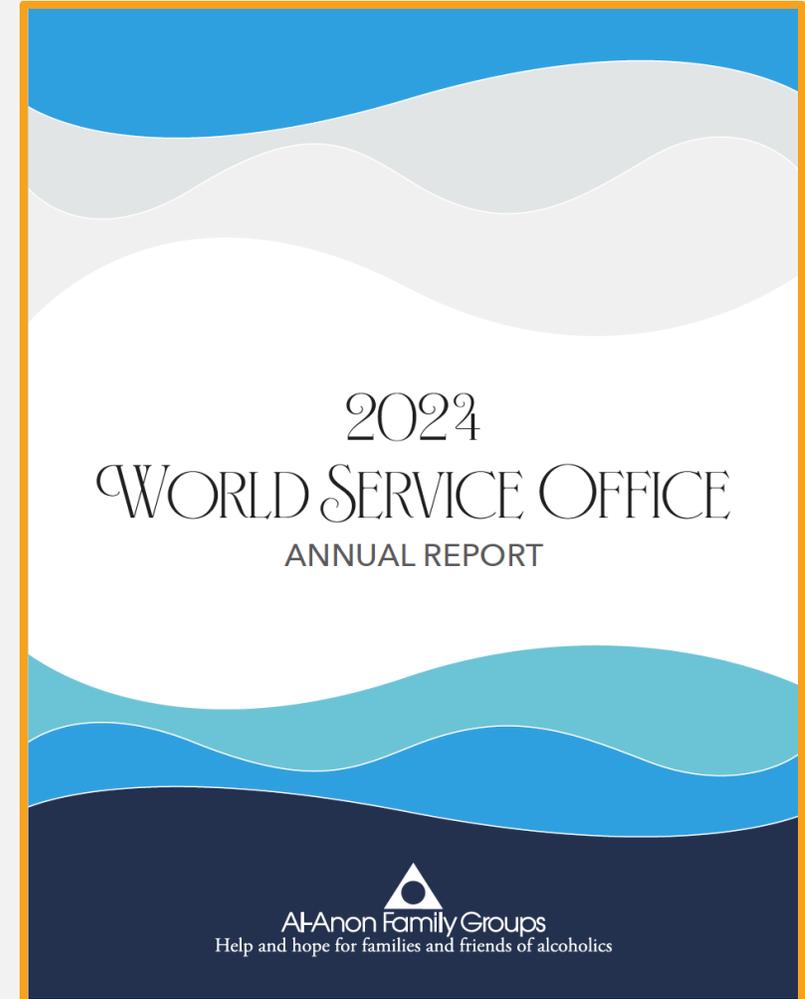
Road Trip! You and Your Board Connect event

**Day Four: Sunday, April 27, 2025**



# 2024 ANNUAL REPORT

- The WSO Annual Report will be available in full as part of the 2025 WSC Summary
- This covers Board goals and goes into each department and what they've been working on. At Conference, each department head shares a blurb about what they do and what their department has been working on.



# 2024 ANNUAL REPORT

## Vali, Executive Director

Lead and support the Directors in their roles and all legal matters

- International Convention planning
- CAL translation
- Registering Trademark in China
- eBooks Globally strategy
  - PublishDrive
- Intimacy in Alcoholic Relationships will be 6-month test pilot.
- Risk Mitigation Strategy for organization
  - Cybersecurity and other threats

## Niketa, Sr. Director of Finance & Operations

Accounting, HR, Customer Service, Shipping, Publications/translation, Bldg Operations

- New HR Manager – foster healthy staff
- *Remember Al-Anon in Your Will* update (2-38). We received some substantial bequests in recent years – but membership MUST be confirmed to be accepted
- AFA stats – 77,750 units in English, 11,125 Spanish, 2,500 French

# 2024 ANNUAL REPORT

## **Scot, Director of Communications and Communications Awareness**

Maintains al-anon.org, mobile app, newsletters, public outreach, PSAs and social media

- GEMS – Global Electronic Meeting Search updated to fix bugs with multi-language searches
- REPORT A PROBLEM in the meeting finder. Added new options for hybrid meetings like “couldn’t access the meeting remotely”. Electronic groups have their own form. What happens when it’s clicked?
- CMA – annual group update form. 30% return rate, now new online forms that will hopefully get a higher return rate.
- WSO will no longer post to X, formerly Twitter. Why? Updated terms of use which includes our content being used to train AI & our posting software no longer supports easy posting to the platform.

# 2024 ANNUAL REPORT

## **Heather, Associate Director – Public Outreach**

Supports members outreach including facilitating AFG Connects, share AFG with communities worldwide

- *Public Outreach to Professionals - Alateen Kit*
- SAMHSA family-focused recovery conference
- Plans to attend 7 national conferences in 2025 (4+)
- *Al-Anon Faces Alcoholism* update next year – need sharings now!

## **Sarah, Director of Programs**

Envision, implement, evaluate, and eliminate WSO programs, support trusted servants globally, cultivate AA relationship

- One e-mail will do – if you're going to contact Programs, just send one e-mail to one person; they will make sure it gets where it needs to go
- Quarterly coordinator calls
- Visiting Areas at their request

# 2024 ANNUAL REPORT

## **Suzanne, Associate Director – World Service Events and History**

Supports archives, WSC planning, other convention planning, and Service Manual updates

- 2026-2029 Service Manual is moving through style and proofing
- Archives review
- 2026 WSC and 75th Anniversary Celebration will be held at the Newport News Marriott City Center
- WSC April 20-24, 2026, Anniversary April 15, 2026

## **Carol, Associate Director – Literature**

Development of our CAL and magazines

- Submissions are starting to come in for *Finances in Recovery*
- Received about 200 submissions for *Personal and Service Sponsorship* piece – need MORE!
- *Healing within Our Alcoholic Relationships* (P-95) was 3rd most-purchased book in 2024.
- Quotes from CAL on AFG Connects meant for service arm fundraisers can now be used by newsletters that are not public facing.

# 2024 ANNUAL REPORT

## **Sue P, Associate Director – Group Services**

Supports members, awareness of recovery tools, global engagement

- AMIAS recertification
- AMIAS for International AA Convention
- Push to work with AIS and LDC
- Collaborating with departments to deploy to groups and membership, including Alateen toolkit
- WSC April 20-24, 2026, Anniversary April 15, 2026

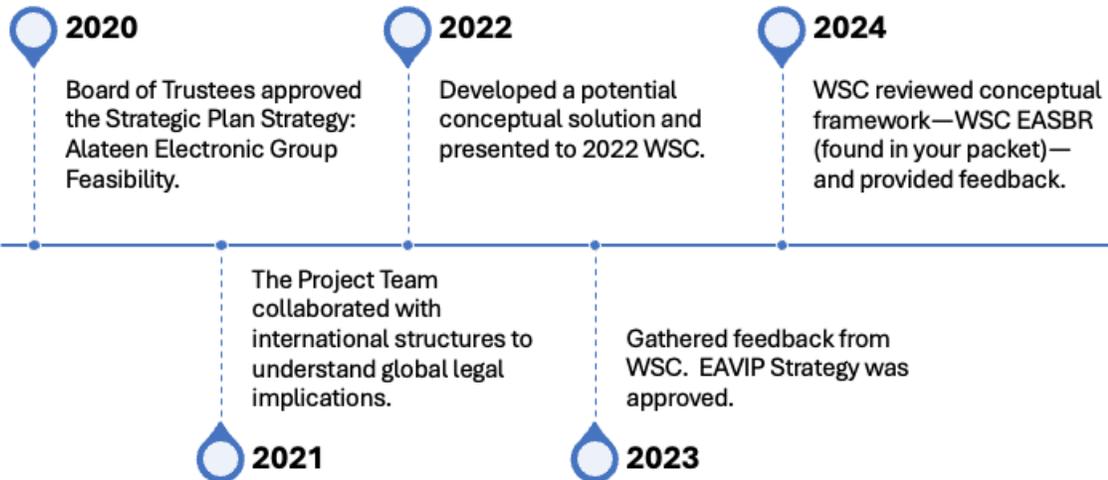
## **Tracey, International Services Manager**

Serve and nurture connections w international structures

- With staff retirement, new position of Member Services Specialist - International
- International Coordination Committee – ICC, facilitated online IAGSM mtg
- Al-Anon Resources and Service Tools global gathering.
- Hosted 30 regular structure meetings
- Outreach to Asia

# ELECTRONIC ALATEEN VALIDATION AND IMPLEMENTATION PLANNING

## Tracking our Journey: How we got here



# ELECTRONIC ALATEEN VALIDATION AND IMPLEMENTATION PLANNING

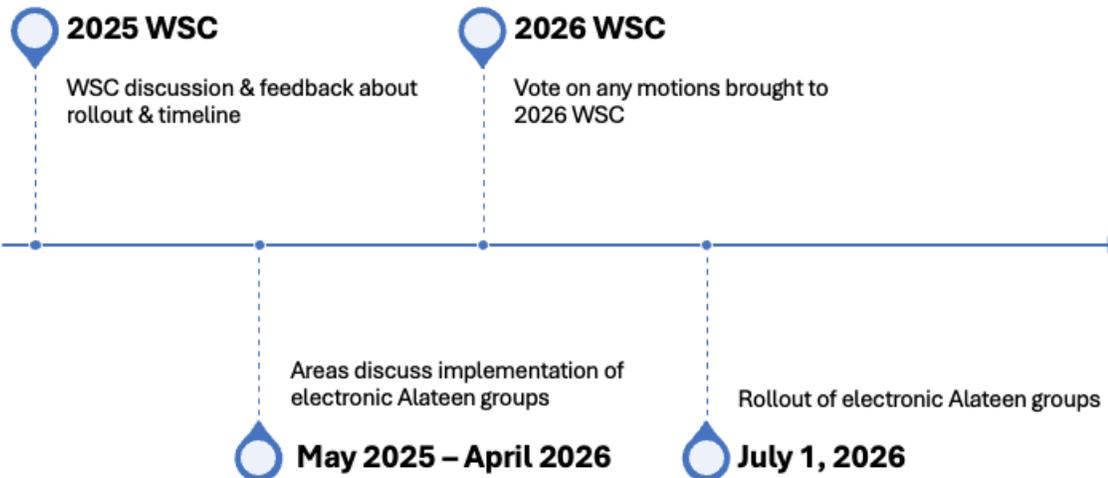
- Attorney approved EASBR with only change being age of 13
- Not required. Will be opt-in process. Will not affect existing Alateen if not opted-in.
- What is required in interviews with teens wishing to join electronic group?
  - Minimum is age and agreement that meeting cannot be recorded; other info determined by Area process
  - Must store PII in secure location; follow same practices in current AMIAS requirements for storage of information
  - WSO will provide suggested interview questions in training modules that will be developed and provided
- Can we take this to our attorney for review?
  - Yes, but not necessary as it is vetted by WSO attorney for use by WSC in US and Canada
- Teens within the WSC structure could attend any Alateen electronic group.
- Does not yet apply to GEA. Still needs to take to legal for review. Not clear if there are different requirements for global EASBR. Hope is that this will be a relatively short timeline.
- How much of this can be shared with Alateen Coordinators?
  - All of this can be shared with Alateen Coordinators. This will be shared with them in regularly scheduled service meetings with Alateen Coordinators that occur quarterly.

## ELECTRONIC ALATEEN VALIDATION AND IMPLEMENTATION PLANNING

- Follow same process for approving electronic groups in the area to get area approval for Alateen electronic groups (with EASBR).
- Do requirements need to be met for an Alateen to attend an Alateen electronic group in a different area?
  - Only the interview for each group they are wanting to join, regardless of area.
- If approved at 2026 WSC, then EASBR would be added to existing area ASBR. The WSC EASBR must be adopted as is and cannot be changed by individual areas.
- Can we have hybrid Alateen meetings and would they require same policies?
  - Hybrid meetings are separate from electronic Alateen meetings and follow same process as in-person meetings. Must be a person that could attend meeting in person, which means a person in the area where the Alateen meeting resides.
- Lots of great reasons to support this. Much ability to get more Alateens involved. Reminder that right now only electronic Alateen groups approved are those in the mobile app.

# ELECTRONIC ALATEEN VALIDATION AND IMPLEMENTATION PLANNING

## Next Step: Proposed Timeline for Implementation



## MY FINAL REFLECTIONS SHARED AT WSC ON SUNDAY

- I'm so grateful for the last three years serving as delegate for Utah. It has impacted my life greatly. It has been humbling, fulfilling, and very inspiring. I'm humbled by all of you and the privilege I've had in working with you. I've learned so much about the worldwide fellowship of Al-Anon and that we are one. I appreciate so much the great lessons I've learned in the process, filling my cup to overflowing. Lastly, I've been so inspired, and this inspiration has fueled my willingness to continue my service in Al-Anon and make a contribution wherever I can. I look forward to the future and the great things in store for me. I am eager to keep the relationships I've developed here and hope to see all of you again very soon. I love you all. Thank you, thank you, thank you!

**Day Five: Monday, April 28, 2025**



# VISIT TO STEPPING STONES

Here are some of the pictures I took at Stepping Stones. It was a wonderful place to visit and was very peaceful and moving from all the history there. It was definitely worth the visit and I could feel the spirit of the place. We had a wonderful time and even sang our “Stepping Stones” song from Panel 63’s final presentation on Sunday night while we were riding on the bus to Stepping Stones. Really cool! 😊



# VISIT TO STEPPING STONES



Bill Wilson's "Shack" that Lois Wilson named "Wit's End"

# VISIT TO STEPPING STONES



The main house and me sitting at Lois's desk.

## VISIT TO STEPPING STONES



Sitting at the  
kitchen table with  
Kauai, Panel 63  
Delegate from  
Hawaii

## VISIT TO STEPPING STONES



It was so charming and relaxing.

## VISIT TO STEPPING STONES



A very peaceful day.

# Upcoming EVENTS

## 2025 AA International Convention with Al-Anon Participation

- July 3-6, 2025 in Vancouver, BC
- Registration opened Sept. 2024 for \$160
- Al-Anon will have meetings/workshops in English, Spanish, & French
- Approximately 60,000 will attend

## 2028 Al-Anon International Convention

- Minneapolis, Minnesota
- July 20-22, 2028
- Be sure to be there!



CELEBRATE!



**75<sup>TH</sup> ANNIVERSARY CELEBRATION**

**APRIL 25, 2026**

**NEWPORT NEWS MARRIOTT CITY CENTER**



# FINAL THOUGHTS

- Thank you for allowing me to serve—it has been a pleasure and a highlight of my life.
- Lots of wonderful things are happening in Al-Anon. Al-Anon always continues to move forward, providing experience, strength, and hope to all who come through our doors. We are so blessed to be part of such an extraordinary program!
- And, as always, the Utah Area is **THE BEST!!!!**
- Panel 63, service is the key! 😊

