

DREAMING BIG WITH 20|20 VISION

Our Fellowship is experiencing an upheaval of what we considered the “Norm”. Many of our local neighborhood face-to-face meetings have transformed to hybrid or electronic meetings. There are WSO registered electronic meetings with attendees from all over the world. Once available only in English, meetings are available in Spanish, French and other languages.

Today Al-Anon is more of a global community than ever. Al-Anon Meetings are held in **over 133 Countries**. General Services Offices (GSOs) in countries around the world provide services such as selling Conference Approved Literature, registering and publishing meeting information, coordinating national public outreach campaigns, cooperating with professionals, and implementing policies. In October of every second year, Delegates representing these GSOs meet at the International Al-Anon General Services Meeting (IAGSM). Although travel restrictions impacted this year’s event, Delegates are planning to participate in online discussions. Please take a moment to think of these members and wish them well in their work supporting Al-Anon members around the world

WSO BOARD OF TRUSTEES

-- STRATEGIC PLAN



CORE PURPOSE
Helping families and friends of alcoholics find hope and encouragement to live joyful, serene lives.


MISSION STATEMENT
Al-Anon Family Group Headquarters, Inc. is a spiritually based organization that helps the families and friends of alcoholics connect and support each other through meetings, information, and shared experiences.





CORE VALUES

- **Spiritually based:** adhering to our Legacies
- **Honest:** treating all equally, with integrity and respect
- **Transparent:** sharing process, content, and information
- **Self-supporting:** refusing outside funding




ENVISIONED FUTURE (2024-2029)

- AFG, Inc. is a global organization with technology-based operations that support the delivery of on-demand, barrier-free access to the program, information, meetings, and Sponsors.
- The research-validated effectiveness of the Al-Anon/Alateen program in addressing the family disease of alcoholism is recognized by professionals, schools, and religious leaders. Their recommendations to this program increase membership and expand its outreach.
- Society as a whole benefits from reduced health care costs, lower levels of incarceration, and increased graduation rates.
- Families and friends of alcoholics benefit from greater connectedness to support, no matter their location or language.

GOALS (2022-2024)

- **Goal: Members**
AFG, Inc. provides universal access to tools for recovery from the family disease of alcoholism.
- **Goal: Public**
Both the public and professionals recognize alcoholism as a family disease, and Al-Anon as the universally available, effective, and sustainable resource for those affected.
- **Goal: Organization**
AFG, Inc. has one global structure, increasing access to knowledge, resources, and the program.



Highlights from the July 2020 Board Week

World Service Conference (WSC):

Each July, the Board approves the theme for the upcoming year's WSC. The 2021 WSC will be held in Tarrytown, NY. The Conference Leadership Team (CLT) recommended and the Board approved that the theme for the 2021 WSC will be:

Moving Forward with Unity, Courage, and Perseverance
Avancemos con unidad, valor y perseverancia
Allons de l'avant avec unité, courage et persévérance

2020 International Structure Meetings:

Due to the global pandemic, the International Coordination Committee (ICC) had to evaluate and revise its plans for the 2020 International AI-Anon General Services Meeting (IAGSM) that was to be held in October in London, England. The Board approved the ICC's recommendation to hold the 2020 IAGSM electronically using AFG Connects to host online discussions, over a time period sufficient to allow Delegates across all time zones to participate. The 2020 IAGSM will be held using AFG Connects only. There will be no web conferencing. The ICC will now begin the work of planning the Agenda for the very first electronic IAGSM)

Together Empowering AI-Anon Members (TEAM) Event Replacement:

The Board received an update from the TEAM Replacement Task Force on how best to replace TEAM events. The Board provided feedback to the Task Force. We want to create an event that is new and dynamic and meets the needs of the fellowship, so this discussion will continue at the October Board meeting.

Board Development:

The Board continued the discussion, which started in January 2020, on how to function as a high performing Board. The July Board Agenda was revised to contain only items that required Board discussion or decision. Reports that were updates only or required no input from the Board were put on the Consent Agenda**. This change to the Agenda helped the Board to be able to have more generative discussions. The Board will continue having Board Development discussions so it can be the most effective Board to serve the fellowship.

** A **Consent Agenda** is a board meeting practice that groups routine business and reports into one agenda item. The **consent agenda** can be approved in one action, rather than filing motions on each item separately.

Strategic Plan 2021 Planning:

The Strategic Leadership Team (SLT) facilitated a 2021 Strategy Options session that provided information to help Board members prioritize and select the Strategies which will most effectively advance the Goals and Envisioned Future of the AFG, Inc. Strategic Plan. The SLT will now take the selected Strategies and identify the resources needed to support them and make another presentation to the Board at the October 2020 Board meeting where the Strategies will be given final approval.

2020 WSC Thought and Task Forces:

Traditionally at the WSC after each thought or task force presentation and after hearing feedback on the presentations, the Chairman of the Board (COB) will ask for next steps. Due to the 2020 WSC being held virtually, Conference members were asked to post their feedback from the two Thought Forces and one Task Force to AFG Connects. The Board of Trustees had a lengthy discussion on the feedback received from Conference members. The Board decided no further action was needed regarding the Fear of Change Thought Force. The Board felt there are enough resources on the topic in our current literature. There *will* be further discussion on next steps for the Identify Ways to Look at Service in Relation to Roles, Terms, & Possible Roadblocks Thought Force and the Reaching & Unifying Rural & Large Geographic Populations Task Force at the October Board Meeting.

Membership Outreach:

As a result of the pandemic, many Areas are holding their events virtually. This creates a unique opportunity for the Board of Trustees and WSO, represented by the Chairperson Of the Board, Executive Director, and Chairperson of Executive Committee, to engage in conversation with members. The idea presented was a “virtual town hall” meeting where we could talk to each other and reason things out. The Board enthusiastically supported the idea and encouraged the development of a plan. Details will be provided to Area Delegates by September.

WSO Staff and Volunteer Alateen Certification:

At the January 2020 Board Meeting, the Board passed a motion authorizing the WSO to establish an AI-Anon Member Involved in Alateen Service recertification and training program (WSO AMIAS Program) for all WSO Staff members who may be required to work with teenagers in a capacity representing AFG, Inc. (See the January 2020 COB Letter.) At the July 2020 Board meeting, the Board passed a motion that will require Trustees and At-Large Executive Committee members to become certified AMIAS through the WSO AMIAS Program starting in 2021. As a result of this decision, Trustees and At-Large Executive Committee members will only have to become certified AMIAS in their Area if they will be serving their Area in an AMIAS capacity.

Electronic Meeting Work Group Update:

In June 2020, the Electronic Meeting Work Group (EMWG) was tasked with determining if it is feasible and consistent with the role of the WSO to register or license AI-Anon events that are being held electronically and not connected to a service arm. After discussion and performing a Knowledge-Based Decision-Making (KBDM) process, the EMWG concluded that it is undesirable to have events outside the service structure. The EMWG will continue to work on a KBDM on how to register electronic events appropriately.

After performing a KBDM, the EMWG has concluded that electronic meetings are AI-Anon groups and are asked to adhere to the same policies that apply to all AI-Anon groups. The EMWG is evaluating all the considerations related to defining electronic meetings as AI-Anon groups, which include electronic meetings having a Group Representative (GR) with duties and responsibilities as currently defined by the 2018-2021 AI-Anon/Alateen Service Manual (P-24/27) version two (2).

Financial Update:

The members of the Board of Trustees would like to thank the membership for your overwhelming and amazing response to the May 2020 Special Appeal Letter. Contributions for June 2020 were \$509,058. It set a record for the most contributions *ever* received in a month! Although this is an extraordinary accomplishment, we still need members' help

The Board approved the Revised 2020 Budget. The Revised Budget restricts World Service Office (WSO) Volunteer and Staff travel through the end of the year, extends furloughs, and limits hiring.

Income

Gross literature sales for June 2020 were 22% less than actual June 2019. . Budgeted literature sales for June 2020 fell 33% below budget. Year to date literature sales fell below budget 29%. Sales from our electronic literature were 43% higher than May.

Contributions for June 2020 were 211% more than actual June 2019. Awesome! Budgeted contributions for June were 194% above budget. Year to date contributions are still above budget by 65% due to the increase in contributions from the Special Appeal from the fellowship and the bequest in February.

Market conditions in June were favorable as the market experienced some improvements. The General Fund experienced a gain of \$1,100 for June as the portfolio mix with equities had slight improvements. Unrealized gains from our investments in the Reserve Fund increased by \$74,963 for the month due to

strong performance in the market related to equities. At the end of the month, we had an unrealized gain of \$1,687,675 in the Reserve Fund compared to \$1,658,757 at the end of May.

Expenses

Expenses decreased 45.10% compared to prior year and are below budgeted expectations. We are continuing to reduce expenses wherever possible. Some expense accounts slightly exceeded budgeted expectations because of timing of expenses (printing costs) while others are below expectations. Some of our costs are fixed costs – such as occupancy and telephone expenses – which are in line with budgeted expectations.

Net Assets

Change in net assets in the General Fund resulted in an operating gain of \$273,929 as a reflection of the increase in contributions in June.

Reserve Fund

The increase in earnings on equities reduced the prior month's investment loss. The Reserve Fund has a loss of \$332,166 year to date. The Reserve Fund investment account continues to be sensitive to market conditions.

Reflections and Insight: Cathy T., Treasurer

The response from the members, groups, Districts, and Areas to our Special Appeal was exciting to see and so very appreciated. We knew we could depend on all of you to help when it was most needed. The Finance Committee continues to keep a thoughtful eye on expenses, and we wish to thank to the Staff for controlling our expenses. Although the contributions were above the budgeted amount for June, we are not out of the woods. There is still a projected deficit of \$420,000 through the end of December 2020. Please continue your contributions to WSO if you are able. To give, you may contribute by check to AFG, Inc., 1600 Corporate Parkway Landing, Virginia Beach, VA 23454, or go to the website: al-anon.org and look for the "Contributions" tab. We hope your groups, Districts, and Areas are doing well. Please take care of yourselves first.

Policy Committee Update

The Policy Committee met and the following topics were discussed or presented:

There are four Task Forces, due to the virtualization of the 2020 WSC that rolled over and will present at the 2021 WSC. Three of these (Interim Housekeeping

Actions, Local Services, and Membership & Group/Conventions) received comments from WSC members on AFG Connects prior to the WSC. Since many previous Task Force members are no longer serving in their prior capacity, new assignments have been made to these three Task Forces. They will review the comments and feedback from the WSC Members community and report back any suggested revisions to the October Policy Committee meeting.

The Conference Approved Literature & Service Tools/Materials Policy Digest Review Task Force presented recommendations for text they discussed since the April 2020 Policy Committee meeting. The Task Force continues to make progress

A new Thought Force, National and International Public Outreach Concerning Social Media, was discussed and will soon be assigned.

The Electronic Meeting Work Group shepherded an insightful discussion around the topic of electronic meetings and their service structure. The Policy Committee continues to discuss the many nuances surrounding electronic meetings.

The Policy Committee welcomes all questions and suggestions from any AI-Anon and Alateen member, meeting, group, or Area regarding issues that might need further clarification or interpretation in light of our Legacies.

Conference Leadership Team (CLT) Update

The Conference Leadership Team has the responsibility to prepare a World Service Conference (WSC) agenda that facilitates the active voice and effective group conscience of our fellowship.

In order to accomplish this responsibility, the CLT initiated their planning process for the 2021 WSC soon after the end of the 2020 Virtual/Hybrid WSC.

The Mega Issue and the Board's Chosen Agenda Item (CAI) discussions, Policy items, and Literature discussions were postponed from the 2020 Conference to the 2021 Conference due to time constraints in having our Virtual/Hybrid WSC. Each item is being reviewed and updated as needed. As a result of the success in having some of the presentations and documents posted on AFG Connects for Conference members' review and access for Conference, the CLT is reviewing the opportunity to perhaps continue this process for a few of the 2021 WSC items. More communications and details will follow.

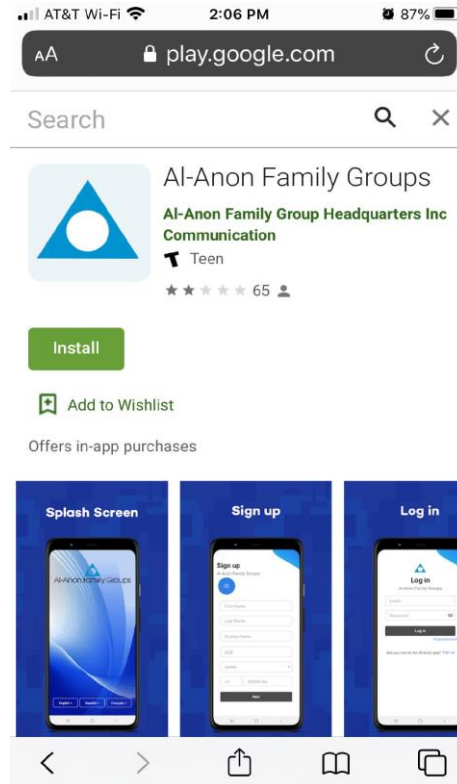
The 2021 WSC will be held on April 12 through April 16, 2021 at the Westchester Marriott in Tarrytown, New York. All Conference members will be visiting Stepping Stones.

The AFG mobile App

The AFG mobile Al-Anon App is launched in 3 languages! All that's required is an email address, birthdate, to identify Alateens, and confirmation that you meet the requirements for membership.

It has meetings available through Zoom, a Chat feature with connected friends, the ability to post pictures and make a direct donation to WSO, and lists posts from members and WSO.

It is still in the development stage and the more people who use it and the more meetings scheduled the better it will function. It does not replace the WSO web site. The app is available for android and apple devices.



Literature

The **2020 World Service Conference Summary** available on line download for free at <https://al-anon.org/pdf/P46-2020-web.pdf> or purchase a copy for \$5.00.

Hope for Today is now available in eBook format in English, French, and Spanish. It includes the index, complete with links to each reading. This collection of daily sharings from Al-Anon's adult children members is for anyone who wants to grow in acceptance, compassion, and understanding.

Direct Ordering of Spanish & French literature on the WSO ^LSEP website is now available.

Invite a WSO Staff or Volunteer to speak and/or present at your Area or District virtual event

It is easy to submit your request. There is an electronic request form on your AFG Connects "Community Home" page. It is located on the right side under the

header, "Resources," and is entitled, "WSO Staff & Volunteer Invitation Request Form.

We kindly ask that all invitation requests come to the WSO through this electronic form. When you click "Submit" at the end of the form, we immediately receive your request

Although you may name a specific Staff, Trustee, or Executive Committee member in your request, we ask that you not contact WSO Staff or Volunteers directly. The final determination of who will attend, will be made by the Executive Director in conjunction with the Chairpersons of the Board of Trustees and Executive Committee, when applicable. Using the electronic request form helps to avoid any misunderstanding.

When you get back to holding face-to-face Area Assemblies, conventions, and events, we will ask that you allow a minimum of six months for advance planning in order to ensure that your event can receive a visitor. While meeting virtually, our advance notice need not be that far in advance since there is no travel involved. However, we ask that you allow us as much advance notice as possible so that we may prepare for our "visit."

WSO Job Opening for Magazine Editor

The Magazine Editor ensures that Al-Anon magazines have content that supports the strategic goals and spiritual principles of Al Anon Family Groups. The Editor also implements promotional activities for *The Forum* and *Al-Anon Faces Alcoholism*. This position requires five or more years of membership and service in Al-Anon. To apply for this position, please forward your resume and cover letter to HumanRes@al-anon.org.

Events and Planning for the Future

- **Al-Anon's 70th Anniversary Celebration** [SEP] Anniversary Banquet, Sat., April 17, 7:00 – 10:00 pm [SEP] Held at the Westchester Marriott in Tarrytown, NY. Anniversary attendees wishing to visit Stepping Stones, home of Bill and Lois, must contact Stepping Stones to check availability for a Monday through Saturday 1:00 pm tour. No walk-in tours. [SEP] 2021 WSC closes on Friday, April 16, 2021. Tickets (price to be determined) will go on sale early next year and will be sold on a first come, first served basis for 500 guests maximum. Watch *In the Loop* for updates.
- **2023 Al-Anon 7th International Convention Update** To be held June 29 – July 2, 2023 in Albuquerque, New Mexico [SEP]
- **Hiring free-lance translators** to supplement the translators on staff (1 French & 1 Spanish) [SEP] to catch up with literature translation.

I cannot fully relate the joy, the knowledge or the relationships to which I am blessed due to my service in the Al-Anon Fellowship.

Thank you for letting me serve NY North.

Peace,
Molly C.
Delegate Panel 58