

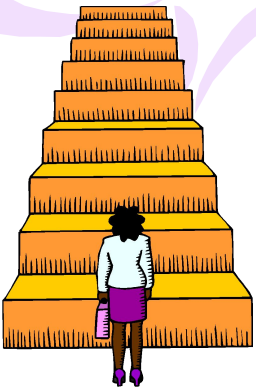
Alateen Training Module IV

Dealing with Challenges in Alateen

Part A:

**Safety/Legal matters
Behavior problems in the group**

**New York North Area 39
2021**



There **WILL** be challenges in Alateen service!

What types of challenges
might we face?

Tools and resources are
available!

Remember, we are
never alone in
Al-Anon/Alateen!



Know your resources

People

- **Other Alateen Group Sponsors/AMIAS**
- **Service Sponsor**
- **District/AIS Alateen Contact**
- **District Representative**
- **Area Delegate**
- **Area Alateen Coordinator**
- **Area Alateen Process Person (AAPP)**
- **World Service Office staff**
- **Members of supportive Al-Anon group**

CAL & Service Tools

- *Member's Web site: al-anon.org/members, including:*
 - *Alateen e-Manual*
 - *Al-Anon/Alateen Service Manual (P-24/27)*
 - *Al-Anon/Alateen Guidelines*
- *Alateen—Hope for Children of Alcoholics (B-3)*
- *Twelve Steps and Twelve Traditions for Alateen (P-18)*
- *Using Al-Anon Principles to Resolve Conflicts Kit (K-70)*
- *How Al-Anon Works for Families & Friends of Alcoholics (B-24)*

Know Your Resources

Tools we can use....



- Encourage the Alateen groups to study the Traditions and how they apply to the group as well at Alateen events
- Al-Anon/Alateen Conference Approved Literature and service tools
- *Taking a Group Inventory* Guideline (G-8a/b)
- Group discussions and voting
- The links of service: the District Representative, district Alateen contact, Area Alateen Coordinator, other Area trusted servants



Types of challenges in Alateen service

Part A:

- **Safety/Legal matters**
- **Behavior problems in the group**

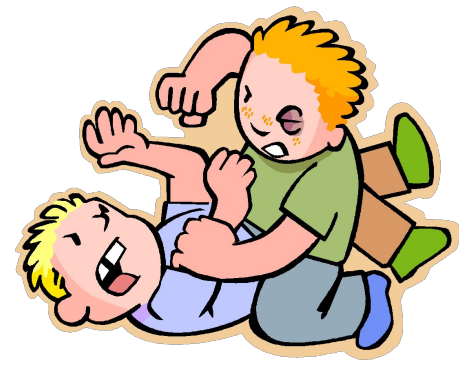
Part B:

- Conflict
- Alateens in difficult situations (“Tough Stuff”)
- Interactions with parents
- Public Outreach—building attendance
- Broken Anonymity
- Finances

Part C:

- Understanding the Area Alateen Requirements and Process
- Minimizing Challenges

Safety/legal issues



- Matters of physical safety are not negotiable, and not up to the group.
- Alateen Group Sponsors have the responsibility to insure that the meeting is a safe place. *"Engaging in roughhousing, fighting, overt and covert sexual behavior or any other inappropriate activities before, during, and after an Alateen meeting or event can put you or your group in a dangerous position..."* (from *Alateen Safety Guidelines*, G-34)
- Be familiar with your Area Alateen Requirements, Area Alateen Process, and local laws.
- Research local resources and hotline phone numbers that could help a child with a dangerous or abusive situation.
- **What are examples of physical safety challenges?**



Safety/legal issues

Mandatory reporting

- “Child abuse laws relating to mandatory disclosure usually refer to individuals performing in a professional capacity, and not as volunteers. It is advisable that the laws in each state/province/ country be investigated because they do vary from place to place. Where reporting is required, there is no choice but to comply with the law.” (*Alateen Safety Guidelines*, G-34)
- **If reporting is mandatory, how do we prepare the Alateens?**

If a mandated reporter is present, the Alateens must be made aware of this at every meeting, before sharing begins, so that they have a choice in the subjects they share. If it becomes necessary to report something, do it as an interested and concerned adult, not as a representative of Al-Anon or Alateen.



Safety/legal issues

When thinking of reporting*

Whether reporting is mandatory or not:

- Start by discussing the matter with the Area Alateen Coordinator, DR, or other trusted servants according to the Area Process.
- Before reporting, discuss your intentions with the Alateen member.
- Follow advice of legal counsel regarding keeping identities anonymous.
- Any reporting is done as an individual, not as an Alateen Group Sponsor or AMIAS.

(Taken from the *Alateen Safety Guidelines*, G-34*)

A decorative graphic on the left side of the slide features three balloons: a light green one at the top, a light blue one in the middle, and a light purple one at the bottom. Yellow streamers and triangular shapes are scattered around the balloons.


Safety/legal issues

Mandatory reporting

- Al-Anon and Alateen are not above the law.
- As volunteers, AMIAS are NOT Mandated Reporters in New York State. It is recommended that all AMIAS become familiar with the reporting guidelines for New York State.

Alateen and the Law

To review the Summary Guide for Mandatory Reporters in New York State refer to the appendix section of NYN Alateen Guidelines or go to ocfs.ny.gov/main/publications/Pub1159.pdf



NEW YORK STATE
Office of Children and Family Services

Summary Guide for Mandated Reporters in New York State

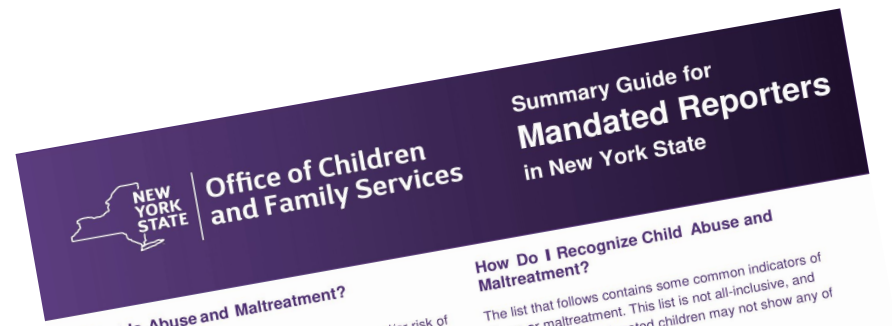
This material provides mandated reporters with an overview of their obligations and some basic information about the New York State Child Protective Services (CPS) system.

Who Are Mandated Reporters?
New York State recognizes that certain professionals are specially equipped to perform the important role of mandated reporter of child abuse or maltreatment. Those professionals include:

<ul style="list-style-type: none">* Physician* Registered physician's assistant* Surgeon* Medical examiner* Coroner* Dentist* Dental hygienist* Osteopath* Optometrist* Chiropractor* Podiatrist* Resident* Intern* Psychologist* Registered nurse* Social worker* Emergency medical technician	<ul style="list-style-type: none">* Licensed creative arts therapist* Licensed marriage and family therapist* Licensed mental health counselor* Licensed psychoanalyst* Licensed behavior analysts* Certified behavior analyst assistants* Hospital personnel engaged in the admission, examination, care or treatment of persons* Christian science practitioner limited to):<ul style="list-style-type: none">- teacher- guidance counselor- psychologist- social worker- nurse- administrator or other school personnel required to hold a teaching or administrative license or certificate	<ul style="list-style-type: none">* Social services worker* Director of a<ul style="list-style-type: none">- children's overnight camp,- summer day camp or- traveling summer day camp* Day care center worker* School age child care worker* Provider of family or - group family day care* Employee or volunteer in a residential care facility for children* Any other child care or foster care worker* Mental health professional* Substance abuse counselor* Alcoholism counselor* All persons credentialed by the NYS Office of Alcoholism and Substance Abuse Services	<ul style="list-style-type: none">* Peace officer* Police officer* District attorney or assistant district attorney* Investigator employed in the office of the district attorney* Any other law enforcement official
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When Am I Mandated to Report?
Mandated reporters are required to report child abuse or maltreatment.

The entire current list can be found in Article 6, Title 6, and Section 413 of the New York Social Services Law. The New York State Legislature's Website (<http://public.leginfo.state.ny.us/menu.cgi>). Click on the link for the current list.



NEW YORK STATE
Office of Children and Family Services

Summary Guide for Mandated Reporters in New York State

How Do I Recognize Child Abuse and Maltreatment?

The list that follows contains some common indicators of abuse or maltreatment. This list is not all-inclusive, and some abused or maltreated children may not show any of these symptoms.

Indicators of Physical Abuse Can Include:

- * Injuries to the eyes or both sides of the head or body (accidental injuries typically only affect one side of the body);
- * Frequent injuries of any kind (bruises, cuts, and/or burns), especially if the child is unable to provide an adequate explanation of the cause. These may appear in distinctive patterns such as grab marks, human bite marks, cigarette burns, or impressions of other instruments;
- * Destructive, aggressive, or disruptive behavior;
- * Passive, withdrawn, or emotionless behavior;
- * Fear of going home or fear of parent(s).

Indicators of Sexual Abuse Can Include:

- * Symptoms of sexually transmitted diseases;
- * Injury to genital area;
- * Difficulty and/or pain when sitting or walking;
- * Sexually suggestive, inappropriate, or promiscuous behavior or verbalization;
- * Expressing age-inappropriate knowledge of sexual relations;
- * Sexual contact with other children.

What Is Abuse and Maltreatment?

Abuse encompasses the most serious injuries and/or risk of serious injuries to children by their caregivers. An abused child is one whose parent or other person legally responsible for his or her care inflicts serious physical injury upon the child, creates a substantial risk of serious physical injury, or commits a sex offense against the child. Abuse also includes situations where a parent or other person legally responsible knowingly allows someone else to inflict such harm on a child.

Maltreatment (Includes Neglect)

Maltreatment means that a child's physical, mental or emotional condition has been impaired, or placed in imminent danger of impairment, by the failure of the child's parent or other person legally responsible to exercise a minimum degree of care by:

- * failing to provide sufficient food, clothing, shelter, education;
- or
- * failing to provide proper supervision, guardianship, or medical care (refers to all medical issues, including dental, optometric, or surgical care); or
- * using excessive corporal punishment, abandoning behavior or verbalization, or other drugs to the extent that the child is in danger of physical or emotional harm.

Alateen and the Law

If an AMIAS feels a moral responsibility to report a case of suspected child abuse to the authorities, refer to the World Service Guideline G-34 Page 4, "Alateen Safety Guidelines."



Office of Children
and Family Services

Summary Guide for Mandated Reporters in New York State

Where Do I Call to Make a Report?

As soon as you suspect abuse or maltreatment, you must report your concerns by telephone to the New York Statewide Central Register of Child Abuse and Maltreatment (SCR). The SCR is open 24 hours a day, seven days a week, to receive your call. The timeliness of your call is vital to the timeliness of intervention by the local department of social services' Child Protective Services (CPS) unit. You are not required to notify the parents or other persons legally responsible either before or after your call to the SCR. In fact, in some cases, alerting the parent may hinder the local CPS investigation and adversely affect its ability to assess the safety of the children. The telephone numbers to report abuse or maltreatment by a parent, foster care or day care are:

Mandated Reporter (800) 635-1522
Public Hotline (800) 342-3720
For Abuse by Institutional Staff:
1-855-373-2122

Oral reports to the SCR from a mandated reporter must be followed within 48 hours by a written report to the local department of social services' CPS unit on form **LDS-2221A**. A copy of this form and the local mailing address can be obtained by contacting your local department of social services, or by visiting the New York State Office of Children and Family Services (OCFS) website at ocfs.ny.gov. Click on "Forms", then click on "Try a keyword search..."; enter the form number in the box and click "Find".

To contact your local department of social services, click here: <http://ocfs.ny.gov/main/localdss.asp>

What Happens When I Call the SCR?

There may be times when you have very little information on which to base your suspicion of abuse or maltreatment, but this should not prevent you from calling the SCR. A trained specialist at the SCR will help to determine if the information you are providing can be registered as a report.

The **LDS-2221A Mandated Reporter** form helps you organize the information you have.

Local CPS Role and Responsibilities

When a report is registered at the SCR, the local department of social services is immediately notified for investigation and follow-up. A local CPS caseworker will initiate an investigation within 24 hours.

CPS intervention consists of an evaluation of the child and other children in the home and the development of a plan to meet the needs of the child and family. If there is an immediate threat to the child's life or health, CPS may remove the child from the home.

Upon request, CPS may obtain from the mandated reporter those records that are essential to a full investigation of alleged child abuse and maltreatment for any report made by the mandated reporter. The mandated reporter must determine which records are essential to the full investigation and provide those records to CPS when requested to do so.

Within 60 days of initiating the investigation, CPS will determine whether the report is indicated or unfounded. Mandated reporters may ask to be informed of the outcome of the report.

Law Enforcement Referrals

If a call to the SCR provides information about an immediate threat to a child or a crime committed against a child, but the perpetrator is not a parent or other person legally responsible for the child, the SCR staff will make a Law Enforcement Referral (LER). The relevant information will be recorded and transmitted to the New York State Police Information Network or to the New York City State Victims Liaison Unit. This is not a CPS report, and local CPS will not be involved.



Office of Children
and Family Services

Summary Guide for Mandated Reporters in New York State

What Protection or Liability Do I Have? Source Confidentiality

The Social Services Law provides confidentiality for mandated reporters and all sources of child abuse and maltreatment reports. OCFS and local CPS are not permitted to release to the subject of the report any data that would identify the source of a report unless the source has given written permission for them to do so. Information regarding the source of the report may be shared with court officials, police, and district attorneys, but only in certain circumstances.

Immunity from Liability

If a mandated reporter makes a report with earnest concern for the welfare of a child, he or she is immune from any criminal or civil liability that might result. This is referred to as making a report in "good faith."

Protection from Retaliatory Personnel Action

Section 413 of the Social Services Law specifies that no agency shall take any retaliatory personnel action against an employee who made a report to the SCR. Furthermore, no school, school official, child care provider, foster care provider, or mental health facility provider shall impose any conditions, including prior approval or prior notification, upon a member of their staff mandated to report suspected child abuse or maltreatment.

Penalties for Failure to Report

Anyone who is mandated to report suspected child abuse or maltreatment—and fails to do so—could be charged with a Class A misdemeanor and subject to criminal penalties. Further, mandated reporters can be sued in a civil court for monetary damages for any harm caused by the mandated reporter's failure to make a report to the SCR.

Who Provides Training for Mandated Reporters?

The New York State Education Department (SED) Office of the Professions oversees the training requirements for mandated reporters. Some categories—including teachers, social workers, social workers—need this requirement. The training

OCFS has shared this well-received curriculum with other certified providers of mandated reporter training, as well as with colleges and universities across the state that provide educational programming in the fields covered by the mandated reporter statute.

OCFS provides mandated reporter training through a contractual agreement with the CUNY School of Professional Studies.

OCFS offers a Self-Directed Online Training for mandated reporters. This two-hour web-based online training course is available 24/7 and is accessible at:

www.nysmandatedreporter.org

There is no cost to the participant.

Special Note: Mandated Reporters who require licensure or certification through the New York State Department of Education (NYSED) are required to take mandated reporter training from a trainer who has been approved by the New York State Education Department. For more information, please go to <http://www.op.nysed.gov> or contact the New York State Education Department at: OPPLEUCA@mail.NYSED.gov.

Conclusion

Protecting children and preventing child abuse and maltreatment does not begin or end with reporting. Efforts to prevent child abuse and maltreatment can only be effective when mandated reporters and other concerned citizens work together to improve the safety net in their communities.

To be most effective, your local CPS needs strong partnerships within your community. By getting to know the staff in your local CPS unit, you will gain a better understanding of how your local program is structured, and CPS will better understand how to work more effectively with you.

By working together, we can better protect our vulnerable children.

New York State Office of Children & Family Services
Capital View Office Park, 52 Washington Street
Rensselaer, New York 12144

To report child abuse and neglect, call: 1-800-342-3720
For information on the Abandoned Infant Protection Act,

For additional copies of this pamphlet visit our website at: ocfs.ny.gov and click on "Publications."

Follow us on Facebook: <https://www.facebook.com/ocfs>

Safety/legal issues

Finding the balance among Concept Three and Traditions Two and Four

Concept Three: The right of decision makes effective leadership possible.

This tells us the right of decision makes effective Alateen Group Sponsorship possible: **within the framework of their job description**, it should be traditional for Alateen Group Sponsors to decide which matters they can handle on their own, and which they will report, consult others, or ask specific direction.

Safety/legal issues

Finding the balance among Concept Three and Traditions Two and Four

Tradition Two: For our group purpose there is but one authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants—they do not govern.

- The Al-Anon solution to group problems is found in **Tradition Two**, which refers to “trusted servants.” Alateen Group Sponsors are trusted servants to the Alateen group and to the Al-Anon fellowship. **There is accountability.**
- Alateen Group Sponsors do not govern or own their Alateen groups.



Safety/legal issues

Finding the balance among Concept Three and Traditions Two and Four

- **Tradition Four:** Each group should be autonomous, except in matters affecting other Alateen and Al-Anon Family Groups or A.A. as a whole.
- Know what the Tradition means.
 - What types of matters fall under group autonomy?
 - What matters might affect other Alateen groups as a whole?
 - Al-Anon Groups as a whole?
 - A.A. as a whole?
 - How can we determine the difference?



Safety/legal issues

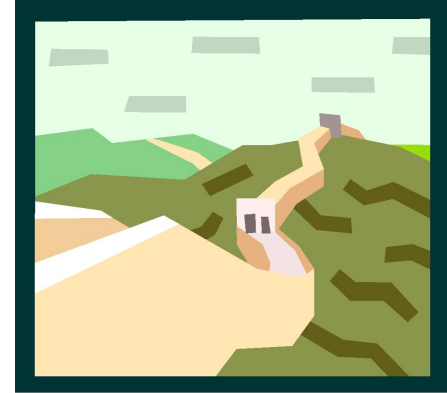
Keep the focus on safety

What are some common sense ways to keep the focus on safety?

- Transport Alateens in a group and with another adult
- Do not transport Alateens without parental permission
- Obtain permission/medical care forms when required
- Be gender & number conscious

Behavior problems

Setting boundaries with Alateen members



- Treat Alateens with respect.
- Demonstrate Al-Anon principles with what you say and do.
- Do not accept unacceptable behavior.
- **How can we accomplish this?**
 - Use “I” messages, sharing our own feelings about the situation.
 - Don’t be afraid to ask a disruptive Alateen to leave the meeting.
 - Ask for help from other AMIAS.

Behavior problems

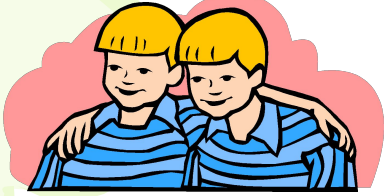
Identify physical safety issues vs.
group behavior problems

**The group can set the rules before
there is a problem!**

Group problems might be:

- Dominating the discussion in meetings
- Rudeness
- Getting off topic
- Lack of self-discipline
- Age differences





Behavior problems

Siblings

Are asked to:

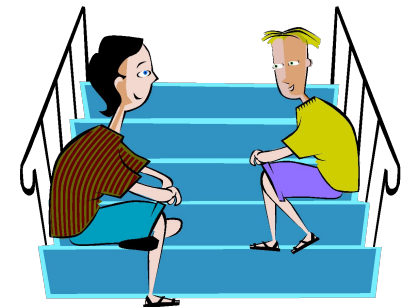
- be peers in the meetings
- keep family rivalry or problems out of the group
- keep each other's confidences



Behavior problems

Addressing a problem in the Aleteen group

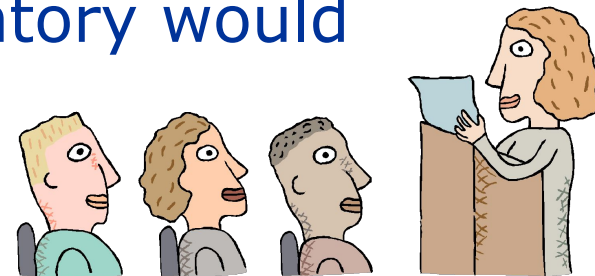
- When there is disruptive behavior in the group, both group members and Sponsors can ask members to stop.
- If attempts to resolve a behavior issue directly with the individuals have not worked, the behavior may need to be discussed by the group.
- For example, the group might discuss, “how will we handle use of cell phones and texting during our meetings?”



Behavior problems

Addressing a problem in the Alateen group

- In the group, **say the Serenity Prayer**. Then either the Alateen Group Sponsor or an Alateen member may share the problem in a general way with the group, inviting discussion.
- Encourage the Alateens and Alateen Group Sponsors to **apply the Traditions** to the situation and to stick to Al-Anon/Alateen principles.
- The group may decide to update their behavior guidelines, including actions to take with violators.
- The group may decide a group inventory would be helpful.

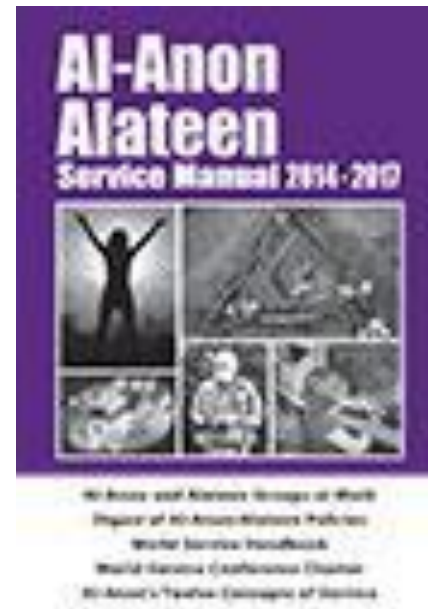


Behavior problems

Alateen resources in our literature and service tools

- *Al-Anon/Alateen Service Manual* (P-24/27)
 - *Alateen: Hope for Children of Alcoholics* (B-3)
 - *Twelve Steps and Twelve Traditions for Alateen* (P-18)
 - Al-Anon/Alateen guidelines
- Service Manual* and guidelines available at:

al-anon.org/members



Behavior problems

A group inventory may help

- Taking group inventory can help to prevent problems, as well as to identify them and find solutions.
- Giving the Alateens responsibility for their meeting or event can deepen their commitment to upholding behavior requirements.
- Resource: *Taking a Group Inventory* guideline (G-8a/b)

"Participation is the key to harmony." (Concept Four)



Behavior problems

Group conscience vote

- The next step is to discuss “taking an informed group conscience” with the group.
- After the matter is discussed and voted on, the group honors the opinion of the majority.
- When the Alateen group determines its own behavioral guidelines and the process for dealing with violations, the group members will monitor their own behavior.



Alateen Training Module IV

Dealing with Challenges in Alateen

Part B:

Conflict

Alateens in Difficult Situations

Interactions with Parents

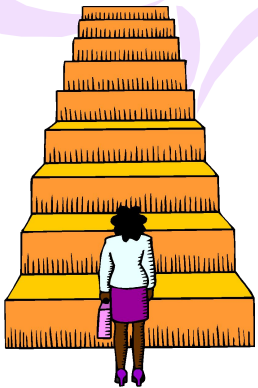
Public Outreach—Building Attendance

Broken Anonymity

Finances

New York North Area 39

2021





Types of challenges in Alateen service

Part A:

- Safety/Legal matters
- Behavior problems in the group

Part B:

- **Conflict**
- **Alateens in difficult situations**
- **Interactions with parents**
- **Public Outreach—building attendance**
- **Broken Anonymity**
- **Finances**

Part C:

- Understanding the Area Alateen Requirements and Process
- Minimizing challenges

Dealing with Conflict

- Conflict can occur in any group, and dealing with it can make the group and the individuals involved stronger.
- There may be conflict between the Alateen members and an Alateen Group Sponsor, or between two Group Sponsors or two Alateens.
- AFG of Mass Inc Process for Implementing Alateen Requirements includes: Complaint Process for issues unresolved at the group level.
- Describe conflicts you may have experienced.



Conflict between Alateens and an Alateen Group Sponsor

- An open discussion in the group may be helpful. All parties practice the Twelfth Tradition by placing principles above personalities.
- The Sponsor the Alateens are having difficulty with may be asked to leave the room as long as there is another AMIAS present.
- The group might ask the District Representative (DR), Alateen Coordinator, or another trusted servant to participate in the discussion. An impartial party may provide a new perspective.
- The DR or Alateen Coordinator may also help the group take a group inventory.
- In order to resolve the conflict, the Sponsor may step down for a time.* ***Remember, the meeting is for the Alateens!***

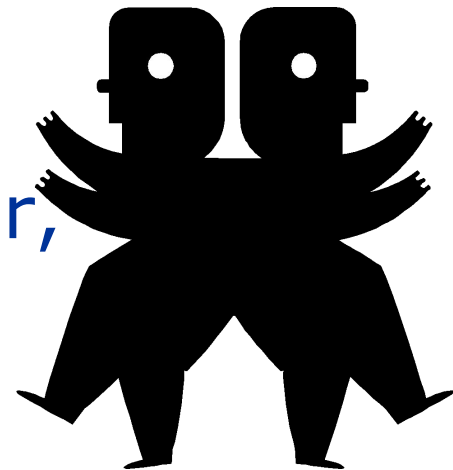
Conflict between Alateen Group Sponsors

Some conflicts are personal in nature:

- Personality conflicts
- Differences in style of Sponsoring
- Dominating the group and other Alateen Group Sponsors

Use your resources:

Talk to your DR, Alateen Coordinator,
other trusted servants





Conflict with Alateen Group Sponsors

Some conflicts are with the Area Alateen Process:

- Use of the Alateen name requires compliance with the Area Alateen Safety and Behavioral Requirements.

This is not optional.

- The Area has the right of decision on who can serve as an Alateen Group Sponsor.
- The Area Alateen Coordinator, Alateen Process Person, and Delegate are the contacts for Area Process questions.

Alateens and Difficult Situations

Topics teens bring up could be:

- Living with physical violence
- Running away
- Peer pressure
- Abuse
- Sex & sexuality
- Suicide



You might notice these behaviors:

- **Fidgeting or moving around**
- **Crying**
- **Seeming angry or confused**
- **Doodling**



Difficult Situations

When you encounter tough stuff

- What can Alateen Group Sponsors do?
 - Let the child talk about it. Encourage members to find their own solutions.
 - Suggest a meeting topic to engage the group in general discussion on living with violence or anger.
 - Know your local laws, especially regarding mandatory reporting. Keep a list of community resources to provide to Alateens if needed.
 - Talk to other Alateen Group Sponsors and your Service Sponsor. Share your concerns without violating the Alateen's anonymity.

Difficult Situations

Detaching from things you hear in Alateen

- Alateens may share family matters that are disturbing. Remember they are only sharing one side of the story. It is important that the Sponsor not place themselves between the child and the parent.
- The Alateen Group Sponsor's or AMIAS' role is not to "fix" each Alateen's problems.
- Alateen group meetings and events are a safe haven for the Alateens.
- Alateen Group Sponsors and AMIAS need to keep their focus on their own recovery, and not let others' problems become overwhelming.

Difficult Situations

Avoiding Sponsor burnout



Alateen Group Sponsors need to take steps to avoid burnout, as Alateen sponsorship can be stressful and emotionally draining.

- Attend additional Al-Anon meetings.
- Attend or chair a meeting on “laughter”!
- Attend Alateen Sponsor meetings/weekends in your district/Area.
- Use your personal and service Sponsors.
- Put your emotional and spiritual needs first.
- Take a break from sponsoring.

Interactions with Parents

When parents ask questions

- Be prepared to answer questions such as:
 - How do I get my child to attend?
 - Can I stay at the meeting with my child?
 - How is the meeting run?
 - Will they talk about me?
 - Will you counsel them personally?
 - Does my child participate?
- Stress how Al-Anon can help the parent
- Give them literature
- What parents need to know
 - When to use permission forms
 - Let them know the safety procedures for the meeting or event





Interacting with Parents

When parents ask questions

- Alateen recovery is about learning to keep the focus on oneself, just as Al-Anon members do.
- The Alateen Group Sponsor and the other Alateens are bound by our Tradition of anonymity. In the same way, we respect parents' confidentiality and do not share what they say with the Alateen member.
- Never come between a child and their parent, or undermine the parent's authority. The Alateen Group Sponsor only has responsibility for the child while the child is in the Alateen meeting or event. The parent's decisions must be adhered to—whether you agree with them or not.

Anonymity



- It is important to discuss the meaning of anonymity and confidentiality with the Alateen group (Traditions Eleven and Twelve).
- Alateens and Alateen Group Sponsors need to understand the importance of “Who you see here, what you hear here, when you leave here, let it stay here.”
- Sponsors protect Alateen confidences when talking with other Sponsors.
- Review section of this presentation on “Safety/Legal Issues” on reporting.*

Anonymity Challenges of technology



Anonymity Online

“Tradition Eleven gives a specific guideline: ‘we need always maintain personal anonymity at the level of press, radio, films, and TV.’ It is Al-Anon/Alateen policy to interpret Tradition Eleven to include the Internet as well as all forms of evolving public media. Personal anonymity in the media guards the fellowship from the Al-Anon/Alateen member who may be tempted to seek public recognition.”

2018-2021 Al-Anon/Alateen Service Manual (P-24/27), page 97

Anonymity

Challenges of technology



- “On any Web site accessible to the public, whether an Al-Anon site or not, full names, phone numbers, or other identifying information are not posted, if they are identified as belonging to an Al-Anon/Alateen member.”

2018-2021 Al-Anon/Alateen Service Manual (P-24/27, page 98)

- Alateen identifying information is never posted on the Internet.
- Any contacts for an Alateen event posted online should be Area-certified AMIAS.
- See *Guideline for Al-Anon Web Sites (G-40)*

Anonymity

Challenges of technology



- “Web-based communication, such as on-line audio/visual materials (e.g. Web casts or podcasts), social networking sites, and blogs, provides members with easy access to distribute information about Al-Anon/Alateen recovery to a large audience. In keeping with Tradition Eleven...members who use this type of communication outlet must maintain their personal anonymity and that of any Al-Anon/Alateen or A.A. member, as the Internet is a form of media.”

2018-2021 Al-Anon/Alateen Service Manual (P-24/27, page 98)

Financial Challenges



Group Finances

- It is the goal of every Al-Anon/Alateen group to be “fully self-supporting” (Tradition Seven).
- Within Al-Anon/Alateen, members and groups help each other to attain the goal of self support.
- Discussion of Tradition Seven in the Alateen group is helpful.

Financial Challenges



Alateen Conference Expenses

- Attending Alateen conferences is an individual expense.
- “Alateens, like Al-Anon members, participate in paying for their attendance at conferences whenever possible.”
(*Alateen Conferences*, G-16)
- Alateens should be encouraged to plan their own fundraising activities, and to ask the Al-Anon district/Area for help.
- The *Alateen Conferences* Guideline (G-16) provides shared experience on local/Area Alateen event fundraising.
- **How can Al-Anons help Alateens to be fully self-supporting?**

Applying the Traditions in Alateen meetings/events and in Alateen service

Study of the Traditions can:

- Help solve problems
- Help the Alateens to understand the principles of anonymity and self-support

Alateen CAL Resources:

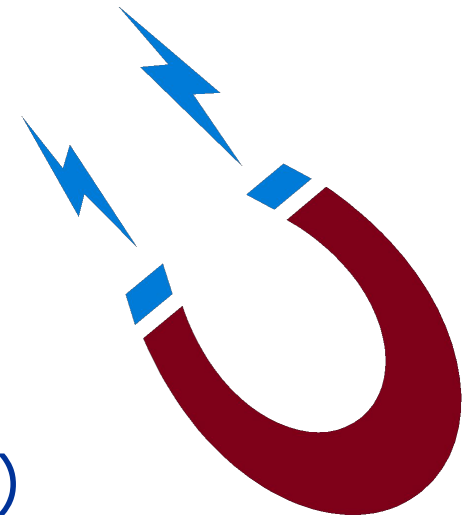
- *Alateen—Hope for Children of Alcoholics* (B-3)
- *Twelve Steps and Twelve Traditions for Alateen* (P-18)



Public Outreach

The challenge of attracting teens to the group

- Getting the word out about Alateen is an ongoing challenge.
- Work with Area Alateen Coordinator, District/AIS Alateen and Public Outreach contact/committee
- Plan Public Outreach to:
 - Al-Anon groups
 - A.A. groups
 - Schools
 - Community
 - Local events (health fairs, etc.)



Public Outreach

The challenge of attracting teens to the group

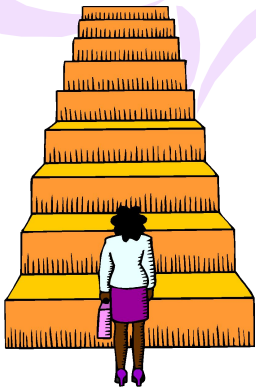
- Participate in local/Area service meetings. Demonstrate that Alateen is part of Al-Anon.
- Encourage Alateens to attend local fellowship events, in compliance with Area Alateen Safety and Behavioral Requirements.
- Work with your local district/AIS public outreach committee to help get the word out to schools, professionals, and the community.

Alateen Training Module IV

Dealing with Challenges in Alateen

Part C:

**Understanding the Area Alateen Requirements and
Process
Minimizing Challenges**



**New York North Area 39
2021**



Types of challenges in Alateen service

Part A:

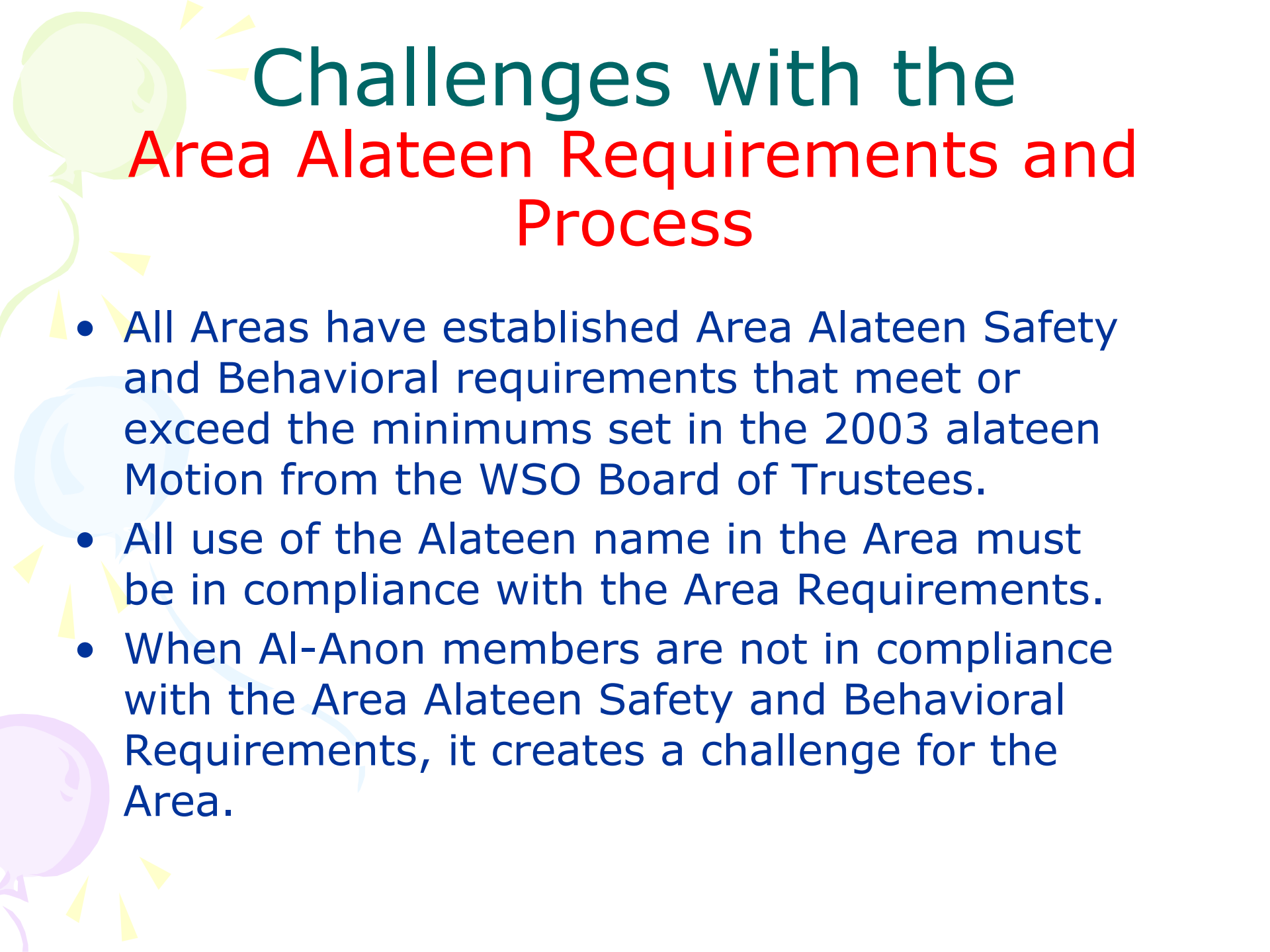
- Safety/Legal matters
- Behavior problems in the group

Part B:

- Conflict
- Alateens in difficult situations
- Interactions with parents
- Public Outreach—building attendance
- Broken Anonymity
- Finances

Part C:

- **Understanding the Area Alateen Requirements and Process**
- **Minimizing challenges**



Challenges with the Area Alateen Requirements and Process

- All Areas have established Area Alateen Safety and Behavioral requirements that meet or exceed the minimums set in the 2003 alateen Motion from the WSO Board of Trustees.
- All use of the Alateen name in the Area must be in compliance with the Area Requirements.
- When Al-Anon members are not in compliance with the Area Alateen Safety and Behavioral Requirements, it creates a challenge for the Area.

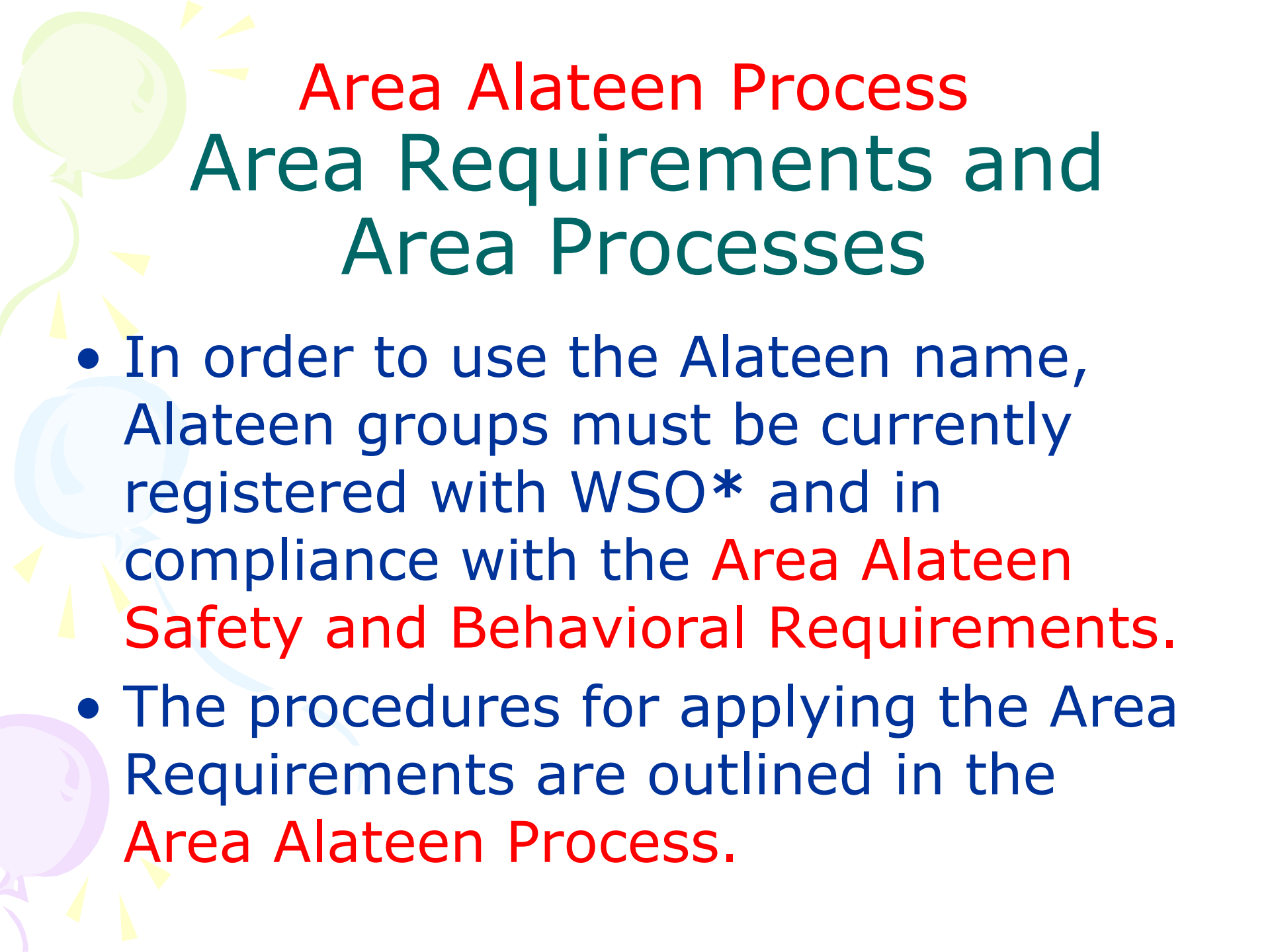


Area Alateen Process

Area Requirements

“...if an Area within the World Service Conference Structure uses the Al-Anon or Alateen name in conjunction with **any meeting(s), group(s), convention(s), or any other gathering(s) in the Area where Alateen participation is offered**, the Area must have safety and behavioral requirements for all Alateen members and Al-Anon members involved in Alateen service. These safety and behavioral requirements must meet the minimum requirements of Al-Anon Family Group Headquarters, Inc.”

(2003 Alateen Motion)

The background features a white background with several colorful balloons (green, blue, purple) and yellow streamers on the left side. The text is centered and uses a mix of red and teal colors for emphasis.

Area Alateen Process

Area Requirements and Area Processes

- In order to use the Alateen name, Alateen groups must be currently registered with WSO* and in compliance with the **Area Alateen Safety and Behavioral Requirements.**
- The procedures for applying the Area Requirements are outlined in the **Area Alateen Process.**



Area Alateen Process

Minimum Requirements

In addition to minimum requirements for Al-Anon Members Involved in Alateen Service (AMIAS), the 2003 Alateen Motion set the following minimums:

- There must be **at least one Alateen Group Sponsor** at every Alateen meeting.
- The Area Requirements must **prohibit overt or covert sexual interaction** between any adult and Alateen member.*
- The Area requirements must **prohibit conduct contrary to applicable laws**.
- The Area requirements must contain **procedures for parental permission and medical care** when applicable.
- The Area requirements must be **reviewed by local counsel**.



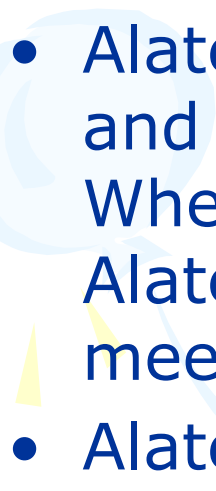

Area Alateen Process Area Requirements

Contact the Area Alateen Coordinator or Area Alateen Process Person (AAPP) for current copy of the NYN Area 39 Safety & Behavioral Requirements for Al-Anon Members Involved in Alateen Service & Behavioral Requirements for Alateens or refer to Module I.



Area Alateen Process

Alateen Groups

- Alateen groups must have at least one certified AMIAS serving an Alateen Group Sponsor at each meeting.
 - Alateens are members of Al-Anon Family Groups, and are always welcome at Al-Anon meetings. When no Alateen Group Sponsor is available, Alateens can attend an Al-Anon meeting that meets at the same time and place.
 - Alateen groups promptly update their group information whenever a change is made. Note that a change in Sponsor or CMA must be updated immediately, as groups do not qualify for registration without active AMIAS in these service roles.
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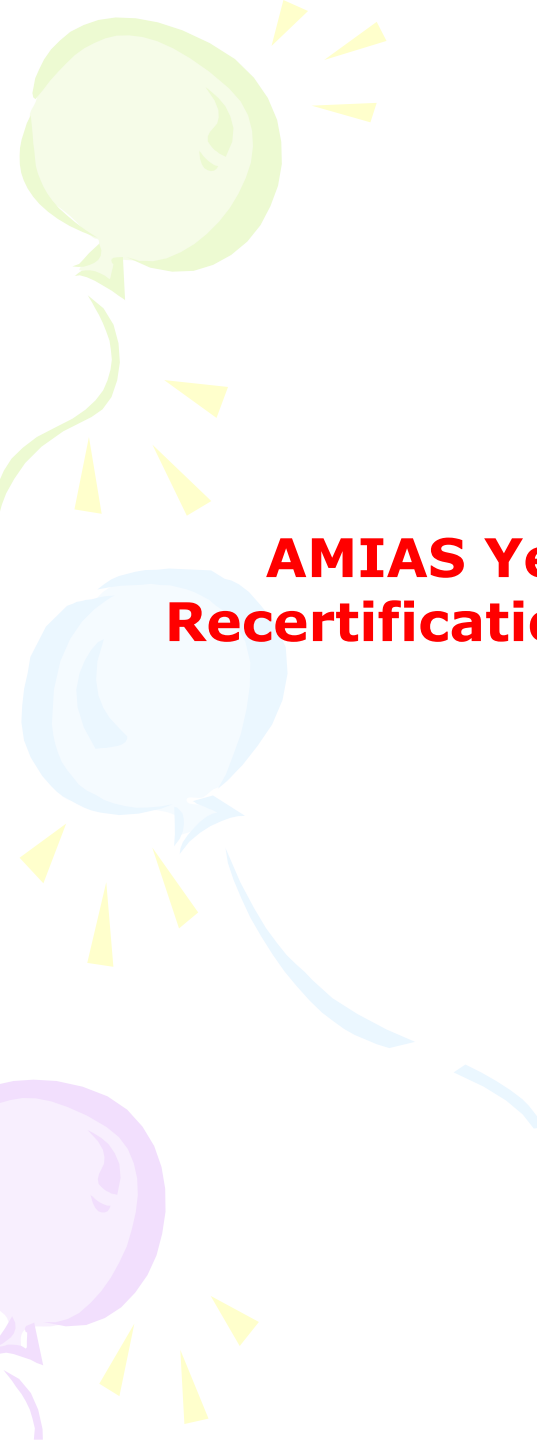
Area Alateen Process Annual Recertification

- The 2003 Alateen Motion states, “...each Area must have a process to certify, and must so certify to the WSO annually, that each Al-Anon member involved with Alateen service has met the Area’s Safety and Behavioral Requirements and has agreed to abide by them.”



Al-Anon Members Involved in Alateen Service NYN Area Yearly Process Recertification

- Each year the World Service Office will provide the AAPP with a list of all active AMIAS within their Area.
- The AAPP will send each AMIAS the Yearly AMIAS Recertification Form (Attachment E) along with a cover letter of instructions.
- All AMIAS must complete and sign the form indicating if they wish to continue serving as an AMIAS.
- Upon receiving the form the AAPP updates any changes in AMIAS' demographic information and then recertifies using the WSO Online Group Records Program.
- When an AMIAS declines to continue service or no longer qualifies for active status, the AAPP will inactivate the AMIAS using the WSO Al-Anon Online Group Records program.
- Any AMIAS failing to recertify will be inactivated and sent an Inactivation Form.
- No later than July, the AAPP will send each DR a list of all AMIAS eligible to serve in his/her District.



AMIAS Yearly Recertification Form

PLEASE PRINT

Attachment E

New York North AFG
Yearly Al-Anon Member Involved in Alateen Service (AMIAS) Candidate Re-certification Form

Full Name: _____

Home Phone: _____ Cell Phone: _____

Email Address: _____

Address/City/State/Zip: _____

Al-Anon Home Group _____ District # _____

This form must be completed by all Al-Anon Members who wish to become an Alateen Group Sponsor/AMIAS (Al-Anon Member Involved in Alateen Service) in New York North.

Please initial one of the following statements:

I no longer wish to serve as an AMIAS in New York North. _____ (Initial) If no, skip to end, sign and return.

I wish to continue my service as an AMIAS in New York North. _____ (Initial) If yes please answer all of the following statements.

Please take a moment to read each question and initial.

1. I am at least 21 years old. _____ (Initial)
2. I have at least 2 or more years in Al-Anon. _____ (Initial)
3. I attend Al-Anon Meetings on a regular basis. _____ (Initial)
4. I have a Personal Al-Anon Program Sponsor and/or Al-Anon Service Sponsor. _____ (Initial)
5. I have not been convicted of a felony. _____ (Initial)
6. I have not been charged with child abuse, including any inappropriate sexual behavior. _____ (Initial)
7. I agree not to have overt or covert sexual interaction (whether consensual or not) with any Alateen member including but not limited to: (Initial each)
 - Touching a teen inappropriately. _____
 - Dating a teen who is an Alateen Member. _____
 - Holding or hugging in an inappropriate manner. _____
8. I have not demonstrated emotional problems that could result in harm to Alateen members. If such issues do arise, I will step away from my position until my issues are resolved. _____ (Initial)
9. I agree to conduct myself in a manner that complies with all applicable laws. _____ (Initial)
10. I agree to have Automobile Insurance Coverage applicable with New York State Laws when transporting Alateens. _____ (Initial)
11. I have read, understand agree that as an active AMIAS (Al-Anon Member Involved in Alateen Service) in New York North I meet the above criteria. _____ (Initial)
12. I agree to step down immediately as an AMIAS should I become unable to meet all criteria above. _____ (Initial)
13. In order to protect myself from any types of accusations by an Alateen member I understand that it is strongly suggested that there be at least two AMIAS' in the Alateen meeting room at all times. _____ (Initial)
14. I understand that as an AMIAS I need to take part in any educational programs presented by the NYN Alateen Coordinator. _____ (Initial)

Signature: _____ Date: _____

Print Name: _____

Please return this form to the NYN Area Alateen Process Person.

{Created 1/1/2020}

Al-Anon Members Involved in Alateen Service NYN Area Yearly Process Recertification

- On a yearly basis, all AMIAS must review NYN Area Guidelines and Requirements and the following WSO Guidelines: G-5/G-7/G-16/G-19/G-20/G-24/G-34 and WSO policy on Alateen found in the current Al-Anon Alateen Service Manual pages 93 - 97.
- Please review all Alateen Training Modules.
- Also, please review the new Alateen e-Service Manual that can be found on the members' website.

Area Alateen Process

Alateen events



- Any event using the Alateen name must be in compliance with the Area Alateen Safety & Behavioral Requirements.
- Any event using the Alateen name is connected to the Area in which it is held.
- Any open meetings at events including Alateens have a safety plan to insure that the Alateens are always in the care of certified AMIAS or a parent.*
- When Alateens attend an event with their parent/guardian, the parent/guardian is responsible for their children before and after Alateen meetings and scheduled Alateen events.

Area Alateen Process

Alateen events



- Alateen Conferences
- Al-Anon/Alateen Conventions
- A.A. Conventions with Al-Anon/Alateen participation
- Fundraisers and open houses
 - Whose responsibility is it?
 - Area requirements

See Module III for more detail on Alateen Events.

Minimizing challenges

- Have more than one Alateen Group Sponsor at each meeting.
- Set behavioral guidelines for the meeting with the Alateens. Review them frequently.
- Encourage Alateens to police themselves.
- Set boundaries with the Alateens.
- Don't accept unacceptable behavior.
- Seek support from others:
 - AMIAS, Alateen Group Sponsors
 - Al-Anon group(s)
 - District and Area Trusted Servants
- Participate in local/Area Al-Anon/Alateen events.
- Have a burnout prevention plan!



Minimizing Challenges

Supportive Al-Anon groups:

- Are a source of certified AMIAS as backup Alateen Group Sponsors
- Welcome teens to their meeting
- Let the group know that Alateen is available
- Encourage their members to bring their children to Alateen

See Module I: Alateen Overview



Minimizing Challenges

Remember your resources

We are never alone in Al-Anon/Alateen...we have:

- Twelve Traditions and Twelve Concepts of Service
- Other certified Al-Anon Members Involved in Alateen Service
- Area Alateen Safety and Behavioral Requirements & Area Alateen Process
- Conference Approved Literature & service tools
- *Al-Anon/Alateen Service Manual (P-24/27)*
- Alateen guidelines
- The links of service:
 - District Alateen contact, District Representative, Area Alateen Coordinator, Area Alateen Process Person, Area Delegate and other officers, Area World Service Committee, Area Assembly
- World Service Office
- Alateen Service e-Manual on the Members' Web site: al-anon.org/members

Wrap up

- We are never alone in Alateen Service...talk to each other, reason things out with someone else...
- Use the resources available





Wrap Up

Contact for questions

District Representative
Area Alateen Coordinator

alateen@nynafg.com

Area Alateen Process Person (AAPP)

amias@nynafg.com



We are all responsible...

From the *Alateen Safety Guideline* (G-34):

“Before recovery can take place, an environment of trust and safety must exist. It is the responsibility of Al-Anon and Alateen as a whole to work together to maintain a healthy, loving, and supportive environment.”