

Al-Anon Family Groups

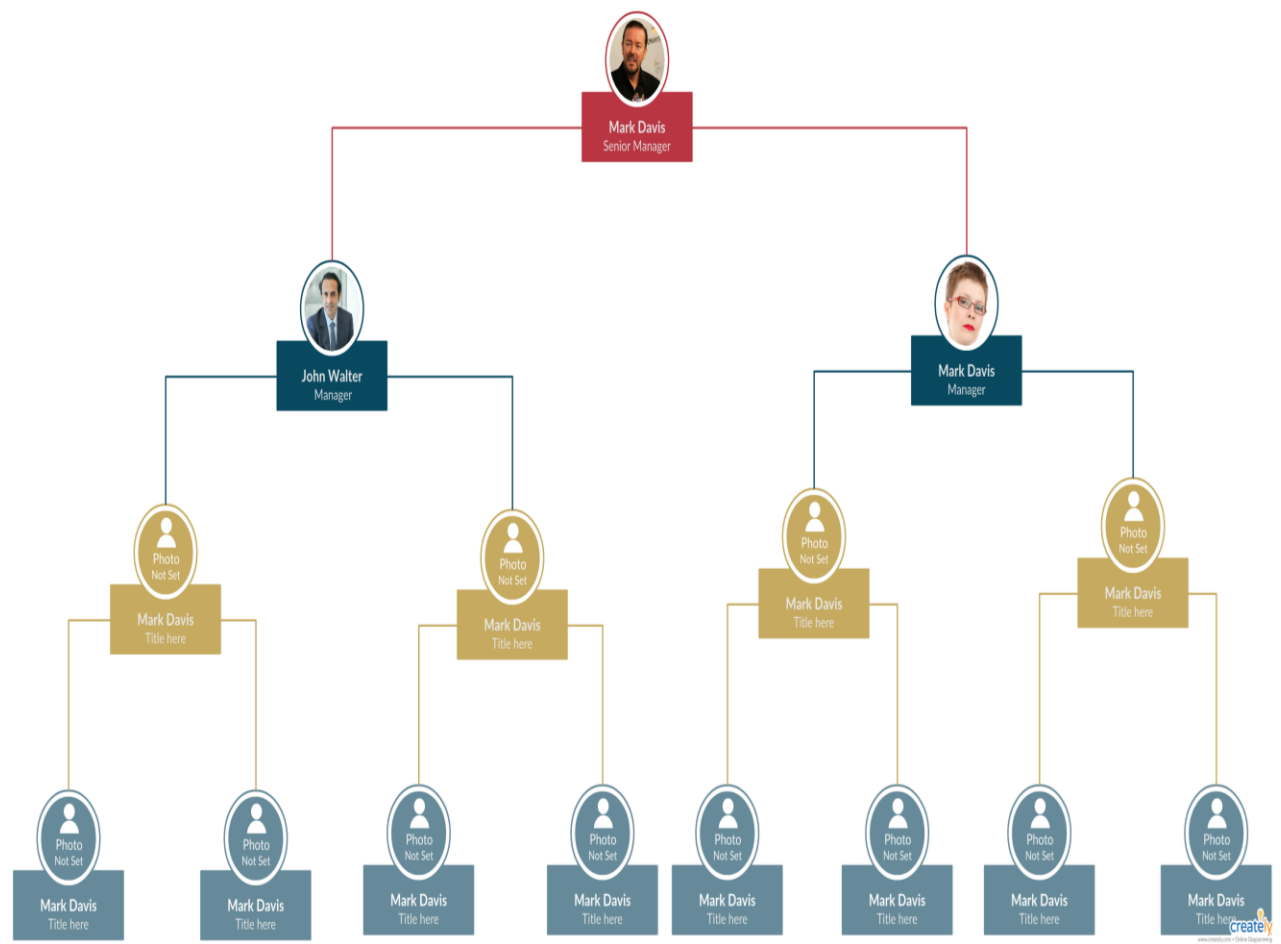
Help and hope for families and friends of alcoholics

NYN Delegate's Report



Structure

How our fellowship is held together

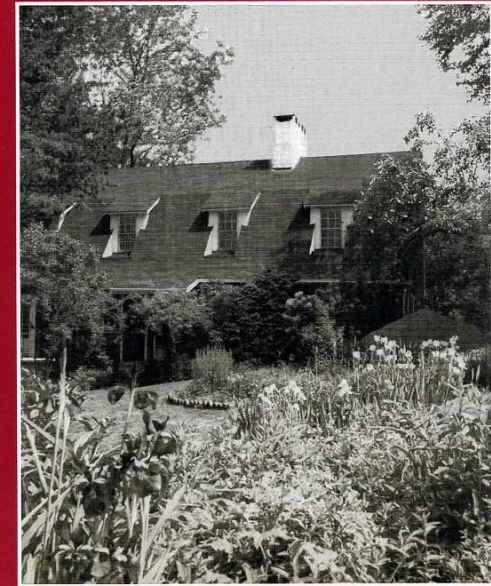


We do it differently.

Page 146

‘Bill recognized that, although the individual AA had the Twelve Steps to guide him, the groups needed some sort of framework within which they could operate. The ordinary rules and regulations that held other societies together would not apply. AAs would not accept them. In addition to the question of relationship with outside agencies, there were problems of unity, ultimate authority, membership, singleness of purpose, effect of one group’s actions on another, money in all its aspects, public relations and anonymity.’

Lois Remembers



Memoirs of the cofounder
of Al-Anon and wife of the cofounder
of Alcoholics Anonymous

Tradition 9: Our groups, as such, ought never be organized;

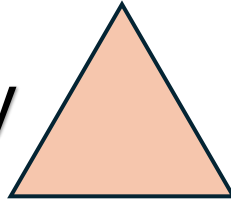
but we may create service boards or committees directly responsible to those they serve.



Expanding Circles of Love and Support

The Difference

Hierarchy



- People at the top have Authority
- System of rules & Laws
- People at the top make all the rules, people at the bottom follow rules
- Roberts Rules of Order
- Enforcers
- Time = Money
- Spending time (less time is better)
- Get it done Fast
- Measured by how well we achieved the outcome

Al-Anon



- Equals all responsible
- Authority is Higher Power
- No rules - practice principles
- Decisions made through Group Conscience
- Knowledge Based Decision Making (KBDM)
- Obedient to the unenforceable
- Nonprofessional, volunteer time
- Take time & give time
- Pause, practice patience & pray
- Follow our passion, take right action and let go of the outcome

Decision making - Bringing different perspectives together for a better understanding



How we make decisions in Al-Anon

Tradition 2: 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.

Listen to the perspective of everyone in the group

Concept 3: The right of decision makes effective leadership possible.

The people participating in the process are the deciders

Concept 4: Participation is the key to harmony.

Hearing all perspectives to get the widest possible perspective, hearing each perspective once so as not to skew the perspective.

Concept 5: The rights of appeal and petition protect minorities and insure that they be heard.

When the minority doesn't feel understood – listen again for a better understanding

Listen respectfully no clapping, eye rolling, side glances or any other signs of approval or disapproval

We do not campaign, lobby, protest, or try to influence the deciders, **we trust them.**

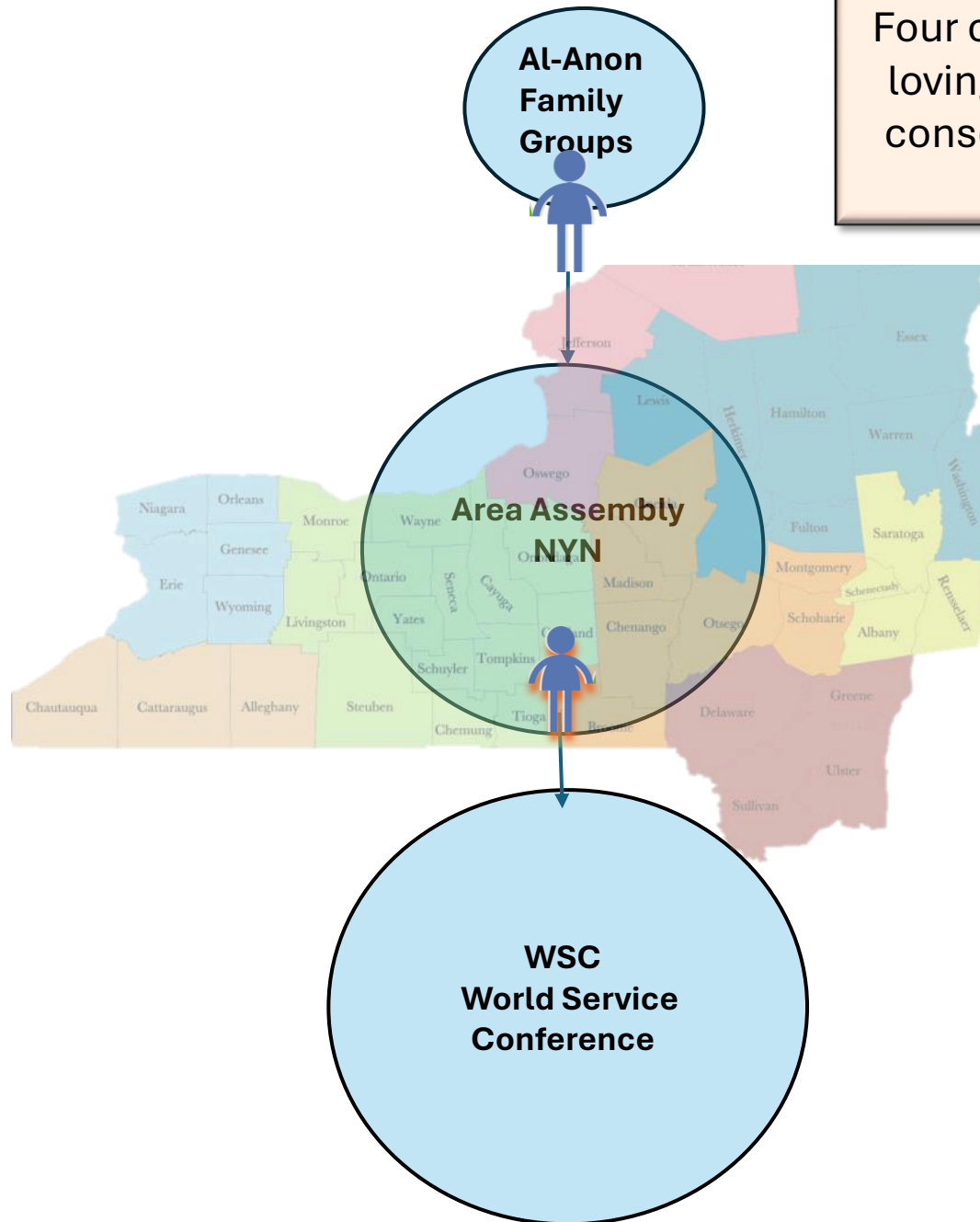


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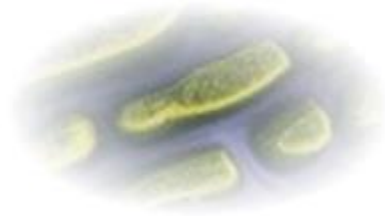
The group chooses a Group Representative to carry the group perspective to the Area

The GRs participate at the Area Assembly - a wider perspective

The Area chooses a Delegate to carry the Area perspective to the World Service Conference (WSC)

The WSC is the largest Group
Conscience representing the widest
perspective

Widen the Aperture of our Perception



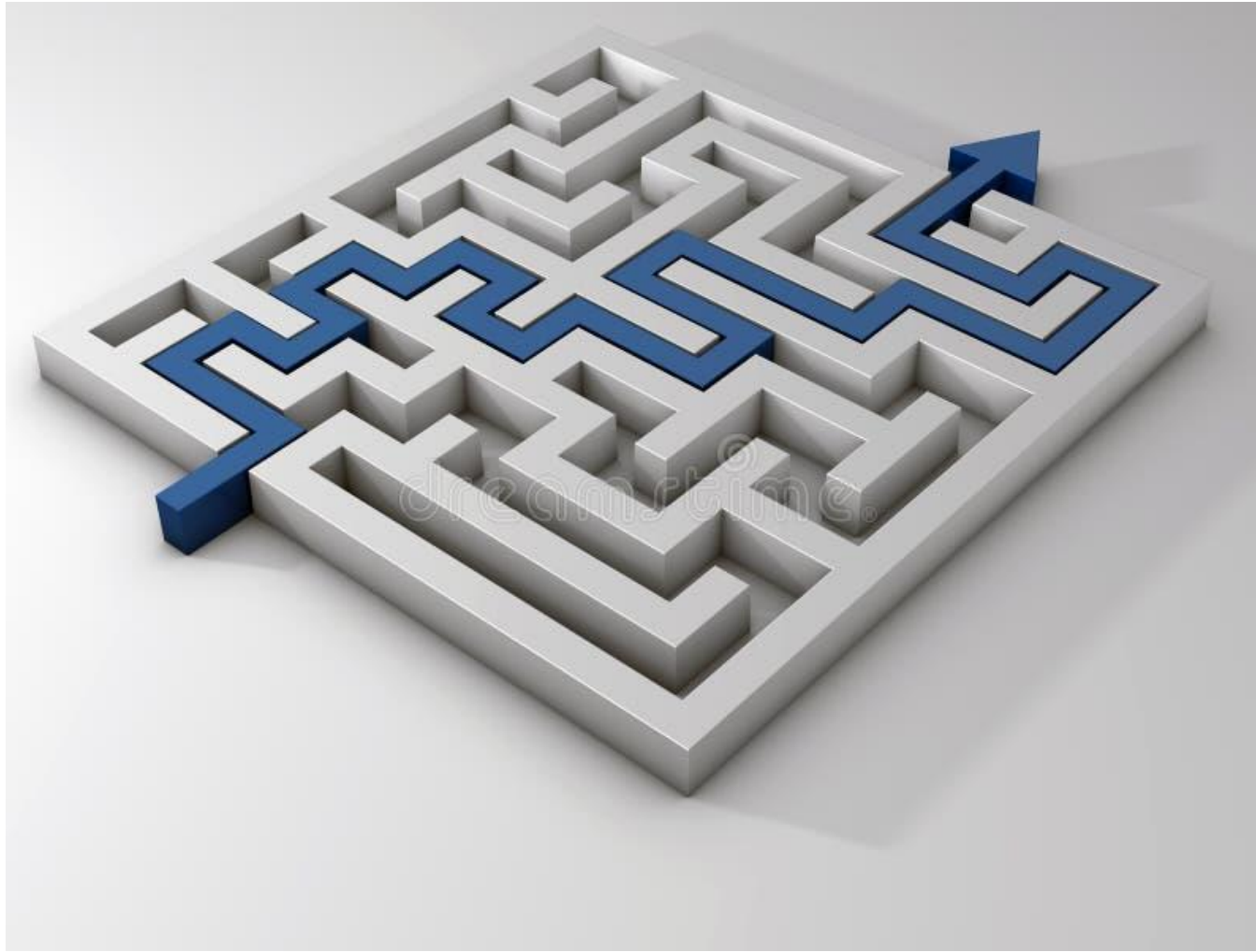
Widen the Aperture of our Perception



Widen the Aperture of our Perception



From the widest perspective of the largest group conscience



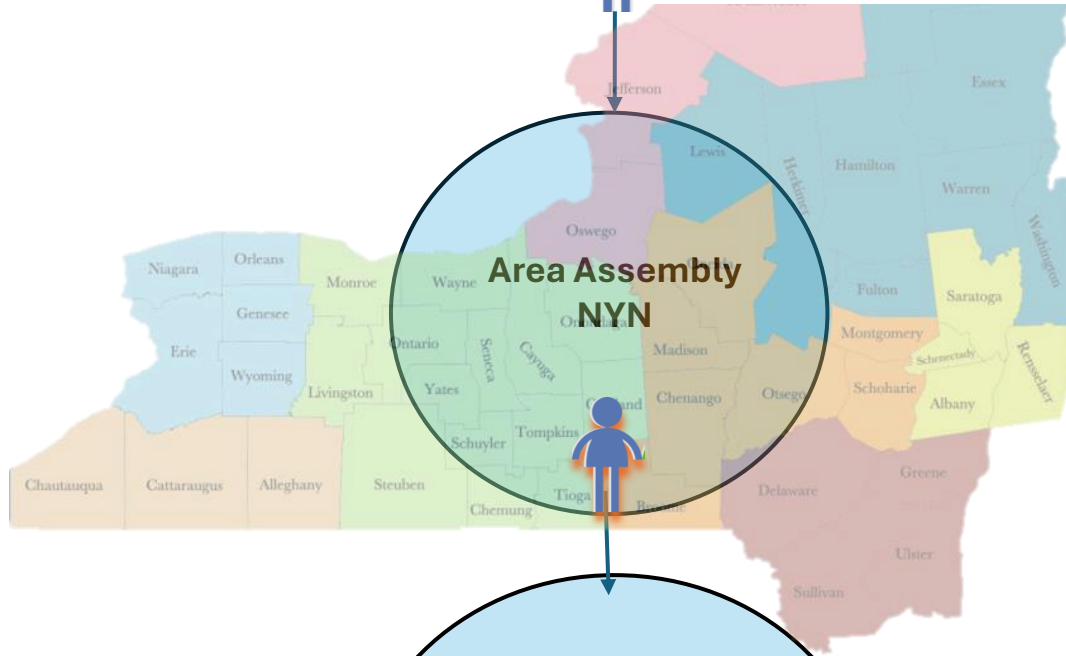
Provide Guidance and Path Forward

Concept 1:
The ultimate responsibility and authority of Al-Anon World Services belongs to the Al-Anon groups.

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The ultimate responsibility and authority of Al-Anon World Services belongs to the Al-Anon groups.



**Al-Anon
Family
Groups**



WSC
World Service
Conference

Sullivan

WSO
World Service
Office

Publish Literature

List (database) of all groups

Help newcomers find meetings

Public Outreach – Let public know about Al-Anon

WSO
World Service
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World Service Office WSO

Tradition 8: Al-Anon Twelfth Step work should remain forever non-professional, but our service centers may employ special workers.

Concept 8: The BOT delegates full authority for routine management of Al-Anon Headquarters to its executive committees.

Concept 6: The Conference acknowledges the primary administrative responsibility of the Trustees.



Trustees

Concept 9: Good personal leadership at all service levels is a necessity. In the field of world service, the Board of Trustees assumes the primary leadership.

9 TAL – Trustee at Large
9 RT – Regional Trustee

Members at large who

have been active with AFG for at least 10 years
Have service experience beyond the group level
Have a passion for the Al-Anon program

Application Process

6 positions open each year (3 TAL 3 RT)

Deadline to submit resume Aug 15th



Al-Anon members – WSO Volunteers

Executive Committee



Members at large who

Active member of AFG for at least 10 years

Must possess a broad view of the policies of Al-Anon Family Groups

Can not be a member of A.A.

Application process

Al-Anon Member – WSO Volunteer

WSO Staff



Specific Positions with specific professional qualifications

Application Process

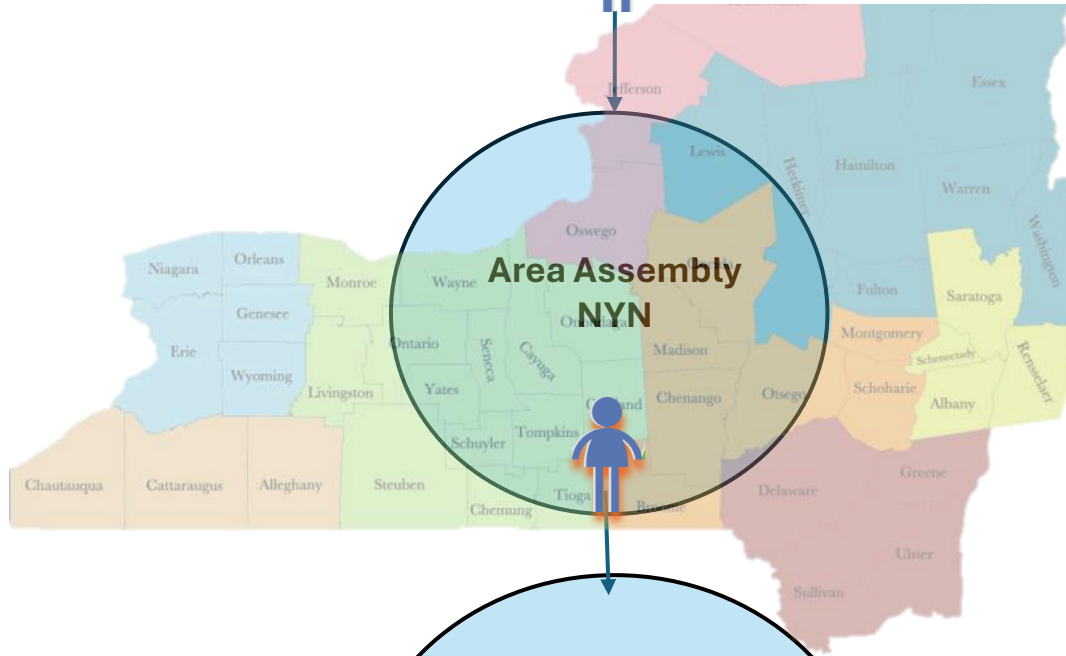
Al-Anon Members – Paid Position

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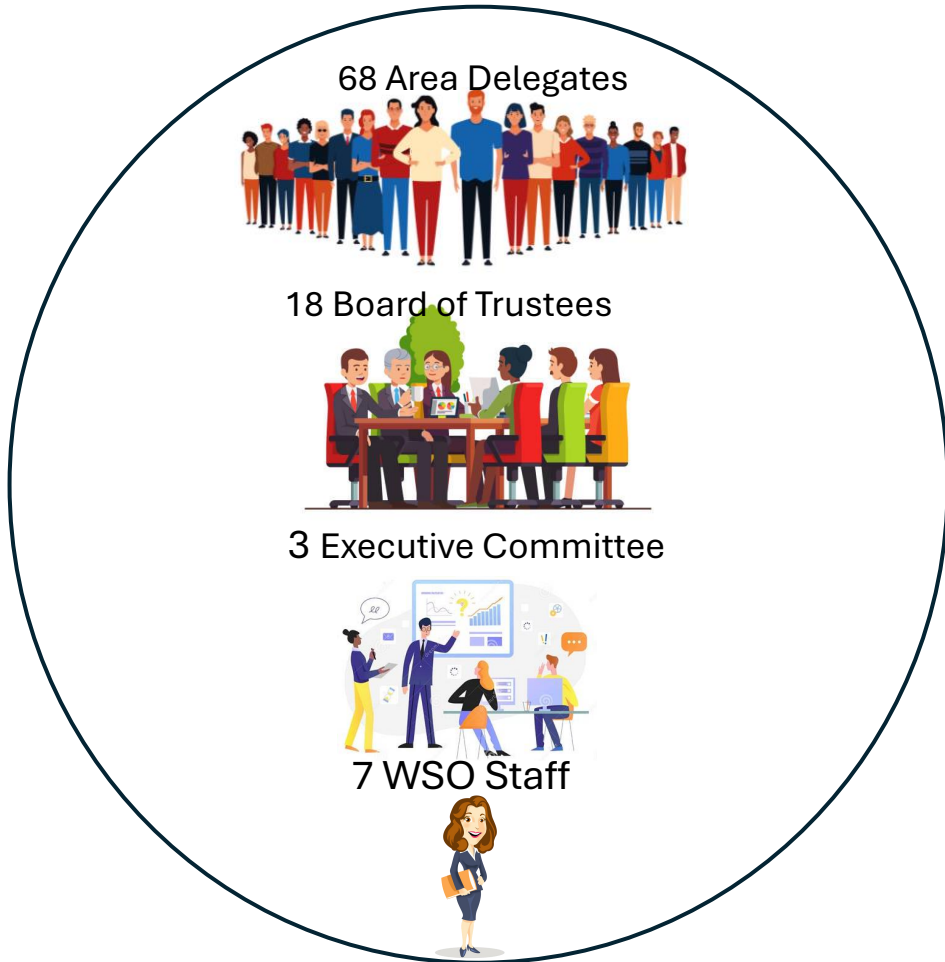
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Public Outreach – Let public know about Al-Anon

World Service Conference WSC



**Al-Anon Family Groups the Fellowship
Follows Traditions (Traditional)**

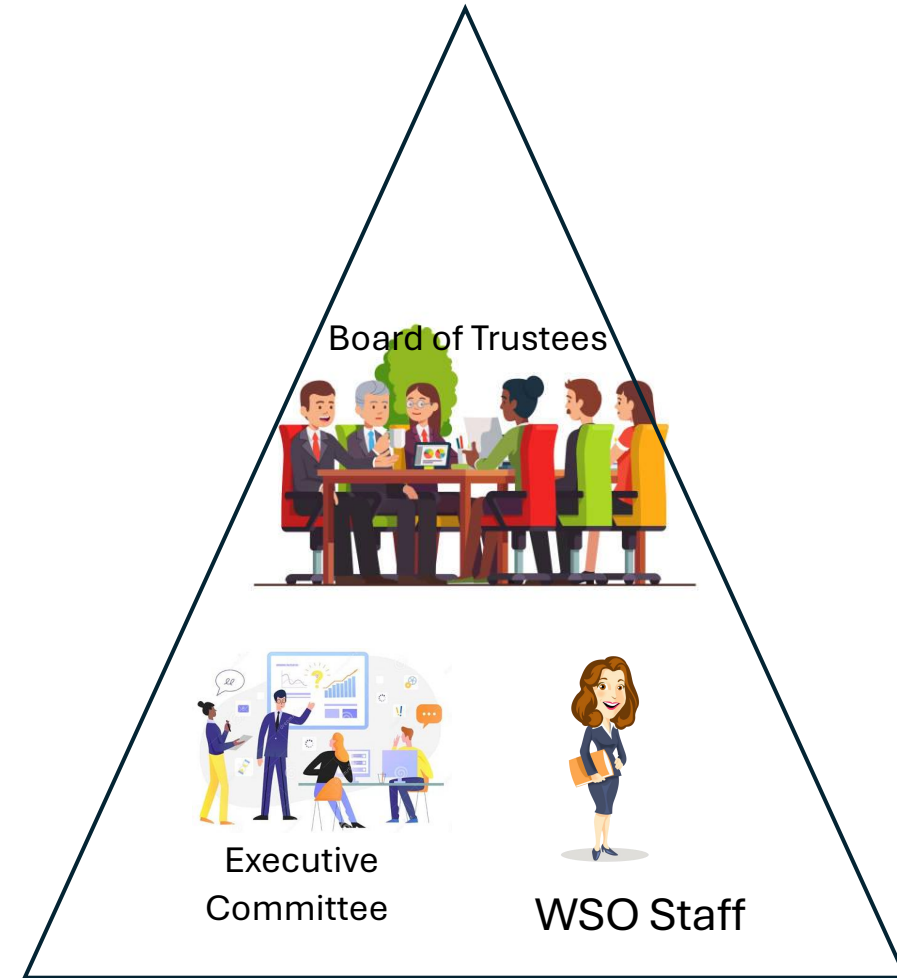
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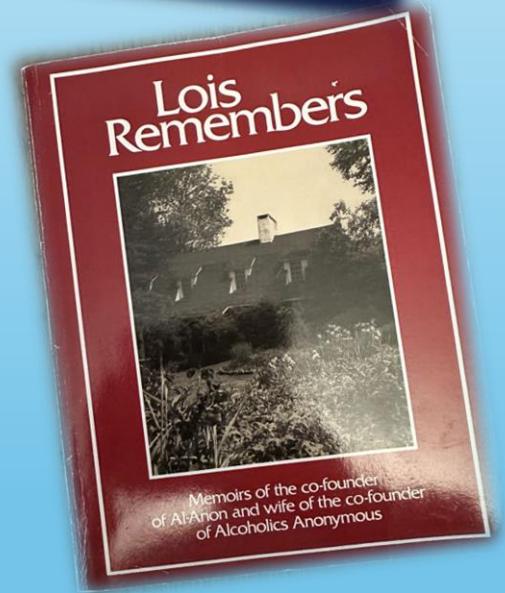
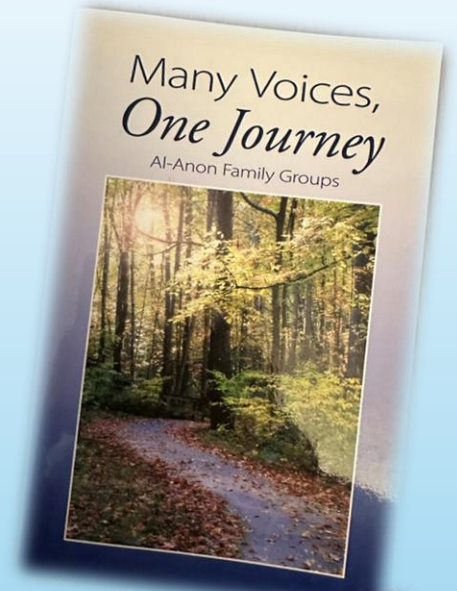
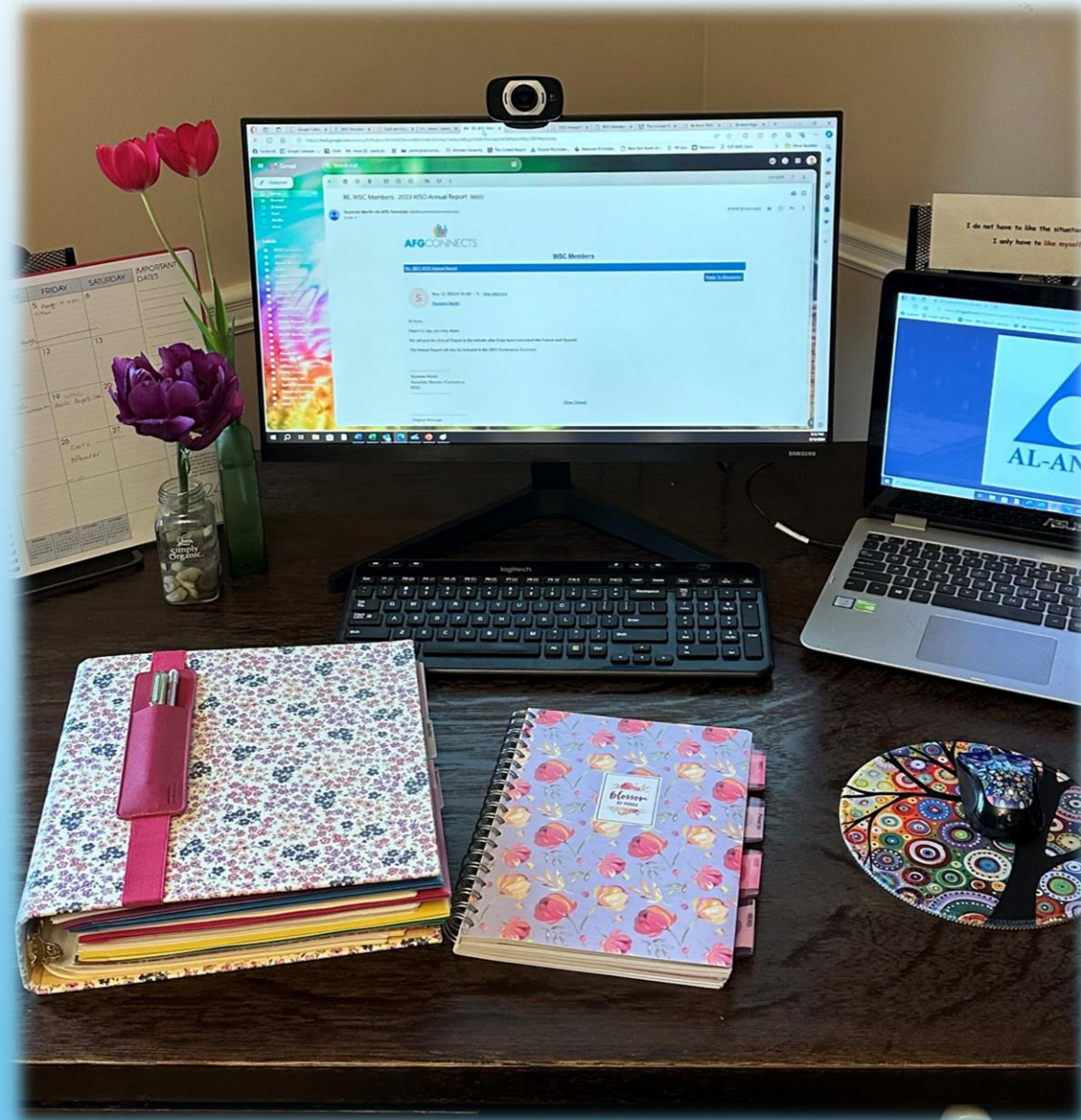
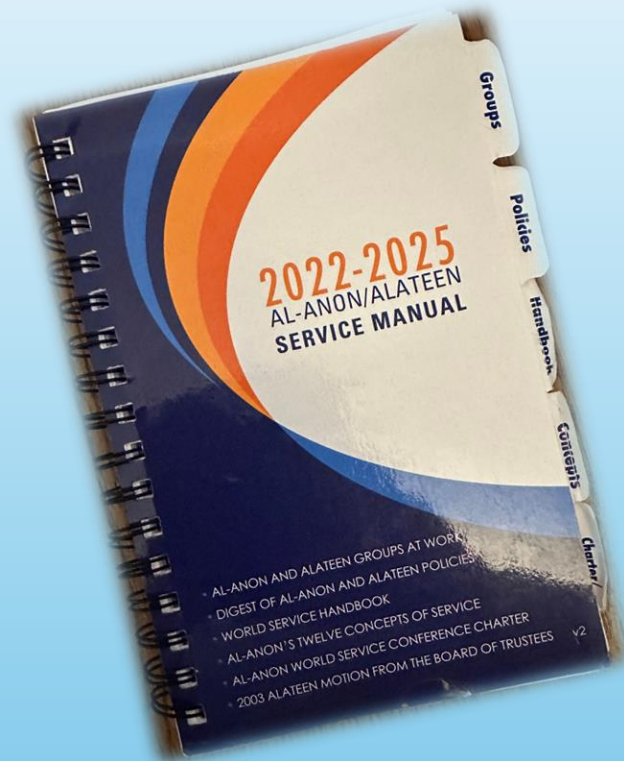
Concept 7- The Trustees have legal rights while the rights of the Conference are traditional.

World Service Office WSO

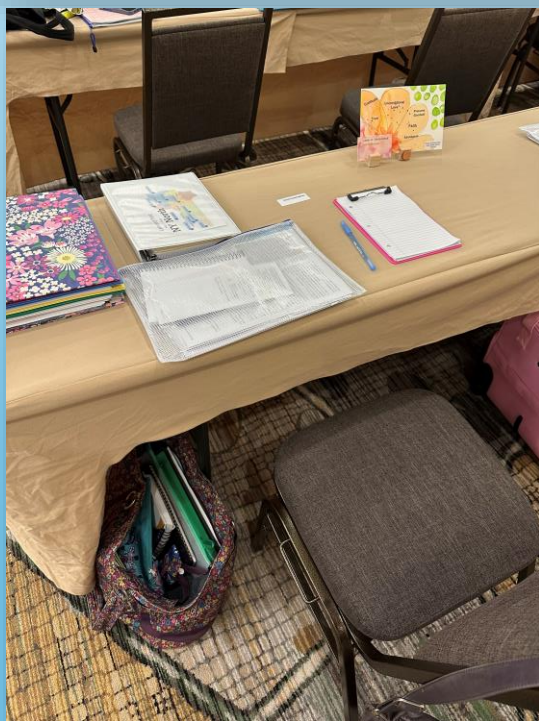


**AFG, Inc Legal Entity - Follows By Laws
with Traditional Approval from WSC**

The Prep Work



Committee/Task Force Assignments



Tradition 11 - Picture removed for posting

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

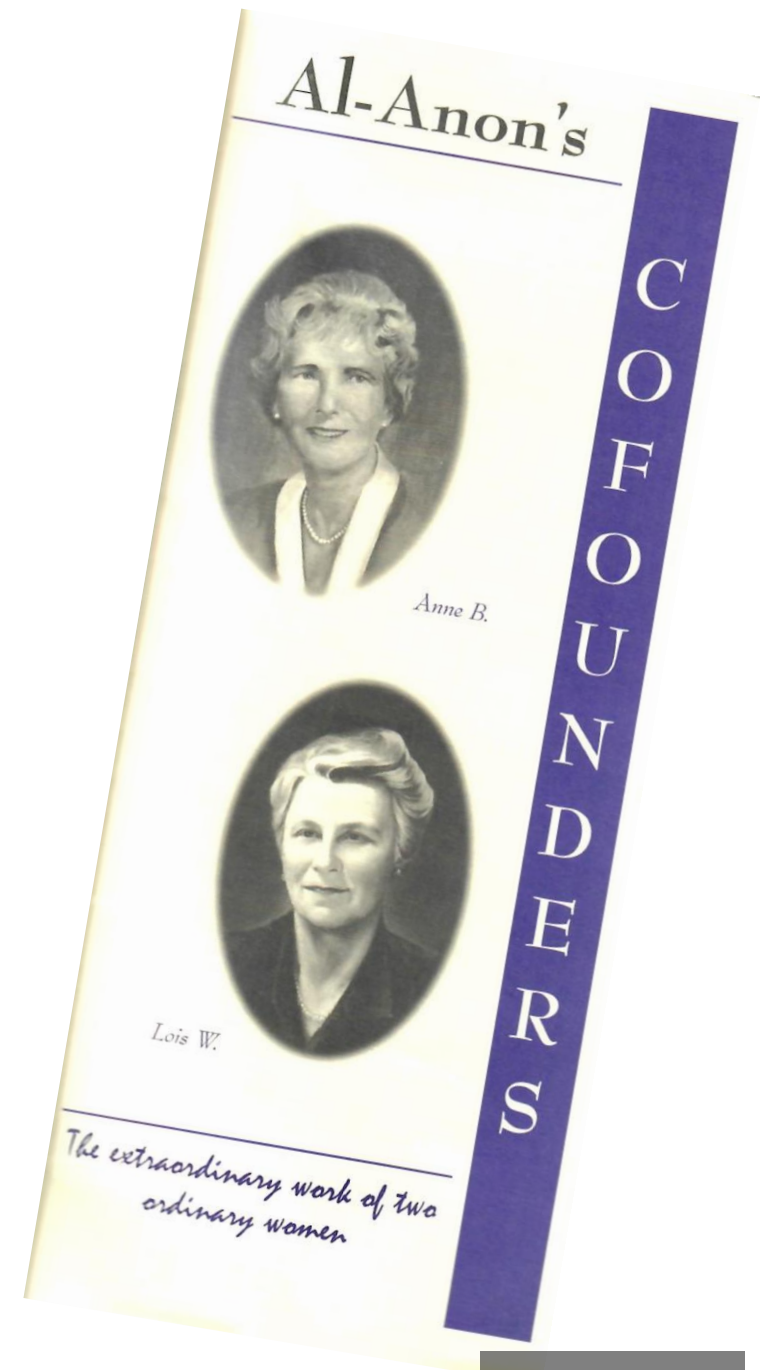


WSC **65th Annual**
World Service Conference 2025

Unified Fellowship

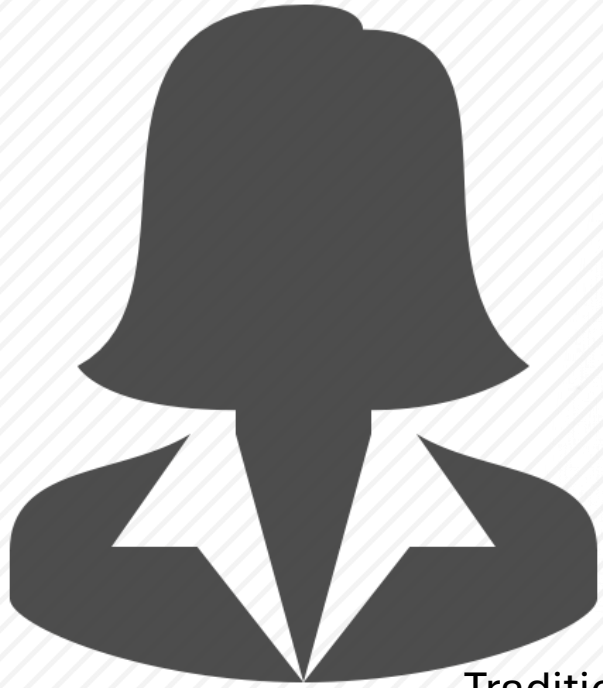


The story of our cofounders is the story of the principles of Al-Anon in action. Before Al-Anon ever started, there were isolated families of alcoholics who formed separate groups, searching for a way to recover from the disease of alcoholism. Just as those early members who sought recovery learned first-hand the lesson that our program is a “we” program, it took these two women to unite our early Family Groups and isolated individuals into a cohesive and unified fellowship.





Pinning



Tradition 11 - Pictures removed for posting

Delegate Meeting



63 – Service is the KEY

64- In Service we SOAR

65 – Keeping our Legacies ALIVE

Roll Call



Panel Skits



Concept Six

Conference Principles

Mutual Trust

Authority

Freedom

Participation

Equality

Mutual Respect

Goodwill

Listening

Open-Mindedness



11. Conference Procedure

- a. The Conference hears financial and policy reports of the Board of Trustees and WSO services.

- AL-ANON AND ALATEEN GROUPS AT WORK
- DIGEST OF AL-ANON AND ALATEEN POLICIES
- WORLD SERVICE HANDBOOK
- AL-ANON'S TWELVE CONCEPTS OF SERVICE
- AL-ANON WORLD SERVICE CONFERENCE CHARTER
- 2003 ALATEEN MOTION FROM THE BOARD OF TRUSTEES

Al-Anon World Service Conference Charter

As amended by the 2022 WSC

Introduction

The Al-Anon World Service Conference Charter is a body of principles and relationships through which Al-Anon as a whole can function. The provisions of the document are not legal, but traditional, since the Conference is not incorporated. This charter is an informal agreement between all Al-Anon and its Service Office (WSO). Certain countries of the world, for language or geographic considerations, have established or may desire to establish their own General Service Office and national conference. This World Service Conference is now the senior conference.

Charter

1. Purpose

- a. To be the guardian of both Al-Anon's world services and its Twelve Traditions;
- b. To be a service body, not a government.

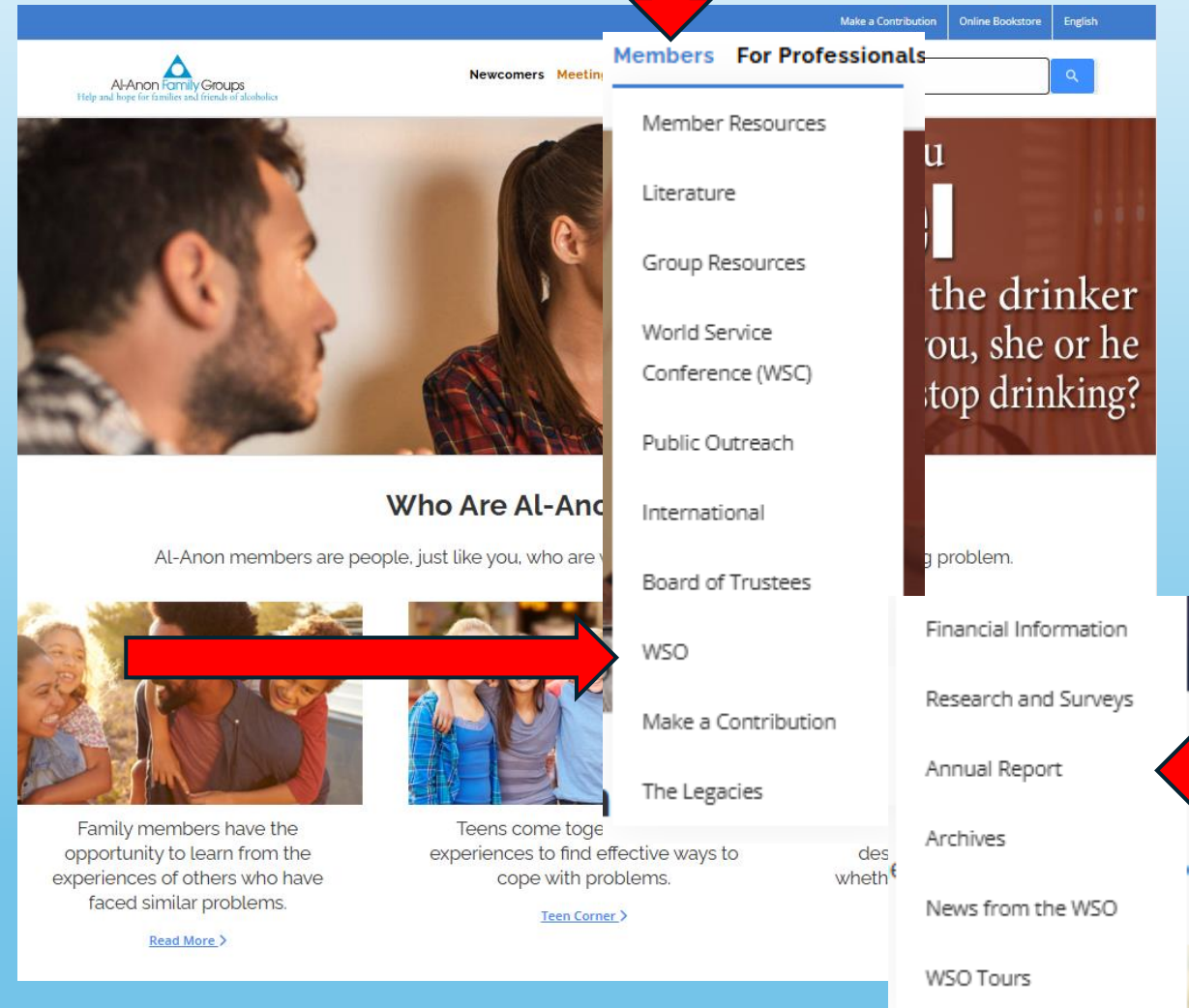
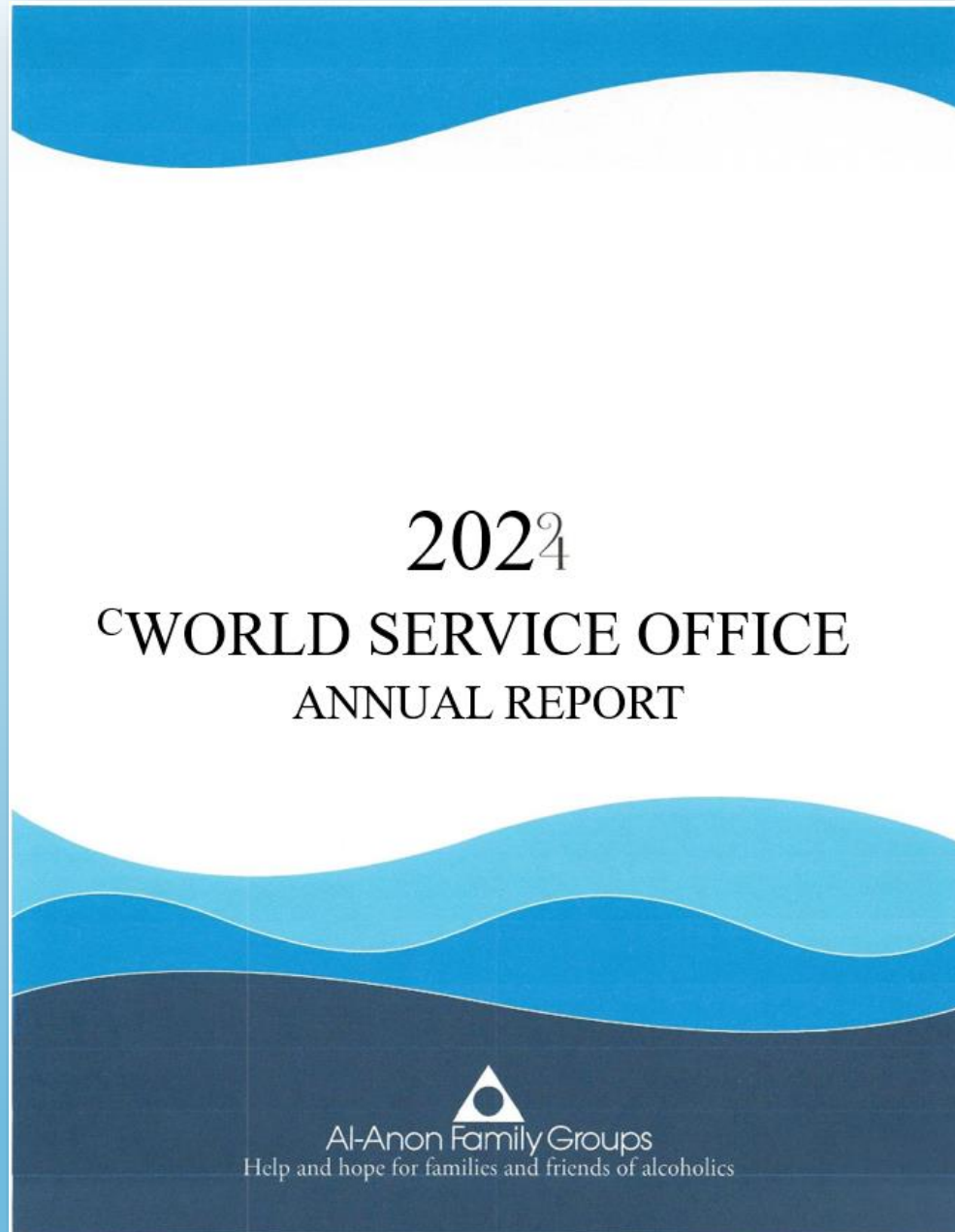
2. Composition

- a. Delegates from states, provinces, and territories within the United States (including Puerto Rico), Bermuda, and Canada, and from non-geographically based Areas, which collectively comprise the WSC Structure; together with the Board of Trustees of Al-Anon Family Group Headquarters, Inc., the Executive Committee, and voting members of the WSO Administrative Staff, the three groups that comprise the Policy Committee.
- b. Representatives from other countries, when these countries as well as the Conference may be ready for their participation.
- c. Representatives from non-panel Areas within the WSC Structure.

3. Relation to Al-Anon

- a. The Conference acts for Al-Anon in the perpetuation and guidance of its WSO services.
- b. The Conference is a vehicle by which Al-Anon can express its views on policy and note deviations from Traditions.

www.al-anon.org



The Numbers



2024 Revenues and Expense

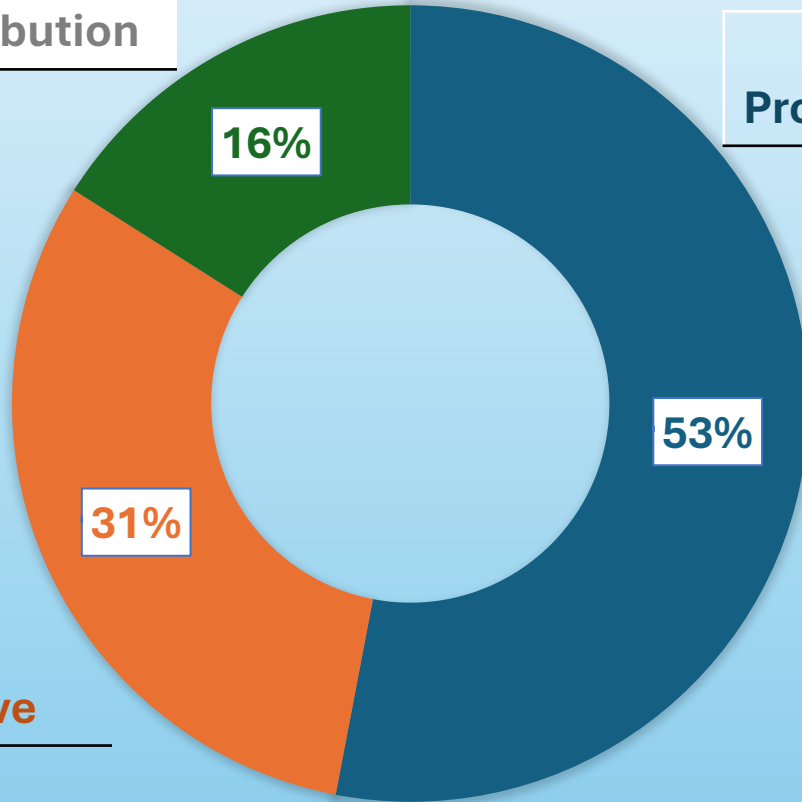
3 Funds	General, Reserve & Building
Assets	\$15,776,137
Liabilities	<u>\$1,353,640</u>
Net Assets	\$14,442,497

Fund	General
Revenue	\$6,796,472
Expenses	<u>\$6,334,828</u>
Surplus	\$461,644

Functional Expenses

Literature Distribution

Program



General &
Administrative

Total overall program expenses: 69 percent, which is consistent with industry standards

Program Services



Registers new
groups

Supports
international
structures

Maintains and
updates meeting
location records

Produces exciting
new literature

Prepares program
and staffs the World
Service Conference
(WSC)

Maintains our
website and *Mobile
App*, enhances
communications, and
develops PSAs

Attends professional
conferences to share
the Al-Anon message

Literature Distribution Services

- Ships literature orders throughout the structure
- Designs and publishes literature including *The Forum* and *AFA*
- Receives and processes literature orders



General Administrative Services

- Maintains operations
- Performs translation services
- Balances budget
- Oversees administrative functions including projects and event logistics
- Maintains and defends trademarks and copyrights



Where does the money
come from to pay for all
this?

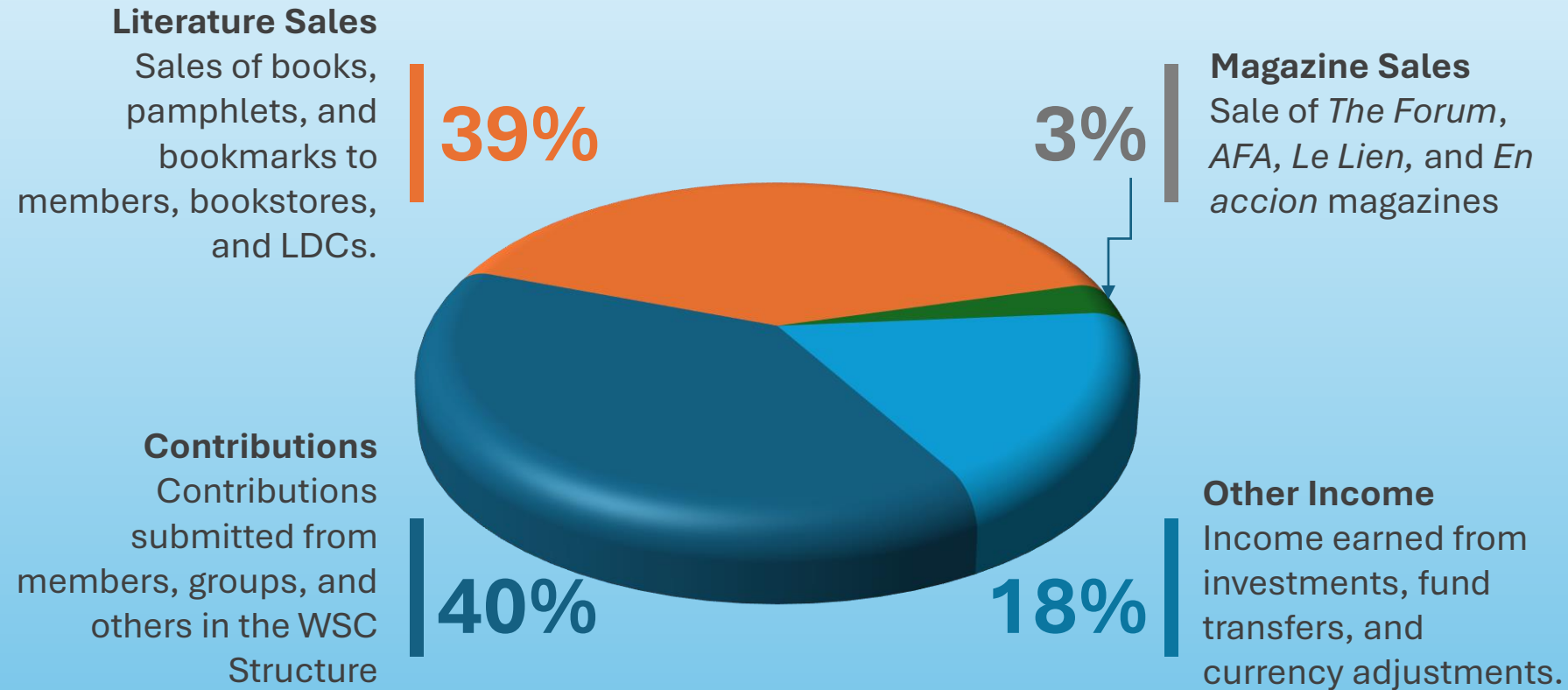


Tradition 7 Every group ought to be self-supporting, declining outside contributions.

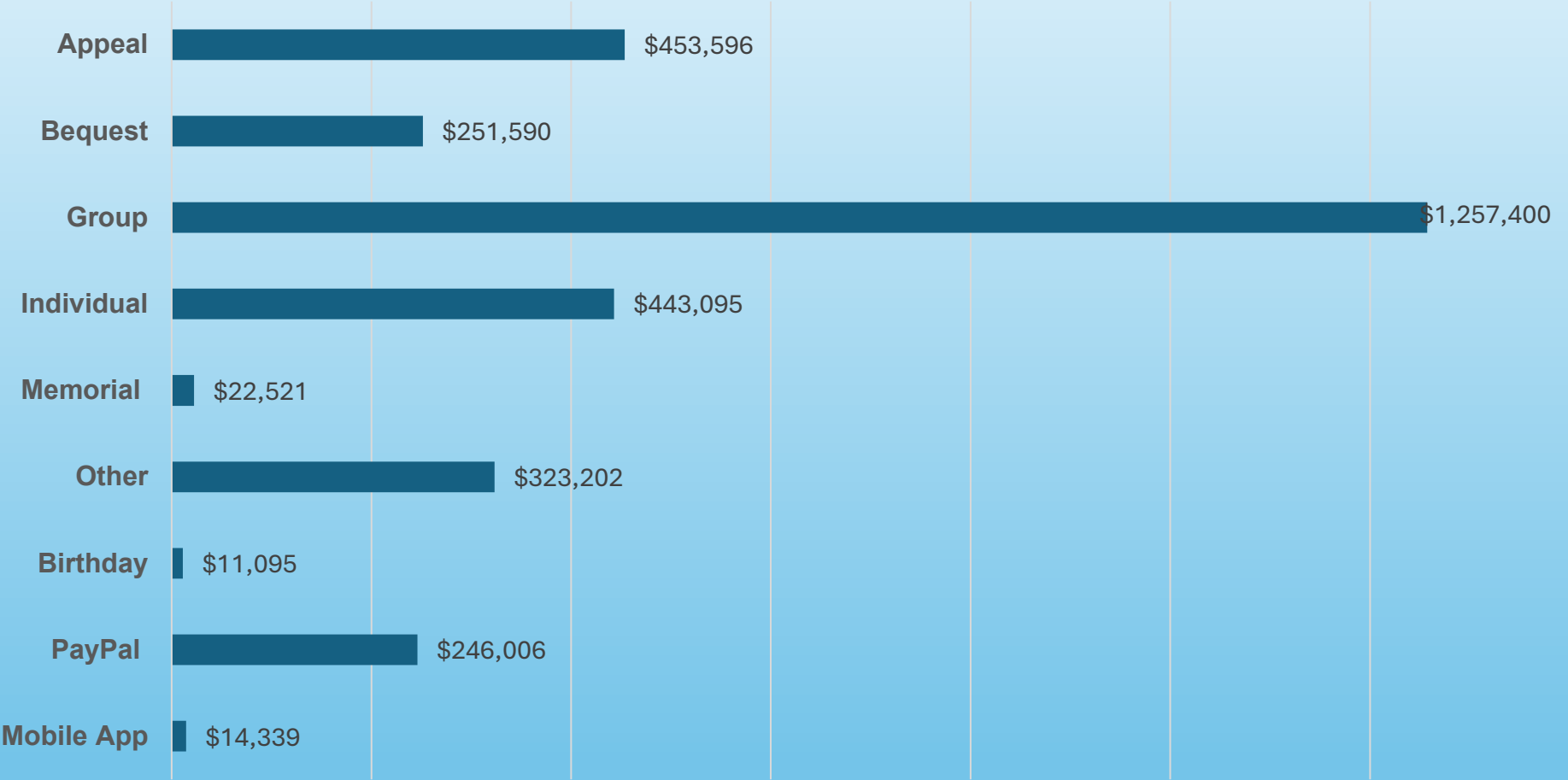
AFG Inc is provisioned by Al-Anon members through the purchasing of literature and through voluntary contributions.



Sources of Revenue



Sources of Contributions



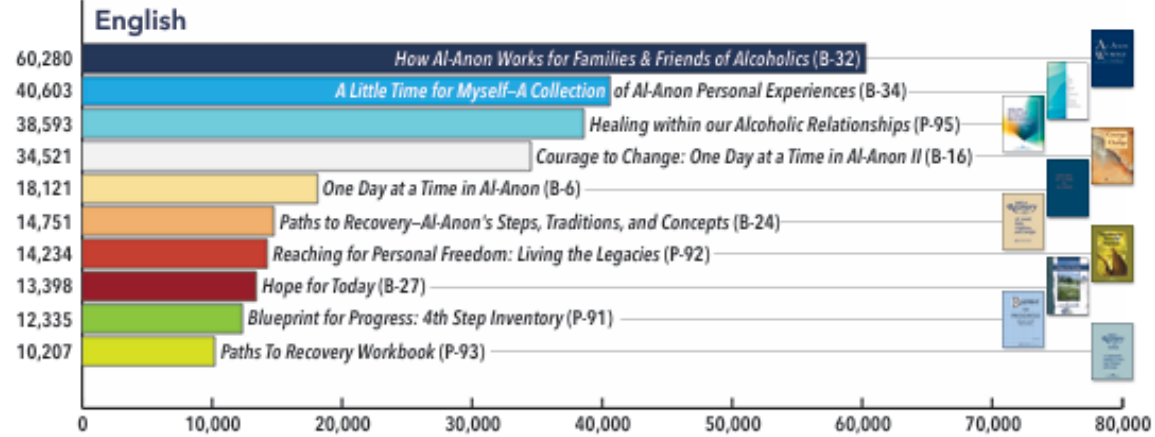
Contribution Trend



Literature Sales

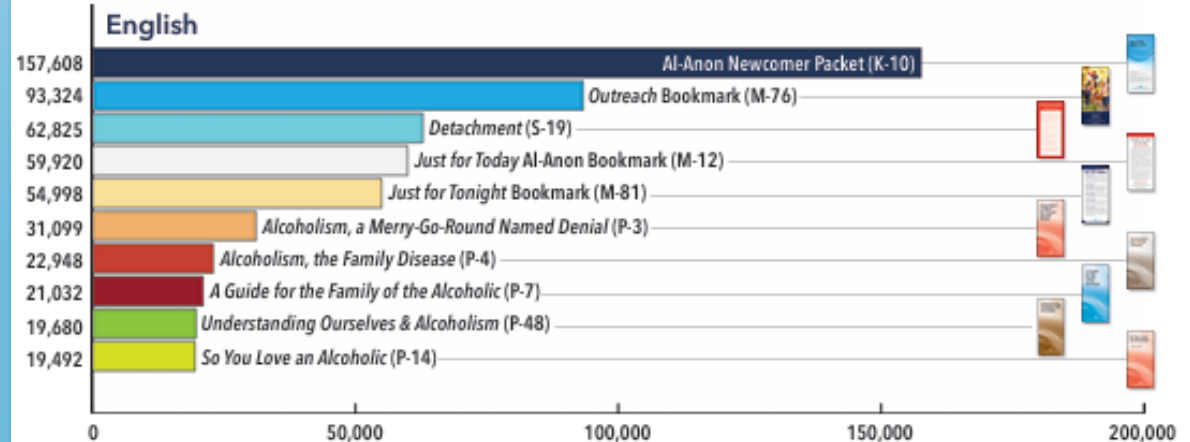
Top 10 Selling Books/Booklets of 2024

The top selling books and booklets listed by the number of books sold in each language



2024 Top Selling Non-books

The top selling non-books listed by the number of non-books sold in each language



Yearly Literature Sales Trend



Reserve Fund Transfer

- Beginning in 2008 the Board of Trustees agreed to transfer up to 4% of the fair value of the Reserve Fund to the General Fund.
- 2024 Transfer = \$169,200
- This amount was transferred back to the Reserve Fund upon confirmation of a year-end surplus.
- The Reserve Fund had a gain in investment income totaling \$753,778 due to an improved market performance in 2024



Warranty One

Only sufficient operating funds, including an ample reserve, be its prudent financial principle.

One Year's Operating Expense

As of December 31, 2023, the net value of the Reserve Fund surpassed one year's operating expenses. As of December 31, 2024, it continues to exceed this threshold. In 2024, the Board of Trustees approved several projects to utilize the 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



Cost Per Group



WSO EXPENSES PER GROUP
(Al-Anon and Alateen)
2024

Total Expenses (2024 Audit page 5)	\$ 6,237,182
Less Donated <u>Non Cash</u> Services (2024 Audit page 5)	\$ <u>(443,348)</u>
Less Literature Distribution Services (2024 Audit page 5)	\$ <u>(1,004,547)</u>
Adjusted Total Expenses	\$ 4,789,287
Less Forum Expenses	
Postage	\$ 117,501
Printing	\$ <u>96,535</u>
Forum Before Overhead	\$ 214,036
Estimated Overhead	\$ <u>104,343</u>
Total Forum Expense	\$ <u>(318,379)</u>
Calculated Cost of Group Services	\$ 4,470,908
Number of Groups in WSC Structure	13,246
Costs per Group Distributed at the 2025 World Service Conference	\$ <u>337.53</u>

Contributions from groups

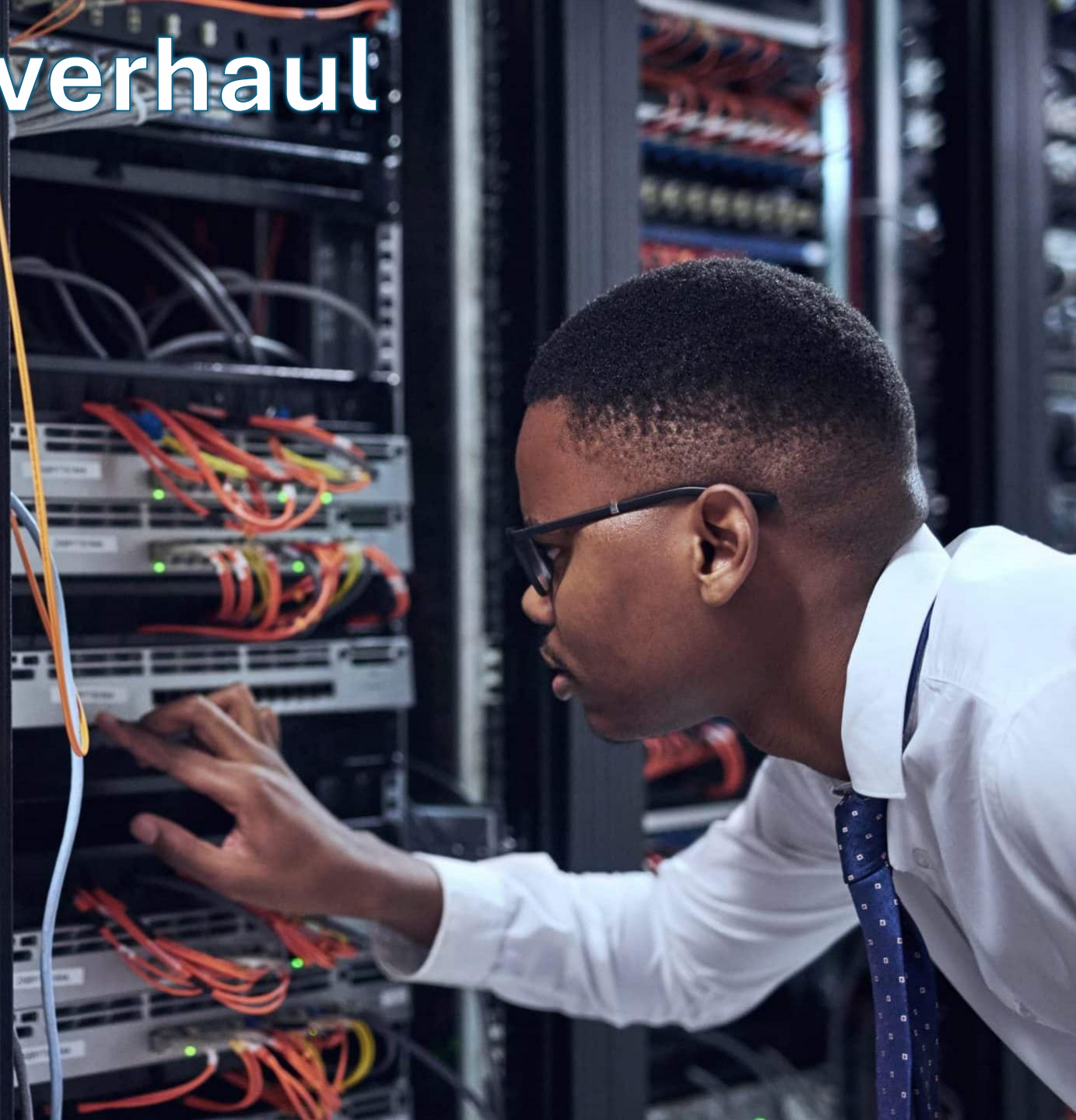
	WSO	New York North
Total Number of Groups	13,246	212
Groups Contributing	8,190	140
% of Groups Contributing	61.83%	66%
Average Group Contribution	\$202.64	\$174.62
Total Contributions	\$3,022,843	\$24,272

	2024	2025
Cost of Group Services	\$4,349,636	\$4,407,908
Cost per Group	\$330.09	\$337.53

Reserve
Surplus
Special
Projects



Core Systems Overhaul



Professional Outreach -Young People

Age Range 13 – 25 years

School Counselors
Therapists
High School & College
Educators

PSAs on Podcasts

Ads in Trade Magazines

LinkedIn Ads - Educators

More Exhibits



Passing It On

Passing it On encourages us to invest in areas like leadership, policy, documentation, training, and sponsorship to bridge and strengthen the gaps between our past, present, and future by providing a successful blueprint of knowledge transfer. With collaboration in mind, the goal of the **Passing It On Project** is to create and develop content that supports Areas in identifying and passing on information from one generation to the members and trusted servants of the next generation.

Continuity of Service

Knowledge Transfer

Workshop with Materials for the Areas



Members share their
experience, strength
and hope

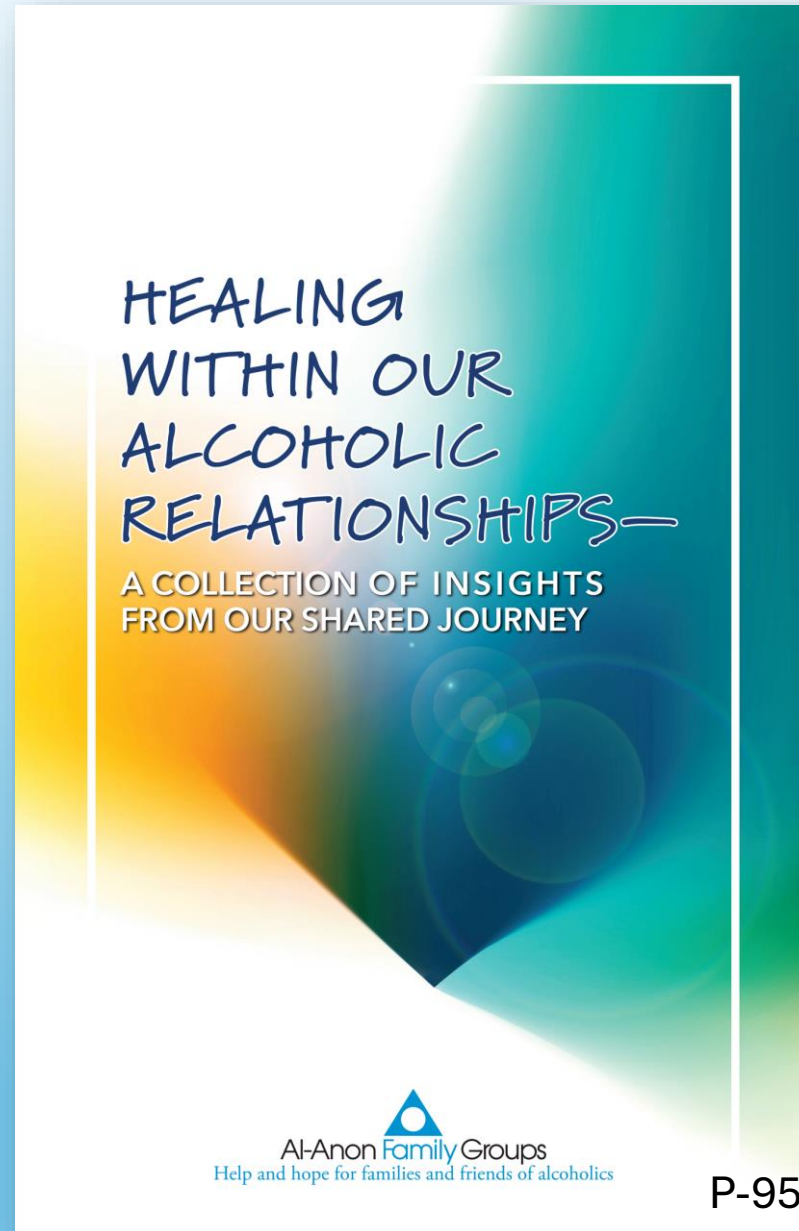
Conference Approved Literature



New CAL

Released September 2024

Third most-purchased CAL
book in 2024



CAL in Development

Your Relationship With Finances in Al-Anon Recovery
Personal and Service Sponsorship

Please consider sharing your experience,
strength and hope on these topics

The length of time it takes to produce a new piece of CAL
depends upon the volume of sharings received from members



Writing Guides

www.AI-Anon.org

Please Share in Writing on Sponsorship and Service Sponsorship

The 2023 World Service Conference gave conceptual approval "to develop a comprehensive piece on sponsorship and service sponsorship using personal stories from AI-Anon members." Please share your experiences with sponsorship—the benefits as well as the challenges—so we can all learn from each other how to effectively use these important recovery tools.

Please consider answering any of the following questions:

- How soon did I get a Sponsor? Become a Sponsor?
 - What, if anything, has kept me from finding or becoming a Sponsor?
 - What qualities do I look for in a Sponsor?
 - What impact has having or being a Sponsor had on my recovery?
 - Were the parameters of my sponsorship relationship a good fit for both of us?
 - Have I studied the Steps, Traditions, or Concepts of Service with a Sponsor or someone I sponsor?
 - What have I learned from having or being a Sponsor?
 - What did I do if my needs were not being met by having or being a Sponsor?
 - Which of AI-Anon's spiritual principles apply to having or being a Sponsor?
- Why do (or don't) I have a Service Sponsor? Why am (or aren't) I a Service Sponsor?
 - How is my Service Sponsor different from my personal Sponsor?
 - How am I different as a Service Sponsor than as a personal Sponsor?
 - Which of AI-Anon's spiritual principles apply to having or being a Service Sponsor?

Please keep the following guidelines in mind:

- Share personal experience from the heart, focusing on yourself, not the alcoholic or others.
- Write in the first person singular—"I." Please avoid the use of the pronoun "you."
- Avoid generalities, outside issues, treatment center language, and religious philosophy or doctrine.
- Kindly observe AI-Anon's Twelve Traditions when sharing.

If printed, your sharing will remain anonymous, but please include your name and postal or email address so that we can acknowledge receipt.

If not used, your sharing will be forwarded to the Forum Editorial Advisory Committee for review. If published in The Forum, you will be notified by letter and receive a complimentary copy of the issue in which your article appears.

Note: All sharings become the property of AI-Anon Family Group Headquarters, Inc., and may be used in whole or in part to develop AI-Anon/Alateen printed or electronic material.

Please photocopy and distribute locally.

Please mail, fax, email or submit your completed sharing to:

AI-Anon Family Group Headquarters, Inc.
1600 Corporate Landing Parkway
Virginia Beach, VA 23454-5617
Attn: Sponsorship Piece

Fax: 757-563-1656
Email: ysp@ai-anon.org (Please put "Sponsorship Piece" in the subject line.)
Online: ai-anon.org/sharing

PLEASE SHARE

in Writing about Your Relationship with Finances in AI-Anon Recovery


The 2024 World Service Conference gave conceptual approval to create a piece of literature about our relationship with finances in AI-Anon recovery. The family disease of alcoholism impacts us physically, emotionally, and spiritually, and every relationship is affected, including our relationship with money. Financial responsibility is often not taught in alcoholic homes, but it can be learned.

So that we might learn from one another, please share your experience of using AI-Anon principles to develop a healthier relationship with finances.


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

The screenshot shows the AI-Anon.org website. A red arrow points from the URL at the top to the 'Members' link in the top navigation bar. Another red arrow points from the 'Members' link to a dropdown menu. A third red arrow points from the 'Literature' link in the dropdown menu to a sub-menu. The sub-menu includes: Conference Approved Literature (CAL), Magazines, Online Bookstore, Literature Resources, AI-Anon Slogans, and Downloadable items. The main website content features a banner for 'AI-Anon/Alateen Meetings', a section for '2022-2025 AI-Anon/Alateen Service Manual (P24-27)', a 'Subscribe to In The Loop' button, a 'Group Records' section, and a 'Literature' section. At the bottom, there are links for 'News from the WSO', 'Email Sign-up', and 'AI-Anon Guidelines'. The footer contains various links: Media Kit, News Releases, Interview Requests, Resources for Professionals, Membership Survey, Privacy Statement, Disclaimer, Reprint Permission, Subscribe, Employment, Contact Us, and Site Map.

Make a ContributionOnline BookstoreEnglish

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

[Newcomers](#) [Meetings](#) [Members](#) [For Professionals](#) [Calendar](#)



[Members Page](#) » [Members Resources](#) » [Literature](#)

Literature Resources

Featured Publications contains e... from Conference Approved Literature and Alateen Talk and highlights new publications.

You can also submit a sharing online.


[SEND YOUR SHARING](#)

Frequently Asked Questions about submitting in French or Spanish


- ✦ [Can I submit a sharing in French/Spanish?](#)
- ✦ [Do I submit my French/Spanish sharing and English translation as a single document or two separate documents?](#)
- ✦ [Will my sharing be considered for The Forum as well as Le lien or Al-Anon y Alateen en acción?](#)
- ✦ [What if I don't know anyone who can translate my sharing? Can I still submit it?](#)
- ✦ [How long should my sharing be?](#)
- ✦ [What should I write about?](#)
- ✦ [I'm not a professional writer. Do you have any tips for me? Will someone edit my sharing?](#)
- ✦ [What happens to my sharing after I submit it?](#)

[Media Kit](#) | [News Releases](#) | [Interview Requests](#) | [Resources for Professionals](#) | [Membership Survey](#)

Make a ContributionOnline BookstoreEnglish

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

[Newcomers](#) [Meetings](#) [Members](#) [For Professionals](#) [Calendar](#)



[Members Page](#) » [Members Resources](#) » [Literature](#) » [Literature Resources](#)

Send Your Sharing

English (US)

Everyone has something to share about the Al-Anon program, whether you are a newcomer or a longtime member. *The Forum* (and other publications) publishes sharings that detail how Al-Anon has helped members recover from the effects of someone else's drinking—to improve and live happier lives. Our stories share our tears, fears, joys, and laughter and describe the ways we address and respond to the sorrows, miracles, setbacks, and steps forward that are part of our recovery journey.

You don't have to have all the answers, and your story doesn't have to be perfect. Just share from your heart. The World Service Office Staff will edit for grammar, punctuation, spelling, clarity, and length. It takes courage to write with complete honesty, but finding that courage is another step toward recovery for you and for those who read your sharing.

Are you submitting an Al-Anon sharing, Alateen sharing, or a photo/image? *

☒ Al-Anon ☐ Alateen ☐ Photo/Image

Please choose the publication(s) you would like to see your submission published in: (optional)

☒ The Forum ☐ Al-Anon Faces Alcoholism

☐ New CAL on Sponsorship/Service Sponsorship ☐ New CAL on Finances in Recovery

Primary Contact

First Name Last Name

Submitter Address

Street Address

Writing Guides

[THE FORUM \(F-1\)](#)

[ALATEEN](#)

[CAL CORNER](#)

[AL-ANON FACES ALCOHOLISM \(AFA\)](#)

[SPONSORSHIP AND SERVICE SPONSORSHIP](#)

[FINANCES IN RECOVERY](#)

[PHOTOGRAPHS FOR AL-ANON PUBLICATIONS](#)

[FREQUENTLY ASKED QUESTIONS ABOUT SUBMITTING IN FRENCH OR SPANISH](#)

eBooks

Selected an ebook platform vendor - PublishDrive

Established a criteria to allow Int'l General Service Offices to receive net revenue from sales recorded in their geography

Pilot with one-book for six-months before rolling out the remainder of the CAL book library as ebooks.

Launch pilot with *Intimacy in Alcoholic Relationship* (B-33) in all three languages by the end of May

Watch for the *In The Loop* announcement once it has launched

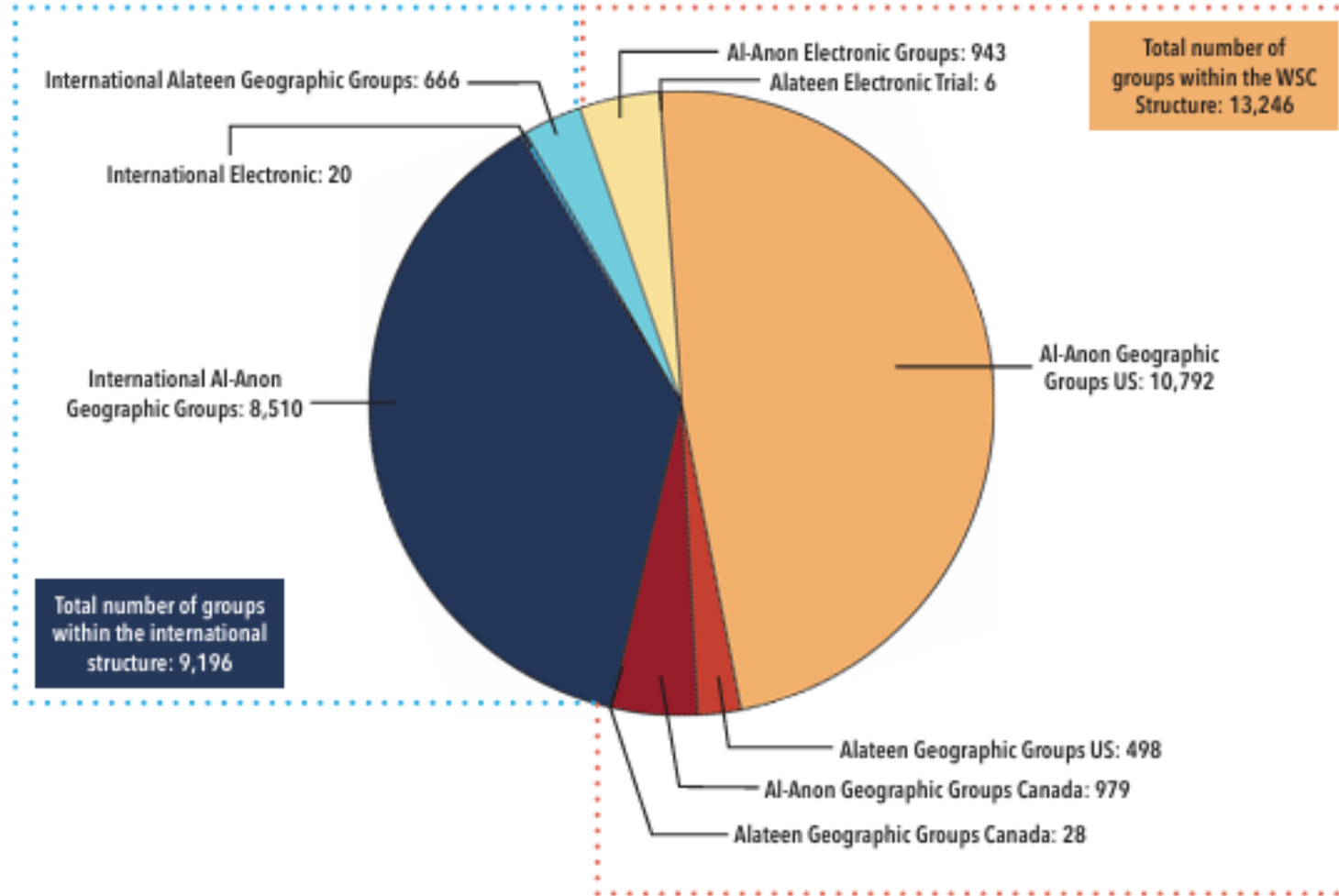
Global Connections

The Worldwide Fellowship



2024 Worldwide Al-Anon Family Groups Counts

The counts represent the number of groups in each category. Groups counted in "Geographic" categories include groups meeting in-person and electronically.



41% groups
International

Worldwide Fellowship

135 different countries

39 unique languages

new AIS's registered in
Cuba and Iran

40 GSOs

AI-Anon Spoken All over the World

Spoken by groups registered with the WSO.



International Coordination Committee

- Advisory Committee to the Board of Trustees
- Recommendations translation and reprints
- Visits & communicates with evolving structures.
- Hosts the International Al-Anon General Service Meeting (IAGSM)
- Reviews Al-Anon activities and policies outside WSC

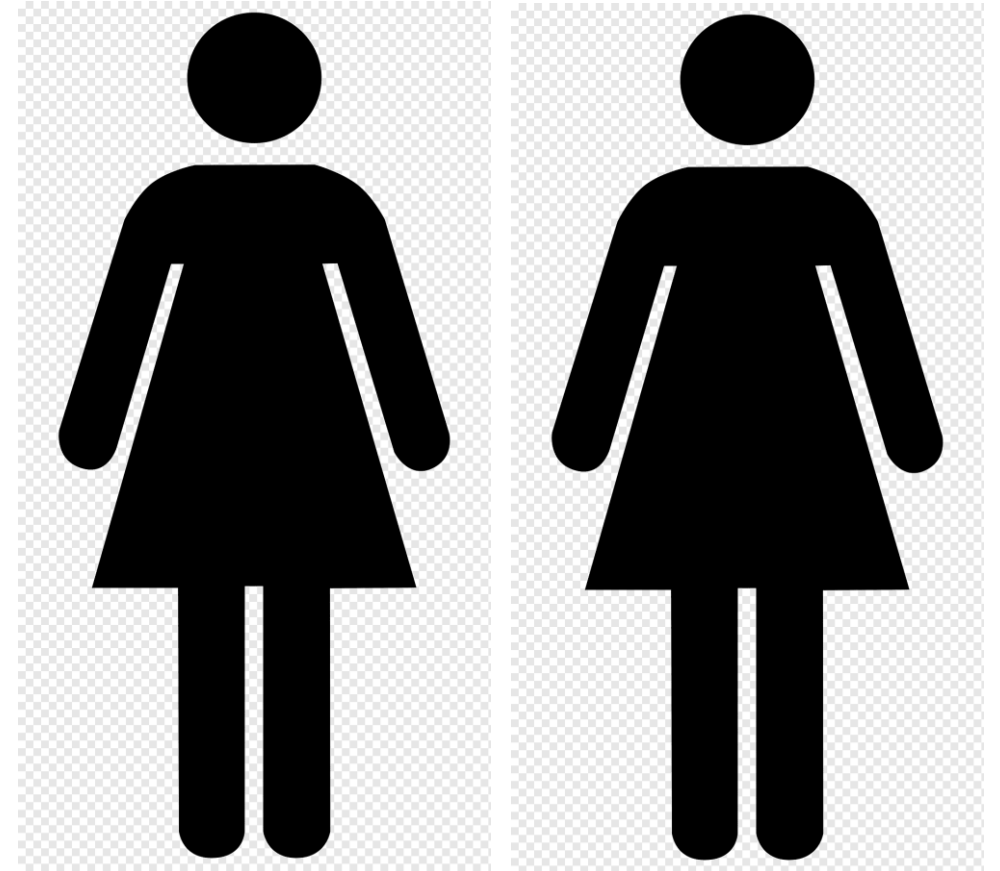


International Visit

- South Korea
- Mongolia
- India
- China



Service is what has the most impactful impression; it does not matter where you live in the world, what language you speak, what you have or don't have, what your culture has or not, what your traditions are or not. When we come together in unity, when we connect through the eyes to the heart, that is where we find recovery and the miracles happen.



Int'l Services Manager

Tradition 11 – Pictures removed

Director of Programs

11. Conference Procedure

- b. Delegates and WSO members take under advisement all matters affecting Al-Anon as a whole, engage in debate, appoint necessary committees and pass suitable motions for the direction of the Board of Trustees and the WSO.

- AL-ANON AND ALATEEN GROUPS AT WORK
- DIGEST OF AL-ANON AND ALATEEN POLICIES
- WORLD SERVICE HANDBOOK
- AL-ANON'S TWELVE CONCEPTS OF SERVICE
- AL-ANON WORLD SERVICE CONFERENCE CHARTER
- 2003 ALATEEN MOTION FROM THE BOARD OF TRUSTEES

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As amended by the 2022 WSC

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Charter

1. Purpose

- To be the guardian of both Al-Anon's world services and its Twelve Traditions;
- To be a service body, not a government.

2. Composition

- Delegates from states, provinces, and territories within the United States (including Puerto Rico), Bermuda, and Canada, and from non-geographically based Areas, which collectively comprise the WSC Structure; together with the Board of Trustees of Al-Anon Family Group Headquarters, Inc., the Executive Committee, and voting members of the WSO Administrative Staff, the three groups that comprise the Policy Committee.
- Representatives from other countries, when these countries as well as the Conference may be ready for their participation.
- Representatives from non-panel Areas within the WSC Structure.

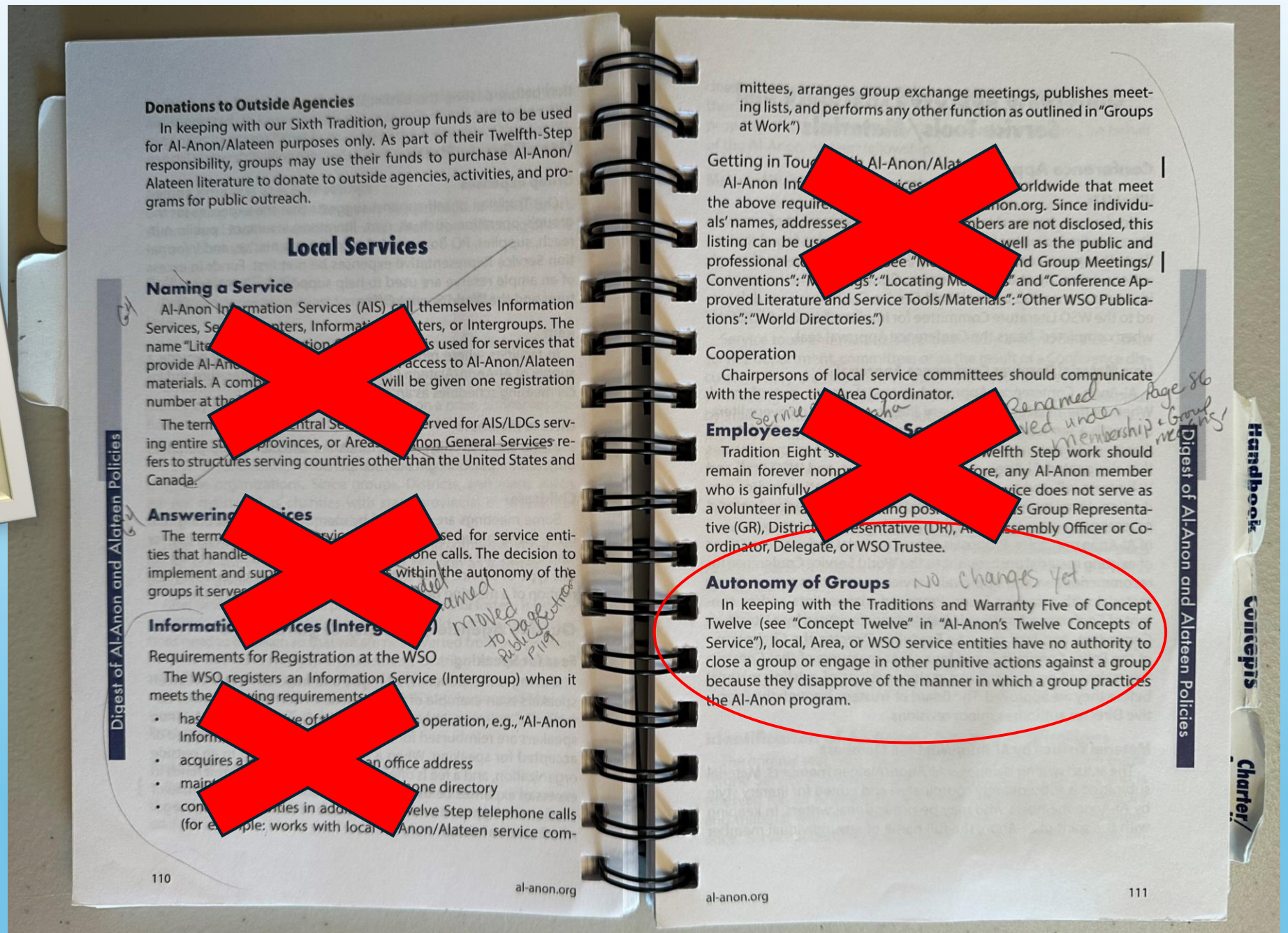
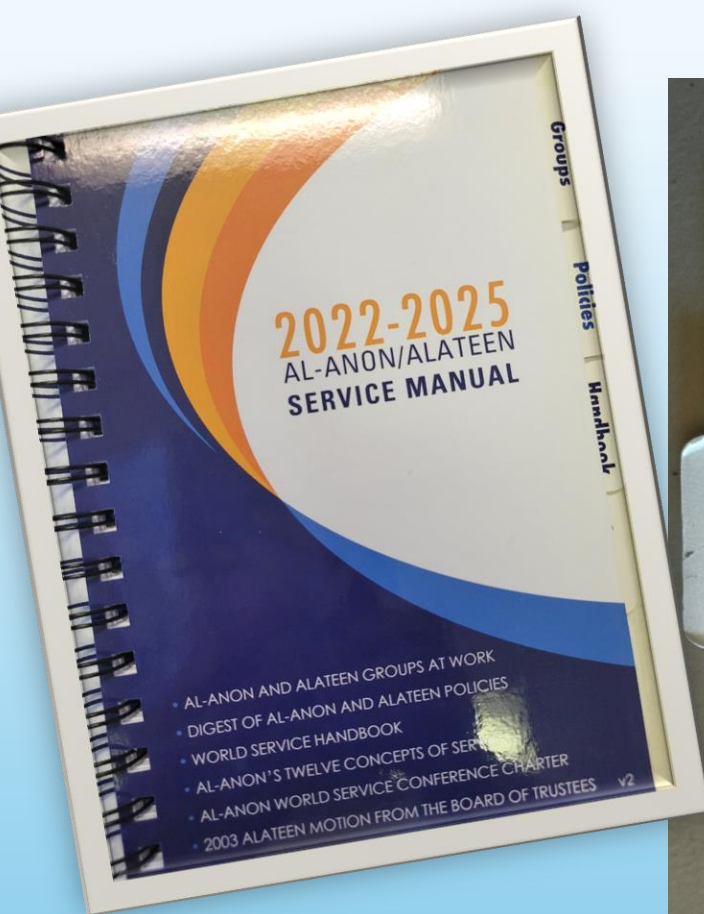
3. Relation to Al-Anon

- The Conference acts for Al-Anon in the perpetuation and guidance of its WSO services.
- The Conference is a vehicle by which Al-Anon can express its views on policy and note deviations from Traditions.

Local Services Sections
(pages 109-111)

Digest of Al-Anon and Alateen Policies





Donations to Outside Agencies

In keeping with our Sixth Tradition, group funds are to be used for Al-Anon/Alateen purposes only. As part of their Twelfth-Step responsibility, groups may use their funds to purchase Al-Anon/Alateen literature to donate to outside agencies, activities, and programs for public outreach.

Local Services

Naming a Service

Al-Anon Information Services (AIS) call themselves Information Services, Service Centers, Information Centers, or Intergroups. The name "Literature Information Service" is used for services that provide Al-Anon/Alateen literature and access to Al-Anon/Alateen materials. A combination of letters and numbers will be given one registration number at the time of registration.

The term "Central Service" is reserved for AIS/LDCs serving entire states, provinces, or Areas. "Al-Anon General Services" refers to structures serving countries other than the United States and Canada.

Answering Services

The term "Answering Service" is used for service entities that handle incoming telephone calls. The decision to implement and support an answering service is within the autonomy of the groups it serves.

Information Services (Intergroups)

Requirements for Registration at the WSO

The WSO registers an Information Service (Intergroup) when it meets the following requirements:

- has a representative of the service on its operation, e.g., "Al-Anon Information Service";
- acquires a telephone office address;
- maintains a telephone directory;
- conducts telephone calls in accordance with the Twelfth Step telephone calls (for example; works with local Al-Anon/Alateen service com-

mittees, arranges group exchange meetings, publishes meeting lists, and performs any other function as outlined in "Groups at Work")

Getting in Touch with Al-Anon/Alateen

Al-Anon Information Services are available worldwide that meet the above requirements. Since individual members are not disclosed, this listing can be used by the public and professional counselors. See "Meeting and Group Meetings/Conventions"; "Moving"; "Locating Meetings"; and "Conference Approved Literature and Service Tools/Materials"; "Other WSO Publications"; "World Directories.")

Cooperation

Chairpersons of local service committees should communicate with the respective Area Coordinator.

Employees

Tradition Eight states that Twelfth Step work should remain forever nonpaid. Therefore, any Al-Anon member who is gainfully employed should not serve as a volunteer in a paid position. This includes Group Representative (GR), District Representative (DR), Assembly Officer or Coordinator, Delegate, or WSO Trustee.

Autonomy of Groups

In keeping with the Traditions and Warranty Five of Concept Twelve (see "Concept Twelve" in "Al-Anon's Twelve Concepts of Service"), local, Area, or WSO service entities have no 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.

Motion for Consideration

Digest of Al-Anon and Alateen Policies

The "Digest of Al-Anon and Alateen Policies" reflects policy statements that grew out of questions and experiences from the Al-Anon fellowship worldwide. They are interpretations of our basic guides, the Twelve Traditions and the Twelve Concepts of Service.

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Service Participation by Members of Al-Anon Family Groups Who Are Also Members of Alcoholics Anonymous	

Who Can Disband a Group

Only the members of the group itself have the autonomy and authority to disband the 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.

Meeting List Publishing

In its role as the clearinghouse, the World Service Office supports service arms to encourage unity and common understanding.

In Tradition Nine, we learn of the ability and responsibility of groups and service arms to create committees and perform services to meet the needs of the fellowship. The decision to implement and support any service arm is within the autonomy of the groups being served, except in matters affecting another group, or Al-Anon, or A.A. as a whole.

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.

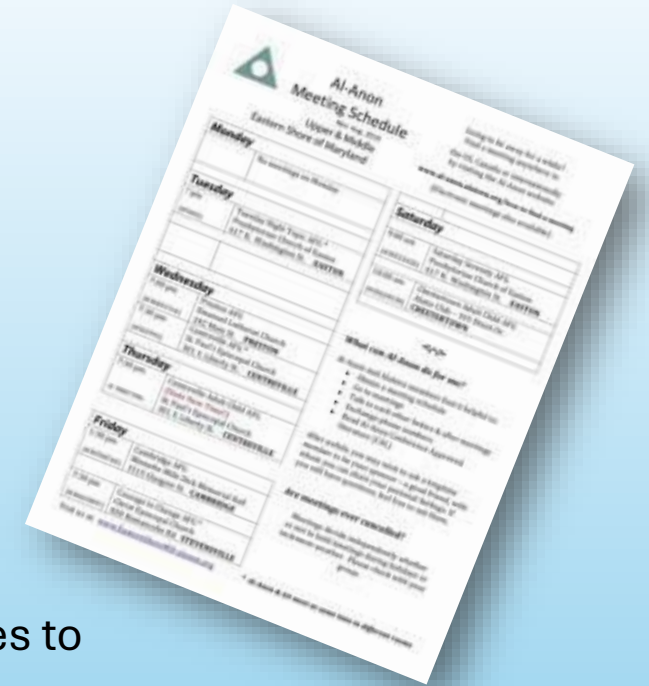
Area Discussion

NY North does not currently have a Meeting List Publishing Policy

Only one Area in the WSC Structure has a policy regarding meeting list publishing that the WSO has reviewed and agrees to support

To be clear... the WSO does not approve or disapprove Area policies. It agrees to support policies if they are aligned with the Traditions.

A consideration for discussion for the Fall Assembly - When does a group's practices effect other groups and/or Al-Anon as a whole? How can we foster better understanding with such groups and encourage them to practice the principles embodied in The Legacies? Do we want to create an Area Meeting List Publishing Policy?



Choosing a Group's
Name

Digest of Al- Anon and Alateen Policies



The Motion

The WSO registers new groups

The WSO was seeing an increase in the number of groups that were registering names that the WSO needed to have reviewed by committee. The WSO asked the Policy committee for guidance with the policy “Choosing a Group Name”. There was a Thought Force and then a Task Force and the Policy Committee recommended a change in the wording of the policy.

The 2024 WSC passed the recommended changes to the wording of the “Choosing a Group Name” policy. The wording referred to the principles in Traditions 3 and 5.

The Implementation

- WSO will only register new groups and update existing group names only when their name does not contain community-identifying designations.
- **Guide groups who currently have names containing community-identifying designations to consider removing the designations from their names and using the “participants/attendees” field for community identification. Practice “obedience to the unenforceable”.**

Community Identifying Designations

Women

Men

Parents

Adult
Children

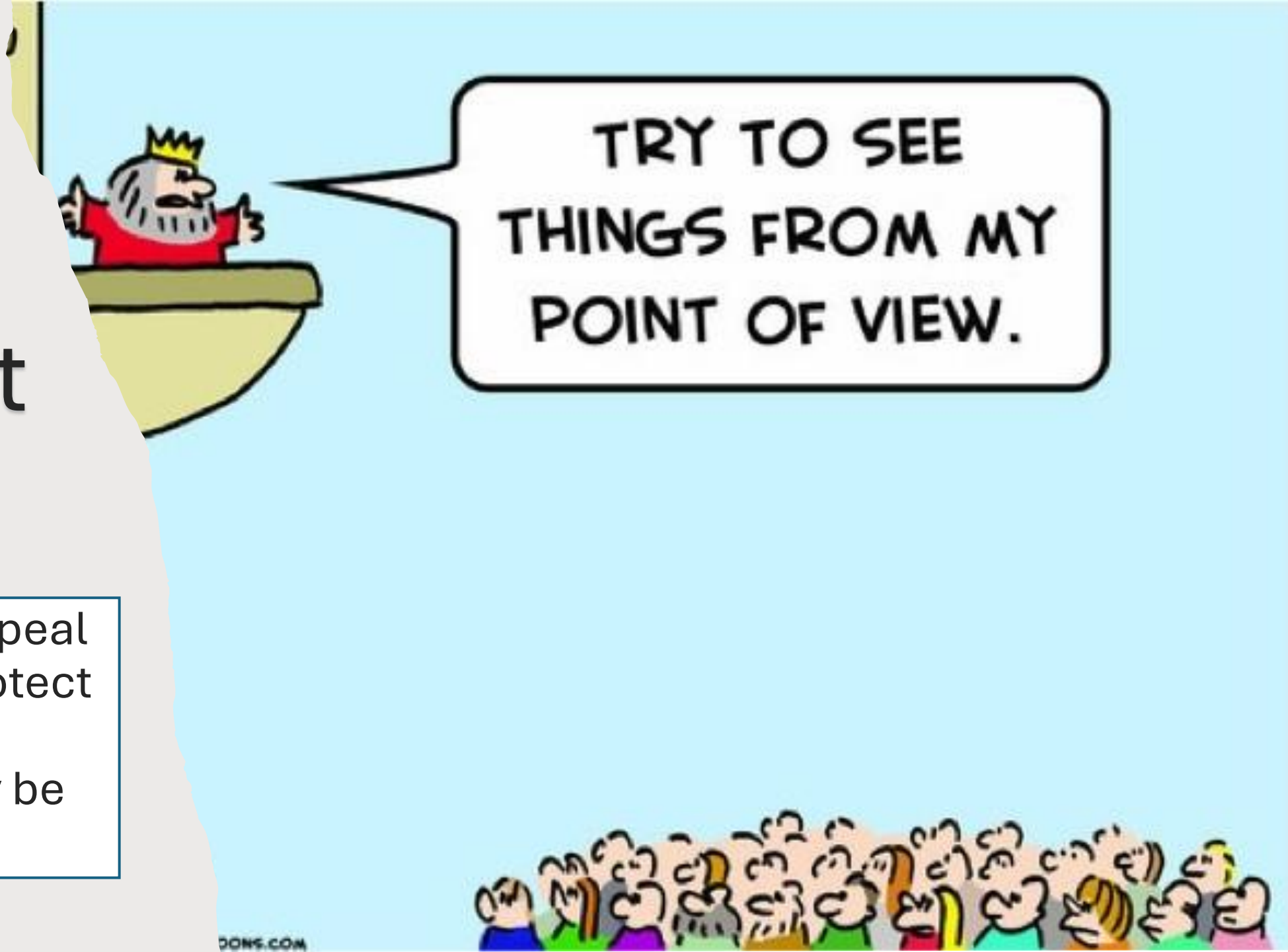
Young
Adults

LGBTBQ

People of
Color

Concept Five

The rights of appeal and petition protect minorities and insure that they be heard.



The Appeal

The Board of Trustees brought to the 2025 World Service Conference 190 Letters of Appeal to be considered.

The Conference spent several hours in extended sessions considering and discussing the issue.

The 2025 WSC Motion

Motion #7

Allow group names to continue to include identifiers such as those currently listed on page 28 of the 2022-2025 Al-Anon/Alateen Service Manual (P24/27) 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 WSC-approved “Choosing a Group’s Name” Policy.

Next Steps

The goal of the motion is to provide Conference members the opportunity to bring the discussion to their respective Areas to explore concerns, thoughts and opinions on the Policy and its implementation through spiritual conversations with the groups.

As the Policy Committee Chairperson, 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!

Area Discussion

I will offer virtual sessions to review the “Choosing a Group’s Name” Policy timeline and to study Traditions Three and Five. The information can be taken back and shared and discussed with the Groups. Groups are encouraged to have a Group Conscience discussion, especially those groups who have community identifying words in their names. The GRs can then share their group’s perspective at the Fall Assembly.

Let your voice be heard.



Concept Four – Participation is the key to harmony

11. Conference Procedure

d. The Conference may adopt procedures and elect any needed officers by a method of its choosing.

- AL-ANON AND ALATEEN GROUPS AT WORK
- DIGEST OF AL-ANON AND ALATEEN POLICIES
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As amended by the 2022 WSC

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The guardian of both Al-Anon's world services and its Traditions;
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Composition

- Delegates from states, provinces, and territories within the United States (including Puerto Rico), Bermuda, and Canada, and from non-geographically based Areas, which collectively comprise the WSC Structure; together with the Board of Trustees of Al-Anon Family Group Headquarters, Inc., the Executive Committee, and voting members of the WSO Administrative Staff, the three groups that comprise the Policy Committee.
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3. Relation to Al-Anon

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Single Process Trustee
Selection

Al-Anon World Service Conference Structure



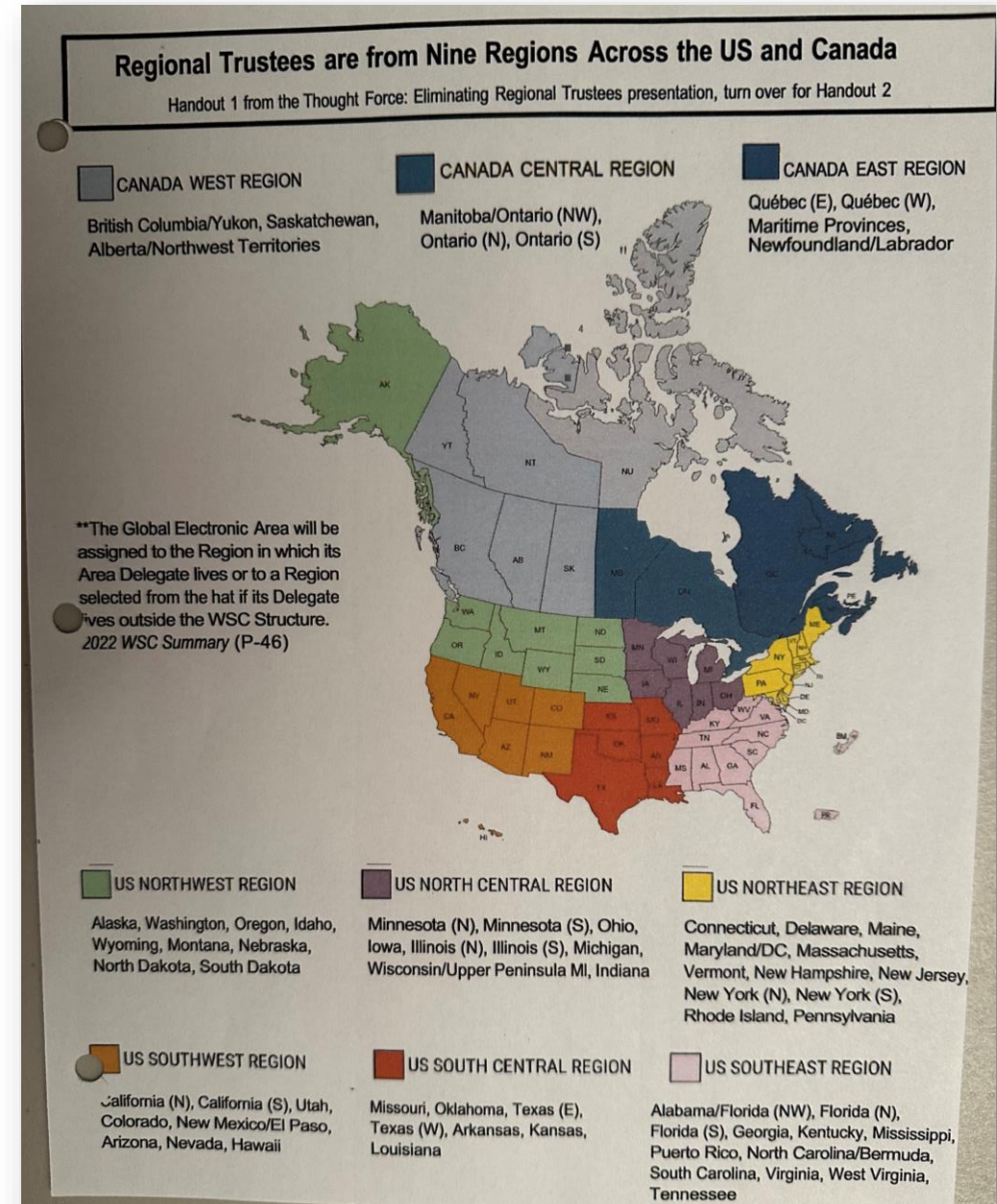
Trustees



9 TAL – Trustees at Large

9 RT – Regional Trustees

Goal - To ensure that the Board of Trustees has diverse perspectives from across the World Service Conference Structure - East, West, Central, North, South, Canadian, Cities and Rural Communities.



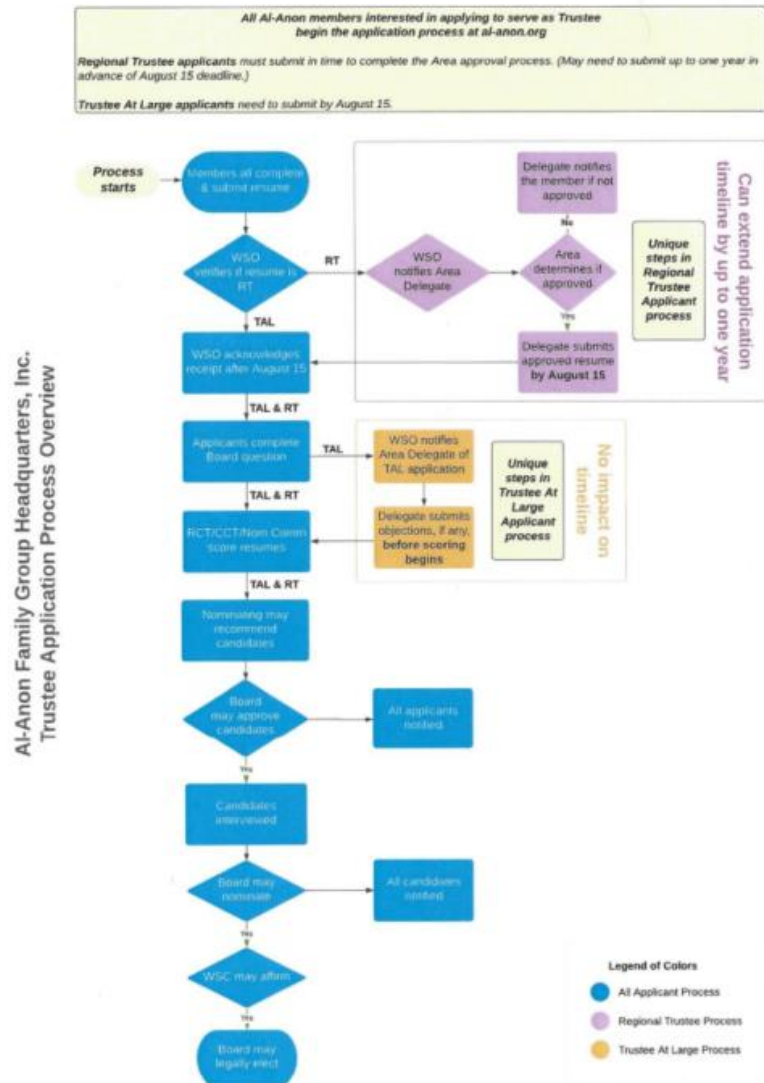
How are the roles different?

**They are NOT
different!
They are the same.**



The Application Process

The Application Process



Applications are submitted to WSO (online process)

Regional Trustee applications are sent to the Area Delegate to be approved by the Area

Areas can submit one Regional Trustee application

Regional Trustee applications must be submitted by
August 15th

The extra steps of being approved by the Areas add time and stress into the process for Regional Trustee Applicants over the Trustee at Large Applicants

Many Areas do not have a process in place to approve Regional Trustee Applications

The Problem

The Board of Trustees has 5 out of 18 positions that are vacant

Board operating at 72% capacity

Leadership needed for technology expansion, increasing legal threats, evolving cultural awareness and cybersecurity concerns

More demands falling on fewer people.

Qualified & willing members



Proposed Solutions

A Task Force was formed charged with defining a single process for selecting Trustees modeled on the current Trustee at Large process that could be considered by and discussed with Conference members at the 2025 WSC.

Three different options were presented for consideration.

More time to consider the options - 2026 WSC

Area Discussion

I want your perspective on how changing the Regional Trustee application process might affect Area Autonomy and how important is it?

I will offer a virtual session to explain the application process and the proposed options in preparation for a discussion at the Fall Assembly

11. Conference Procedure

- f. At the close of each yearly session, the Conference will send a full report of its proceedings to all World Service Conference members, past WSC members, and Area World Service Committees (Area officers, Coordinators and District Representatives).

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2024 WORLD SERVICE CONFERENCE SUMMARY

Our Path toward Grace, Unity, and Understanding

Notre cheminement vers la grâce, l'unité et la compréhension

Nuestro camino hacia la gracia, la unidad y la comprensión



WSC 64th Annual
World Service Conference 2024

www.al-anon.org

www.al-anon.org

Make a Contribution | Online Bookstore | English

Newcomers | Meetings | Members | For Professionals | Calendar

Members | For Professionals

Member Resources

Literature

Group Resources

World Service Conference (WSC)

Public Outreach

International

Board of Trustees

WSO

Make a Contribution

The Legacies

WSC Summary

WSC Summary Archive

Chosen Agenda Items

2022-2025 Al-Anon/Alateen Service Manual (P24-27)

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AL-Anon Guidelines

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A large audience is seated in rows of green chairs in a dark venue, likely a concert or event. The stage is visible in the background, and the ceiling is filled with many small, warm-toned lights. A neon sign overlay is positioned in the upper center of the image.

UPCOMING EVENTS

2025 A.A. International Convention



“90 Years – Language of the Heart”

July 3rd – 6th

Vancouver, BC Canada

Al-Anon @ Hyatt Regency

Registration - \$160

2025 Road Trip! You and Your Board Connect



Omaha, Nebraska

October 25th

Doubletree by Hilton Omaha Downtown Hotel

2028 Al-Anon International Convention



2028 Al-Anon International Convention



Minneapolis, Minnesota

July 20th – 22nd

2026 World Service Conference



April 20th – 24th 2026

Virginia Beach

Newport News Marriott City Center Hotel



Al-Anon Family Groups

Help and hope for families and friends of alcoholics

A large, 3D, golden-yellow number '75' is centered on a dark blue rectangular background. The background is filled with a burst of small, multi-colored confetti (gold, silver, and red) that appears to be exploding outwards from behind the number. The entire graphic is set against a light blue background.

75

75

Anniversary

C E L E B R A T I O N

Al-Anon's 75th Anniversary Celebration



75 Years of Help and Hope

April 25th, 2026

Open House at WSO Headquarters, Virginia Beach
Banquet at the Newport News Marriott City Center

Thank you

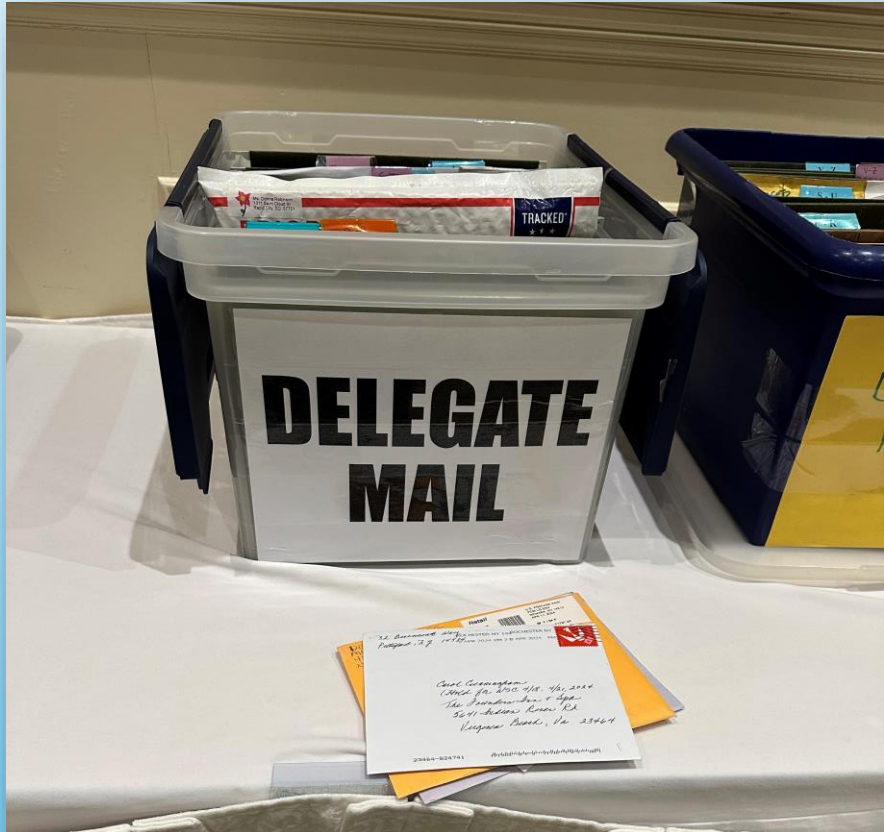
Sue Perez

Happy Retirement!



Tradition 11 – Picture removed

Encouragement



Thank you for the cards

Stepping Stones



Stepping Stones

Home of Bill and Lois Wilson

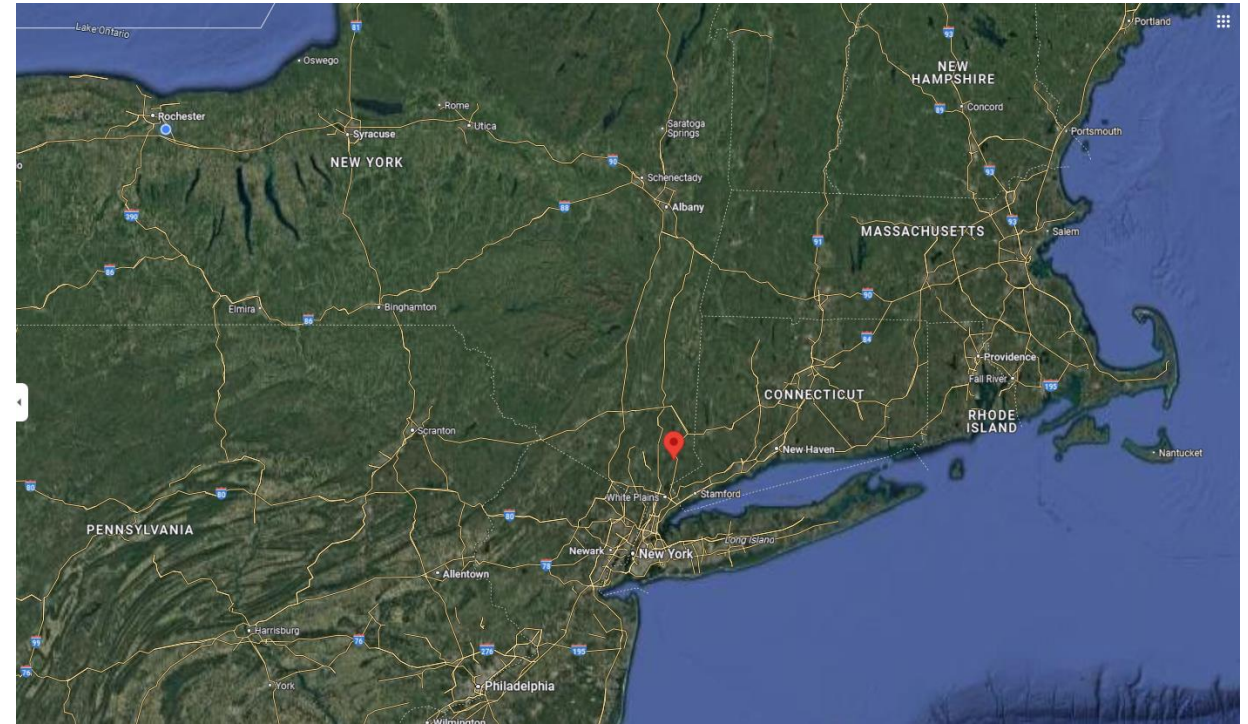
The Stepping Stones It is one of the largest repositories of material on early A.A. and Al-Anon and the Wilsons

Where the WSO began, upstairs on the second floor at Lois's desk.

The first WSC was a luncheon held at Stepping Stones

Tradition for Delegates to attend a luncheon with Lois at Stepping Stones

Bill built a "Shack" on the hill just behind the house, later called Wit's End. How it got its name is a matter of who you ask, Bill or Lois. They had different perspectives



Bedford Hills area of NY
62 Oak Rd
Katonah, NY

Reservations are required.
www.steppingstones.org
914-232-4822

Welcome
Home





Bill's Desk
In
Wit's End



Lois's Desk



The kitchen
table

So many coffee
cups

Tradition 11 – picture removed for
posting to website.

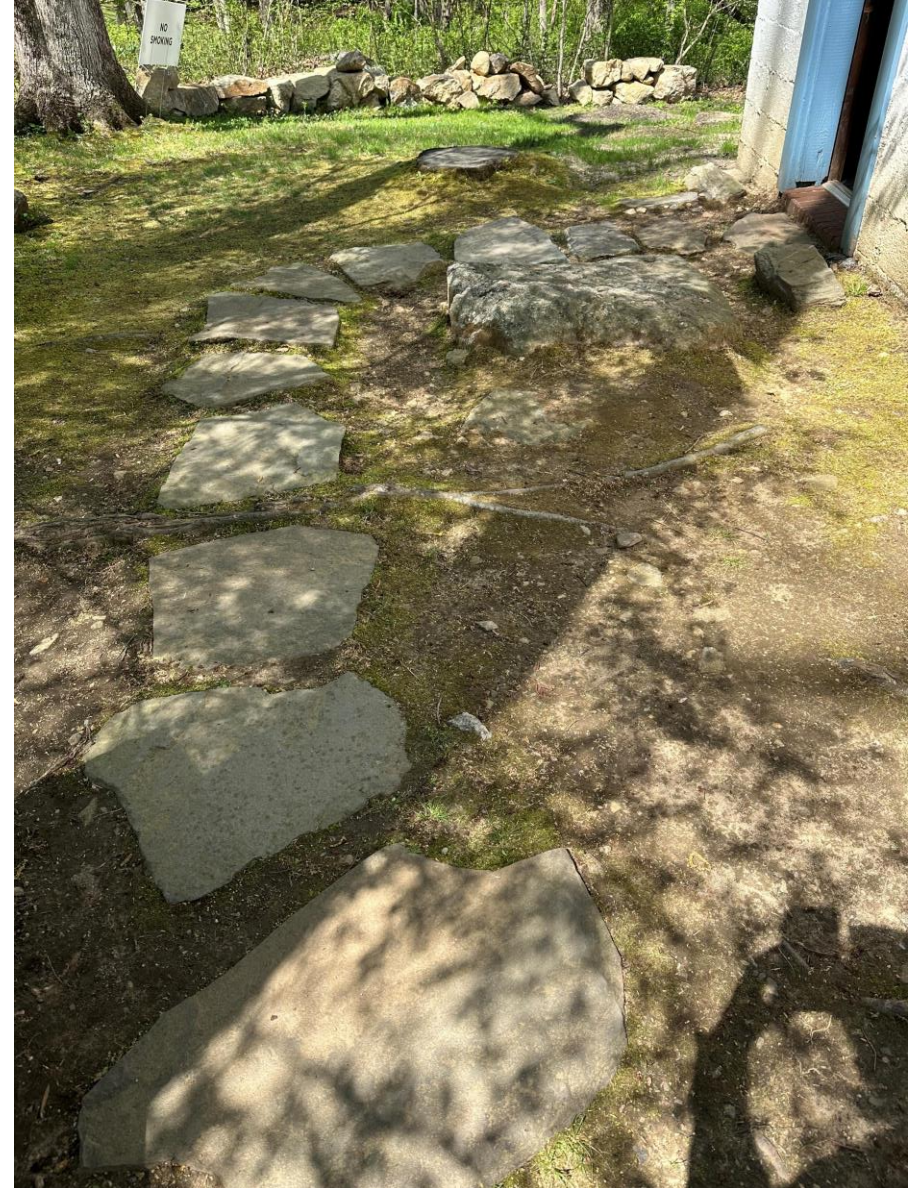


Wit's End The Shack

The window
where Bill sat



12 Stepping Stones Into Wit's End



Bill's view from Wit's End



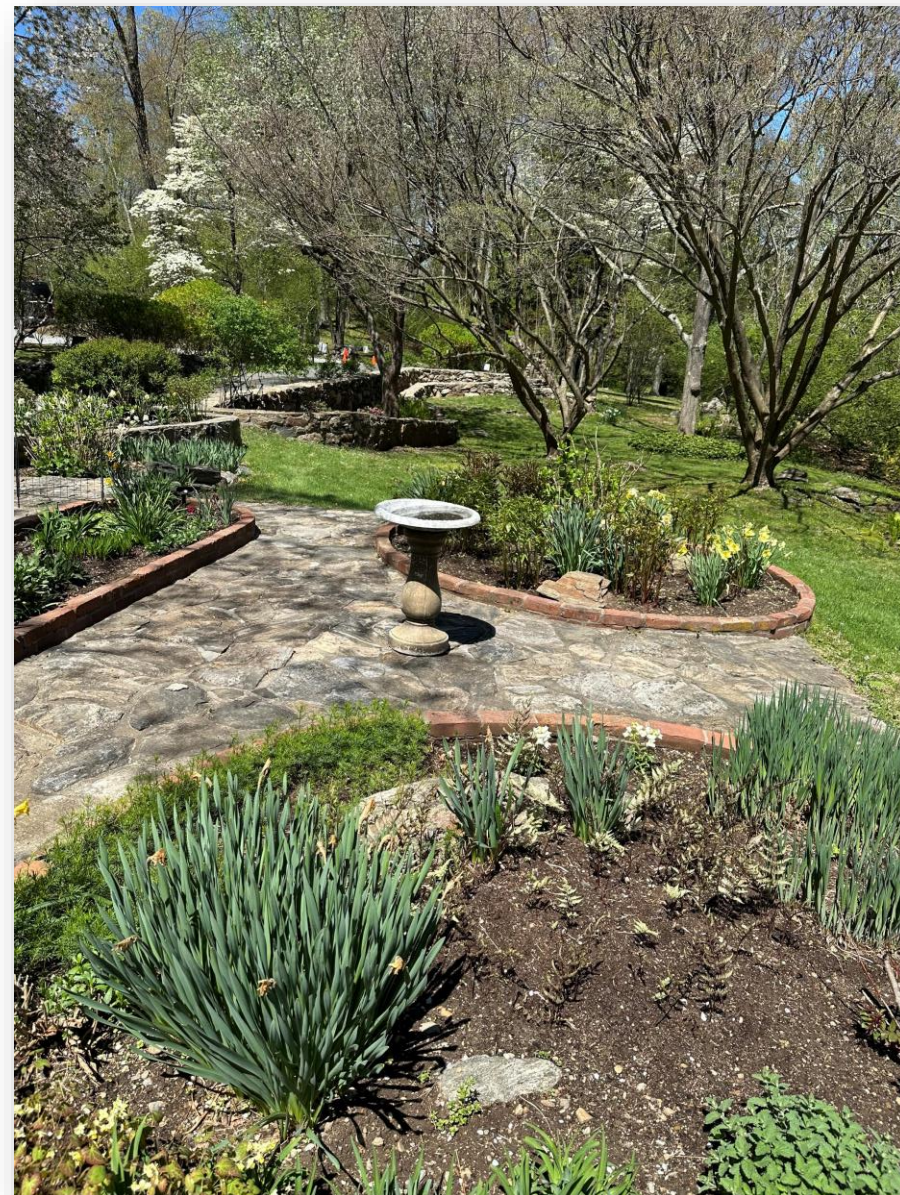
The House

Second floor
window where
Lois sat






Lois's view





Panel 64 In Service WE Soar!



Lois often said, “It takes only one person to start something, but many others to carry it out.”

Reflection

Experience how our fellowship holds together, even during contentious conversations, through respect, trust and participation.

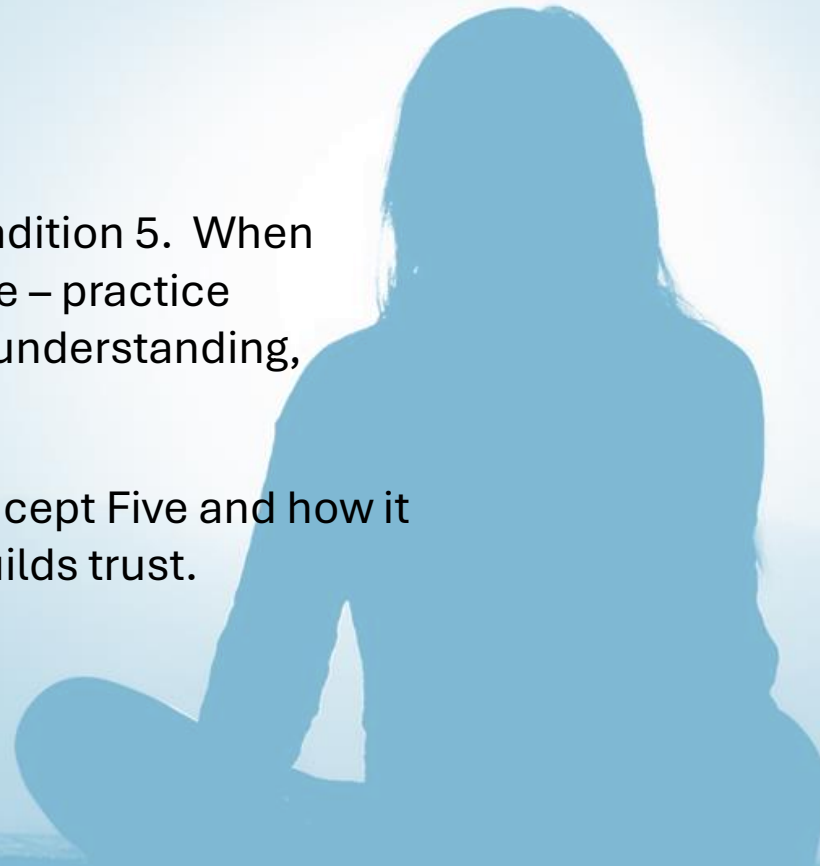
Principles in action – modeled behavior

WSO does not authorize, approve or enforce,
it serves and leads

Came away with a whole new appreciation for Tradition 5. When I'm wondering what to do next, Tradition 5 tells me – practice loving (starting with myself), be encouraging, be understanding, be welcoming and give comfort.

Opportunity to experience the importance of Concept Five and how it fosters understanding and strengthens unity. Builds trust.

Practice listening to understand, not to respond



Questions

