

Delegates Report – 2025

Investing in each other to preserve our Legacy's

The World Service Conference is the annual business meeting of the Worldwide fellowship of Al-Anon. The WSC structure includes members of the US (including Puerto Rico), Bermuda, and Canada, Al-Anon also supports over 8,500 international meetings across 47 languages.

So lets start with the Worldwide Fellowship

- WSC designation as Sr conference for all Al-Anon
- WSC Policy decisions affect on members and structures worldwide
- ICC responsibility to share the voice of international structures at the WSC
- WSC members responsibility to demonstrate Tradition One- Unity as a global consideration.

The International Coordination Committee and the International team at WSO are the people that handle all issues related to groups and General Service Offices outside the World Service Conference by providing a connection between the GSO's, AIS and developing structures and the WSC structure. The international team nurtures connections with our international partners.

- In 2024, they hosted the International Al-Anon General Services Meeting (IAGSM) in Virginia Beach. This meeting is the international equivalent of the WSC. This meeting brings together delegates from around the world to discuss issues with creating and maintaining AIS and GSO's. They meet every other year.
- Regional Structure Meetings (RSM) is an established source of connection which have proven to be very popular and successful. This past year, the International team sent over 130 invites to more than 65 countries. Working with designated contacts, the Staff invite international structures to participate in RSMs semiannually. As you would expect, these invites are typically sent via email, but Staff also use WhatsApp extensively, as it is the preferred form of communication by many countries for financial reasons.
 - Structures have an opportunity to send their questions in advance, so responses can be researched and responded to efficiently. RSMs also provide an opportunity for the WSO to gain insight into the development of the structure and any challenges they may be facing. Each structure may have their own unique needs, and these are taken into consideration with any communication. Interpretation is provided to the countries that speak Spanish or French, while structures whose primary language is different provide their own interpretation.

- The International team offers support and guidance, often sharing information that is readily available within the WSC Structure and follow-up meetings, if these are required. These meetings are frequently humbling, as structures offer appreciation for how valuable regular connect and consistent guidance is to their maintenance and growth.
- Global gatherings – were more recently introduced by the International team to offer a new method for collaborating with all international structures. The WSO hosts meetings on a specific topic every two months, inviting structures through AFG Connects as well as the various tools used to send RSM invitations. The International team and the International Coordination Committee members attend our Global Gatherings. Structures are encouraged to submit topics for consideration as well as questions about the next scheduled topic. To date, the International Team has held six Global Gatherings.
 - The topics were:
 - World Service Conference Report
 - Twelve Steps – WSO Staff and Volunteers
 - Board of Trustees: Composition, Jurisdiction, & Responsibilities Part Two
 - Al-Anon Resources and Service Tools
 - Public Outreach & Social Media
 - Alateen – Understanding & Implementing the Safety & Behavioral Requirements and the Alateen Policy.
 - On average, over 100 members and 40 international structures are represented at the Global Gatherings. We are looking forward to our next Global Gathering, which will be held in May 2025, when we will be presenting a report from the World Service Conference.
- The WSO has found and contracted with independent reviewers for CAL translations in Bulgarian, Latvian, Romanian, and Farsi.
- Al-Anon Trademark –
 - renewals for Mexico and the Cayman Islands processed
 - Commencing the process of registering our trademark in China.
- eBooks
 - Becoming a reality. A vendor has been selected – “PublishDrive” which has access to hundreds of ebook platforms globally.
 - Ebook sales will impact the ability of international structures to practice being fully self-supporting through literature sales. A criteria to allow GSO’s to receive revenue from the sales the WSO records in their geography has been developed.
 - The process will start with one book, a six-month pilot using this new vendor has been scheduled, before rolling out the remainder of the CAL library as ebooks.

- The pilot starts this month with “Intimacy in Alcoholic Relationships” in all three languages (English, Spanish and French).
- The books need to be prepared with indexing, cover design, formatting for loading into different platforms, announcement crafting and online bookstore updates. – Watch “In the Loop” for the announcement.
- Far East trip – Fall of 2024
 - A team from the WSO went to South Korea, Mongolia, New Delhi, India and a virtual trip to China. On this trip, the team shared revitalization of Alateen, Introduction to the 12 steps and sponsorship.
 - South Korea – they have had a GSO for many years. This trip reestablished our relationship with this country
 - Mongolia – visit came from a request from a member in Washington state. 75 members present at first meeting.
 - China – virtual meeting, they have 100 plus meetings. They are forming a structure with links of service.
 - India – have established GSO, and BOT
 - The International team empowers local structures
 - Team reflection - Hearts & eyes speak when words cannot be spoken. Connections of the heart make possibilities limitless.

2028 International Convention – Slides

- Minneapolis, MN – July 20-22, 2028
- Anyone up for the trip – International Conventions are exciting, energizing, spiritual
- Any input from those who have attended previous Conventions.

Stepping Stones

My pictures at Lois’s and Bill’s desk

PPt from Stepping Stones.

Lunch break

Annual Report

At the 2024 Conference, it was shared that the Reserve Fund had exceeded the one years budget amount and had to be used. Ideas were solicited from the Fellowship and WSO staff.

- Excess funds 2023 expenditures – slides
 - New office van

- Used to transport WSO volunteers to and from the airport and around town as needed – saving on airport shuttles and rental cars
 - Shuttling staff and equipment
- Inventory scanner
- New envelope opener – the latest technology in mail room equipment. It has streamlined incoming mail processing. A time saving, dates individual mail pieces as they are opened.
- Replacement of boardroom furniture with tables which have electrical outlets on the tabletop.
- Upgrade to the core system - slide
 - Group & Trusted servant records
 - Al-Anon online store & inventory
 - AFG Connects
 - Financial systems
 - Meeting Search
 - This is a long-range project – determining needs, vendor etc.
- Professional Outreach – Young people – slide
 - PSA “Questions” played on Podcasts geared toward teenagers and young people
 - Exhibits at professional conferences reaching social workers, school counselors and others who work with teens.
 - Purchasing half-page ads in trade journals to reach social workers, school counselors and family therapists.
 - Developing a dedicated LinkedIn advertising campaign to raise awareness of Al-Anon and Alateen educators
- Passing It On - slide
 - A proposed project to share service knowledge and experience
 - familiarity with principles
 - understand process – links of service
 - create a Passing It On study guide
 - including local institutional knowledge, training and education by collecting service experience, strength and hope to share with future leaders, and promoting sponsorship/mentoring
- WSO Social Media Followers – slide
 - After our discussion at Spring Assembly about utilizing social media for Public Outreach I thought you might be interested in this graph from WSO showing who many hits they have on social media sites.

- As of Monday, April 28, Al-Anon will no longer be posting new content on social media platform 'X' formerly Twitter. This is for two reasons; first, the updated terms of use states they can share any content posted on the platform to third parties to help train AI and secondly there are technical challenges related to accessing our profiles on the platform.
- Electronic Alateen Validation & Implementation Planning
 - The Global Electronic Alateen Safety Minimums (Global EASM) and Electronic Alateen Safety and Behavioral Requirements have been approved and available for Area's who would like to have electronic Alateen meetings.
 - No changes need to be made to the 2003 Alateen motion to have electronic Alateen meetings
 - Training modules will be updated
 - This information is only for Area's who wish to host electronic Alateen meetings
- Membership Survey Results were shared. 15,375 members responded – 86% from the US, 9% from Canada and 5% other. This number seems low considering we have 13,246 groups which could translate into about 132,460 members if each group had 10 members. The results can be found on Al-Anon.org, for professionals, membership survey. They can be printed and shared with professionals or used for Public Outreach.

Financial Report

- Again in 2024 the Reserve Fund Transfer was returned as income was sufficient to cover the budget.
 - Revenue sources – slide
 - Literature sales
 - Contributions
 - Quarterly Appeal letter
 - These are for individual members to donate to WSO directly.
 - Group contributions
 - Number of group slide
 - Contributions Cost of WSO services allocated across WSC Structure Groups slide
 - Cost to each group slide
 - Bequests – The WSO operating budget and the services it supports have benefited from several substantial bequests in recent years. It is necessary to confirm membership to accept

the money. Use of the “Remember Al-Anon in Your Will (S-38)” can facilitate a bequest.

- Budget
 - The Executive Director, WSO Staff and the finance committee work to put together a reasonable and comprehensive budget to ensure services will be provided.
 - Considerations in creating a budget -slide
 - How do we continue to carry the message?
 - How do we continue to reach new members
 - We do this by continuing to provide
 - Public Outreach & Community awareness
 - Purchasing and sharing new literature
 - Connecting with International structures
 - Increased access through technology – Mobile App
 - Budget Covered by 45% contributions & 43% literature - slide
- Revenue – there is a 2% decrease because there will be no new literature and contributions anticipated to remain relatively consistent.
- Expenses
 - Salaries
 - 2-3% increase
 - Medical & Dental increasing
 - Three Full-Time open positions
 - Two planned retirements
 - Other expenses include but not limited to
 - Building expenses
 - Staff travel for outreach and the 2025 International AA Convention
 - Volunteer Travel – Board of Trustees, Executive Committee for board meetings and Road Trip
- Bottom line – slide
 - Budget is comparable to 2024
- There is an Audit done yearly and reviewed by the Conference members - slide

Policy Actions taken at Conference

Before we get started,

- How many of you have a 2022-2025 Service Manual v2?
- How many have downloaded the three updates? V3, v4, v4a

- WSC does the same thing with policies as we have been doing to our Maine policies in the last couple of years – Fall and Spring Assembly votes on our Area policies
- If you don't have the updates, your manual is out of date. The good news is there will be a new service manual coming out the first of 2026, the 2026-2029 version, which should be up-to-date!!! Also the Groups at Work section and 'Groups at Work' book should also reflect the policy updates. The current 'Groups at Work' book does not reflect the current policies on certain topics.

The policies we discussed at this Conference

- Local Services section (pg 110) –Review of this section started with a Task Force in 2018. This section was reviewed and some changes and deletions were made at the 2024 Conference. The 'Autonomy of Groups' section was recommended for further review. This review was brought to the 2025 Conference for review and acceptance. These changes are found in the "Membership and Group Meeting/Conventions" section found on page 85. The following changes were presented and accepted by the Conference this year.
 - Addition of policy for 'Who Can Disband a Group'
 - Revised verbiage and placement of policy for 'Meeting List Publishing' (previously referred to as 'Do not Refer" proposed policy/procedure several years ago)
 - Removal of Local Services, "Autonomy of Groups" pg 110 as it has been encompassed in the previous changes.
- Choosing a Group Name Policy
 - This policy was passed by the 2024 Conference. When the Policy Committee report came out about implementation in July of 2024, many appeals were sent to the Policy Committee and WSO. (100+ pages)
 - I did receive two appeals from groups in the Maine Area
 - The decision was made to address these appeals at the 2025 Conference. We practiced Concept 5 – The rights of appeal and petition protect minorities and insure that they be heard.
 - We held several sessions at Conference to discuss the appeals and what the next steps should be.
 - The Policy Committee Acknowledged
 - The concerns the 2024 Delegates had about not being able to discuss the Policy changes with the groups in their Area prior to Conference.
 - That the updates could have provided clearer, more detailed information regarding the implementation of the Policy.
 - Amends were made

- We learned information from WSO staff process for reviewing names which may not be in alignment with the Policy.
 - Area Group Records Coordinators are notified when names are not acceptable.
 - In speaking with those registering groups with names including identifiers, Staff are regularly told the group will not welcome or even accept those who do not match the identification – not in keeping with Traditions 1,3, & 5.
 - WSO staff share education about the Traditions and our primary purpose of welcoming at any meeting all those struggling with alcoholism in a loved one.
- The understanding achieved through the conversation
 - Committed to presuming goodwill, share the same intention to serve the best interest of Al-Anon Family Groups as a whole and recognize that even a thoughtful group conscience may not satisfy everyone.
 - Delegates are aligned in wishing to ensure all groups and members in their Areas are aware of and understand the significance of Tradition 3 in terms of welcoming all those struggling with the family disease of alcoholism, regardless of their group's focus.
 - We are aligned to ensure the implementation is principle-based.
 - The groups are concerned that disallowing identifiers in the names will reduce the number of newcomers/members who can find their group.
- Next Steps
 - The motion that passed called for a pause in the implementation of the 2024 WSC approved “Choosing a Group’s Name” Policy as related to identifiers in groups
 - The motion included the verbiage from page 28 of the Service Manual in the Groups at Work section about group names – including “men, women, parents, adult children, young adults, other gender identification/sexual orientation, etc.
 - Conference members have the opportunity to bring the discussion to their Area to explore concerns, thoughts and opinions on the Policy and implementation through spiritual conversations with the groups.
 - WSO will continue to review group names for adherence to the Traditions as was supported by the 2025 WSC members.
 - avoid registering groups with outside affiliations.

- Permits registration of new groups and updates to existing groups that include identifiers such as those listed in the motion.
 - The conversation will be continued at the 2026 Conference.
- What will be the Area's next steps on this Policy discussion?
 - We will have a new delegate going to Conference next year that will want to be fully informed about the Area's concerns, thoughts and opinions

75th Anniversary of Al-Anon

- April 25, 2026, following Conference at the Newport News Marriott City Center with an open house at WSO and a dinner at the hotel.

My three minute talk from Conference was read

Thank you for the privilege of serving as your Delegate

Respectfully submitted

Carol G, Delegate

Addendum: Excerpt from Policy Committee Update from July 2024 which prompted appeals from the membership

As a result of the 2024 WSC's approval of the "Choosing a Group's Name" Policy, the Staff Policy Implementation Round Table (SPiRiT) brought forward recommendations for the Policy Committee related to WSO implementation of new procedures to reflect the updated Policy. The recommendations were accompanied by background on the WSO procedures related to group names, including the historical preference of groups across the WSC Structure for using the "focus" (now called "Participants") field for community identification. When the "focus" field had been removed earlier, trusted servants reported their groups still wanted that feature to help members search for a meeting in which they felt comfortable.

A thoughtful and spiritual discussion occurred, which resulted in the Policy Committee confirming that the proposed WSO procedures align with the new Choosing a Group's Name Policy. Through this confirmation, the WSO was directed to:

- Register new groups and update existing group names only when their name does not contain community-identifying designations.

- Guide groups seeking to encourage community-specific participation to use the “Participants” designation.

The Committee directed Staff to communicate widely through the links of service so that existing groups with names containing such designations would be encouraged to practice “obedience to the unenforceable” by aligning their group name with the new Policy.

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