

Welcome to what feels like our first Assembly of the term! I know we've all attended many service and business events online with our reports, smiles and hearts at the ready, but I still can't help but feel extra excited as we come together as Panel 60 in this new and very real way.

When considering which pieces of the 50 hour week of Conference to share with you, in the end I hope to convey the hope, awe and excitement that being in attendance at the World Service Conference left me with and that you will leave this weekend with a broader awareness of the presence of our loving Higher Power at work in the center of our gathering. I hope we all bring that spark back to our groups, encouraging others to grow through service opportunities. Service has been the catalyst for incredible growth for me, leading me towards inward change in unexpected ways. I'm so grateful that I stayed to experience the miracles this program promises.

Let me begin with gratitude; first to each of you for your prayers, your notes, your love gifts, your texts and calls. Your connection helped me to connect with the members at Conference. I felt rooted in service, rooted in love and was able to advocate for ideas based on my experiences in service in Iowa. I know I have grown personally this year because I was able to speak my truths to the best of my ability without the shakiness that I felt last year. My fear of being wrong or 'less than' has diminished over this year, and I am better able to see that we are all doing the very best that we can. Slide 2

Again, thank you to those that created love gifts! Please take something as a token of the loving intentions that others created to be passed on by their Area Delegates. Thank you to any of you that also donated financially on behalf of yourself, your group or district! District 2 made a generous financial love gift in honor of the Delegates. Later I will share how your donations helped, and continue to help, keep the World Service Office operating so that it can provide services to both current and prospective members during this unprecedented year.

I want to give a shout out to Beth K. for submitting her resume for the Public Outreach Committee at the WSO. She was selected to serve a one-year term. Please join me in thanking her for her willingness to serve in this capacity!

Finally, thank you to all of you for the dedication and commitment you show to our Area, your districts and your groups by participating in the Area Assembly this weekend. We continue to break new ground by offering this event both physically and virtually. Your patience and flexibility are appreciated as we work out any kinks. Slide 3

By now you've had a chance to glean some of the information that I'm going to share with you from our Area Newsletter, In the Loop, and the Forum. I imagine each year the Conference sets historic precedents, and this year was no different. The greatest change to our fellowship was the inclusion of permanent electronic meetings into the AI-Anon Family Groups service structure, transforming them from meetings to groups. Each group will be able to fill all of the service functions outlined in the Service Manual, including the very important role of the group representative which gives the group voice and vote at the district and area levels.

The Motions surrounding permanent electronic meetings brought these changes:

- 1) The Conference voted to recognize electronic meetings as AI-Anon Family Groups. Electronic groups will have the opportunity to elect members for all service positions, most importantly that of the Group Representative.
- 2) The process of forming an Electronic Area is underway with the end goal of voting it into the AFG structure at the 2022 World Service Conference. In order to support an

electronic Area, the Conference voted to amend the Service Manual to remove geographic designations of Areas, Districts and Groups. The new Electronic Area will be contiguous to all Areas. This allows electronic groups to consider joining another Area, and Areas to consider allowing electronic groups to join them since the Electronic Area will be next to all physical Areas. See your current Service Manual 2018-2021 v2 page 158 under Miscellaneous: Renaming an Area, Changing a group/District to a new Area.

What does this mean for Iowa? Our part will be to begin exploring if and how Iowa AFG might incorporate electronic meetings into our structure. The Knowledge Based Decision Making process (KBDM – found under WSO Committees in the current Service Manual), will help us make an informed group conscience. This initial presentation will be followed by a Town Hall in July, if needed. Your DR will bring your ideas to the Area World Service Committee (AWSC) meeting in August and more discussion will be had at the October Assembly. I'm excited for the conversations this invites us to have! We are dedicating a segment of the business meeting today to this topic to broaden our understanding of the impact this has on our Area and answer questions you might have. Slide 4

## STRATEGIC PLAN

The World Service Office is mapping out immediate and long-range goals to increase public awareness that alcoholism is a family disease, and that Al-Anon Family Groups is one of the best resources of hope and help for those affected by alcoholism. The WSC theme, Moving Forward with Unity, Courage and Perseverance helped us hone in on strategies to bring this vision to reality. The fundamental goal for AFG, Inc. is '**Helping families and friends of alcoholics find hope and encouragement to live joyful, serene lives**'. It's important to share these visions, goals and strategies with you because the intentions that they set provide our fellowship with an outline and metrics that lead us to positive and effective growth.

## MISSION STATEMENT

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

## CORE VALUES

**Spiritually based:** adhering to our Legacies

**Honest:** treating all equally, with integrity and respect

**Transparent:** sharing process, content, and information

**Self-supporting:** refusing outside funding

## ENVISIONED FUTURE (2024-2029)

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

## **GOALS (2022-2024)**

- **Goal: Members** AFG, Inc provides universal access to tools for recovery from the family disease of alcoholism.
- **Goal: Public** Both the public and professionals recognize alcoholism as a family disease, and Al-Anon as the universally available, effective, and sustainable resource for those affected.
- **Goal: Organization** AFG, Inc. has one global structure, increasing access to knowledge, resources, and the program. Slide 5

Two key items from Conference that enhance these goals are the use of a Longitudinal Survey in addition to the standard Membership survey which is taken every three years, and the inclusion of French and Spanish interpretation at future World Service Conferences.

Please relay back to your group members that they can assist the WSO in its efforts to collect accurate data from members by participating in the Membership Survey. This survey is taken every three years and provides the World Service Office with beneficial information to support Al-Anon's recognition as an outstanding resource for those affected by alcoholism.

The **Membership Survey** will be available in English, Spanish, and French at the following link [al-anon.org/membersurvey](http://al-anon.org/membersurvey) starting June 16, 2021 to July 27, 2021. The **Longitudinal Survey** will be launched in 2022. Participants will be randomly selected from members that opt in from the Membership Survey. The WSO is looking for cohort groups of varying time in the program (two years or less, 3-5 years, 7-10 years, 10 plus years) to take an annual survey over the next five years ending in 2026. The goal is to track the mental health and well-being of members as a result of their involvement in the Al-Anon program. This meets the needs of Strategic Plans Public and Envisioned Future goals to provide evidence based information to professionals and the public regarding the effectiveness of Al-Anon in helping families recover from the family disease of alcoholism. Slide 6

Twelve International guests joined us from all time zones across the world. Their presence highlighted the importance of trilingual interpretation at Conference. In keeping with our spiritual principles of unity, participation and inclusivity, Conference members agreed that the cost of interpretation will be included in the Delegate's equalized expense. French speaking members noted that the role of Delegate was previously limited to English speaking Canadians and this new measure allows them to open the pool to a wider group of qualified candidates. This important change supports Al-Anon's envisioned future of a global organization with technology-based operations that support the delivery of on-demand, barrier-free access to the program information, meetings, and Sponsors. This goal seems to have been brought to fruition much sooner by the pandemic! Slide 7

The launching of our trilingual online store reflects the change from *Inglés solamente* to English, Spanish and French. Please click here to look at the store: <https://ecomm.al-anon.org/en>

The new store allows us to do the following:

- Choose what language to shop in.
- Select what type of item we want to shop for.
- Focus on select genres for personal recovery.
- Make individual, group or appeal contributions.
- Order a Forum subscription for ourselves, our group or as a gift.

I was really excited to see that I can now make my WSO quarterly appeal donations online. Personal anonymity doesn't allow the WSO to mail appeal letters directly to members, so the WSO provides each of us an opportunity to contribute individually using the group envelope in gratitude for the help we have received from AI-Anon (p19, 2018-2021 Service Manual v2). Travel, pandemics, schedule changes sometimes impede my attendance at a regular meeting when the envelope is being passed so contributing online ensures I can give on a regular basis. Slides 8, 9, 10

The new Welcome, Newcomer! booklet (eK-10) is available for \$1.40 on Kindle. It can be gifted to a newcomer for \$1.50 and is available on apple for \$1.99.

The pandemic has been a boon to AI-Anon's virtual and digital acumen! Slide 11

The clean-up is ongoing. Two other matters kept the Policy Committee busy in 2020.

- Housekeeping changes will be made by WSO staff to the Digest of the AI-Anon/Alateen Policies portion of the service manual. These will be small changes such as removing titles of books no longer in print and updating grammatical errors.
- Language regarding Bequests was incorporated into the Contributions section of the Service Manual. Slide 12

The Literature Committee will be busy in 2021! A preface will be added to both *The Dilemma of the Alcoholic Marriage* and *One Day at a Time* in AI-Anon placing each book in historical perspective.

The *One Day at a Time* book was first published in 1968 and was one of the most popular books for many years. In 1978 a motion was passed that stated changes to the book can only be made with Conference approval. Member concerns about the language inequities found in the ODAT prompted the WSO to consider how to maintain the ODATs timeless spiritual sentiments, while responding to society's increasing awareness of the importance of inclusive language. Our newer daily readers, *Courage to Change* and *Hope for Today* and our upcoming reader which is expected to be revealed at the 2023 AI-Anon International, use broader, more current language to address alcoholism as it is experienced in today's world.

In addition to a new preface, a booklet of gems with possible new material will be created from The Dilemma of the Alcoholic Marriage. The Literature Committee discussed revising this book in 2001 and received approval to create a new book focusing on alcoholic relationships. In 2008 Discovering Choices – Recovery in Relationships (B-30) was released.

Conceptual approval was granted to create a Just for Tonight bookmark for Alateen. The idea was conceived by two Alateens groups in the same Area. They wrote and submitted their sharings for a new bookmark with language tailored to Alateens. The WSO has not printed a new piece of Alateen literature in 20 years so this idea was well received. Slide 13

Updates to the Suggested Alateen Preamble were also granted approval to make it more inclusive and relevant to today's world. The new Alateen preamble is ready to be used in groups. Printed literature will be updated as new printings occur. My report shows the tracked changes and fully revised version for your comparison The language reads:Slide 14

**NEW Suggested Alateen Preamble to the Twelve Steps:** Alateen, part of Al-Anon Family Groups, is for young people who have been affected by alcoholism in a family member or friend. We help each other by sharing our experience, strength, and hope.

We believe alcoholism is a family disease affecting everyone emotionally and sometimes physically. Although we cannot change or control the alcoholics in our lives, we can detach from their problems while continuing to love them.

In Alateen we focus on our own program rather than outside issues such as religion, politics, social media, or other Twelve Step programs. There are no dues for membership. Alateen is self-supporting through its own voluntary contributions. Alateen has one purpose: to help young people affected by someone else's drinking. We are careful to protect each other's anonymity as well that of all Al-Anon and A.A. members.

By applying the Twelve Steps to ourselves, we begin to recover from the effects of the family disease of alcoholism mentally, emotionally, and spiritually. This allows us to encourage our alcoholic relatives and friends, and to give hope to other teens.

**NEW Suggested Alateen Preamble to the Twelve Steps: (track changes)** Alateen, part of the Al-Anon Family Groups, is ~~a fellowship of~~ for young people ~~who whose lives~~ have been affected by alcoholism in a family member or ~~close~~ friend. We help each other by sharing our experience, strength, and hope.

We believe alcoholism is a family disease ~~because it affects~~ affecting ~~all the members~~ everyone emotionally and sometimes physically. Although we cannot change or control ~~our parents~~ the alcoholics in our lives, we can detach from their problems while continuing to love them.

In Alateen we focus on our own program rather than outside issues such as ~~We do not discuss~~ religion, politics, social media, or other Twelve Step programs. ~~or become involved with any outside organizations.~~ There are no dues for membership. Alateen is self-supporting through its own voluntary contributions. ~~Our sole topic is the solution of our problems.~~ Alateen has one purpose: to help young people affected by someone else's drinking. We are ~~always~~ careful to protect each other's anonymity as well as that of all AI-Anon and A.A. members.

By applying the Twelve Steps to ourselves, we begin to grow recover from the effects of the family disease of alcoholism mentally, emotionally, and spiritually. ~~We will always be grateful to Alateen for giving us a wonderful, healthy program to live by and enjoy.~~ This allows us to encourage our alcoholic relatives and friends, and to give hope to other teens. Slide 15

New books, booklets, and pamphlets generate new sources of income which the WSO relies on to maintain normal operations. When sales in literature plummeted dramatically last year, the WSO reached out to members asking for additional donations to cover basic costs. We responded with abundance and generosity, filling in the financial gap so strongly that our donations exceeded literature income for the first time in 54 years. The WSO continues to need our generous financial support because literature sales still remain low. Many LDCs have yet to reopen, and many meetings are still operating on a virtual platform. I was placed on a Thought Force entitled Maintaining a Sustainable Future using Abundant Thinking. Our group is asked to generate ideas to consider how literature sales can become sustainable in an evolving virtual world. During this past year when LDCs were closed or have not yet established an online presence, members were unable to purchase new material and newcomers often went without. Our Thought Force is exploring ideas to encourage the flow of contributions between the links of service and many other ideas that will help maintain a sustainable future for AI-Anon. Our group is a cross section of members across North America and it's fascinating to hear how other Areas experience AI-Anon normally and during this unique time. If you have any outside of the box ideas, please reach out to me. I would love to integrate your thoughts into our conversation.

In keeping with Warranty One, the WSO thinks abundantly but acts prudently with the donations and income that they receive. The WSO is staffed with professionals, many of whom are AI-Anon members. The Office operated on a limited budget in 2020, reducing expenses such as travel and printing. Raises were eliminated and a temporary staff reduction occurred. After a lean year, 2021 is projected to have increased expenses. The Office anticipates being fully staffed, travel will resume in the second half of the year, mailings to new and existing groups will commence and merit and cost of living increases are budgeted into salary expenses. Income is estimated to be lower than last year, but higher than historic levels. Literature sales are still expected to be lower than normal which means that our continued contributions are needed to fill in the shortfall. The generous response of members in 2020 brought a surplus of \$509,189. This overage reflects our members generosity and willingness to support the WSO so that it can support our common goal of assisting families and friends of alcoholics. Slide 16

| 2021 Operating Budget   |                         |                     |                             |
|-------------------------|-------------------------|---------------------|-----------------------------|
|                         | 2021 Preliminary Budget | 2020 Revised Budget | Year to Date Audited Actual |
| Estimated Revenue       | 5,391,510               | 4,720,100           | 5,477,470                   |
| Operating Expenses      | 5,429,290               | 5,092,460           | 4,925,781                   |
| Total Expense           | 5,465,490               | 5,142,460           | 4,968,281                   |
| Net Increase (Decrease) | (73,780)                | (422,360)           | 509,189                     |

#### Slide 17

##### 2020 Income Facts

- Literature sales were \$1,846,492. This is a 36% decrease (\$1,067,962) from 2019.
- Contributions were \$3,295,720. This was a 51% increase (\$1,109,075) from 2019.
- Groups contributed the most (33%) at \$1,070,308.
- Individuals contributed 21% at \$706,258.
- Bequests were \$185,482.
- Other income came from magazine sales, mobile app premium and subscriptions.

#### Slide 18

#### 2021 Budget

##### Estimated Revenue

- Contributions - \$2,882,110.
- Literature (less cost of printing) - \$1,924,400
- Magazine sales - \$295,000
- Subscription Income - \$38,000
- Investment Income/Transfer from Reserve - \$251,600. Slide 19

##### Operating Expenses

The largest expense is employee salaries, including payroll taxes and employee benefits set at \$3,992,380. Other operating costs include standard office expenses such as postage, telephone, internet, and supplies, as well as PSAs, Professional fees, travel, bank and credit card fees and amount to \$1,436,900. Slide 20

While the future is much brighter this year, there is an expected shortfall of \$73,780. Generous member contributions allowed the WSO to continue its vital work throughout 2020. Some of the accomplishments that were achieved included the launching of the Mobile App. Group Services kept up with increased and expanded electronic meeting activity. Trilingual translation backlog was reduced and a continued focus on timely translation of reports was emphasized. Copyright and trademark protection ensures AFG, Inc. receives full benefits from our literature sales. A new PSA vendor was selected which has increased awareness of AI-Anon substantially across the US and

Canada. Competitive analysis results were received and reviewed to help guide and validate the effectiveness of the scope of our public outreach efforts.

## Iowa's Contributions

In 2020, each group cost the WSO \$263.33. This number is pulled from estimated cost of Group Services and divided by the number of groups in Canada and the US.  
 $\$3,697,704 / 14,042 = \$263.33$ .

In 2020, 56% of the groups in Iowa contributed an average of \$95.05 for a total of \$11,501. Additional monies in the amount of \$7,284 were sent to the WSO from individuals, LDCs, AISs and area meetings for a total of \$18,785.

Compare this to 2019 when groups contributed \$16,715 and individuals, LDCs, AISs and area meetings gave \$4,725 for a total of \$21,440. Iowa donated \$2,655 less in 2020 than 2019.

As our groups are assessing their treasury, please consider the WSO's financial obligations and the many ways it has supported the fellowship this past year through its consistent response to our needs as we gained footing in the virtual world when assessing how much your group, or yourself individually will donate to them. A \$1 in 1951 is equal to \$10 today. In Al-Anon we do not have any dues or fees, yet we are asked to be responsible for our fellowship and our recovery by practicing Tradition 7. Members can contribute through the mobile app, the Al-Anon website or by check. Donations to the WSO are tax deductible.

The WSO is planning ahead for us in the new year.

A virtual celebration of Al-Anon's 70<sup>th</sup> anniversary will be held on July 10<sup>th</sup>.

Road Trip, you and your Board Connect is October 23<sup>rd</sup> in Cleveland, OH.

The 2023 Al-Anon International will be held in Albuquerque, NM from June 29-July 2.

## The Softer Side

The World Service Conference was a higher-powered working week that left me in awe of the power of our three legacies. A highlight of my year was receiving my Conference pin and having my mom, Lorraine R. Past Delegate, pin it on me. Jean L. also received hers and was pinned by Linda A. A full tissue box came in handy when the WSO brought Stepping Stones to us through a virtual tour with a live moderator. Next year I will get to visit the home of our spiritual ancestors during Conference which is going to be held in NY from Tuesday, April 26<sup>th</sup> thru Saturday the 30<sup>th</sup>, 2022. Al-Anon meetings were available at the beginning or end of each day. I attended all but one and had the privilege of chairing one of them. I considered these a necessary respite and enjoyed sharing from the heart with many members of Conference. Phone calls and texts with new Conference friends, my Panel 60 crew and some members of the Iowa Area kept



me recharged and gave me a feeling of physical presence with other members. I made good use of my office space by napping on one of my renewing biomats during lunch so I would be fresh for the afternoon and evenings.

The week was broken up with small group discussions that gave us time to talk about Chosen Agenda Items and other topics of interest. These gave us a chance to grow our awareness of AI-Anon throughout the world and learn about each other on a personal level. AI-Anon is growing and changing. There is a desire to be inclusive, to expand our outreach to truly include anyone, anywhere. We gained an incredible amount of traction last year by being forced to grow technologically.

Our next segment will be from one of the Thought Forces called Dreaming Big, Envisioning our Future. This is a stepping stone into our business segment where we will begin to envision Iowa's future as we evolve technologically and advance our virtual integration skills. It will also give us time to talk to one another!

Thank you so much for this opportunity to bring the Conference to you! Please reach out with any questions. This is a lot of information to digest so look for my report on the Iowa Area website.

In gratitude and joy,  
Katy P.  
Panel 60 IA Delegate