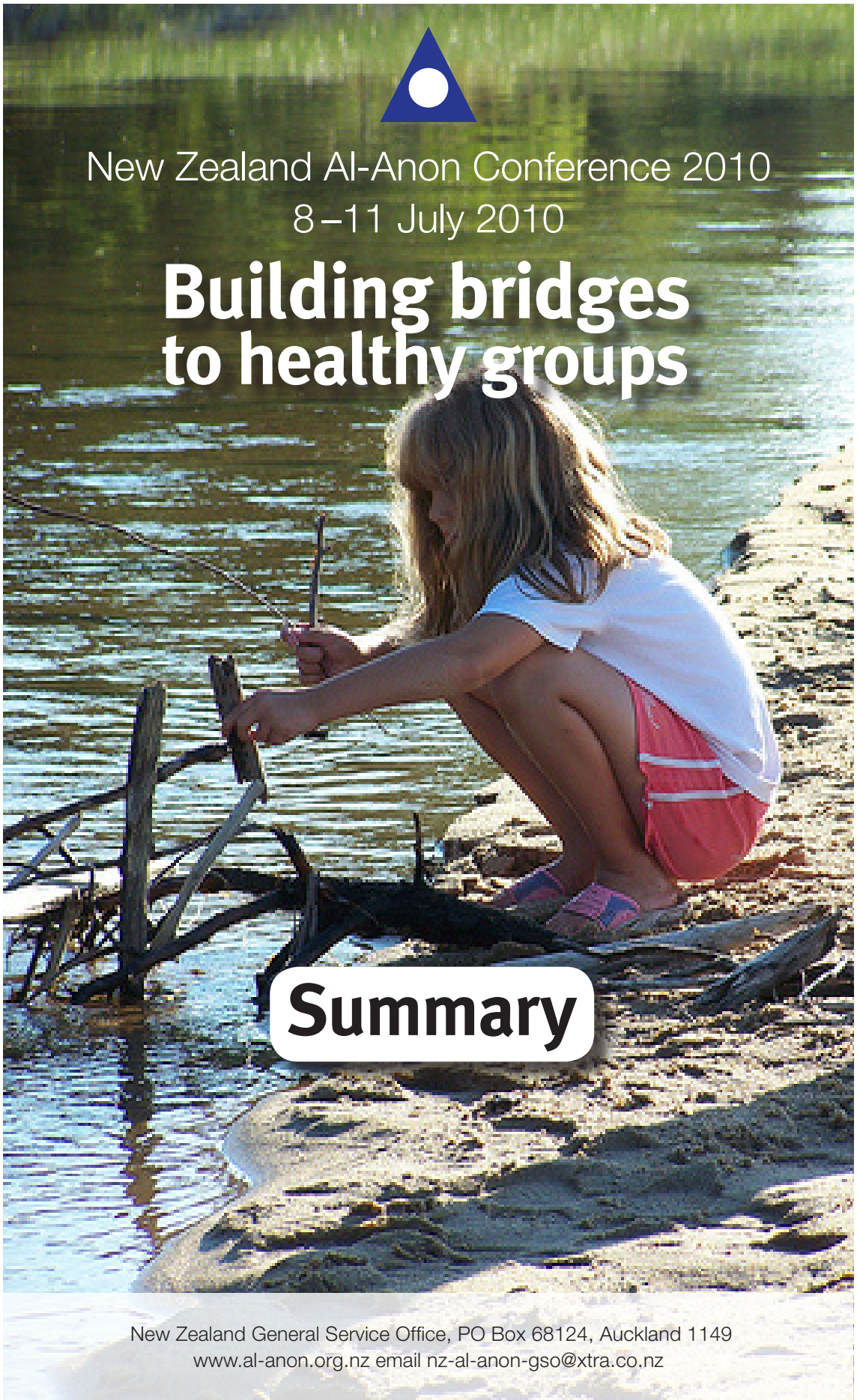

New Zealand Al-Anon Conference 2010

8–11 July 2010

Building bridges to healthy groups

Summary

New Zealand General Service Office, PO Box 68124, Auckland 1149
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The Serenity Prayer

God, grant me the serenity
to accept the things I cannot change;
courage to change the things I can;
and wisdom to know the difference.

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SUMMARY

Welcome from the Board Chair
~ Rose A, July 2010

Conference July 2010

A warm welcome to all, to our 40th New Zealand Al-Anon Service Conference. Welcome to new friends and old friends; as our cofounder Lois W said, “do not let the seriousness of your task stand in the way of your enjoying each other.”

Everyone in this room wants you to be successful. Let’s keep in mind that we are interesting and to share joyfully. As a Delegate you are not alone, and if you are facing a difficult issue, you can ask for someone from the Board or a fellow Delegate to help you. Here at the Conference we work in partnership sharing the responsibility of deciding what is best for the fellowship and the organisation as a whole.This is a wonderful opportunity as we come together with the group conscience of our national membership represented by the Area Delegates. Keeping close connection with the groups is essential to our fellowship.

The Conference have delegated to us on the General Service Board to administrate Al-Anon Family Groups in New Zealand on your behalf, and we in turn delegate to others to carry out certain tasks. One of the functions of our annual Conference is accountability. Our Concepts remind us that those with responsibilities are beholden to report back to those they are accountable to, therefore I encourage all of us to take the opportunity of this Conference to become informed.

Our 2008 Conference voted to encourage the use of Knowledge Based Decision Making from all Conference participants at future Conferences. And so as a Board we considered the Conference it was paramount that the Conference be a successful experience for attendees and in particular we note our responsibility to the Delegates to provide information and carry an attitude of shared partnership. We hope this will be your experience and would appreciate your feedback for greater improvements. We are aiming at being the change we want to see.

Our theme, ‘Building Bridges to Healthy Groups’ dove tails into last years theme of ‘Building Bridges’. One way we can build healthy groups is to recognise that our members are our most valuable resource. This most valuable resource, our members, have very different lifestyles today in comparison to the early days of Al-Anon. How do we assist our members to be successful nowadays? Step Twelve guides us to practice unconditional love as we practice the type of giving that asks for no rewards. In service the princple of giving back that which you have been given comes to life, as we expand our experiences in service we begin to see the bigger picture[1].

Alcoholism is a disease of isolation and would gladly see us act alone, become resentful, do too much, not ask for help and give up. But we can form bridges with each other in our areas and our groups. Holding hands forms a bridge, and two people holding hands makes a very strong and stable bridge that another person can sit comfortably in. Gone are the days when we complain about our members as the thorn in our side. The way to treat a most valuable precious resource is to take good care of it. Therefore lets aim to work with our members strengths and weaknesses. Let’s move into the solution and not dawdle, bemoaning a problem.

On behalf of the General Service Board I wish you all a successful Conference. Be the change you want to see, let it begin with me.

Responses from the floor: Asked how bridges can be built at Al-Anon meetings.

Make genuine friends with members.

Call the old-timers who haven't been turning up and say we've missed them.

Be joyful in meetings and in service.

In the group don't just talk to our friend but step out and talk to others and make them feel important. Watch for a brand new person wandering around.

Try to remember to smile.

Bake some scones to share after the meeting to make it a home away from home.

Listen and hear what a member is saying and remember their story.

If you think you may have offended someone then go and quickly say "did I upset you"? and sort it out.

To make a bridge is to reach out a hand.

Members with voting rights:

Board Members: John B, Karen W, Rose A.

Delegates: All Delegates have a vote.

[1]P257 Paths to Recovery B24

SUMMARY

Delegate Meeting – Sharing Successes

Report Back from Delegates' Meeting

Chaired by Robyn M

We decided that problems and difficulties are often the opportunities for successes.

Through sharing our problems and successes we learned that:

- There are six new Al-Anon Family Groups across the eight areas in New Zealand.
- Now 94 Al-Anon Family Groups in New Zealand, from 88 last year, 6.5% growth.
- Two out of four Alateen Groups in New Zealand spoken as closed down (though structure still in place for some – it is simply lack of Alateens attending).
- Average of 13 to 14 groups per area in New Zealand.
- Area Four/Five is requesting approval to split back into two separate areas – shadow service committees are being put in place now to facilitate this.
- Area Four/Five has had a member become literate through participation in Al-Anon, and another is now also becoming literate.
- 2010 New Zealand AA Convention held at Hamilton Gardens was a great success, attracting good Al-Anon attendance from outside the Area.
- Area Eight is coming together since the dissolution of the Districts. Now there is a feeling of unity in the committee and the area.
- All areas shared well-attended Assemblies, wonderful Serenity weekends, Recovery days, and workshops (refer Delegates' reports).
- Areas report Public Outreach through: initiatives in the community including speaking at meetings; distributing fliers and putting up posters; referrals from agencies, eg, CADS, Salvation Army, Victim Support; an Open meeting in a town as a launch for a new Group meeting; and especially Al-Anon relationship with AA both in referrals and participation in AA events.
- Issues shared were: dominance; crosstalk; lack of attendance and enthusiasm at assemblies; lack of structure and Al-Anon principals in meetings;
- Possible solutions suggested included: using the *World Service Manual* P24/27; *Al-Anon Alateen Groups at Work* P24; *Alcoholism the Family Disease* P04, pg 23, Three Obstacles to Success; workshops; support for the GR inside and outside the Group; using prize draw of literature to attract GRs to attend assemblies.

Finally, for me, realising that this Delegates meeting is the most important part of Conference, for this is where I get to see the big picture of New Zealand Al-Anon Family Groups. I am thus informed and inspired to take this idea of a "great movement in action" back to my area.

Delegate chair person for Conference 2011 will be Gordon P.

SUMMARY

Delegate Meeting Review

Robyn M

The Delegates had some concerns about the content of Conference, so they had a second meeting:

No Delegate report question and update session:

- Purpose of Conference is to protect against a service breakdown. If we are to plan for Al-Anon don't we need to be informed from the groups – they are our building blocks? Delegates' reports to Conference can be read in isolation but the Delegates felt they need to be shared with the full Conference and they felt separated from the Board by not having the chance to do so. It is the full Conference that is responsible for creating the vision and planning.
- If Delegates get questions from the floor and then answer them they are being held to account. Otherwise we don't know where our shortfalls are.
- I love the opportunity to learn at Conference – but I don't get that if I don't get to talk to my report…Quote: *Al-Anon Alateen World Service Manual* pg 147, seventh bullet point "He brings issues of concern to him to the attention of the Conference either through the Conference Committee or directly from the floor in open Conference session." What is an open Conference Session? Is it the Delegate's meeting?
- Quote: *Al-Anon Alateen World Service Manual* pg 147, under In His Area, second bullet point "He meets with the Area World Service Committee often to learn and evaluate the groups' reaction to his report and to hear their ideas on pertinent matters. He can thus be better prepared to present his area's views at the next Conference."
- Where is there a place in the agenda where I can present my area's views?
- The reports have to be written and sent in so early in the year that we feel sharing the updates is critical if we are to be informed to do the best job.
- Delegates have concerns in their areas that have occurred after the Conference reports have been sent in ie, things that have come up from March to July. Where do they raise these?
- We would like to be better informed about the fellowship in an ongoing basis. The last fellowship survey was in 2006. We would like to have this done at regular intervals, two or three years. This will tell us who our members are – age, gender, ethnicity, length of membership. This will facilitate planning and support implementing our vision for the future, as in Bill W's *Essay on Leadership – Al-Anon Alateen Service Manual* – Concept Nine pg 186 –"A good leader originates plans and policies for the improvement of our fellowship". And pg 188 "Now we come to the all-important attribute of vision." And "As individuals and as a fellowship, we shall surely suffer if we cast the job of planning for tomorrow onto a fatuous idea of Providence".
- The Delegates felt it appropriate that the chair of the next Delegates meeting decide the topic as Delegates would like freedom to express their meeting flavour.

SUMMARY

Past Board and Conference members' meeting

The meeting opened with the Serenity Prayer and a welcome from Rose A the Chairperson of the Board who shared the Board goals and achievements.

Rose A

Thank you for coming and supporting our Al-Anon Family Groups in an ongoing way.

An issue that is current and relevant that the Board is recognising is that our members are our most valuable resource and that their lifestyles today are very different from the early days of Al-Anon. This is an understanding in other not-for-profit organisations, that our volunteers cannot serve as they used to. Therefore how can we assist our members to serve? We can take this into account and help our members to serve by having shorter term opportunities. An example of this is that currently a member is carrying out the task of translating Conference Approved Literature (CAL) into te reo Māori. The person is qualified to facilitate this process but is not a member of Selected Committee etc. They have an opportunity to serve that suits their interest and availability.

The Board has been trying out some other different approaches, for example we have appointed chairpersons of Selected Committees without those people joining the Board. Joan G joined the Board in December 2009 after being Conference chairperson non-Board member from 2008. Esta S our Editorial Committee chairperson is not a Board member. We did this to assist these members to serve to the degree they were free to.

The Board is responsible for the running of the organisation therefore we look at our legal obligations and make sure we are complying. We recently applied to the Charities Commission for approval of our charitable status; we are also looking at incorporating. This is recommended when an organisation has employees. The 2008 International Al-Anon General Services meeting introduced the IAGSM Delegates to a presentation entitled "The Value of a Strategic Plan." This presentation supported some changes the Board had started to make which reflected moving away from problem solving to forward thinking and long term planning.

The Board looked at funding a visit from the Board of Trustees of the USA & Canadian service structure. We decided at this stage not to pursue it due to the cost, but we recently found out through Peter attending the World Service Conference (WSC) that airfares are our main cost, so it could be re-looked at. We also sent an invitation to the Board of Trustees via Ric B the Executive Director informing them that we welcomed visits if they were in our neighbourhood but at this time could not fund a visit.

The Board endorsed a member, Peter A to attend the 2010 WSC at his own expense. Helen A has previously attended some 10 years ago at her expense and was able to inform us how valuable the experience was, not only to herself but also the Board and fellowship as a whole. We hope you enjoy reading Peter's report.

Meeting Chairperson Gillian W then invited the past conference members to share their ideas and concerns for Al-Anon in New Zealand.

- Anonymity or the misuse of it, is still a major problem in some areas. There is a pamphlet *Anonymity* P65. which states "Anonymity is not broken when you give your full name **within**

the fellowship, or in making contact with newspapers, radio, TV and other professionals in the community. *Paths to Recovery* has a comprehensive coverage about anonymity in the discussions on Tradition Eleven. Please area committee members read these and let's get it sorted.

- There seems to be a concern in the fellowship that there are too many personal opinions within Al-Anon rather than quoting from the literature. We need to be aware of this and take care not to dilute the Al-Anon programme and its guidelines and truths, which have stood us in good stead for so many years.
- There was a request for the Concepts to be in The Messenger (done) and for more news from the Board to be shared with the fellowship.
- A question was asked. How can we help newcomers to keep growing? The suggestion was made that we really need to step up our sponsoring with a more concentrated effort in taking them through the Twelve Steps. Long time members are needed to encourage the young ones as they step into service. Guidelines need to be supplied and sponsoring to help them succeed in their chosen role.

  Together we can make it.
- Another potent question? With so many young people drinking we need to reach out to the parents, many at their wits end. How can we do this? Any ideas? Please share them.
- As with last years concerns – more workshops on the structure of Al-Anon are needed.

Suggestions:

- Keep the website going, more and more people are using it. It is a work in progress. Keep an eye on it and offer any suggestions for improvement.
- Invite old timers to your group meeting or area to share their experience.

The past Conference members voiced their appreciation at hearing the Boards aims/plans. They felt included and more able to continue being co-operative with serving Al-Anon in New Zealand. **Participation is the key to harmony.**

The meeting concluded with a supper generously provided by some Auckland members (thank you) and some warm and enjoyable fellowship.

SUMMARY

Clearing the airing any concerns – combined

Proposed by the Conference Chair: That the Conference starts each day with the Serenity Prayer and finishes with the Declaration. Agreed by a majority

A time slot for individual Delegates' Reports is not on the Conference Agenda

There is concern that the Delegates reports are not in the Conference Agenda and that when the Brochure came out this was the first some Conference members knew about the change.

DISCUSSION:

Question – Would like some time opened up to talk to my report. Last year it wasn't until the formal setting in doing my report that the Board asked questions I hadn't thought about.

> Quotes: *Al-Anon Alateen Service Manual* pg 152. Under **Purpose of Conference:** b. "To be a service body, not a government". Pg 147 **At the Conference**, second bullet "He tries to get a clear and comprehensive picture of our world fellowship to bring back to his home groups."

Responses: It is a change and sorry for the inconvenience. Going through activity reports is not really the purpose of Conference. To improve time spent at Conference the activity reports were in the Delegate's meeting and Board members can ask the Delegates any questions they have throughout the weekend. Both the Delegates and Committee reports were moved out of the formal agenda to make space for things that the Board has perceived as important business of Conference.

The Board Chair has visited other Conferences and seen how these ideas work and why they were done. The point of not having them is to use the timeslot on the future, and planning what is to come out of the Conference. Other countries don't do written reports.

Knowledge Based Decision Making is being used as the reports are in the Conference Brochure so everyone has a chance to read them beforehand.

There is a session this morning when Delegates will report back on the highlights so the essence has been taken out of the reports and will go to Conference.

The Delegates could invite a couple of Board members to the Delegate's meeting to get their input.

Planning and decision making with regard to the Conference

Question – Spreading Conference over four days is too lengthy. It was suggested that starting at 5pm Friday and running till later in the day on Sunday might work better.

It might be time to do an Inventory of the efficiency of Conference. We do Step Ten ourselves, and a group inventory – how long since Conference did an Inventory?

Saving time and a night might help pay for the extra Delegate from Areas Four and Five.

We need to look at the purpose of Conference and why we are here. It is important to spend time together so that we gain confidence in each other and return to our areas' passionate about service being done and knowing that the fellowship being cared for. It helps to prevent the feeling of 'us and them' between Delegates, Board and GSO. By meeting face to face we develop a sense of unity and common purpose.

New Zealand Al-Anon Service Handbook pg 68, paragraph three

> "The Conference protects Al-Anon and Alateen against a service breakdown; it makes for unity and enables our fellowship to act as a whole upon important matters. This makes it the principal guarantor of Al-Anon and Alateens harmony and survival."

Calling for the Area reports for Conference in March seems too early as events over the following three months are omitted. It would make more sense to submit the Workshop papers sooner as they are not time-sensitive. Perhaps, working back from date of Conference how long to plan and print with new technology now.

We use Knowledge Based Decision Making. Al-Anon could make more use of electronic media.

Last year there was a trial planning our vision of Al-Anon in New Zealand in 2030 *and working it back to the present. However there was no discussion on following through. Where do we rate planning our future?*

Based on Bill W's essay on vision/leadership in Concept Nine *Al-Anon Alateen Service Manual* 2006-2009 pg 236 "Now we come to the all-important attribute of vision. Vision is, I think, the ability to make good estimates, both for the intermediate and for the more distant future."

Question time. Request for space on the agenda needed to respond to things that come up such as adopting the spiritual goals One, Two and Three from World Service Conference.

The "Family Groups" part of Al-Anon Family Groups is not being routinely used or is being left off when discussing Public Outreach.

Proposal that next year we adopt all spiritual goals for Conference "Knowing that our Higher Power is present in the expression of our group conscience and we will presume good will" **Agreed**.

Delegates having input into an open session, Lois says *Path to Recovery* P24, pg 303, second paragraph: We believed that Al-Anon leadership should initiate ideas, offer choices, and perhaps emphasise aspects but leave it up to the fellowship to make the decisions"

Budget and financial matters: Something is missing, have a plan for next year, thank you to the Treasurer for your work, thank you for how you made me think on having all the Delegates send in numbers for their groups, collected information on what's so for membership and formulate a plan, however we are missing something key, it needs a goal or purpose, want to know what we are going to do. When we had a sinking ship, the money came in, there was no scarcity of money, likewise when we had the advertising campaign, which had a purpose and vision and we did it. When there is a purpose we find the money "as individuals and as a fellowship, we shall surely suffer if we cast the job of planning for tomorrow onto a fatuous idea of providence", Concept Nine, Bill W, *Al-Anon Alateen Service Manual* pg 188

Evaluation of Conference should be done, an evaluation on five point scale and rated all sessions. I had to look at what I was evaluating, needed two ratings, one rating the importance of the session in the Conference and how to do my job and meet Al-Anon's objectives out there. Second rating, was the value of the session from a content point of view. Think we need a couple of boxes to provide feedback.

Thinking about purpose and some of the session's flavour, shows the World Service Office providing direction for Al-Anon and Alateen in New Zealand. We have to provide the leadership, not America. All their stuff is inspirational and brilliant, but it doesn't provide the leadership. I have to provide leadership and have to listen first if I am to be responsible. Yes I have to hear all that stuff and apply it to New Zealand. Delegates' reports for Al-Anon and Alateen have to be heard here.

DISCUSSION:

Some had workshop topics for this Conference forwarded out to them at the end of last year. A Delegate asked that topics be discussed, mooted and decided on by the end of Conference Sunday. Offer a range of workshops and topics and have them voted upon at that point so people here get to have an input and not at a six month gap out from Conference.

Decision: Add ideas for sessions for next year to the whiteboard. The material from the whiteboard along with a request for more material will be circulated to all Conference members. There will be an opportunity to vote on the papers you wish to see at 2011 Conference.

Outgoing sharing's from Conference members

DISCUSSION:

These are scattered through the Conference to give variety to the Conference.

A Delegate requested to have these on Sunday as being her third and final Conference she will have more closure and understanding by the end of Conference and can comment on all three Conferences.

Decision: Agenda has been changed to have the two outgoing sharing's on today's agenda transferred to Saturday 12-12.30pm when three outgoing sharing's will be held.

Theme needed for Al-Anon at AA Conference 2011

Ideas are to be added to the whiteboard throughout the weekend.

Can Al-Anon purchase a data projector? To be investigated and reported to Board meeting.

Groups at Work P24 is being promoted and groups are getting healthier.

Board Chair will take requests to Board meeting for:

- Projector
- Survey the fellowship more regularly

Challenge – We lost 50% of Alateen groups in the last year, membership is cyclical, sometimes none, sometimes 20, should be open or closed down depending on the commitment of sponsors or area, commitment is about making a decision, just need sponsor to keep turning up. Challenge to the groups that are not appearing on the list so must be closed. "Look at the commitment in the area, look at the possibility of re-opening group, just need to keep space open.

Response – Alateen was at Area Assembly when Alateen meeting was not going. Sponsors are still there, and they are renewing their sponsorship, when the kids come back the meeting will open, it is still there, the sponsor that travels has a big commitment, we have to be there to understand why this happens. It is just waiting in the wings to pick up again.

Board Treasurer – Interesting to be on the Board to experience change, other Board members have worked very hard and committed to make a good Conference, for the Delegates. If there are any suggestions from Delegates as to how we can help you to carry out your roles or improvements we would be most grateful.

Board Chair: Thanks to the Delegates for giving us direction.

Spiritual Goals for Conference 2010

Paula B

We would we like to invite the Conference members to make some goals for the Conference.

This idea was trialled last year and it was agreed that we would adopt goals for Conference and make sure there was time for reflection and feedback before Conference ended.

Why have goals for the Conference?

Having simple and clear goals that are mutually agreed upon creates a commitment from the participants that creates focus, commonality, and accountability. Our Board acts as custodian of the Twelve Traditions and our Conference is the principal guarantor of Al-Anon and Alateen's harmony and survival.

We are guided by the Traditions and Concepts of service in our service work. The idea is that the goals would support and reinforce these foundations and the purpose of the Conference. They would be reminders of the spiritual nature of our organisation.

Background

The Board has been considering how to support and strengthen the Conference and the participants of the Conference in different ways. We have made some adjustments such as how the Board approaches the other participants of the Conference and clarifying the role of the Conference. Having goals is seen as another way to strengthen the Conference.

It was noticed that the World Service Conference had some goals that were part of the 'Orientation' presentation made by the Chairperson of the Board of Trustees at the beginning of the Conference. The goals are:

1. That the spiritual tone of the Conference will prevail through mutual respect and acceptable conduct of its members.
2. Conference members will understand the purpose of Conference, the relationships within Conference and be able to articulate Conference decisions.

These particular goals

We think the first goal focuses on the spiritual aspect of our Conference, encourages taking responsibility for the partnership relationship of the members of the Conference, and also for personal conduct. This goal supports practicing the aspects of Knowledge Based Decision Making: open communication between leadership and membership, dialogue before deliberation, all decision-makers will have common access to full information and we exist in a culture of trust; that we would practice presuming goodwill.

The second goal inspired the suggestion that our 2008 Conference Board presentation would be clarifying the purpose of Conference. Having this as an annual goal would be strengthening to the Conference and its members.

The goals have a lot of potential and the Board here in New Zealand feels it would prefer to discuss and decide about goals with all the members of the Conference.

We look forward to discussing these ideas with you all and ask that if you like the idea of having goals but do not like the above goals please bring some suggestions.

SUMMARY

Spiritual Goal Review

Paula B

Spiritual Goal 1

"That the spiritual tone of the Conference will prevail through mutual respect and acceptable conduct of it's members."

Spiritual Goal 2

"Conference members will understand the purpose of Conference, the relationships within Conference, and be able to articulate Conference decisions."

Spiritual Goal 3

"Knowing that our Higher Power is present in the good expression of our group conscience, and we will presume goodwill."

Responses

- The three spiritual goals are like good manners, an opportunity for us to give us models of how we live with our people.
- It's great, enjoy the session, but I don't need it, as long as the sessions and Conference are opened and closed with the serenity prayer, God is invoked, don't need anything else. Serenity prayer is enough.
- Appreciated Spiritual Goal 1, I'm a rebel have been in programme for 2½ years and I need to grow up. The programme is good for teaching me, I needed this timely reminder, couldn't see them because the screen, loved Spiritual Goal 3.
- Spiritual Goal 2 was a good reminder that I needed to be informed and to understand what I am doing, find out solutions if I don't understand. I need to articulate what I understand so it can be clarified.
- Spiritual Goals are very important to me. Luckily I have been to a Conference where people weren't very nice to each other, so there is a lot of comfort and safety when the spiritual goals are read out. The atmosphere of the Conference is dear to my heart.
- Personally I didn't achieve the second goal and want to improve on that. I've been to sessions when the serenity prayer was said in between every session and got sick of it. Spiritual Goal 3 is enough in itself. Nasty Conferences were unacceptable. Maybe add Spiritual Goal 3 to one of the other goals.
- I like them, it has been a reminder throughout, we are all on different journeys, when I came I didn't know a lot, I thought behaviour would be modelled, the behaviour should have been better, I wasn't pleasant at the time, newcomers need to know, old-timers already understand. Spiritual Goal 2 is particularly important for new people, it is something to think about and learn from.
- Looking at the purpose of the Conference, I thought the Conference is for the Delegates. As a new Delegate, I came here to look at how Al-Anon in New Zealand works. I haven't achieved this, haven't gained a lot of insight. To be effective as a new Delegate the mini meeting wasn't sufficient. I need to know how to become a more effective Delegate, what can we take from other areas and how to implement those.
- I really liked Spiritual Goal 1, we are all equals, and when we treat each other as equals we listen, hear and work with each other. I didn't feel threatened, I felt challenged and learned a lot. Great support for each other.

- Grateful for coming to Conference, which previously didn't have mutual respect. I'm very glad I came and appreciate the Spiritual goals. I am grateful for how people have listened to the Delegates…it's very important, as we have to go back and spread the message. If we feel respected here, we have the confidence to spread the message. If we don't have the confidence, it doesn't work.
- As far as the Spiritual Goals are concerned, they are great and enhance what we learn in Al-Anon, the Steps and Traditions. They are a reminder to be courteous and kind.

Motion: That we adopt all three spiritual goals for Conference in an ongoing way. Carried.

Area Four/Five Request

Request that Area Four/Five divides into two separate areas to become Area Four and Area Five

Gordon P, Area Four/Five Delegate

History

About eight years ago the Napier group was alone in Area Four and they combined with Area Five to become Area Four/Five. At the time Gisborne was included in Area Six. Over the last few years Gisborne has been included in Area Four/Five and groups have opened in Wairoa and Hastings. These groups are small but needed. The largest group is Napier.

Currently

Area Four/Five covers a huge territory. To get from Gisborne to New Plymouth is eight hours nearly non-stop driving. This is nearly Auckland to Wellington. This means it is impossible for many people to attend area assemblies because, besides the time and cost of travel, it means that some of us have to be away from home from Friday afternoon until Sunday afternoon to attend five to six hours of assembly on a Saturday. For most people, their family circumstances don't afford them that 'luxury' and many can't attend assemblies.

We have decided that we want to again become Area Four and Area Five. This was agreed to at our area assembly on Saturday 20 March 2010, and was voted in by all but two groups who were unable to have anyone at the assembly. If they had been present at the assembly maybe the ensuing discussion would have convinced them, as it did others that we have now decided it is the way to go.

At our assembly on 3 July 2010 in Palmerston North, we will be forming our two area committees and preparing ourselves to have separate area assemblies in November. These will be held on different weekends so that as Area Delegate for Areas Four and Five, I will be able to attend both assemblies. Also after this year's annual Conference, I will be endeavouring to visit most groups before the middle of September.

At the November assemblies, each area will decide how it wants to be represented at the 2011 Conference and will report accordingly. I am sure that with the help of our Regional Board member and the Al-Anon Board we will be able to come to a workable solution.

I trust that this is enough of a summary for now and I will be very happy to discuss the process we are going through at Conference. By that time I will also be able to report on the formation of the two area committees and what we see as our paths into 2011 and beyond.

References: NZ Al-Anon Alateen Handbook, P25, change of Area boundaries and representation, P61 Conference Committee and P69 Conference Agenda.

SUMMARY

Area Four/Five Request

Gordon spoke to the report

Extra information since the report was written

Last weekend there were twenty-five members at the Area Four/Five assembly. During the meeting they came up with two shadow committees of four members in each. These comprise of an East Coast Chair, Secretary, Treasurer and Delegate and a West Coast Chair, Secretary, Treasurer and Delegate.

Request is to get the Conference's endorsement for Area Four/Five to separate to Area Four and Area Five.

Discussion:

- There are no alternate Delegates proposed at this point for the two areas. Wanted to get the basics first.
- Did Area Four/Five think that Conference approval was just a formality or from the point of view of asking to change their representation? It affects Al-Anon as a whole. At the moment there are eight Delegates – each represents 10-15 groups and most have 13, so representation is fairly even and it would be a significant change if there was a division of Four/Five into areas with four or five groups in each.
- Division into two districts could be done internally, it wouldn't affect representation at Conference but would be better for internal management.
- The enthusiasm of getting together could be achieved with two Districts and their separate meetings. Districts get together only once every three years to elect a Delegate.
- We are not looking at numbers but want to create the environment, and there is passion and enthusiasm amongst members that the areas will grow.
- Democracy in Al-Anon – an action has been brought by the members of Area Four/Five for a division – good to give it a trial.
- Ensure there is not a breakdown of service to Al-Anon as a whole.
- A change in geographical boundaries will have a financial impact. Will the areas be able to come up with $500 each? Part of their trial will be to find this out. Area pays two thirds of the Conference fee for each Delegate so not a great extra cost to New Zealand Al-Anon as a whole for another Delegate.
- Use Knowledge Based Decision Making so trial it first and then decide.

Motion: The Conference endorses on a trial basis for three years beginning July 2010, Area Four/Five separate into two areas. At the 2013 Conference the trial will end and the two areas will report with a review of the separation and a recommendation for the future to the Conference. Carried.

Panels – what are they and what do we know?

Rose A

The place of panels in the World Service Conference service structure is clear but in New Zealand the place of panels has been unclear. There has been no Literature Committee for a year or more so Panel 34 has not been part of that committee and has missed out. The Board will examine the archives to learn about the historical place of panels in New Zealand. We will also look at how panels can work more effectively. This will be reported at Conference 2011. It was suggested that Delegates could have the opportunity to serve on shorter term projects as well.

SUMMARY

In the *2006–2009 Service Manual* pg 154, in the World Service Handbook Section, #8 of the Al-Anon World Service Conference Charter describes the terms of service and the rationale for the three year term of Area Delegates.

It says:

> *A third of the Delegates, called a panel, are elected every three years for a three-year term. The election of each of the three panels is held on each of three consecutive years. This staggered election and tenure of office is provided so that a Conference shall always include a panel of Delegates with two years' experience. (This method was adopted because some AA's found that their two-year plan resulted in too fast a turnover and the valuable experience of two-year Delegates was lost to the Conference.)*

The panel number is assigned by the World Service Organisation (WSO). The last number of the panel is the same as the last number of that year the Delegate begins their service. So for example, the newly elected Delegates for this year are panel 50, the second year Delegates are panel 49 and the third year Delegates are panel 48. Panel 51 Delegates, who will replace panel 48, will start their terms as of January 1, 2011.

From our *NZ Service Handbook* pg 8

> *A panel consists of a third of the Delegates attending the Conference. Each panel is appointed by the Conference for a three-year term. The three panels are staggered so that a Conference always includes one panel of Delegates who have had two years experience.*

Pg 68

> *Delegates attending the Conference are divided into three panels, remaining in the same panel throughout their term. In this way one panel will always consist of experienced members.*

Nowadays at the WSO, the Associate Director Member Services – Conference, sends out a questionnaire to all new Delegates advising them what Committees, Task or Thought Forces are available and asks for their first and second choices. She tries to give them their first choice when possible. If a Delegate selects a committee, he or she usually remains on that Committee for all three years. This is explained to them beforehand. Examples of these committees are the Conference Committee on Trustees (CCT), Public Outreach, and Literature. The Task and Thought Forces could last for three years but are generally a shorter assignment because of the nature of the purpose.

Our panels have been a little wrong over the last little while but have been corrected now: 2005 and 2006 are wrong because they didn't shuffle them along and add a new panel number. In 2007 it righted itself, the areas are correct but the panel numbers are wrong. 'Ed' stands for Editorial Committee and 'Lit' stands for Literature Committee. The Delegates in these panels are members of those committees.

2010 should be

PANEL 32	**PANEL 33(ED)**	**PANEL 34(LIT)**
3rd year 2008	**second year 2009**	**1st year 2010**
Area Three	Area One	Area Seven
Area Six	Area Four	Area Two
Area Eight	Area Nine	Area Five

QUESTIONS

What is the term for a panel in New Zealand?
Panel dates run from Conference to Conference not January to December.

SUMMARY

Workshop #1 – Supporting Delegates in their area

Rose A, Arnold H

- Anonymity Skit
- Internet – finding AFG members website online
- How to do a PowerPoint presentation

Anonymity skit illustrating three types of anonymity:

- Personal anonymity – a member can use first name and include his/her surname if they choose
- Anonymity inside Al-Anon – providing one's full name in Al-Anon service so members can make contact
- Anonymity outside Al-Anon – providing one's personal contact details including surname so that people can make contact and it is professional eg, for public outreach. Individuals should not be identified in all forms of media as a member. Avoid using a work email address which could suggest affiliation between Al-Anon and the employer.

Visiting the Al-Anon members website

In the address line put al-anon.alateen.org/members

Enter password to enter members' website – almost anything followed by afg

Members' homepage – select from the list on LHS Blogs – on Steps, Traditions, and the Concepts. Members can subscribe to posts and receive them each month by email. Members can also contribute their sharing.

We searched for the 'Anonymity Skit' which is LHS Membership outreach ► skits.

QUESTIONS

Does New Zealand Al-Anon track hits on its website?
Not currently. The website needs some support.

Can the Al-Anon website provide a link to AA?
Al-Anon cannot endorse any other organisation which we would do if we had a link to AA etc on our website. But organisations can provide links to our Al-Anon website. There are links to our Al-Anon website on drug and alcohol websites.

Why is the Hip Hop video clip not on the Alateen web page?
We need help with carrying this out. GSO news has appealed for help with the website.

How to create PowerPoint presentations.

A PowerPoint presentation is a useful tool and can be used to present your report to your area assembly.

- Click programmes, click on Microsoft PowerPoint
- Open blank file – it will open on first page
- Click title to write in your title
- Click subtitle and fill these in too
- Play with font size, style, color, etc
- Can insert photos from file or images
- Then do subsequent pages

Remember to use a USB memory stick to save an extra copy of a document you are working on. To do this, save the file to the hard drive, close the file. Right click on the file name, highlight 'send to' and select 'Removable Drive F' or whatever the USB is called on your computer.

Budget Presentation

Peter A, Board Treasurer

Because of the time frames of meetings, the draft budget is prepared well in advance of the Conference. The draft budget was considered first at the Executive meeting in February, and subsequently at the Board meeting in March. At the time the final financial data for the full year was not available, and estimates were used for the budget. It looks like the final figures will show we were a bit better off than the estimates with an increase in donations.

The creation of the budget follows past practice and there are no significant changes from last year's budget. Mostly the budget is based on incomes and expenses staying the same as last year.

Briefly, for each line item of income and expenses, the estimate for the 2010 financial year is listed in column 1, column 2 shows the actual amount for the 2009 financial year, column 3 shows the budget for the 2010 financial year, and column 4 shows the draft budget for the current financial year. The last column has some explanatory notes about how the budget amounts are calculated.

Overall the budget shows a loss for the year of $2,000.

Even though some parts of the budget may not be self explanatory as it is presented here, it would be helpful in preparation for Conference to go through it and come prepared with questions. If you have any questions now, please send them to the treasurer by email, c/o the GSO. This will give time to prepare answers and there will also be time at the Conference to go through the budget in detail.

A new idea for a budget for group or member donations

Setting a budget for group or areas donations has always been problematic. The work as Treasurer has been a wonderful opportunity to study and apply the principles of the programme to financial matters.

I would like to talk to you more about this at Conference. It involves a change of thinking about group donations to GSO, and the idea of setting a budget for this.

You will be aware that I have asked the Delegates to let me know the number of members attending meetings in their Area. I have used this data to come up with a chart that can be used as a basis for a budget.

I am interested to hear what the Delegates think about this and whether they would like to take it back to their Areas.

Budget Calculations for Financial Year 1 April 2010 to 31 March 2011

	ACTUAL		Budget	Draft		
	2010**	2009	2010	Budget 2011		Notes
Income						
Donations						
Donations Area One	2,474	1,794	2,408	2,474	*	All donation budgets are based on
Donations Area Two	464	738	1,766	464	*	what was received in the current financial year
Donations Area Three	5,552	3,231	5,163	5,552	*	
Donations Area Four/Five	891	529	1,934	891	*	
Donations Area Six	1,668	463	976	1,668	*	
Donations Area Seven	9,813	8,913	10,225	9,813	*	
Donations Area Eight	6,639	6,037	7,345	6,639	*	
Donations Area Nine	1,688	2,477	1,766	1,688	*	
Donations - personal/birth	8,540	10,863	11,442	8,540	*	
Total Donations	**37,729**	**35,045**	**43,025**	**37,729**	*	
Other Income						
Interest/Dividend Receive	608	437	1,152	800	*	Based on 4.5% interest on $20,000
Transfer/Deposit	10	0				
Conference Donations	4,000	3,460	3,500	4,000	*	$500 per Area x 8
Convention Donation*	2,192	1,131	1000	2200		*From 2009 AA convention rec. in May
RSS Donations	0	3,790	0	0	*	No RSS in 2010
Messenger Donations	2,359	2,375	2,400	2,400	*	
Total Other Income	**9,169**	**11,193**	**8,052**	**9,400**		
Other Income	320	796	0	0		$320 = Area 3/4 Serenity weekend, and donation of $20
Sales						
Literature Sales	27,469	27,171	27,000	27,500	*	Based on literature sales staying the same as present year
Postage & Handling Colle	1,448	1,235	1,258	1,500	*	
Total Sales	28,916	28,406	28,258	29000		
Total Income	**76,135**	**75,440**	**79,335**	**76,129**		
Cost Of Sales						
Literature purchases	18,124	15,502	15,500	16,000	*	Slight reduction from present year as literature stocks have been built up
Freight Inwards (Overseas	1,554	2,459	2,500	1,500	*	
Stock Adjustments	-5	198	200	100	*	
Total Cost Of Sales	*19,674*	*18,158*	*18,200*	*17,600*		
Gross Profit	**56,461**	**57,281**	**61,135**	**58,529**		
Expenses						Expenses budgets are the same as current year unless otherwise noted
ACC Levy	128	118	120	130		$130 per year in Oct
Audit/Accounting Fees	0	0	250	250		$250 per year in May
Archives	0	78	96	96	*	Use prev budget
Assets < $500	0	75	450	450	*	
Bank Charges	6	122	80	12	*	
Board Members Expenses	3,189	2,019	2,700	3,000	*	Based on prev year, this was a saving of $2500 from the year before
Computer/Office Equip	548	13	500	500	*	Estimate
Donations WSO	0	90	500	0	*	No WSO donations at present
Conference Payments	5,400	3,191	3,820	4,000		Based on Conf. budget from Conference committee (single payment July)
Conference Travel Delega	969	1,074	1,200	1,800		Based on Conf. budget from Conference committee
Convention Expenses	107	89	100	100	*	
Sharp Copier Finance	1,300	1,313	0	0	*	The Sharp copier is now paid off
Electricity	0	424	0	0	*	The electricity is part of rent in new premises from July 08
IAGSM - Paid expenses	3,089	3,316	4,000	3,000	*	One IAGSM fare has been paid and the remaining expenses for the 2011
General Expenses	842	440	400	400	*	year should be about $3000
Insurance	716	716	720	720		$720 in March
Postage	2,151	2,527	2,800	2,200	*	
Printing & Stationery	2,601	3,967	3,000	3,000	*	
Public Outreach exp	1,402	6,528	2,000	2,000	*	PO has a $2000 budget
Rent & Rates	9,600	10,117	9,600	9,600	*	New rent (incl electricity) is $9,600
Repairs & Maintenance	0	641	600	500	*	
RSS expenses	0	3,563	0	0	*	There is no RSS in 2010
Staff Amenities	0	44	200	200	*	
Petty Cash	168	217	200	200	*	
Telephone/Internet	2,244	2,380	2,400	2,300	*	
Volunteer Travel Fund	1,047	1,107	1,100	1,100	*	
Office Administration	24,850	24,917	25,000	25,000	*	
Bad Debt	48	0		0		
Total Expenses	**60,405**	**69,087**	**61,836**	**60,558**		
Net Profit/(Loss)	**-3,944**	***-11,805***	***-5,722***	***-2,029***		

Notes: * *the income and expenses for the whole of the current year are estimated from the actual expenses for the first 10 months of the year to Jan

SUMMARY

Treasurers report – Presentation and discussion of budget/Reserve Fund

Peter A

1. Financial reports show GSO finances to March 2010
2. Budget
3. Discussion about GSO reserve fund
4. Group and member budget for GSO?

1. Financial Reports

Accounts main points

1. We broke even, ie, income = expenses
2. Reserve fund remained the same at $32,000
3. Donations increased a little
4. Expenses were about the same as budget forecast
5. Literature sales stayed about the same.

PROFIT/LOSS [LAST YEAR ANALYSIS] SHOWED

- Increased donations compared to last year
- Break even this year compared to $11k loss last year (biggest part of loss was Public Outreach campaign)

PROFIT/LOSS [BUDGET ANALYSIS]

- Budget predicted a $2k loss but we broke even

BALANCE SHEET

- Most of assets are in bank accounts – $32k

ASSETS

- All assets are fully depreciated
- Literature stock worth $7k

RESERVE FUND AND DONATIONS OVER TIME

Graph shows increased donations, decline in reserve fund.

SUMMARY

- Expenses are in check.
- Donations increasing.
- Broke even.

DISCUSSION ON FINANCIAL REPORT

What would explain the high donations from Areas Seven and Eight compared to other areas?

- At one group in Area Eight the members model to others by giving a $5 note.
- Donations from an area may reflect health of an area. Some of those struggling in terms of donations are struggling in their service structures as well.
- Possibly the fact that Areas Seven and Eight are in the vicinity of GSO may result in higher donations as people feel more connected to GSO.

When were we last able to transfer $ to reserve A/C?

2005–6 (see graph).

Board members expenses are $500 over budget. Is this because there were four Board meetings?
Four meetings were budgeted for and it is likely to be due to flights costing more than expected. Discussion is needed on how to book fares to ensure cheaper flights.

The Treasurer's monthly letters had a mixed response and caused much discussion. To some the letters felt impersonal and like an outside authority. One group chaired a meeting on money. Money is spiritual – what do I give, what do I want to get? People might consider having a personal budget for Al-Anon in the way they budget for other important things in their lives, rather than putting in the leftover small change. Leftovers – in terms of food…I would not give the people I value leftovers.

- 15 members make personal direct debit monthly donations as well as contributing at the groups. Some give extra if they miss a meeting. It's about an attitude of gratitude for what I have.
- Some groups have an amount committed monthly to donate to GSO.
- One has a bag for donations and a jar for small change.
- Instead of donating $10 week at meeting – could give $5 at the meeting and do a monthly $20 direct debit to GSO.
- Members could increase their meeting donation annually by $1 per meeting.

Remember principles above personalities – Al-Anon needs the office to serve the groups all over New Zealand.

4. Group and member budget for GSO?

The current Treasurer noted that he has found much recovery and spirituality around money and financial matters. There have been unexpected gifts. At the World Service Conference he was surprised how moving he found a meeting on property ownership by the WSO. He learned things like: Being not for profit does not mean we cannot make a profit. It means that the profit is used for our charitable purpose.

He wondered whether the role of group treasurer could be expanded to include informing and educating group on donations and what they are used for. The monthly report from the group treasurer often states "we have paid rent, literature and have $x 'left over'". GSO is seen as a worthy cause but this is not the right attitude and is more correctly seen as the same as group rent ie a group expense. GSO is not an outside expense. GSO is a service body set up by the groups and serves the groups and serves individuals. He suggested groups considering a budget for GSO just as they budget for rent and other group expenses. "We may create service Boards and committees directly responsible to those they serve"

FROM THE TREASURER'S SURVEY

- 750 Al-Anon members attending meeting each week in New Zealand.
- 90 meetings
- = 8.4 people per meeting
- $42k is the budget for donations from meetings.
- $1.08 per member per week donation for GSO would meet the budget to support GSO. That would make me self supporting.
- Can be used to make a Group budget. eg 10 members = $10.80 per week to GSO

RESPONSES

Wow – double it…..

A Delegate expressed enthusiasm for the report and had experienced a new awakening on money attitudes and greater understanding of the role of GSO.

Reminder – Groups need to budget for a donation to the area assembly every three months as well.

Question: How could changing the idea of what GSO is move forward?

- Possibly have it as a Hot Topic
- By changing the guidelines for group treasurer in the Handbook?

3 A's. Awareness, Acceptance, Action

- Budgets in groups
- Change group treasurer guidelines
- GSO serves us
- Area Delegate reporting back to groups
- Not using leftovers for GSO

Break my personal $5 group donation to:

- $1 my recovery,
- $1 to get to a person suffering not here yet
- $1 my group – rent, coffee, literature
- $1 area
- $1 GSO

How do we get groups with $500 in bank to donate it to GSO?
Noted in literature it is an ample reserve, not a prudent reserve. Also – our own voluntary donations – that is countered by being self-supporting.

2. Budget presentation

- Draft budget is in the same format as previous years.
- Donation budgets per area are based on last year's donations.
- A loss of $2029 was budget forecast for 2011 based on estimates (this done in March) but with actual figures now available likely to reduce to about $1600 loss.

QUESTIONS

Does GSO need to purchase any new office items?
No, items are fully depreciated, but all are still functional.

Public Outreach Budget – the extra $1402 was for extending the campaign at Eden Park.

Conference payment budgeting for $4k in 2011 when this year actual was $5400. The $4k is based on the budget from the Conference Committee

The general expenses budget for 2011 is $400 but was actually $842 in 2010. This is OK because the jump to $842 was unusual and it is unlikely to be that again.

Votes

1. That the treasurer's financial report be accepted.

Motion carried.

2. The draft budget be accepted

Motion carried.

As a result of the discussions, it was agreed that the Board would draft changes to the financial section of the NZ Service Handbook to reflect financial changes made at WSO including these ideas:

– maximum value for the reserve fund. The reserve fund will not exceed the annual budget. Anything more in the reserve fund to be placed in a fund for special projects.

– members to be allowed to donate more than at present.

Draft changes to be brought to Conference 2011.

Treasurer Report

Peter A - GSB Treasurer

Financial statements for 2010
See attached 2010 financial statements.
- Profit and loss report
- Profit and loss – last year comparison
- Profit and loss – budget comparison
- Balance sheet
- Depreciation table and statement of assets.
- Graph of reserve funds and donations over the last 10 years

The Profit and Loss report, Balance Sheet, and Depreciation table make up the formal financial records. The Profit and Loss last year and budget comparisons and the graph are included to provide background information for better understanding of the current financial situation.

Comments on financial statements.
Financial reports - Brief summary of current situation.
- The auditor review of the financial records has not been completed yet. Only minor changes would be expected from the audit.
- For the 2009 to 2010 financial year GSO made a loss of $13.60. The reserve funds remain at about $32,000.

- Donations continue to show a gradual yearly increase which is pleasing.
- Expense items in the budget mostly tracked more or less to the budget forecast
- Literature sales stay about the same.

If you don't understand anything in the reports, or have any questions or comments, there will be time for discussion at the Conference. A good understanding of the current financial position will help when considering and making decisions on the budget.

NZ AL-ANON GENERAL SERVICES

Profit & Loss Statement

1/04/2009 through 31/03/2010

Income			
Donations			
Donations Area One	2,081.40		
Donations Area Two	466.38		
Donations Area Three	4,754.28		
Donations Area Four/Five	782.80		
Donations Area Six	1,410.00		
Donations Area Seven	10,308.80		
Donations Area Eight	7,534.40		
Donations Area Nine	1,977.40		
Donations - personal/birthday	8,862.00		
Total Donations		38,177.46	
Other Income			
Interest/Dividend Received	522.54		
Transfer/Deposit	10.00		
Conference Donations	3,500.00		
Convention Donation	5,651.89		
Messenger Donations	2,466.00		
Total Other Income		12,150.43	
Other Income		320.00	
Sales			
Literature Sales	27,306.93		
Postage & Handling Collected	1,440.55		
Total Sales		28,747.48	
Total Income			79,395.37
Cost Of Sales			
Literature purchases		16,866.71	
Freight Inwards (Overseas)		1,753.21	
Stock Adjustments		-204.55	
Total Cost Of Sales			18,415.37
Gross Profit			60,980.00
Expenses			
ACC Levy		127.89	
Bank Charges		5.14	
Board Members Expenses		3,236.62	
Computer/Office Equip		456.98	
Donations WSO		712.25	
Conference Payments		5,395.10	
Conference Travel Delegates		1,069.73	
Convention Expenses		133.33	
Sharp Copier Finance		1,287.24	
IAGSM - Paid expenses		3,089.00	
General Expenses		701.59	
Insurance		782.24	
Postage		2,165.24	
Printing & Stationery		2,866.64	
Public Outreach exp		1,402.14	
Rent & Rates		9,600.00	
Petty Cash		140.00	
Telephone/Internet		2,228.48	
Volunteer Travel Fund		961.12	
Office Administration		24,592.97	
Bad Debt		39.90	
Total Expenses			60,993.60
Net Profit/(Loss)			-13.60

Profit & Loss [Last Year Analysis]

April 2009 through March 2010

	This Year	Last Year	$ Difference	% Difference
Income				
Donations				
Donations Area One	2,081.40	1,794.00	287.40	16.0%
Donations Area Two	466.38	738.42	-272.04	(36.8%)
Donations Area Three	4,754.28	3,231.49	1,522.79	47.1%
Donations Area Four/Five	782.80	529.20	253.60	47.9%
Donations Area Six	1,410.00	462.66	947.34	204.8%
Donations Area Seven	10,308.80	8,912.80	1,396.00	15.7%
Donations Area Eight	7,534.40	6,037.05	1,497.35	24.8%
Donations Area Nine	1,977.40	2,476.50	-499.10	(20.2%)
Donations - personal/birthday	8,862.00	10,862.93	-2,000.93	(18.4%)
Total Donations	38,177.46	35,045.05	3,132.41	8.9%
Other Income				
Interest/Dividend Received	522.54	437.25	85.29	19.5%
Transfer/Deposit	10.00	0.00	10.00	NA
Conference Donations	3,500.00	3,460.00	40.00	1.2%
Convention Donation	5,651.89	1,131.05	4,520.84	399.7%
RSS Donations	0.00	3,790.00	-3,790.00	(100.0%)
Messenger Donations	2,466.00	2,375.00	91.00	3.8%
Total Other Income	12,150.43	11,193.30	957.13	8.6%
Other Income	320.00	796.01	-476.01	(59.8%)
Sales				
Literature Sales	27,306.93	27,170.79	136.14	0.5%
Postage & Handling Collected	1,440.55	1,234.73	205.82	16.7%
Total Sales	28,747.48	28,405.52	341.96	1.2%
Total Income	79,395.37	75,439.88	3,955.49	5.2%
Cost Of Sales				
Literature purchases	16,866.71	15,502.00	1,364.71	8.8%
Freight Inwards (Overseas)	1,753.21	2,458.71	-705.50	(28.7%)
Stock Adjustments	-204.55	197.77	-402.32	(203.4%)
Total Cost Of Sales	18,415.37	18,158.48	256.89	1.4%
Gross Profit	60,980.00	57,281.40	3,698.60	6.5%
Expenses				
ACC Levy	127.89	118.44	9.45	8.0%
Archives	0.00	78.22	-78.22	(100.0%)
Assets < $500	0.00	75.00	-75.00	(100.0%)
Bank Charges	5.14	121.74	-116.60	(95.8%)
Board Members Expenses	3,236.62	2,018.56	1,218.06	60.3%
Computer/Office Equip	456.98	13.33	443.65	3,328.2%
Donations WSO	712.25	89.59	622.66	695.0%
Conference Payments	5,395.10	3,190.90	2,204.20	69.1%
Conference Travel Delegates	1,069.73	1,073.79	-4.06	(0.4%)
Convention Expenses	133.33	88.89	44.44	50.0%
Sharp Copier Finance	1,287.24	1,312.92	-25.68	(2.0%)
Electricity	0.00	423.91	-423.91	(100.0%)
IAGSM - Paid expenses	3,089.00	3,316.27	-227.27	(6.9%)
General Expenses	701.59	440.31	261.28	59.3%
Insurance	782.24	716.36	65.88	9.2%
Postage	2,165.24	2,527.46	-362.22	(14.3%)
Printing & Stationery	2,866.64	3,967.27	-1,100.63	(27.7%)
Public Outreach exp	1,402.14	6,528.38	-5,126.24	(78.5%)
Rent & Rates	9,600.00	10,116.67	-516.67	(5.1%)
Repairs & Maintenance	0.00	640.53	-640.53	(100.0%)
RSS expenses	0.00	3,563.09	-3,563.09	(100.0%)
Staff Amenities	0.00	44.44	-44.44	(100.0%)
Petty Cash	140.00	217.00	-77.00	(35.5%)
Telephone/Internet	2,228.48	2,379.66	-151.18	(6.4%)
Volunteer Travel Fund	961.12	1,107.16	-146.04	(13.2%)
Office Administration	24,592.97	24,916.99	-324.02	(1.3%)
Bad Debt	39.90	0.00	39.90	NA
Total Expenses	60,993.60	69,086.88	-8,093.28	(11.7%)
Net Profit/(Loss)	-13.60	-11,805.48	11,791.88	(99.9%)

Profit & Loss [Budget Analysis]

April 2009 through March 2010

	Selected Period	Budgeted	$ Difference	% Difference
Income				
Donations				
Donations Area One	2,081.40	2,412.00	-330.60	(13.7%)
Donations Area Two	466.38	1,764.00	-1,297.62	(73.6%)
Donations Area Three	4,754.28	5,160.00	-405.72	(7.9%)
Donations Area Four/Five	782.80	1,932.00	-1,149.20	(59.5%)
Donations Area Six	1,410.00	972.00	438.00	45.1%
Donations Area Seven	10,308.80	10,224.00	84.80	0.8%
Donations Area Eight	7,534.40	7,344.00	190.40	2.6%
Donations Area Nine	1,977.40	1,764.00	213.40	12.1%
Donations - personal/birthday	8,862.00	11,448.00	-2,586.00	(22.6%)
Total Donations	38,177.46	43,020.00	-4,842.54	(11.3%)
Other Income				
Interest/Dividend Received	522.54	1,152.00	-629.46	(54.6%)
Transfer/Deposit	10.00	0.00	10.00	NA
Conference Donations	3,500.00	3,504.00	-4.00	(0.1%)
Convention Donation	5,651.89	1,000.00	4,651.89	465.2%
Messenger Donations	2,466.00	2,400.00	66.00	2.8%
Total Other Income	12,150.43	8,056.00	4,094.43	50.8%
Other Income	320.00	0.00	320.00	NA
Sales				
Literature Sales	27,306.93	27,000.00	306.93	1.1%
Postage & Handling Collected	1,440.55	1,260.00	180.55	14.3%
Total Sales	28,747.48	28,260.00	487.48	1.7%
Total Income	79,395.37	79,336.00	59.37	0.1%
Cost Of Sales				
Literature purchases	16,866.71	15,504.00	1,362.71	8.8%
Freight Inwards (Overseas)	1,753.21	2,496.00	-742.79	(29.8%)
Stock Adjustments	-204.55	204.00	-408.55	(200.3%)
Total Cost Of Sales	18,415.37	18,204.00	211.37	1.2%
Gross Profit	60,980.00	61,132.00	-152.00	(0.2%)
Expenses				
ACC Levy	127.89	120.00	7.89	6.6%
Audit/Accounting Fees	0.00	250.00	-250.00	(100.0%)
Archives	0.00	96.00	-96.00	(100.0%)
Assets < $500	0.00	456.00	-456.00	(100.0%)
Bank Charges	5.14	84.00	-78.86	(93.9%)
Board Members Expenses	3,236.62	2,700.00	536.62	19.9%
Computer/Office Equip	456.98	504.00	-47.02	(9.3%)
Donations WSO	712.25	504.00	208.25	41.3%
Conference Payments	5,395.10	3,820.00	1,575.10	41.2%
Conference Travel Delegates	1,069.73	1,200.00	-130.27	(10.9%)
Convention Expenses	133.33	96.00	37.33	38.9%
Sharp Copier Finance	1,287.24	1,296.00	-8.76	(0.7%)
IAGSM - Paid expenses	3,089.00	3,996.00	-907.00	(22.7%)
General Expenses	701.59	396.00	305.59	77.2%
Insurance	782.24	720.00	62.24	8.6%
Postage	2,165.24	2,796.00	-630.76	(22.6%)
Printing & Stationery	2,866.64	3,000.00	-133.36	(4.4%)
Public Outreach exp	1,402.14	2,004.00	-601.86	(30.0%)
Rent & Rates	9,600.00	9,600.00	0.00	0.0%
Repairs & Maintenance	0.00	600.00	-600.00	(100.0%)
Staff Amenities	0.00	204.00	-204.00	(100.0%)
Petty Cash	140.00	204.00	-64.00	(31.4%)
Telephone/Internet	2,228.48	2,400.00	-171.52	(7.1%)
Volunteer Travel Fund	961.12	1,104.00	-142.88	(12.9%)
Office Administration	24,592.97	24,996.00	-403.03	(1.6%)
Bad Debt	39.90	0.00	39.90	NA
Total Expenses	60,993.60	63,146.00	-2,152.40	(3.4%)
Net Profit/(Loss)	-13.60	-2,014.00	2,000.40	(99.3%)

NZ AL-ANON GENERAL SERVICES

2nd floor Wesley Bicentenary Hall
78 Pitt Street
Auckland 1145
New Zealand

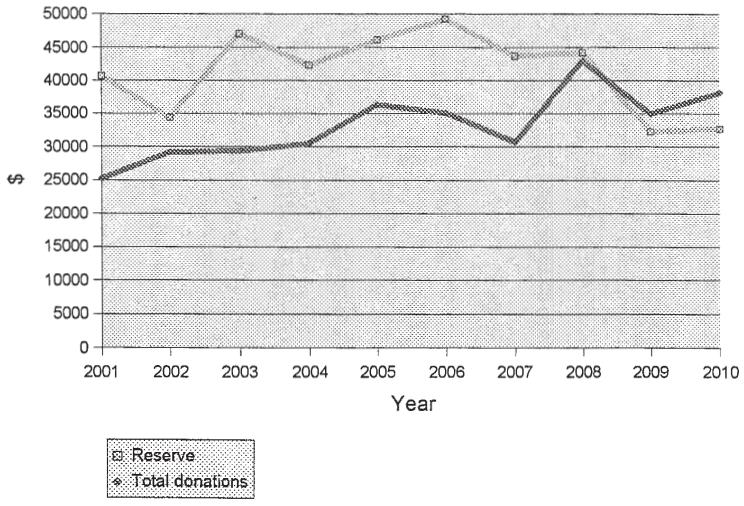
Balance Sheet

As of March 2010

7/07/2010
2:01:05 p.m.

Assets			
Current Assets			
Cash at Bank			
NAT -00 Cheque Account	7,625.13		
NAT -02 IAGSM Online On Call	976.85		
NAT Term Deposit to 25/03/08	10,000.00		
NAT -01 Online On Call	13,344.47		
Sundry Debtors	411.20		
Literature on Hand	5,108.46		
Total Cash at Bank		37,466.11	
Total Current Assets			37,466.11
Total Assets			37,466.11
Liabilities			
Sundry Creditors		4,752.37	
GST			
GST to/from IRD	17.20		
Total GST		17.20	
Total Liabilities			4,769.57
Net Assets			32,696.54
Equity			
Retained Earnings (Reserve)		32,308.64	
Current Earnings		-13.60	
Historical Balancing Account		401.50	
Total Equity			32,696.54

Reserve fund and Donations over time



Year	Reserve	Total donations
2001	40700	25200
2002	34400	29200
2003	47000	29400
2004	42300	30500
2005	46100	36400
2006	49200	35100
2007	43700	30700
2008	44200	43000
2009	32300	35000
2010	32700	38200

Report from World Service Conference 2010

Peter A

I was lucky enough to be endorsed by the Board to attend the World Service Conference (WSC) 2010 as the representative from the New Zealand structure.

Our *NZ Al-Anon/Alateen Service Handbook* pg 66 states *"If at any time the New Zealand Conference considers that it would be advantageous to our development to send a representative, it would elect a WSC representative from nominations put forward by the Area, with approval from the GSB."*, and the Conference Charter in the *Al-Anon Alateen Service Manua*l on the composition of the WSC *"b. Representatives from other countries, when those countries as well as the Conference may be ready for their participation;"*

I think we have always thought it would be advantageous to our structure, but at present our Conference has not found sufficient funds to send (pay for) a representative. Once in the past, about 10 years ago, a Board member asked to go at their own expense, and this was endorsed by the Board.

I applied in a similar fashion, thinking that it would be a once in a lifetime opportunity – and it was.

The theme for the WSC 2010 was "Celebrate! Embrace the group conscience to expand our circle of hope." The Conference took place over five days from Sunday 11 April till Thursday 15 April at the Wyndham Hotel in Virginia Beach, Virginia, USA.

Sunday was a day for registration and the opening dinner in the evening, but also a three hour orientation for new Delegates in the morning and in the afternoon I also attended a meeting of a new Task Force. The task was "Task Force to Create a Process for Conference Members to Submit Items for the WSC Agenda".

Monday started with a long orientation for an hour and a half including different members talking about their role, and a full discussion on voting procedure. I keep hearing them say "We want you to succeed", and there was encouragement to stand up and express our view, and it didn't matter if we were wrong as we didn't have the power to mess up Al-Anon. This year they added a third goal to Conference. There was a talk from an outside speaker on cultural competency, and sessions included the financial reports, new Alateen policy, Board of Trustees Big Question "What spiritual growth can the fellowship celebrate as a result of 50 years of its informed group conscience as expressed through the WSC? How has this expanded our circle of hope?", TEAM Task Force report, Integrating Alateen into Al-Anon, and outgoing member sharings.

Tuesday covered the budget, Delegate agenda item on reaching diversity, voting for Trustees, dividing into groups for Leadership Workshops on a range of topics (I was allocated to "Diversity – Understanding Ourselves and Others"), new policy on finances, Task Force report back on Strengthening the links between AIS's, Districts and Areas, report on overseas trip to South Africa, talk from International Guest Peter Adam, and report from Thought Force on Current Conference Structure.

Wednesday had an evaluation of the end of the trial of the new Regional Trustee election process, Thought Force report on Strengthening relationships between the Delegates and the AWSC, discussion of new policy wording on outside literature, leadership workshop (I attended "Responsibility as a Conference Member to Expand Our Circle of Hope"), discussion of other policy changes in the service manual, and a visit to the World Service Office by double decker bus.

Thursday sessions were on property ownership, another Delegates chosen agenda item on "What do we do when members in service don't have the skills to be effective?", leadership workshop on

Framing, Unanswered Questions, Hot Topic breakout sessions, report from Utilising Technology at Area Meetings for Nontechnical People Task Force, report from Task Force to Develop a Conflict Resolution Presentation for Areas, and we were able to attend an open Board meeting to see how it worked.

A summary of the WSC motions is attached at the end of this report. The main things to note are:

– There are quite a lot of changes to the service manual that cover areas I am sure we all find interesting, and it is worth having a read through these changes in detail. As well as an entire new section on Alateen, there is clarification and expansion of sections that deal with areas where there is often confusion or lack of clarity in the programme. These include anonymity, finances, use of outside literature, and anonymity.

– A decision to develop a new book – a workbook on the Legacies using sharings from the Legacy blogs. This will be good to get out to the membership, as anyone around the world can contribute. Have you had a look at the blogs?

The experience of the Conference exceeded my expectations. I learned so much. I found myself writing all the time, and I am very much looking forward to sharing a few of the highlights with you at our Conference in the hope of passing on some of the richness of knowledge and experience I found.

It was certainly one of the highlights of my time in Al-Anon. If ever any of you have the chance to also do such a thing, I can only recommend it completely.

SUMMARY

Items of Interest:

A third Conference Goal was added: "Knowing that our Higher Power is present in the expression of our group conscience and we will presume goodwill."

The Al-Anon Alateen Service Manual (with upgrades) is about to be released for the next three years. There are a lot of small changes relevant to New Zealand: the policy section Alateen safety guidelines, finances, clarification of meeting issues. We can now donate as much as want to Al-Anon. There were themes like Everyone Everywhere, and reach out and plan for an abundance of resources.

Approval was given for a new workbook on the three Legacies based on the sharing's on the Legacy Blogs on the World Service website. We can contribute to the blogs.

Another book called *Tracing Our Growth* (which is a history of Al-Anon) will be ready next year.

New Zealand Delegates are on panels. In the USA Delegates are on panels plus they have the choice of being on a task/thought force or a selected committee.

There is a movie out on the life of Lois W. It is not CAL but WSO is excited about it. They opened up the archives to researchers for the film. As a Public Outreach exercise it means that Al-Anon will be better known.

DISCUSSION:

When members in service don't have the skills to be effective we could hold a workshop – share ideas – actively address this – sometimes talking it over makes a difference.

The **Leadership Workshop on Framing** involved how to take a topic like "Embracing Diversity" and learning how to present it- how to put a frame around it using the five ideas of Knowledge Based Decision Making. A positive and creative way of exploring an issue.

NZGSO has had two phone calls from lawyers confirming people are making out wills with money left to Al-Anon.

Applause can be used for speaker talks but out of respect for minorities don't applaud in sessions when someone expresses an idea that we agree with.

Favorite quotes from the WSC 2010

Everyone in this room wants you to be successful

Do not let the seriousness of your task stand in the way of your enjoying each other ~ Lois W

Others talk of service as obligation and stress, but for me it is purpose and personal growth.

Group conscience means that no one person has authority.

Don't worry, there is a higher power and he's in charge. If you could screw it up, it would have been screwed up long ago.

We can't lend our name to outside enterprises, but we hunger for them to lend our name to us.

When I am in the midst of turmoil I thank my HP for the good that will come of it, and then begin to look for it.

When you love, never give up on hope – cofounder

I really don't know how God works, but I do know that he does work.

God, it's your day, let it be your way.

When we let go of resources, not only do they come back, but they create our primary purpose

I have to be the change I want to see.

I have an obligation as someone who knows something to share what I know.

Service is the rent I pay for my recovery

HOPE = Healthy Options Positively Exist, or Hang On Pain Ends

Today I am grateful to say "I am here" instead of "Are we there yet?"

Legacies are not weapons and using one out of context to support your point of view is not a good way to work the programs. Issues need to be considered in the light of the legacies as a whole.

Now we can see through each other and still enjoy the view

As a Delegate you are not alone, and if you are facing a difficult issue in your Area, you can ask for someone from the Board to come and help you.

Every service job is not for everyone, but there is a service job for everyone.

"To do or cause to be done" was helpful for service positions.

Appendix I

2010 WORLD SERVICE CONFERENCE (WSC) MOTIONS - Summary

MOTION #1 – MOTION #4 - these were procedural motions and financial approvals.

MOTION #5 – (93 yes, 0 no, 0 abstentions, 0 void) – CARRIED
To add a new "Alateen Policy" section in the "Digest of Al-Anon and Alateen Policies" in the *Al-Anon/Alateen Service Manual* that includes new text, current text, and amended text from pgs 77 and 78 of the *2006-2009 Al-Anon/Alateen Service Manual*. The new section will be placed in between the sections titled "Membership and Group Meetings/Conventions" and "Anonymity." (New text is underlined and bold; moved text is underlined. Strikethrough indicates deletion.)
– This is a new section on Alateen policy

MOTION #6 – (91 yes, 1 no, 0 abstentions, 1 void) - CARRIED
That the current Trial Regional Trustee Plan be accepted, thereby ending the trial.

MOTION #7 – (93 yes, 0 no, 0 abstentions, 0 void) - CARRIED

To amend the text on pgs 84-89 of the "Digest of Al-Anon/Alateen Policies" section of the *2006-2009 Al-Anon/Alateen Service Manual*, "Finances," "Contributions to WSO-Individual," "Quarterly Appeal," "Direct Contributions," "Birthday Plan," "Memorial Contributions," "Contributions to WSO—Groups," "Contributions to WSO—Other," "Al-Anon Service Contributions," "Al-Anon and Alateen Conventions," "Earmarking Funds," "Reserve Fund," "Fund Raising," "Activities and Service," "Outside Contributions," "Avoiding Commercialism," "WSO Does Not Provide Lists of Suppliers," "Selling Products/Chances," "Raffles/Lottery Tickets," "Federal Statutes," "Use of Group Funds," "Rent and Other Group Expenses," "Donations to Outside Agencies." (New text is underlined and bold; moved text is underlined. Strikethrough indicates deletion.)
– This is an expanded section on financial matters

MOTION #8 – (93 yes, 0 no, 0 abstentions, 0 void) – CARRIED

To amend the text on pgs 92-95 beginning with the section "Use of Material" and ending with the section *"The Forum"* and on pgs 96 and 97 the section "Reprint Authorisation" in the Policy Digest section of the *2006-2009 Al-Anon/Alateen Service Manual*, as follows: (New text is underlined and bold; moved text is underlined. Strikethrough indicates deletion.)
– Including coverage of using outside literature in meetings

MOTION #9 – (90 yes, 2 no, 0 abstentions, 1 void) - CARRIED

That the 2010 WSC give conceptual approval to develop a Legacies workbook, using sharings from the Legacy blogs.

MOTION #10 – (92 yes, 1 no, 0 abstentions, 0 void) - CARRIED

To amend text on pgs 77-79 of the "Digest of Al-Anon and Alateen Policies" section of the *2006-2009 Al-Anon/Alateen Service Manual*, "Membership and Group Meetings/Conventions," "Membership and Groups," "Membership Eligibility," "Registration of Groups," and "Choosing a Group's Name." (New text is underlined and bold; moved text is underlined. Strikethrough indicates deletion.)
– Including clarification about choosing a group name

MOTION #11 – (92 yes, 0 no, 0 abstentions, 1 void) - CARRIED

That the 2010 WSC give conceptual approval for a major revision of the pamphlet *Why Anonymity in Al-Anon?* (P-33).

MOTION #12 – TABLED

To affirm that ownership of property is consistent with the Al-Anon/Alateen Legacies; to end the property ownership trial and retain the WSO headquarters property; and to ask the Board of Trustees to draft a motion for the 2011 World Service Conference that incorporates the spiritual intent and safeguards of 1994 WSC Motion 12.

MOTION #13 – (88 yes, 2 no, 1 abstentions, 1 void) - CARRIED

To table the 2010 WSC Motion 12 for further study by the Board of Trustees.

Presentation: Finding our hidden talents

Helen A

AN OPPORTUNITY FOR A NEW TYPE OF AL-ANON SERVICE

- Are you one of Al-Anon's 'Abundant Resources'?
- Do you have knowledge you can share?
- Do you have expertise in a specific career field?
- Do you have a specialised skill or special talent?
- Do you have an understanding of the three Legacies?
- Are you a regular traveller to foreign countries? Do you speak another language?
- Are you willing to use your abilities to help carry the Al-Anon message?

The Unlimited Abundant Resources theme of the Board of Trustees' Strategic Plan reminds us that our spiritual perspective leads to a life rich with possibilities, choices, and personal growth. Our Seventh Tradition reminds us that we are a self-supporting fellowship. These spiritual principles reinforce our sense of abundance when we see that our fellowship ensures that we have-or can obtain-all that we need to carry out Al-Anon's Twelve Step work. To paraphrase a spiritual principle: the more we serve, the more prosperous we become.

Our members are Al-Anon's abundant resource. Our members can also be an unlimited resource when barriers to service are removed. The world services undertaken by the WSO are a result of the interest, contributions, and support of our members who give their time, talents, and funds to ensure that we can carry our messages of hope and recovery to those who need it. Advances in technology and communications now enable the wider fellowship to participate with the WSO in ways not possible before.

Our way of doing work has changed from long-term service commitments to more dynamic, short-term task forces. This change has stimulated an interest in finding individuals in our fellowship who are willing to participate in service projects-no matter what their life-style, where they reside, or how little time they have to give.

The Questionnaire

Responding to Al-Anon's questionnaire is the beginning of an on-going process of building a database of members who have skills, talents, or expertise that would be willing to share with the fellowship on a short-term basis.

Why fill out the questionnaire?

- To show gratitude to the fellowship for recovery
- To further develop skills, talents. or expertise while giving to the fellowship
- To participate in Twelfth Step work.

Who should fill out the questionnaire?

Members in the New Zealand service structure who want to contribute as one of Al-Anon's unlimited abundant resources!

Participation doesn't require travel to attend meetings or a long-term commitment. If you are interested in this opportunity, please complete the attached form.

SUMMARY

Presentation: Finding our hidden talents

Helen A

QUESTIONS

Why are we looking at this? Why are the current profile forms not working?

Growth in service is needed. There are difficulties to get people to take on service and Al-Anon needs members for its survival.

WSO has created a questionnaire for members from which they will create a database using the information collected.

We have the same problems and do we need our own database?

The GSO currently has profile forms but this system is not working. The forms were to be completed by members and kept at GSO. Then used to call on members with particular skills for service committee positions.

Helen invited the members to give ideas of how we could make it work.

DISCUSSION

We need to do another survey. It is good to do one every three years. The special skills profile form could be part of the next survey.

We need to start at the ground roots, Sponsorship, when you do the Steps and find people's talents, make friendships. When this happens and you ask people to do service they jump at it.

There is a need for a task force/thought force to do this. There is a need for our web page to be improved. It highlights a deficiency with our information.

There are zero current forms filled in, so it is not working. We need a thought force like we are using now. Maybe what we are doing here will be enough. Participation is the key to harmony. A web-based form is easily available to everyone. List the categories of what people are interested in eg, a single mum could be available to answer phones. Let people get a sense that they do have something to contribute. WSO have put a lot of thought into their form. We can copy what they have done.

We are not much different from other groups such as the Masonic Lodge. We need to have positions filled. I plan to support my area to help get structures in place. As Delegates it is our responsibility to help our areas. A strategic plan is needed to show where we are going.

I am grateful for doing service…it increased my recovery. We need to show enthusiasm for service. Get others involved. Make the profile forms readily available.

People are our greatest resource. The skills that come from people's recovery are for their benefit. Chair a meeting on what skills their recovery is bringing out of them. Talk to people and find out what they are good at. It is a slow process – people's growth – working the steps – realising potential.

Conflict has to go. People don't want to serve where there is conflict. Enjoyment is required. People need love and acceptance. Give support to people. Encourage them to do things. Make people feel good about themselves. Nurturing them makes them willing to do service.

Service positions need to be demystified. We need to let people know what the positions entail. Most of this comes down to attraction. Businesses are starting to attract members on Facebook. Al-Anon is a community. Use the web page.

When we were making the slogan bags we offered soup/food for the helpers. People were asked to come along and help, to get some fellowship. It is important to include everybody and not to be selective. People don't like to feel they are missing out on something. Missing out on something is bad for self esteem.

Use a video presentation that shows people who they are. Make use of the technological age. How we record the information is important.

One Delegate had concerns about task forces. The difference is between being and doing. Task is just doing, the robotics of something. It doesn't work for her.

Helen A – Referred the topic back to the questions that are needed to be answered. A task force needs to work out how this would be done. And summarised by saying a task force is needed to work out what is required and bring it back to Conference.

NZ AL-ANON / ALATEEN PROFILE

GSO SELECTED COMMITTEE

Name: _____ Phone: _____ Email: _____

Address: _____

Name of Home Group: _____ Number of years in Al- Anon: _____

Please give past and present details of service: e.g. positions held and length of time.
a) At group level

b) At District Area level

c) Other levels

d) Present involvement

My preference for serving on: *Show order of preference by numbering spaces 1 – 5*

EXECUTIVE/BUDGET: CONFERENCE: EDITORIAL:

LITERATURE: PUBLIC OUTREACH:

Tell us something about yourself: *Continue over page if necessary*

(Special skills I could contribute. i.e. — special work skills, hobbies and other interests).

Signed: _____ Date: _____

Send to:
GSO P0 Box 68124 Auckland 1145
Email: nz-al-anon-gso@xtra.co.nz Fax: 09 309 4790 Phone: 09 309 4792

Please Type or Print – Use This Side Only – No Attachments Please
Regional Board Member and Board Members Profile Form (check one)

Name:_____Home Phone: (_____)_____–_____Work Phone: (_____)_____–_____
Address (Street/PO Box):_____ City:_____

Years active in Al-Anon/Alateen:_____ Name & location of home group:_____Area:_____

List areas of special interest (e.g., Alateen, Archives, Institutions, Literature, Editorial, PO, RSS, Conference):
1._____2._____3._____
Please list your Al-Anon/Alateen service experience (see the reverse side of this form for further information):

Position Dates (from - to):

What personality traits and principles do you possess that would make you an effective Board Member (e.g., assertiveness, honesty, integrity, flexibility, congeniality, friendliness)?

Why do you want to serve as a Board Member? Why do you feel you should be selected?

Describe your personal history as it pertains to this position. Include specialized education, training, work, and non-Al-Anon volunteer experience of special interest.

Please describe your special or unique skills and talents that would make you excel as a Board Member Discuss your leadership skills (e.g., proven performer, strong organizational and communications skills).

Add any additional information that will support your nomination.

_____ _____
Signature Date Submitted

Revised 4/05

GENERAL INSTRUCTIONS

• Completed Regional Board Member and Board Member Profile Form is due at the General Service Office postmarked no later than December.

• Please print or type all information requested. If printing, please use dark blue or black ink.

• Use only the form provided. Any additional information provided will not be considered. You may want to draft and revise your responses on another sheet of paper before entering your final answers on this form.

BACKGROUND INFORMATION

The New Zealand Al-Anon General Service Board acts as custodian of the Traditions and guarantor of prudent management of NZ Al-Anon's General Services, with authority to manage Al-Anon business. The Board is responsible for the General Service Office, which consists of Selected committees, an Executive Committee, and paid staff.

More detailed information may be found in The Bylaws of Al-Anon Family Group Headquarters, Inc., Al-Anon's Twelve Concepts of Service and appropriate sections of the Al-Anon/Alateen Service Manual.

SOME FREQUENTLY ASKED QUESTIONS

• Who may apply to become a Board Member?

A candidate must currently be an active Al-Anon member with at least five years continuous membership. The candidate needs to have special skills and experience to be able to perform effectively as a Board Member. The skills and experience should include an area of management, finance or business, or Al-Anon service.

Al-Anon service requires specific involvement at the local or area levels. Qualifying Al-Anon service includes the following: district officer; district representative activity at area assembly; area delegate; area committee member; AIS representative; area or assembly convention host committee participation or district committee member.

• What knowledge and skills are desirable in a Board Member?

A thorough understanding of the Twelve Traditions and Twelve Concepts of Service and a broad view of the policies of Al-Anon are essential. The candidate should have demonstrated leadership qualities, and the ability and willingness to make decisions, which concern both the business operations and the policies of Al-Anon in NZ. Although experience in accounting, law and/or business administration is highly desirable, it is not obligatory. The candidate should have creative and assertive abilities to originate ideas, proposals, plans and policies for improving the fellowship now and in the future. The candidate should be able to accept criticism and have the ability to modify one's ideas to reach cooperative solutions for the good of Al-Anon in NZ.

• How much time will I have to devote to being a Board Member?

Depending on the assignment, the responsibility accepted, and willingness to serve as a committee chairperson or member of the various Board subcommittees, a Board Member can expect the need to be available for meetings a minimum of 20 days to a maximum of 50 days during the year. These include three quarterly meetings of the Board itself, and 4 consecutive days at the NZ Service Conference. The second quarterly meeting is held prior to Conference. The annual Board meeting is held on the day following the NZC. The three other quarterly meetings are held on the last Saturday in January, April and October, unless the Board determines that circumstances warrant an alternative date. Other committees, which a Board Member may be assigned to serve on, could meet monthly, bimonthly or quarterly. Board Members are required to be present and to spend the time necessary to fulfill their obligations to the Board and the committees to which they have been appointed.

• Are there any restrictions on where a Board Member can live?

A Board Member can live anywhere within NZ; however, a regional Board Member must reside within the region. Board Members must be readily available to the General Service Board for consultation and to attend special meetings of the Board called on short notice.

• I just completed my term as a delegate. May I apply to become a Board Member?

Delegates to the NZ Service Conference are not eligible as candidates for Board Member until one year has elapsed after their term of office. The year is determined by profile form due date.

SELECTED COMMITTEES

Alateen - Addresses the needs of Alateen by registering groups, encouraging sponsorship of and corresponding with Alateen Coordinators.

Archives - Maintains records of Al-Anon growth; records and preserves significant historical data, fosters interest in local archival activity to maintain awareness of the past.

Conference - Plans and coordinates annual NZ Service Conference; keeps Conference members informed through correspondence.

Editorial- Prepares monthly magazine; considers every letter and article sent by members and may plan programmes for increasing circulation.

Literature - Creates NZ Conference Approved Literature to address current recovery needs; revises existing NZ books and pamphlets; deals with design, format and content.

Public Outreach (PO) - Strives to carry the Al-Anon message of hope to the public, professionals and institutions; communicates with groups and committees on P.O. efforts; develops material for media.

Regional Service Seminar (RSS) - Reviews bids from the host region; coordinates the event; selects personnel to attend and formulates the agendas based on requests from within the region; depends on delegates who act as their link to the groups to suggest topics for seminar workshops and presentations.

Note: In order to maintain a New Zealand wide focus, Board Members are asked to relinquish local Al-Anon activities beyond the group level during their term as a member of the GS Board.

Workshop #2: How to write a paper

Arnold H

Background

Just briefly, the history behind why we write what we are calling 'papers' is to do with using the process we have adopted, knowledge-based decision making (KBDM).

The four essential elements of KBDM[1] are

- **Open communication between leadership and membership.**

  This process is all about talking to each other and reasoning things out.

- **Dialogue before deliberation**

  This allows us to discuss the information, questions, and concerns before we construct the motion. Often the discussion reveals that we really don't even need a motion. Many times, all we really need is to have the discussion.

- **All decision-makers will have common access to full information**

  This is often one of the most confusing elements. Concept Four tells us, "Participation is the key to harmony," but it does not say everyone is invited to participate. We are invited to participate if it is in our role as part of the decision-making body. With that comes trust that information will be used to prepare us for dialogue. When a decision has been made, it is important that we recognise and support the group conscience, whether we agree with it or not.

- **We exist in a culture of trust**

  As Al-Anon members, we place a great value on trust. We learn to have a firm belief that each of us would never knowingly do anything to hurt Al-Anon. Many times, we simply need more information for the understanding that lets us lighten our load and experience trust.

In conclusion, these elements help us to make better decisions because we are more informed. We have a greater chance of unanimity if we put together as much information as we can about a topic and everyone who is involved in the decision making has this information beforehand.

How to write the paper

There are four KBDM key questions passed on to us from the USA and Canada Board of Trustees. And here they are:

1. What is known about our members' wants, needs, and preferences that is relevant to this decision?
2. What is known about the capacity and strategic position of the organisation that is relevant to this decision?
3. What is known about the current reality that is relevant to this decision?
4. What are the ethical implications of these choices?

As you can hear, they are impressive and hard to understand. So let's not use them in that form but simplify them. We will cover that soon.

1 2008 World Service Conference Summary pg 9

There are two things to consider when we write a paper.

One is to anticipate what information people would like to know to help them understand.

And secondly we aim to work together with others in Al-Anon, so lets do that and keep it in mind when we have a paper to write.

Let's begin. Here is the paper writing template or PRT.

Paper Writing Template PRT

1. **Title** that gives some indication of the content eg, Board Chairperson or How can we make the role of Board Chairperson attractive to members?
2. **Name** of contributor(s) writing the paper
3. **Introduction of topic** brief outline of why the issue(s) is being raised
4. **Background** historical information about the topic, this can include archival material, research etc.
5. **Discussion** present the advantages and disadvantages using the four KBDM questions:
   a) What do we know about our members' wants, needs, and preferences.
   b) What are our resources eg, location, members, literature, legacies etc
   c) What are we doing right now? What are others doing right now that is relevant?
   d) How do these choices relate to our legacies, Steps, Traditions and Concepts?
6. **More?** Do we need more information, has something come up that we would benefit from knowing before a decision can be made?
7. **Personal experience** or perspective to contribute, declare vested interests (OPTIONAL)
8. **Review** ask someone else to review it for missing info, content, etc
9. **Recommendations –** conclusions, suggestions

Let's work together and have some practice:

Ask for a topic from the floor.

Work together to answer the PRT.

Do this again and as much as people are wanting to.

How to write a paper ~ shared example

Title:
Changing the location of the New Zealand Service Conference

Author:
Joan G

Why:
It has been suggested by others.
Seeking a cheaper venue/being cost effective.
To be inclusive of other parts of New Zealand and move away from being Auckland centric.

Background:
The GSO is based here.
Most of the Board members were in Auckland.
Cost sensitive
How long has it been here? Research 1988?
Have had two in Wellington_____ Dunedin 2004 for 50 year celebrations
How did it go having the Conference out of Auckland?

Discussion:

What do we know about our members wants? etc
Our members need a Conference for decision making and Board accountability
They prefer the Conference to be cost effective
They want to participate

What are our resources?
Is there a good location elsewhere?
The GSO is in Auckland and it is an important feature for Conference visitors.
Are there willing members to host the Conference elsewhere?
We need travel and accommodation cost comparisons.

What are we and others doing right now?
Other organisations are doing what?
Other GSO's doing what?

How do the choices relate to our legacies?
Concept Six
Warranty Three
Concept Four

Do we need more information?
Answers for the unanswered questions

Personal experience
I attended Conference at a different location and didn't like it because...
I live in Wellington and would like it to be here because....

Recommendations
We need a group to research costs more thoroughly.
We recognise the importance of having Conference near the GSO.

SUMMARY

Workshop 2 – Writing a paper using Knowledge-Based Decision Making

Presented by Karen W and Arnold H

The presentation restated the principles of Knowledge Based Decision Making, being, open communication, dialogue before deliberation, all decision makers will have common access to full information and that we exist in a culture of trust.

Conclusion – This helps make better decisions by everyone participating being fully informed which provides greater unanimity.

At this point the Conference members broke into three groups and using the:

Paper Writing Template PRT:

Title that gives some indication of the content eg, Board Chairperson or How can we make the role of Board Chairperson attractive to members?

Name of contributor(s) writing the paper

Introduction of topic brief outline of why the issue(s) is being raised

Background historical information about the topic, this can include archival material, research etc.

Discussions present the advantages and disadvantages using the four KBDM questions:
a) What do we know about our members' wants, needs, and preferences?
b) What are our resources eg, location, members, literature, legacies etc
c) What are we doing right now? What are others doing right now that is relevant?
d) How do these choices relate to our legacies, Steps, Traditions and Concepts?

- More? Do we need more information, has something come up that we would benefit from knowing before a decision can be made?
- Personal experience or perspective to contribute, declare vested interests (OPTIONAL)
- Review ask someone else to review it for missing info, content, etc
- Recommendations Conclusions Suggestions

Group One looked at updating our New Zealand Al-Anon website, suggestions were that meetings need to be linked to a maps system, we could sell literature online, people would get results to their enquiries quicker, that currently we lack some resources and looking at the WSO website we realise "ours" can be much improved.

From this they recommended we need more information, a task force might be started, make a timeline from now to completion of update, include end users of the site for ideas and hurry up and get started on this project.

Group Two looked at how to enthuse South Island members to attend the Nelson convention in January 2011, suggestions included inviting members to experience a new recovery tool, there is an ongoing resource folder available so the committee has ideas to brainstorm, it needs to be affordable and all people should respond with enthusiasm when talking about the Convention.

They recommended make advertising attractive, be enthusiastic, consider wants and needs of members, source cheaper accommodation and have past attendees to share their experience.

Group Three looked at how can Delegates be more effective in their role they found Delegates may lack understanding of their role, some are isolated, that some areas don't give sufficient time to Delegates to share their reports and service sponsors weren't used enough.

They recommended have a Delegates workshop, continue with hot topic sheets at assemblies, invite Board members to assemblies, visit groups and ask for help when it is identified.

Ask It Basket Questions

Melda T

For the first time there were no questions sent in this year. Three questions for the Delegates:

- Do you want to keep having this session?
- Do you want to have the frequently asked questions put on the website?
- Do you want to have the questions and answers in the Messenger?

DISCUSSION

- Originally Conference members found the questions exciting but the same questions being asked has now became boring.
- The World Service Conference are putting together a recurring questions list, it is not yet available to members.
- Having face to face discussion is good as is using the website and Messenger.
- A question in the Messenger lets everyone know that questions are good and everyone has them.
- Discussion is valuable as it gets people involved, and personal experience examples are needed as well as references in the New Zealand Handbook and the Al-Anon-Alateen Service Manual.
- Questions in the Messenger as well as personal experiences may encourage subscriptions.
- Ask it Basket Questions create transparency – members can ask a question, follow it going to Conference and receive an answer, gives faith to the links of service and connection between groups and Conference.
- Questions on the website…making it interactive to attract new members.
- Ask it Basket Questions can be used as a political forum to complain in a roundabout way.
- Guidelines are needed.

SUMMARY

Ask It Basket Questions

Melda T

This session is still wanted on the agenda at Conference with some changes.

For example Delegates to ask the questions so they will be filtered out and not anonymous.

The Conference committee to make guidelines as to how questions are presented and dealt with. This may prevent the use of hidden agendas.

Personal experiences needed as well as Conference Approved Literature (CAL) page numbers.

Guidelines need flexibility to accommodate a late question.

The questions and answers in the Messenger and on the website were thought to be a good idea.

There were two questions asked:

QUESTION 1

People introducing themselves as ACOA and ACA when talking and not saying they are Al-Anon members. Also Alcoholics Anonymous literature in meetings is causing confusion. Is Al-Anon affiliated with ACOA?

Answer – ACOA and ACA are the same. It stands for Adult Children of Alcoholics. It is another Twelve Step fellowship not affiliated with Al-Anon Family Groups. In Al-Anon the term used is "Al-Anon Adult Children of Alcoholics". This means the focus of the Al-Anon meeting is on children that have grown up in an alcoholic home.

The full name of Al-Anon Adult Children of Alcoholics is used, not initials. The name of a group cannot reflect affiliation with another association and only Al-Anon CAL can be used at Al-Anon meetings. *Ref: Al-Anon-Alateen Service Manual 2006–9* pg 33.

QUESTION 2

The Messenger has offered a competition prize of $50 for designing the front cover of the Messenger. Is this something we can do in Al-Anon?

Answer – We have to be self-supporting. Fundraising is self-supporting. $50 is reasonable. No difference to having raffles with CAL as a prize.

Ref: Al-Anon-Alateen Service Manual 2006–9, pg 87. Commercialism is to be avoided and it is OK to use CAL as attraction not promotion. The competition is open to Al-Anon members.

SUMMARY

Raising Awareness on Electronic Media

Sally-ann M

PowerPoint presentation is available by email from General Service Office upon request.

Looks at how World Service Organisation have decided to include the internet as the understanding of Tradition Eleven.

Shows how to find updates from the World Service Office website
http://www.al-anon.alateen.org/members/

DISCUSSION:

- What is Al-Anon business, ie, service – group level; as Group Representative, Delegate; talking to Alcoholics Anonymous.
- Keeping anonymity with email addresses. Using a non-business, private personal and anonymous email address for Al-Anon matters. eg: loiswgtn@hotmail.com
- Caution with forwarding emails that may have personal information.
  Use BCC (blind carbon copy) instead of just forwarding.
- Gmail is good for taking large amounts of data; is free of charge.

Visit to General Service Office (GSO)

The visit to GSO was cancelled this year in order to attend to Conference matters.

Workshop #3: How can we help Alateen in New Zealand?

Rose A, National Alateen Coordinator

After being the Alateen coordinator there are four aspects recognised about Alateen I would like to suggest we have a big think about. They appear to be weak links and if strengthened we could better support and help Alateen. It is well and good to remember that Alateen (Al-Anon for younger members) is a vital part of Al-Anon Family Groups in New Zealand and worldwide. I have listed the issues and where relevant some background information. I look forward to our discussion at the Conference on Saturday.

The areas identified are as follows:

- Alateen sponsor approval process
- Al-Anon Member Involved in Alateen Service (AMIAS) / Other Assisting Adult (OAA)/ co-sponsors clarity
- Alateen group support
- Guidelines

Alateen sponsor approval process

We have had difficulties in New Zealand with sponsors not being approved because they were unable to make it to the area assembly on the day and also at group level because unanimity was not achieved. I was able to research areas in the USA and Canada and also some of the history:

After Conference consultation, and legal consultation, in December 2003 the Board of Trustees (USA and Canada) approved and finalised 'Alateen Minimum Safety and Behavior Requirements.' This is a legal resolution of the Board and cannot be changed by the World Service Conference (WSC). The requirements were sent to their Area Delegates for each area to implement by the end of the following year. The April 2004 WSC affirmed the requirements. (The requirements are included.)

At our own June 2004 Conference we discussed "Behavior and Safety in Alateen Meetings". We already had a profile form for Alateen sponsors that needed group acceptance. And we voted then to include area/district approval of the profile form after home group approval. We also voted that the profile form include check boxes that indicate 1) the sponsor meets the Alateen sponsor requirements of the NZ Al-Anon Service Guidelines, 2) the Alateen sponsor has the unanimous support of the group, and 3) a referee is supplied. (You will find the document referred to in number 1 in the New Zealand Service Guidelines KN-17. It is GN-35. Alateen sponsor profile forms are available from the General Service Office (GSO). I recommend reading these). At this stage the profile form does not request supplying a referee.

Our 2005 Conference voted to make the Alateen sponsor profile form clearer and to update the Alateen sponsorship process implementation in the NZ Service Guidelines KN-17. (The latter is not done). We also voted that there be an Alateen Profile for yearly renewal of existing Alateen sponsors.

The General Service Board (GSB) received a lawyers opinion that Al-Anon Family Groups could be 'vicariously' liable if there were offenses toward Alateen members by Alateen sponsors. In 2007 we voted that part of the Alateen sponsor approval process would include Police Vetting processed by the GSO. In the notes under the motion discussing the procedure the Area Chairperson is to approve the Alateen sponsor after group approval.

In 2008 our Conference voted for three changes to the Alateen sponsor profile form: that the area approval process is up to area autonomy, 2) the completed forms are stored at GSO, and 3) police checks are included on the form as a requirement. The three issues were to have notes on the back of the profile form for clarification. These changes have been carried out. The Conference also asked the GSB to consider appointing a National Alateen Coordinator which it did so July 2009.

After talking to up to 15 Area Delegates when I was recently in the USA I discovered how they have implemented the 'Alateen Minimum Safety and Behavior Requirements'. None of the area's have

group approval, some have police checks/finger-printing, some require referees who can vouch for them, the District Representative signs the form, a letter/form signed by the Group Representative, and information is sent to an area Alateen coordinator who send on to the World Service Office (WSO).

I also talked with Mary Lou Mahlman at the WSO, the Associate Director of Group Services – Alateen and Special Needs. Her opinion was that a group probably doesn't need to vouch for a potential Alateen sponsor. She also noted that after seven years since the requirements the hubbub has calmed down.

At the 2010 World Service Conference motion 5 approved the inclusion of a new Alateen Policy section in the "Digest of Al-Anon and Alateen Policies" part of the Al-Anon/Alateen Service Manual. The new wording includes the 'Area Alateen Safety and Behavioral Requirements'.

I have not included all the background discussion to the motions at our own Conferences. My intention for providing that information is to provide some of what we know so that we can have a discussion about our Alateen sponsor requirements and approval process. I would also say that we have made some good decisions and not to undo these when unnecessary.

I have some suggestions that are:

- To bring our Alateen sponsor guidelines GN-35 up to date with the 'Alateen Minimum Safety and Behavior Requirements' maintaining our own requirement of two sponsors per Alateen meeting.
- To include a referee as we voted.
- To have the Area Chairperson/Committee approve Alateen sponsors not the Area Assembly
- To adjust the Group approval process away from 100% unanimity. Consider the approval occurring only at business meetings, sponsors seeking group endorsement not voting approval, the unanimity could be two thirds etc.

AMIAS/OAA / co-Sponsors clarity

AMIAS – Is an Al-Anon member who is currently certified through their area's Alateen process and is therefore eligible to be directly responsible for Alateens while being of service to Alateen. AMIAS may serve as Alateen Group Sponsors, chaperones, drivers, or other roles.

OAA – Al-Anon member at least 21 years of age and have an interest in helping Alateen groups. With the approval of the Alateen group assisting adults can provide transport, escort same gender Alateens, ensure there is an Al-Anon member is the meeting in the sponsors absence or take the Alateen members to the Al-Anon meeting, provide literature to prospective parents, assist in maintaining order, sponsor a transitioning Alateen.

Co-Sponsor – When more than two members sponsor an Alateen group, they are considered "co-sponsors" and the qualifications are the same as those for Alateen sponsors.

The first term is used by the WSC/WSO and therefore is uses in its guidelines and policy including the Al-Anon/Alateen Service Manual. The other two terms are found in our Alateen sponsor Guidelines GN-35. My suggestion would be use AMIAS for simplicity and updating, and for alignment with the policies outlined by the WSC/WSO.

Alateen group support

Consider that more than one Al-Anon group can support an Alateen meeting. This could be by providing Alateen sponsors, financial support, literature support, venue support etc. Area may also provide support in this way.

Guidelines

Although it is outstanding work from our 2005 Conference, in a general way I suggest updating our guidelines for Alateen with reference to the WSC/WSO guidelines.

NB www.al-anon.alateen.org/members/guidelines provides Starting an Alateen Group G-19 and Alateen Safety Guidelines G-34. I recommend reviewing these.

APPENDIX I

Alateen Motion from the Board of Trustees (December 8, 2003)

MOTION

The Alateen Advisory Committee, the Group Services Committee, the World Service Office Policy Committee, and the Board of Trustees of Al-Anon Family Group Headquarters, Inc. have studied the issues concerning the safety and behavior of Alateen members and individuals involved with Alateen service. The Board has reviewed the documents and actions of previous Conferences, previous Committees, and the World Service Office correspondence with legal counsel, individual members, Alateen Sponsors, Coordinators, as well as area and district officers.

The Board of Trustees has determined:

- Not all areas have written safety or behavioral requirements for Alateens and individuals involved with Alateen service.
- The WSO registration procedures and policies should support areas that have developed safety and behavioral requirements.
- The Al-Anon fellowship should take all necessary steps to provide a safe environment for Alateens and the Al-Anons involved with Alateen service.

As Tradition Four states, "Each group should be autonomous, except in matters affecting another group or Al-Anon or AA as a whole." The Board of Trustees has determined that issues of safety and behavior by Alateens and individuals involved with Alateen service do affect every group and Al-Anon as a whole.

The Board of Trustees, under Concept Seven and Warranty Four, is entrusted with the authority and responsibility to protect the Al-Anon and Alateen names and the organizational identity.

Now, therefore, the Board of Trustees resolves:

1. As soon as possible, but in any event, no later than December 31, 2004, if an area within the World Service Conference Structure uses the Al-Anon or Alateen name in conjunction with any meeting(s), group(s), convention(s), or any other gathering(s) in the area where Alateen participation is offered, the area must have safety and behavioral requirements for all Alateen members and Al-Anon members involved in Alateen service. These safety and behavioral requirements must meet the minimum requirements of Al-Anon Family Group Headquarters, Inc.
2. Al-Anon members involved in Alateen service and all Alateen members must adhere to the area's safety and behavioral requirements, or the area will notify the WSO that those members are prohibited from participating in Alateen service.
3. As soon as possible, but in any event, no later than December 31, 2004, and for each succeeding year, each area must have a process to certify, and must so certify to the WSO annually, that each Al-Anon member involved with Alateen service has met the area's safety and behavioral requirements and has agreed to abide by them.
4. The World Service Office will register only those Alateen groups whose registration it receives through the area's registration process. The WSO will remove from its registration list any Alateen group that the area determines does not comply with area safety and behavioral requirements. The area's request for removal of an Alateen group must be stated in writing to the Associate Director/Alateen. This applies to all Alateen groups, whether currently registered or not.
5. If the area states in writing to the Associate Director/Alateen that a group, meeting, convention, or gathering is failing to meet the area's safety and behavioral requirements, prior registration or interaction with the World Service Office shall not constitute any continuing right to use the Al-Anon or Alateen name.

Minimum Safety and Behavioral Requirements

1. Every Al-Anon member involved with Alateen service must:
   a. be an Al-Anon member regularly attending Al-Anon meetings.
   b. be at least 21 years old.
   c. have at least two years in Al-Anon in addition to any time spent in Alateen.
   d. not have been convicted of a felony, and not have been charged with child abuse or any other inappropriate sexual behavior, and not have demonstrated emotional problems which could result in harm to Alateen members.
2. There must be at least one Alateen Sponsor at every Alateen meeting.
3. The area requirements must prohibit overt or covert sexual interaction between any adult and Alateen member.
4. The area requirements must prohibit conduct contrary to applicable laws.
5. The area requirements must contain procedures for parental permission and medical care when applicable.
6. The area requirements must be reviewed by local counsel.

Other points for the areas to think about in developing their requirements:

- Requiring two Alateen Sponsors at every Alateen meeting.
- Having background checks.
- Considering behavior before, during, and after any Alateen meeting or activity of Alateens and adults involved with Alateen service.
- Connecting Alateen conferences to the area structure.
- Forming an Alateen meeting that meets at the same time and place as the Al-Anon meeting.
- Being gender conscious.
- Avoiding one-on-one interactions.
- Having an appropriate ratio of adults to Alateens at all times.
- Transporting Alateens to and from events.
- Educational training and awareness programs.

SUMMARY

Workshop #3 – How can we help Alateen in New Zealand"?

Rose A, National Alateen Coordinator

Alateen sponsor approval process

DISCUSSION

Approval of Alateen sponsors is by the sponsor's home group not the Al-Anon group hosting the Alateen meeting. There can be more than one AFG group hosting an Alateen meeting.

The home group gives approval to potential Alateen sponsors because they know the person best. Our Traditions guard against some members having voice but no vote, but a group could have flexibility of how it can carry out the approval for example hold the approval in the business meeting.

Approval of Alateen sponsors at the area assembly can be uncomfortable at times due to lack of clarity of the procedure. How approval is carried out is up to the area's autonomy.

If Alateen sponsors did provide referees as part of their application we would need to clarify who would contact the referee.

100% unanimity can be difficult when there are visitors and newcomers participating in the vote. Doubts should be voiced. What constitutes unanimity could be up to the area/group autonomy eg, a group may decide that 2/3 is adequate.

Our guidelines require two approved Alateen sponsors at each Alateen meetings.

Outcome: To consider the discussion and may come back with a motion tomorrow.

AMIAS/OAA/co-sponsors

DISCUSSION

Using the role of AMIAS gives freedom to have members who wish to help but not become a sponsor especially to assist a group to get off the ground. All will be police checked.

WSO is updating Alateen guidelines in the Al-Anon Alateen Service Manual in particular the AMIAS term, definition and procedures.

Suggest we stop using terms OAA and co-sponsor as redundant terms.

Our current Alateen sponsor approval form will become an AMIAS approval form.

Alateen Group Support

DISCUSSION

One Alateen group can be supported by more than one Al-Anon group and Area, financially and with AMIAS.

Presentation: Regional Service Seminar (RSS) new ideas of what WSO is doing

Gillian W and John B

REGIONAL SERVICE SEMINAR (RSS) UPDATE

Vicki H.
Chairperson, Regional Service Seminar Task Force

TEAM
Together Empowering Al-Anon Members
Juntos fortalecemos a los miembros de Al-Anon
Ensemble, fortifions les membres Al-Anon

Since 2006, the Board of Trustees has been gathering information about Regional Service Seminars from the RSS Committee, Thought Forces, Task Forces, WSC members, and from attendees' evaluation forms. Information gathered indicated a need for change. Last year the Future RSS Task Force was given the charge to create an alternative event that is dynamic, flexible, and nimble. The Task Force is now introducing the new event, TEAM—Together Empowering Al-Anon Members!

Using a PowerPoint slide show, the Chairperson of the Task Force described the new event. A TEAM event partners one or more Areas with the World Service Office (WSO), creating a unique service event geared to the interest of the members in the hosting Area or Areas. TEAM events target smaller audiences and are not limited to a three-year rotation. TEAM events make better use of resources. With the new TEAM event, responsibilities are shared.

The hosting Area is responsible for choosing and paying for the facility and some audio visual equipment. The Area will be responsible for all aspects of registration and may decide to offer hotel or meal packages options. The WSO is responsible for the assignments and expenses of the WSO staff and volunteers, as well as supplying the Area with a flyer template for publicity. Together, the Area(s) and the WSO will plan the program topics and provide supplies, materials, and literature.

TEAM events can be tied to an existing event, such as an Assembly, an Area Convention, or a Day in Service. It can also be a stand-alone event. An Area, group of Areas, or a Region can host a TEAM event. Members from anywhere can be invited.

To request a TEAM event, Areas submit an Event Request Form, available on the Members' Web site at www.al-anon.org/members. This form requires proposed dates, facility information, Host Committee information, and signatures of the Area Chair and the Area Delegate. A minimum notice of six months is requested for planning.

Once received, the WSO will verify the availability of staff and volunteers to participate in the event. After the event has been confirmed, the WSO will create a Task Force of staff members and volunteers who will attend the TEAM event and work with the Area's Host Committee. A timeline of tasks and responsibilities is included on a Suggested Planning Worksheet.

As with any new idea, the Delegates had questions. Here are some of those, as well as the responses:

Q.: Are there parameters around how many of these can be conducted per year/Region?
A.: *No, we left this nimble, however the WSO volunteer and staff member availability, as well as WSO funds available from the TEAM events budget, will be taken into consideration. It's not necessarily first come, first served. If all Areas want one of these in the next six months, we would have to consider meetings of the Board, Finance Committee, and Executive Committee, and other scheduled events.*

Q.: Is there a minimum amount of time for the WSO?
A.: *Six hours minimum, over one to three days.*

Q.: Can it be held at the same time as an A.A. event?
A.: *Yes.*

Q.: If there's money left over after the event, is that money split between the Area and the WSO?
A.: *The hosting Area(s) has the option of charging a registration fee to cover the Area's expenses*

Q.: Does the event have to be in a hotel?
A.: *No, the event can be held at any facility that has sufficient meeting space. The needs of attendees—parking, restaurants, hotels, etc., should also be taken into account. Remember—nimble and flexible.*

Q.: Can the acronym TEAM be translated into French and Spanish?
A.: *We had a meeting with the WSO translation staff and couldn't come up with a similar word that could be translated in all three languages. The world is getting smaller, so we figure everyone will know what "TEAM" means. When you title your event, just put the word "TEAM" in the title. A sample flyer, with examples of TEAM event names in Spanish and French, will be available on the Members' Web site.*

SUMMARY

Regional Service Seminar – new ideas

Gillian W and John B

World Service Handbook pg 65. Regional Service Seminar (RSS): Takes World Service Office volunteers and staff members to regional locations in the United States and Canada and provides a first-hand opportunity for members and WSO personnel to share experiences and enthusiasm about serving the fellowship.

Members were asked to share on the advantages that had come from being involved in an RSS in their area.

- It was inspiring and lit the flame for service.
- We were exposed to long time members and their message.
- We met people in service face to face and saw what service meant.
- It brought the Handbook to life.
- It was powerful to see the Concepts and Traditions working.
- We learned more details about the Concepts.
- It was fun people enjoyed being there.
- We saw the fellowship at work.

DISCUSSION

Reality is, that attendance has dwindled which is a problem. The new ideas give the areas more freedom to choose what suits them. In the past we have not had the one day option, which has restricted some members from attending.

The overall consensus was for a Task Force to be set up to look at the WSO suggested changes which would allow the areas to initiate an RSS based on their needs, which may lead to attracting a better attendance.

Presentation:
Cooperating with Alcoholics Anonymous

Paula B with Robbie F

Why?

It's part of Tradition Six: Although a separate entity, we should always cooperate with Alcoholics Anonymous.

Background

- We are asked to cooperate with Alcoholics Anonymous, not to affiliate.
- Cooperation at assemblies and conventions.
- We have a debt of gratitude for our programme from which we adopted the Twelve Steps.

What are our resources?

- Tradition Six and Three
- *Al-Anon Alateen Service Manual* pgs 103-104
- *Attracting and Cooperating* S40 – great reading
- *How Al-Anon Works* pgs 115-116

Things to ponder

- How can we approach Alcoholics Anonymous?
- What stops us cooperating?
- How can we overcome fear?
- What is it we fear?
- Where does trust come into this?
- In what other areas can we cooperate? ie, families, work colleagues
- Situations in which we have felt uncomfortable cooperating

Recommendations

Bring your ideas to Conference, to participate in this presentation.

SUMMARY

Presentation: Cooperating with AA

Paula B with Robbie F

Presented skit of the 2074 Convention Committee meeting between Alcoholics Anonymous and Al-Anon. Discussion about cooperation between organising committees:

- We smile, nod and quote the Traditions.
- We have a debt of gratitude for the Alcoholics Anonymous programme.
- We do cooperate.
- How can we overcome our fears?
- By practising our legacies,
- Attending open Alcoholics Anonymous meetings, assemblies.
- By not being dominant.
- Understanding they have a disease.
- Having compassion.
- Remembering we can meet all sorts of people in all spheres of our lives.
- Taking fear to our Higher Power.
- Principles above personalities.
- It's not about them or me.
- AAs on committee have an aim and purpose – success of convention or assembly.
- Remember we are together on that; and that Alcoholics Anonymous does well.
- Don't go alone.
- Remember Alcoholics Anonymous does not necessarily make decisions the same way we do.
- Be positive.
- Be prepared for what you want to talk about. Say what we need to say.
- Use the resource of our double winners.
- Liaise with one person and build a relationship that doesn't stop at that assembly.
- We might be the first person that shows them Al-Anon.
- It's two-way helping.
- If we treat them with respect and know our stuff, they will treat us with respect.
- Higher Power works – I don't have to worry about it anymore.
- Tradition Five – encouraging and understanding our alcoholic relatives.
- Living detachment.
- Make a statement and let it go. On the day do what you need to do.
- Provide supper if you wish to – with an agreed budget. Get a caterer.
- Document what is expected. Build bridges.
- *Attracting and Cooperating* pamphlet – S40.

Handbook changes to Conference Charter

Peter A

Why this is coming to you?

Each year, after the WSC in April, the WSO send our GSO a list of motions from the WSC. Our Board considers the motions to see if we need to take similar actions. In considering WSC 2009 Motion #8, the Board decided it was appropriate to make the same changes to the Conference Charter in our NZ Al-Anon/Alateen Service Handbook, and is bringing the proposal to Conference for consideration.

WSC 2009 Motion #8

MOTION #8 – (87 yes, 1 no, 0 abstentions, 4 void) - CARRIED

The 2009 World Service Conference:

1.) **amends the World Service Conference Charter (as it appears in the *2006-2009 Al-Anon/Alateen Service Manual)*, section 3, as follows, and**
2.) **re-adopts and re-affirms the World Service Conference Charter in its entirety.**

AMENDED WORDING: Bold and underline is new text; ~~strikethrough~~ indicates deletion

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.
c. Delegates are free to vote as their conscience dictates and not necessarily as instructed by their Areas.
d. ~~But n~~ **No** changes are to be made in the **Al-Anon or Alateen** Traditions, **the** Steps, **the** Concepts of Service **(except the descriptive text),** or **the** General Warranties of the Conference Charter (Item 12) without written consent of three-quarters of the Al-Anon **Family G**~~g~~roups.
~~e. That the Concepts themselves (not including the descriptive text) be accorded the same stature as the Twelve Steps and Twelve Traditions.~~
e ~~f~~. **Wording in** ~~T~~ **t**he Charter may be changed ~~(with the exception of items 3-d, 3-e, and 12)~~ by the vote of three-quarters of the Conference members; **however, the protections afforded the Al-Anon and Alateen Traditions, the Steps, the Concepts of Service, and the General Warranties in item 3-d may not be taken away or lessened by Conference vote.**

What the changes are:

There are three things that have changed:

- The Alateen Traditions have been included
- The "loophole" by which the Legacies could have been changed has been removed
- The clarity of the wording has been improved

Background to the WSC motion

The background to the motion was the process of the consideration and approval by the WSC of the Alateen Traditions, which had taken place over the preceding years, and is described here in text taken from the WSC Summary 2009.

"At the 2007 World Service Conference, after several years of research and discussion, the Alateen Traditions were approved. Although approved by the Conference, the Alateen Traditions are not currently recognised in the Conference Charter. Consequently, they do not have the same protection, that of not being changed without approval of three quarters of the groups worldwide, which Al-Anon Traditions have. In order to afford the Alateen Traditions the same status as the Al-Anon Traditions, it would be necessary to make some changes to the Conference Charter.

"After a lively discussion on the Conference floor at the 2008 World Service Conference, it was determined that more information was needed before arriving at a knowledge-based decision on the matter. In our efforts to keep the Charter flexible and preserve the Alateen Traditions, a Task Force of Trustees, Delegates, and staff was formed to bring recommendations to the 2009 World Service Conference in a knowledge-based format. Our charge was to 'Recommend changes that may be made to the WSC Charter that would elevate the Alateen Traditions as approved by the 2007 WSC and as written on pgs 19 and 20 of the 2006-2009 Al-Anon/Alateen Service Manual to the level of the Al-Anon Traditions.'

"During the past several months, the Task Force has diligently collected data on the origin of the Charter and tracked changes (additions, deletions) to the content of the Charter, always keeping in mind the distinction between the Conference Charter (traditional), and the By-Laws of AFG, Inc. (legal). As we investigated the background of the Conference Charter, we always considered the intent of the discussions and actions taken by the World Service Conference at any given time during this process. It is evident that the intent of all actions was to preserve the Alateen Traditions and afford them the same status as the Al-Anon Traditions."

…

"During the discussion, which took place over several days, Conference members made recommendations for revision. They considered the impact of the proposed wording. They wanted to be sure that they were providing protection for the Alateen Traditions, but also wanted to assure they weren't limiting flexibility to modify the Conference Charter or the descriptive text of the Legacies in the future. They agreed that they wanted to preserve the requirement that the Legacies themselves could not be changed without a three-quarter majority vote of all Al-Anon groups. They also wanted to avoid redundancy and be as clear as possible so that future Conferences would not have to guess what this Conference was trying to accomplish."

Suggested new wording for the NZ Al-Anon/Alateen Service Handbook

P71 NEW ZEALAND AL-ANON SERVICE CONFERENCE CHARTER

3. Relation to Al-Anon

a. The Conference acts for Al-Anon in the perpetuation and guidance of NZ ~~S~~services.

b. The Conference is a vehicle by which Al-Anon can express its views on policy and note deviations from Traditions.

c. Delegates are free to vote as their conscience dictates and not necessarily as instructed by their Areas.

d. No changes are to be made in the Steps, **the Al-Anon or Alateen** Traditions, **the** Concepts of Service **(except the descriptive text),** or **the** General Warranties of the Conference Charter (Item 12) without written consent of three-quarters (¾) of the Al-Anon **Family G~~g~~**roups throughout the ~~W~~world.

~~e. That the Concepts themselves (not including the descriptive text) be accorded the same stature as the Twelve Steps and Twelve Traditions.~~

e ~~f~~. **Wording in** ~~T~~ **t**he NZ Charter may be changed ~~(with the exception of items 3-d, 3-e, and 12)~~ by the vote of three-quarters (¾) of Conference members; **however, the protections afforded the Al-Anon and Alateen Traditions, the Steps, the Concepts of Service, and the General Warranties in item 3d may not be taken away or lessened by Conference vote.**

SUMMARY

There was only a little discussion on the presentation with comments that the reasons for the changes were straightforward and about keeping our Service Handbook wording in this section in line with the Service Manual to avoid confusion. Relating this to applying Concept Ten, often problems in service have occurred because people were not clear about what they were doing.

A question was asked about whether the changes would lead to a new version of the Handbook and the reply was that because this was only one small change it would probably not lead to a new version.

Approval of changes to Regional Board Member Guidelines

NZ Al-Anon Regional Board Member Guidelines

These guidelines define the qualifications, function and responsibilities of the Regional Board Member (RBM) of New Zealand Al-Anon General Services.

Background

The RBM must currently be an active Al-Anon member with at least five years continuous membership, special skills and experience to be able to perform effectively as a Board member. The skills and experience could include management, finance, business experience and Al-Anon service. Al-Anon service requires specific involvement at the district or area levels. Qualifying Al-Anon service includes the following:

District Representative
District Officer or Committee participation
Area Delegate
Area Committee participation
Al-Anon Information Service Representative
Convention Host Committee participation
NZAGSO Committee participation

A thorough understanding of the Twelve Traditions, the Twelve Concepts of Service and a broad view of the policies of Al-Anon are essential. The candidate should have demonstrated leadership qualities, the ability and willingness to make decisions which concern both the business operations and the policies of Al-Anon/Alateen in New Zealand. Although experience in accounting, law and or business administration is highly desirable, it is not obligatory. The candidate should have creative and assertive abilities to originate ideas, proposals, plans and policies for improving the fellowship now and for the future. The candidate should be able to accept criticism and have the ability to modify their ideas to reach cooperative solutions for the good of Al-Anon in New Zealand.

Composition of the Regions

There are three regions:
Northern (above Taupo and including Taupo)
Central (rest of the North Island below Taupo)
Southern (South Island)
Each Region has a Regional Board Member (RBM)

Nominations

Each year the areas within the regions due for a new Regional Board Member shall forward their nominations to the Secretary of the General Service Board. The nominees should be members nominated by the Groups and each should have received a two thirds majority vote of approval at their area assembly. If an area has approved more than one suitable experienced candidate it may:

- Forward all names, or
- Hold a ballot and if one of the nominees receives a two third majority of the vote, forward that name only. (It is within the autonomy of the area to make the choice).

Election

Each year at New Zealand Conference, a Regional Board Member Nominating Committee shall vote and nominate a single candidate for election to the General Service Board.

The nominating committee will be:

- The Delegates from the Region concerned.
- Two Delegates from outside the Region, drawn by lot from the first and second year Delegates at the previous Conference.
- Chairperson of the General Service Board.
- One other GSB member, drawn by lot.

All members of this committee will be sent profiles of the nominees in advance of Conference. After selection by this Nominating Committee, the whole Conference then approves the nominee and the name is put forward to the GSB for appointment at their next meeting.

All RBMs are eligible to serve two terms which may be consecutive. Should a RBM desire to serve a second term, due to the complexity of selecting and nominating RBM candidates, it is necessarily for the RBM to repeat the process of submitting a profile to the Area and following the same procedure as the other candidates in the Region.

If a member is appointed to the role of RBM after half the current term of that role has passed, then their first term is deemed to begin at the end of the term they have completed in a vacant position. If the RBM is appointed during the first half of a term in a vacant role, their part-term is considered to be a full term".

After the election, a RBMs concern as that of other Board members, is with the fellowship as a whole. The RBM does not represent a Region, but brings an overall viewpoint from the membership of the Region.

The RBM should not hold office in Districts, Area or Service Centres while serving as a Board member. But they may serve in any office of an Al-Anon group except that of group representative.

Travel within a region

A travel allowance is budgeted each year by GSO for RBMs to use for attendance at various service related Conferences, Conventions, and area assemblies within their Region to aid in communication and understanding of service related matters. This is a discretionary fund and arrangements for expenditure from this fund are to be made with the GSO Treasurer.

Cooperation and communication may also be enhanced by use of telephone, email, etc.

Responsibilities

Board	Attend and participate at all Board meetings. Submit a comprehensive written report of all RBM activities.
Conference	Attend the annual New Zealand Al-Anon Service Conference. Share service experience for future growth of Al-Anon in New Zealand.
Areas	Cooperate with Area Delegates by helping them to know their duties. Ask to be put on Area mailing list to receive notices and minutes. Have the option to attend area assemblies, when able to attend, request a time slot to offer encouragement and help.

Region Service Seminars

Take responsibility for the organisation and planning, using GSO Regional Service Seminar Guidelines (GN0-6 and CN-17).

AA Convention

Take responsibility for Al-Anon/Alateen participation at the AA Convention in the Region, using the Al-Anon Convention Guideline (GN-03).

AA Area Assemblies

Take responsibility for Al-Anon/Alateen participation, using Assembly Guidelines (GN-03a). Involving the Delegate and groups in the area where the assembly is being held.

These guidelines are to be used in conjunction with the Board Guidelines in the *New Zealand Al-Anon Alateen Service Handbook* (PN27, pg 63).

SUMMARY

Approval of changes to Regional Board Member Guidelines

Helen

Regional Board Member (RBM) changes to the guidelines have not been formally approved.

It's moved that: That the changes of the RBM guidelines on pg 27-28 of the Conference Brochure be adopted:

DISCUSSION:

Don't agree with wording, on pg 28, under Responsibilities, – area – bottom two lines "Have the option to to attend area assemblies, when able to attend, request a time slot to offer encouragement and help.

RBM is a trusted servant, there is an expectation that RBM would attend assemblies. Leave the wording as it is.

Suggest that the wording under Responsibilities be changed: "Cooperate with area Chair's and Delegates by helping them to know their duties:"

Happy that the RBM guidelines have been accepted and there is more understanding of the role. That the whole Board is accessible to areas, different Board member are invited, broadens members understanding, gives more resources to area.

Make certain that when planning area assemblies dates don't clash with the Board, so they can attend if available.

Moved: That the wording under responsiblities be changed to: "Cooperate with area chairs and Delegates by helping them to know their duties". Carried

Moved: That the changes to the RBM guidelines with these amendments, be accepted. Carried

HOT TOPIC sheet time – all sessions

Background

First hand account of WSC which is our senior Conference. 11-14 April 2010 Virginia Beach, Virginia. Attended by Peter A who was self-funded and endorsed by the Board.

Main Points

- Service manual updated.
- Prepare for unlimited abundance.
- How can we welcome Alateen to our meetings?
- We can contribute to the blogs about the legacies.
- Delegates choose whether to be on selected committees or task/thought forces.
- Speaker tapes are okay to have at meetings.
- Diversity representation explore.

Outcome:

We really do belong to a worldwide organisation/fellowship.

WSC are leaders-making changes we can follow.

Invite Peter to attend area assemblies to speak on this topic.

Background

Conference has considered and endorses Area Four/Five request to separate.

Main points

1. There was the request and the reasoning was heard
2. Trial for three years
3. Delegate arrived with service roles already filled for two committees
4. Central Regional Board Member and Board Chair visited area assembly prior to get a feel for the situation
5. The effects of the separation on Al-Anon in New Zealand (if any) in relation to breakdown in communication to be noted
6. Conference has ‘endorsed’ and listened and heard.

Outcome

Motion was carried unanimously. Report back in three years – see motions.

Background

- Budget Presentation
- Financial Health of AFG in New Zealand
- We are a worthy cause
- We don't budget

Main points

The minority has a voice in group – don't be afraid to speak up

$1 per week donation to GSO per member

Share your budget with group/area assembly

The $5 donation breakdown

Outcome

Abundance does not just happen – plan for it

Inspire our membership with a purpose eg, everyone, everywhere

Help Al-Anon Family Groups become a household name

Askit Basket Discussion

TOPIC ONE - ACCEPTING FREE RENT – MEETING IN LIBRARY

If free to all non-profit organisations then it is okay.

TOPIC TWO - $50 PRIZE FOR AL-ANON MESSENGER COVER

Decided this can be done as we do raffles

Trusted service members made the decision

TOPIC THREE – ACOA AFFILIATION (ADULT CHILDREN OF ALCOHOLICS)

ACOA is not affiliated but Al-Anon Adult Children of Alcoholics is okay

Initials only cannot be used

CAL only allowed

HOT TOPIC sheet time

ALATEEN:

Background:

Problem with current approval of sponsors. AMIAS term adoption.

Main points:

- Cases of problems with approval process.
- 100% unanimity causing issues. Currently does not give groups autonomy.
- Experience of US and Canada; groups have more flexibility.

- Recognising many groups can support an Alateen group.
- Recognising need for clarity, unity and strong chairing.
- Idea for dissenters to talk to area chair/for minority voice to be heard (Concept Five the rights of Appeal and Petition).
- Explain to the Fellowship why we are using the AMIAS term (and what it means)
- New info from WSC.

Outcome

Understand Alateen/children/young persons are Al-Anon members and our meetings need to reflect that with:

– Alateen literature

– Welcome and comfort.

Most are happy to adopt the terms AMIAS and adjusting 100% unanimity.

HOT TOPIC sheet time

Regional Service Seminars:

Background:

- Decreasing attendance at RSSs.
- Successful RSSs.
- Inflexible structure.
- Driven by Traditions and the General Service Office.
- WSO trialling T.E.A.Ms (Together Empowering Al-Anon Members) events.

Main points:

T.E.A.M concept nimble, flexible.

Can be shorter, six hours to three days.

Can be tailored to area, area has ownership.

RSS still exists.

Outcome:

Decided to investigate further – job for GSB.

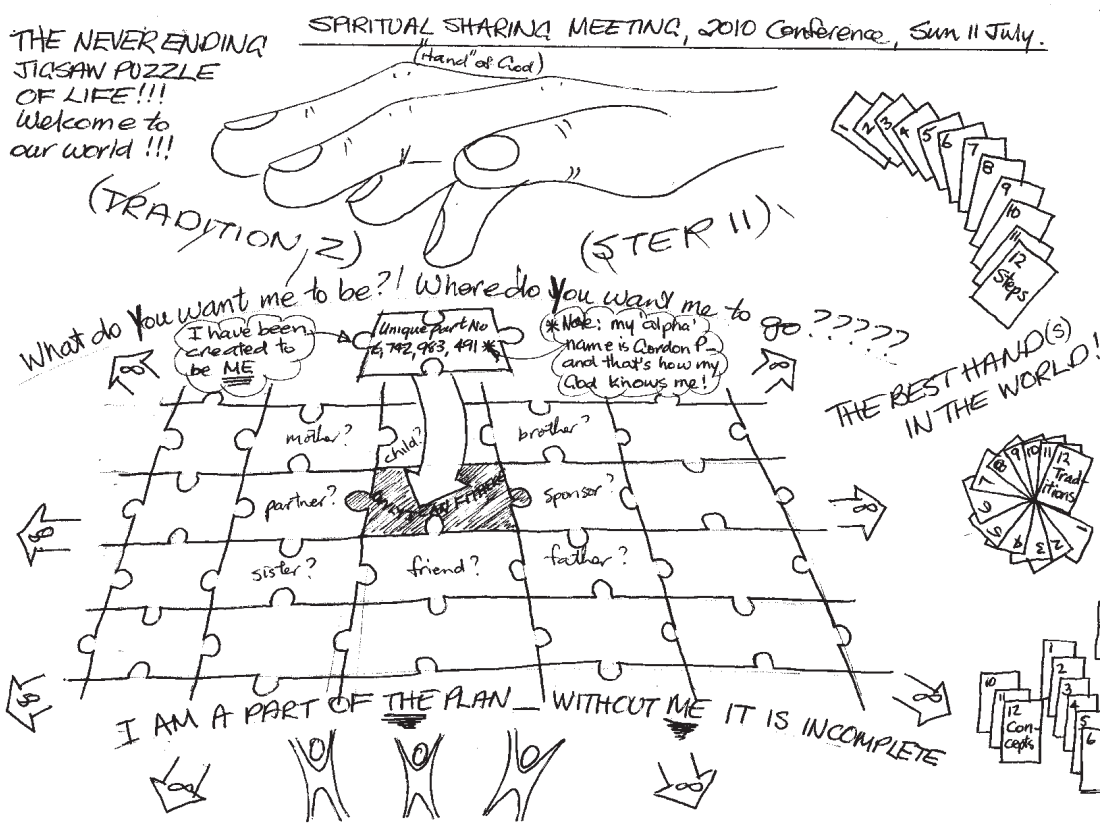
SUMMARY

Spiritual meeting – Sunday morning

The meeting was chaired by Gordon P, Area Four/Five Delegate.

For me, the first word of the Serenity Prayer is the focus of the spiritual nature of the Al-Anon programme. God. God as we understand Him. Without Him there is not a programme! My sharing is based on Tradition two, for a group purpose there is but one authority a loving God as he may express Himself in our group's conscience. And Step Eleven, seek through prayer and meditation to improve our conscious contact with God as we understand Him, praying only for knowledge of his will for us and the power to carry that out. I opened the sharing by speaking to the drawing I had put on the whiteboard in the early hours of the morning. For me God's hand (care) is over us all and in each one of us is a unique part of what is His jigsaw puzzle of creation. I have been created to be ME and Al-Anon has helped me realise that I can only be me, and no one else, not as others want me to be, only as God wants me to be. From Tradition Two I now believe that a 'loving God' has created everything to work together in His world and therefore my responsibility is to discover who I am meant to be. And through Step Eleven I am further instructed how to improve my conscious contact with God as we understand Him, praying only for the knowledge to carry that out. I am totally convinced that we are all a unique part of His plan, and without each one of us being who we are meant to be, the plan is incomplete. So our whole purpose is to discover who He wants us to be and where He wants us to go. To help us find our way, those of us in a Twelve Step Programme have been dealt the best hand of cards in the world, the Steps, the Traditions and the Concepts and Slogans. Each card has got a deep meaning for us, and gives us courage to soldier on in our lives.

Everyone got to share, and I felt privileged to have shared in a group of Board Members and Delegates who are all ordinary members in their Al-Anon groups from one end of the country to the other. We finished with the Serenity Prayer and Al-Anon Declaration.



Area Three – Outgoing Sharing

Sally-ann M

Growing up in a home affected by the dis-ease of Alcoholism, as I did, afflicted by an un-ease at being in my own skin, a dis-ease that distorts my thinking, and tells me that if I am to win you must lose, that you are out to get me and that I am alone and worthless, lesser-than, unloved and ultimately not good enough.

Coming to Conference has reinforced the spiritual solution to this dis-ease that I have found in Al-Anon Family Groups. The Twelve Step antidote to the affects of the disease of alcoholism and the false beliefs that I believed with conviction and the pain, blame and shame I carried for much of my life. Where once I was mistrusting, I have learnt to presume goodwill, where once I reacted from fear, hurt and guilt, I now respond from faith, love and respect. Where once I practiced avoidance and denial I now practice open communication, striving for clarity, harmony and understanding. Where once I was afraid to simply be imperfect me, today I am able to humbly offer you all I am and all that I have, knowing in my heart that it is enough. I stand before you, as a member of this fellowship, a fellowship of equals in hope, in recovery and in God's love. Only when we embrace God's unconditional love for us, and begin to see each other as equally loved by Him, can we build bridges over which we can walk to carry our message, to share in God's love and enjoy the fellowship, fun and freedom of this program in all our affairs.

My message of hope that I will carry on leaving my third Conference, is to encourage us all to do one thing: **live the legacies**

- recovery through the STEPS = get a sponsor and work the steps (or become a sponsor)
- unity through the TRADITIONS = let them guide you and your group
- service through the CONCEPTS = take up a service position, own and read a service manual (or become a service sponsor).

I personally believe that if each member does this one thing – we will see growth in all areas of AFG. Donations will increase, service will increase and personal recovery will increase, Alateen meetings will grow and our ability for outreach will grow. We will attract new members because each of us will truly be a shining spiritual messenger of hope.

Our service manual states that "…our growth depends on how well we serve the fellowship." I look forward in wonder and excitement at how I can best serve the fellowship after my role as Area Three Delegate in my next service role to ensure that my growth within AFG continues.

I know my higher power has a plan for me in service, because being here at Conference was never part of my plan, yet here I am. I surrender my service journey to His will for me and have faith that I'll be given the power to carry it out.

Thank you for your service, I hope to see you and serve alongside you again.

Ka kite

Area Eight – Outgoing Sharing

Robyn M

Before I belonged in Al-Anon I often found it difficult to fulfill my commitments. So that I didn't have to feel bad about that or risk failure, where I could I just avoided making any.

Even when I eventually got married some of our friends laughed when they noticed my fingers crossed behind my back!

I thought I had to be like that because of lack of trust – of other people or circumstances in life.

I have learned two things in Al-Anon: that it was me that I didn't trust; and that I didn't have a Higher Power, a God, whom I could always trust no matter what!

I had an idea about service too. I thought service was demeaning, and would make me powerless and vulnerable – susceptible to abuse and hurt from others.

My experience in Al-Anon has shown me that if I put my trust in God – my Higher Power – then I can afford to trust myself. I can trust that inner voice, knowing it's God's will and that being so, I will be given the power to fulfill whatever role I take on. I can override that fear – that what makes you think you can do that?" other voice that I allowed to put limits on my life.

I don't have to make decisions conditional on what another person does or doesn't do, on circumstances, on the weather.

I am free to move into the next space, free to take action, not "waiting to see what will happen." As I have built my relationship with my Higher Power and am turning my life over to God, I am building trust and confidence. Trust and confidence that are totally unconditional on circumstance – the weather, my partner's mood, how my haircut turned out! Three years ago I took on the Delegate's role. I could do that because Al-Anon has grown my trust in my Higher Power.

Lucky, lucky me, because in my second year as Delegate, on 20 January 2009, I learned that my son Christian, 26 years old, had died in a road accident.

My vision for my future was irrevocably altered. Something was forever lost, and I was cushioned in a thick blanket of shock, separate from life.

Lucky lucky me, because in Al-Anon service, I am looked after and when I can't build my life myself, God and Al-Anon give me the structure, the principles, the fellowship, the love and the will to carry on. It's no accident, nor is it chance, nor Providence, nor circumstance that I was in service when this tragedy happened in my life.

I am so grateful I listened to that call from my Higher Power. I am so grateful I have grown in Al-Anon, to be confident and able to take action, that I can even hear the call.

My hope is that I will hear many calls to service in Al-Anon and in my life.

That is a future worth living for.

Board Chair – Outgoing Sharing

Rose A

Read the Twelve Steps introduction.

I'd like to be honest and open with you and give you a clear picture of who I am, not how I appear to you. I am retiring as the Board Chairperson – a role that has begun to change me in ways I would have only dreamed of. My home and family as I grew up were affected by alcoholism. I was fortunate to find recovery in Alateen in my mid teens.

It has been surprising to me that life has continued to be life with its ups and downs; I cutely thought recovery would smooth out the wrinkles leaving me with plain sailing.

You may think, Board Chairperson, she has reached the summit, what more is there?! But with the tenure and responsibilities of the position has begun trimming away the dead wood of me. I believe it is altering me for the better, sculpting me into a nicer shape. I think I am becoming a nicer person which I didn't think I wasn't. I mean kinder in a genuine way. I thought I was nice but I was tricking myself.

It has been difficult for me to become genuine. I have felt the struggle to look at myself honestly and accept who I am. The aspects of my life including my role as Board Chairperson help me in ways I understand and some I do not.

I realise now the effect of alcoholism is lasting and it is part of me, I am coming to accept it as part of me until I leave this mortal coil. I have tried to cut it out like a cancer without any success.

What I mean to say is I can see myself being nice to my kids and my husband one day and disliking them the next and withdrawing my love from them. I am unable to be consistent; I do not know how to be. I have made my husband responsible for my self esteem; I have made him my higher power, seeking as a child would from a parent. There is a belief that my family and I are one person and if one of the parts does something I do not like I am unhappy and I show my disapproval by sulking and verbally and emotionally attacking those parts, which are people. And I have looked on as they have shrunken from me keeping their distance but being polite as space between us grows. I can guess how I am being, is what my parents did to me. I have tried to control and manage the alcoholism, coming out of denial and rushing to action thinking I know the signs now, I'll stop it before it happens, I'll work harder, smarter. This has not been successful. But now I have given up, I know there is no hope, that alcoholism has beaten me, it is more powerful than I, I am not nice, what a relief. Now I am free. Each day I am trying not to fight alcoholism in me and I have noticed I do not have to fight my family – my husband and my children. They are free too, from me. I credit this spiritual experience to working the Twelve Steps.

I have wanted to be a guardian of life, but although I have tried so very hard I have also destroyed life. I think now that I know who I am truly; I can be a guardian of life.

Service positions seem to be like I am a child and I am given a pair of shoes to wear that I am too little for but I wear them and as I do my feet begin to grow and fit the shoes better. Then comes a time when my feet are too big for my boots and I need a new pair of shoes that are too big for me. I notice lately I am more willing to serve where the Board would like me to which would indicate I am willing again to try wearing the shoes someone else will offer me.

Board chairperson has been about working towards a vision, being guided by the Traditions and Concepts, learning to be firm in a kind way, expecting others to behave well and holding that in place, guiding and instructing, and learning to lead in a loving but firm way. It has been the experience of a lifetime. I dreamt of being part of a national governing community with a spiritual purpose. I have attended the IAGSM further beyond my dreams to be part of an international community with a spiritual purpose! I encourage you to dream, then let go and see what happens.

I am part of your family, the worldwide and growing fellowship of Al-Anon Family Groups.

Delegates Reports

Area One

Melda T

Area One has 10 groups, three meetings in Dunedin, three meetings in Invercargill, one meeting each in Gore, Wanaka, Alexandra, and Queenstown.

Another meeting in Invercargill may be started in the near future. This meeting will be sponsored by the Invercargill Monday night Group. The Group's have been approached and there is a lot of good feedback and interest for starting this meeting.

Gore changed their meeting night and time in the hope of attracting more members. Queenstown did this at the end of last year with good results.

Oamaru has closed. Joan now lives in Invercargill with her daughter (health reasons).

Area Assemblies, Workshops

We were invited to participate in the Southern Area AA Assembly on the 14-16 August 2009 in Invercargill. We held our Area One business meeting there on 15 August. Only 10 members attended, which was disappointing. Elections held; Val as Area Secretary, Dorothy as Area Chairperson. Both were elected. A discussion was held on asking Peter to come and conduct a workshop on Conflict and Resolution. Val was to contact Peter to see if this was possible.

Alexandra hosted the next assembly on 14 November, 2009.There were 14 members present.

Arnold spoke about his roll as Southern Regional Board member – also his vision for the future, and growth in Al-Anon.

The Workshop Topic was Communication/Building Bridges. We were also privileged to have Phil, a founder member, present. We enjoyed her sharing on how Al-Anon was, way back then.

Our Pounawea Serenity weekend was a great success with everyone enjoying the fellowship. Great food and as usual, the Blind Auction was fun. We were able to send a donation of $220.30 to GSO. The same venue has been booked for the 8-10 October 2010.

We were invited to participate in the Southern Area AA Assembly held at Pounawea on 5-7 March 2010. We were thrilled to have Peter and Rose A speak on the roll and experiences of IAGSM Delegate. Then they held a Conflict and Resolution workshop. Both sessions were well attended. There has been a lot of great feedback. Thank you both again.

Our business Assembly is being held in Gore on 22 May 2010.

Fundraising

Blind Auctions seem to be the most popular way to get funds – painless extraction.

Public Outreach

The ADZUP Posters are still in the Dunedin and Invercargill theatres.

Concerns

Most of Area One meetings are small and some are struggling to keep going.

Conclusion

I feel Area One has had a good year. The Area Committee has all positions filled and I thank them very much for working so well together. My highlight was having Peter and Rose, as I hope now that when I talk about GSO and the newsletters, the members now think 'people' and it brings GSO alive.

Area Three

Sally-ann M

Area Three is a part of the Central Region and comprises groups from Wairarapa (Masterton and Greytown), Wellington (four meetings), Lower Hutt (one), Upper Hutt (one), Petone (one), Porirua (one), Plimmerton (one) Kapiti (two) and a new meeting in Otaki (one).

Highlights

The opening of a new meeting in Otaki is great for our area offering more meetings to members. I am encouraging this group to elect a Group Representative as they do not have one to date. The recent cooperation with Alcoholics Anonymous for the central area assembly was a success. There was a full day Al-Anon Family Groups programme for deep and meaningful recovery sharing and a combined meeting at the end of the day with an AA and an AFG speaker and sharing from both fellowships.

Alateen

Alateen has literally dried up in our area with a lack of teens. Our Alateen meeting is in recess.

Public Outreach

In the last quarter we have attempted to get an article similar to the one run about AA at the end of last year, about AFG. For our November assembly, we ran a workshop on Alateen, to gather some new thoughts and ideas and try to spark some interest in Alateen.

Over the Christmas/New Year period we ran a series of ads in the Dominion post, and we are looking to advertise our phone line in a classified type ad (to keep costs down) on a more regular basis. It was decided that we would trial it each week for the month of April, in each of the six local papers that cover Area Three. April's Outreach as suggested in our online calendar, is with radio stations. Our area PO is going to ask GR's to start some of their own outreach and take on this task using the Media Outreach Kit. *(Written with help from the area PO)*

Area Assemblies, Workshops

These are well attended with between 25-35 members. It's great to see the groups willingness to participate at area level, often with the GR and/or their Alternate GR attending. We have a combined lunch, the business meeting followed by afternoon tea and a workshop to finish. Workshop topics from 2009 include: Home Sweet Home Group – the importance of home groups. How and why we support them; Making Service a Positive Experience; Public Outreach and Alateen – Encouragement and hope for Alateen. Supporting our 'Family Groups'.

The March Assembly saw some lively debate re: Alateen and voting process. After much discussion and some disappointment, members of the Area Committee reviewed the day's events by turning to our Service Manuals for guidance/solutions, with an aim to better resolve upcoming or outstanding issues at future meetings. The energy and enthusiasm in our Area Committee and GR's is an invaluable asset. We are very grateful for the experience, strength, hope, fun, and fellowship in our area. *(Written with help from the Area Secretary)*

Concerns

I am concerned at the number of members NOT taking up sponsors and working the steps. 'Study of these steps is essential to progress in the AFG programme. ' I wonder what message we are carrying when people miss how vital that is to their recovery, that it IS their recovery? Are we not emphasising Tradition Five enough? Do we need to focus on the Three Legacies more as meeting topics/sharings and workshops?

I am also concerned that groups/members (especially those in service) don't read their own service manuals to find answers or solutions – rather they look to the long timers who may or may not know the answers. To me this enables dominance and hinders personal learning and recovery. Again, what message am I carrying?

A group has voted against holding a Group Inventory. I find this a concern. Perhaps they did not have enough information on why it is good to have one? (KBDM)

There has been a lot of confusion about voting in Alateen sponsors both at the group and at area level. I wonder if giving all members a copy of the suggested guidelines would have helped so everyone was fully informed prior to the vote being taken.

We have had recent issues of voting being done at business meetings without full announcement and consultation at meetings. We have referred back to the service manual on this which advises announcing two or three weeks prior to the discussion and voting to give members of the group the opportunity to be informed, helping the group make better decisions and promoting unity. *(SM* pgs 38-39*)*

Conclusion

Area Three continues to offer its member's opportunities to grow, both in service and in their recovery. Opportunities to read our service manuals, to call our sponsors, to work the steps on an issue, to ask for help and to reason things out with someone else.

Opportunities to practice unity and practice the principals in all our affairs.

Area Four/Five

Gordon P

Area Four/Five swings in a big arc from Gisborne in the east, through Hawkes Bay, Manawatu and Whanganui to New Plymouth in the West. There are 10 groups meeting each week.

Highlights

Most groups have quite good numbers attending. Janelle has kept the doors open in Gisborne while Wairoa usually has four to five at each meeting.

New Plymouth are trying to do more things together. They have had a couple of Step Four workshop days.

Some Wairoa Al-Anon members got together with Alcoholics Anonymous members and their children for an overnight camp at Mahia. It was great.

Newcomers continue to find their way to our meetings. It is good for us to be there for them and share what we have learned in Al-Anon with them.

Area Assemblies, Workshops

Last year we held area assemblies at the end of July, immediately after the 2009 Conference and in the beginning of November. Both were held at Addis House in Palmerston North and about 25 members attended each one. Our next assembly is on 20 March 2010, again at Addis House.

After a proposal at November's assembly the groups have been asked to consider if we want to stay together as Area Four/Five, or if we want to become separate areas again. Points to be considered have ranged from the distances to be travelled to meet together to the difficulty of getting enough people to fill area roles in one area, let alone two! We expect to make a decision at our assembly next week.

Concerns

Many of our people in service roles have had a lot going on personally this year, from health issues to family situations and concerns. We have tried to link up with AA but there has not been anything of consequence in our area since last Conference. We expect to be at the AA assembly in Palmerston North early in July, because that seems to be a regular event on their calendar.

Conclusion

I believe our groups are in good heart and are definitely appreciated by those who partake of the fellowship. Without our groups most of us would not be coping with our lives as well as we are.

Thank you, Al-Anon for the infrastructure, the programme, the literature and the friends.

Area Six

Suzanne F

Al-Anon Te Aroha group has closed down and so has Mt Maunganui. There is a lone member in Opotiki and I leave messages on her answerphone. I have spoken to her once and now we have a new day time Hamilton group. Area Six honours the guidelines and we have had a very good committee. This has been a stabilising influence at the area meetings and something they can be very proud of.

Highlights/Public Outreach

My initiative for establishing good communication after being elected Area Six Delegate in July 2009 was to visit all groups of which I have done except two.

The Alternate Area Delegate attended the Rotorua group and I shall complete the others. By journalling the many phone calls I recognised the importance of informing where necessary and especially around small gliches so that communication was ironed out with those involved.

Area Six does not have large group numbers, but it does have good and willing people who step up to service positions and overall are financially healthy.

On a personal level – where I have fallen short of the guidelines, the Northern Regional Board Member has assisted me where necessary, particularly around the AA Assemblies with Al-Anon participation and she has been a great inspiration. Attending the committee meetings and where I have not been able to, the Alternate Area Delegate has been invaluable and a vital link.

Area Six was involved with the January Convention in Hamilton – AA with Al-Anon participation. Though few in numbers who could actually help, all went well.

Area Assemblies

The March AA Assembly with Al-Anon participation was a great success. 18 people attended the first sharing and 28 the second.The number of AA's who also attended Al-Anon was very high. The AA committee have been very proactive in keeping us in the loop and this is so welcoming and have been building a great bridge in communication at this time.

Area Seven

Sagree N

Area Seven stretches from Dominion Road in central Auckland, south to the Bombay Hills. There are 11 weekly groups, two monthly meetings, one Alateen meeting, and one new meeting at Khyber Pass. The Waiheke meeting has closed down. I have started visiting groups.

Alateen

This meeting is held in Papakura and is currently experiencing issues with lack of Alateens attending and shortage of approved sponsors. There are two irregular Alateen members and two approved sponsors.

Highlights

Manukau members support the Salvation Army Bridge Programme in Manukau. Our area elections were held in November and we have filled the positions of Delegate, Alternate Delegate, Treasurer, Secretary (who is serving her second term). The Alternate Delegate was voted in at our February assembly.

The area does not have a Chairperson and Public-Outreach Coordinator.

The Conflict Resolution Workshop was held in Kohimarama on 11 October 2009 and cost $5.00 per person to cover the cost of bringing the speaker. This was well attended and successful.

Public Outreach

The Public Outreach coordinator made contact with the Radio Live talkback show called "The Nutters Club" hosted by Mike King which is about addiction and mental issues. Al-Anon speakers will go live on air some time later in April although this has not been scheduled as yet. Our billboard displaying the Sad House poster is on display throughout Auckland City over the period of the year and has brought people to our meetings. Our phone lines are being used less, as the internet is more often where people seek information first.

Area Assemblies, Workshops

AA Convention Hamilton 2010 with Al-Anon participation was well attended. The theme was Living with Sobriety – Another Beginning.

The area Recovery Weekend on Steps Seven, Eight and Nine was fully attended and was very successful. This was held from 26-28 February 2010.

Groups have been holding birthday meetings, which are advertised, in the area highlights.

Concerns in our area

One group does not have a Group Representative. One group asked the previous Delegate and Alternate Delegate to give suggestions on how to attract and keep new members. The Area Committee is currently looking at ways of attracting more members to our meetings.

Matters arising from the previous Conference

It was asked whether any other area had a problem with the election of a second IAGSM Delegate. Two Delegates had said when they first read it they felt uneasy but thought about it and didn't pursue the matter. One GR felt concerned that as we were the only area concerned about the appointment of the second Delegate, maybe we didn't have all the information we needed to for KBDM. It did seem extreme to demand a letter of apology when no other area had an issue with it.

Another GR asked about the prudent reserve and the Delegate said that the Board is going to work out what is required and will make a decision about how much is actually required as a reserve.

I have just officially taken over as Area Delegate.

Area Eight

Robyn M

Area Eight covers the northern part of the North Island down to the Auckland Harbour Bridge, and West Auckland, meeting Area Seven at Dominion Road. 14 meetings in total. A new group is to start in Helensville in the next months.

Alateen

Browns Bay averages six attendees, while Pt Chevalier averages three (Odyssey House are not attending, pending our decision not to allow their staff in the closed Alateen meeting).

Browns Bay has five sponsors while Pt Chevalier has three (plus one to be reapproved in May).

The Alateen sponsor approval process is becoming more streamlined as we become more adept at applying the principles and guidelines.

Highlights

- Our Intergroup is held on the first Sunday of the month (except for January)
- Northern AA Assembly – 14 November, 2009 @ Kaitaia Intermediate School, Kaitaia with the theme "How Al-Anon Works". Two Al-Anon meetings were held – "Changed Attitudes" and "Communication" based on the sections in the same book.

  Four attended from Auckland, four from Kaitaia, one from Kerikeri. 7-12 attended the Al-Anon meetings, some AAs. Valuable in taking the area to the northern groups, which struggle in terms of members, meeting structure and service people.

- Conflict Resolution Workshop – 11 October, 2009. A combined Area Seven and Eight effort. This was facilitated by IAGSM Delegates Peter and Rose, with 45 attending. Feedback was consistently “great value and very relevant”.

Public Outreach

- Higher Ground – drug and rehabilitation centre. Three speakers from a roster of Area Seven and Eight members attend each month.
- A public meeting planned to launch a new group in Helensville.

Area Assemblies

The four assemblies attract 20+ members with eight or nine GRs present, including the GR from Whangarei. On the agenda is the business meeting, lunch and fundraiser with literature available. The fellowship is enjoyed by all.

Concerns/Solutions

The chairman’s role is vacant, service people have been confused in their roles, and clarity, unity and teamwork is missing at group and committee levels.

- Copies of *Al-Anon and Alateen Groups at Work*, P24, were given to all Groups
- Notice of the whole year’s assemblies in every issue of Highlights.
- Assembly Agendas and Minutes sent out to GRs well prior to Assemblies.
- Encouraging all groups to have an Alternate group representative.
- To facilitate service succession within the groups.
- Continue GRs meeting prior to Assembly to gain confidence.
- Workshops eg, GRs, Healthy Groups, Chairing, Sponsorship.

Conclusion

The year has been challenging with the change in area structure ie, the districts removed.

Main mission for our area this year is to have our groups functioning and healthy with all service roles filled.

What will it take to have healthy groups in our area with GRs and service people looking forward and asking “What’s next for me in service?”

Area Nine

Robbie F

Area Nine covers the West Coast, Blenheim and the Nelson/Tasman regions. Our groups are Hokitika, Greymouth, Westport, Reefton, Golden Bay, Motueka, Nelson Monday, Richmond, Nelson Friday and Blenheim.

Highlights

The highlights of the year have to be the assemblies. August Hokitika, November Nelson and March in Reefton.

These assemblies are invaluable. Starting at 3.00pm on Saturday with a committee meeting and informal sharing meeting for those not on the committee followed by a workshop for two hours. Dinner 6.00-730, workshop/sharing 8.00-9.30.

On Sunday 9.00-10.00 group reps meeting 10.10 business meeting with an optional sharing meeting for those not involved in service and 12.30 lunch.

The assembly timetable allows plenty of time to share ideas, experience strength and hope and a wider understanding of the other Area Nine groups. We appreciated Arnold our Southern Regional

Board Member coming to our November Assembly.

Public Outreach

Some groups have:

1. Given recourses to Citizens Advice
2. Spoken to a group from Lifeline
3. Given a presentation to LOAD (Liaison on Alcohol and Drugs) who can be contacted through your DHB
4. Victim support
5. Spoken to a group of trainee doctors
6. Put up library displays.

These activities were very well received, spreading the word.

Difficulties

I have been in contact with two groups who have been having difficulties. Dominance being the biggest concern. Using the Traditions, Serenity Prayer, openness and principles above personalities seems to have resolved this. I am keeping in touch. As always it seems difficult to get contributions for the Messenger.

Conference 2009

The workshops at Conference were particularly helpful. Area Nine particularly liked the Conflict workshop. Groups Reps were asking for copies to take back to their groups.

AA Convention with Al-Anon Participation 2011 Nelson is hosting the next convention in January 2011. I am attending committee meetings monthly and finding the group delightful and easy to work with. I would appreciate talking to those who have been involved in conventions and getting their advise and encouragement.

Area Nine is generally in good heart. Because of our Assembly having around 25 attending, there is good time to get experience and encouragement from each other. I hope to visit all groups before the end of the year.

Board Reports

Board Chairman

Rose A

It has been another exciting year on the General Service Board. As I review the year I am impressed with our courage and what we have achieved. We thank you for entrusting us to take good care of our responsibilities, it is our privilege to serve you.

Our September meeting after Conference saw us do a year's plan which has been a great help. We carried out an extensive assessment of Conference at the same time and hope you enjoy some of the changes we are trying out. After a three year trial we adopted using knowledge-based decision making as our usual mode of operation and also having an Alternate Board chairperson. The Alternate Board chairperson Arnold H has taken on more responsibilities such as co-chairing Board meetings and putting together the meeting agenda.

We have been looking at incorporating which is recommended for community organisations who are also employers. The Messenger and the Regional Service Seminar are being reviewed with a hope to help them have more participation. The Northern Regional Board member had the lucky job of pulling together the Al-Anon Family Groups successful participation at the Alcoholics Anonymous Convention based in Hamilton in January. Our Treasurer Peter A was endorsed by the Board to attend the World Service Conference in April. This is held at Virginia Beach, Virginia, 10 minutes by car from the World Service Office. In October Arnold and Peter are attending the biennial International Al-Anon General Services Meeting (IAGSM) as our Delegates, also in Virginia Beach. We wish them both inspirational, informative and safe trips.

Some of you may remember the idea we talked about last year that came from the 2008 IAGSM that discussed moving from committees to Task and Thought forces. The main motivator behind this idea is the recognition that Al-Anon Family Group members have less time to commit and they wish to serve, therefore we have short term 'forces' who work separately on the thinking and the action of different projects. We have begun to use this idea to carry out the long term goal of translating literature into Māori. Using the same idea we are considering public outreach initiatives.

As far as personnel goes, in July we appointed Esta S to Editor as a non-Board member and Karen S to the Board with no fixed role and myself as the National Alateen Coordinator, a position requested by Conference. Joan G our Conference chairperson joined us on the Board in December. Our geographic spread covers Auckland, Wellington, Amberley and Christchurch. Having the Executive Budget committee chairperson Gillian W continue to attend the Board meetings with voice and no vote is a vital link that goes both ways.

The General Service Board consists of

Karen S	Board member
John B	Central Regional Board member
Paula B	Northern Regional Board member
Arnold H	Southern Regional Board member, IAGSMD, Alternate Board chairperson
Helen A	General Secretary
Peter A	Treasurer, IAGSMD
Rose A	Board Chairperson, National Alateen Coordinator

We recognise some area's are struggling with participation at area assemblies and in their service structure. Area One, Two, Seven and Eight invited Board members to present a workshop on dealing with conflict, and some heard from the IAGSM Delegates. We welcome your invitations to offer support. We are beholden to encourage, assist and serve the families and friends of alcoholics.

General Secretary

Helen A

This past year we have been settling into our new office. The number of volunteers has not increased despite the glowing reports of what a lovely place our office is. We invited all the volunteers that have come in during the past year to a lunch in March with the Board members who were meeting that weekend, as a big thank you.

There has been a big jump in the use of email and direct credit into our bank account for donations and literature orders. We have now given all groups a number, which they use when making deposits at the National Bank. This is making it easier for us know which group has made the deposit. Many thanks for your cooperation with this.

Bookroom

We have increased our stock of literature that we hold at General Service Office (GSO) as the US$ is in our favour and we were able to reduce the price of all the literature in September 2009 based on it being 70 cents in the dollar. We have decided that with the fluctuations of the dollar, we can pass this on to members by having book specials and have found that they need to run for two or three months before every one hears about them and then orders are quite brisk. Our sale of literature at the Convention at Hamilton was again over $700 worth. Our records show that our highest sellers are very similar to World Service Organisation (WSO) list of high sellers. Courage to Change, always up near the top. (see chart)

We do receive orders from new members using the Getting Started pamphlet in the Newcomers pack, which is very encouraging. I think many members do not realise how this pamphlet can be used when giving it to a newcomer, by adding your phone number and perhaps one other to the back of this pamphlet it is much more likely to get a response than handing them a long list of numbers. Also do make sure to replace this pamphlet when the prices are updated. We still receive orders on old price forms.

Top Book Sales 1 April 2009 - March 2010

Courage to Change	130
How Al-Anon Works	75
Hope for today	66
Paths to Recovery	64
One Day at a Time	60
Discovering Choices	46
In All Our Affairs	35
Dilemma of the Alcoholic Marriage	33
Opening our Hearts	28
Survival to Recovery	15

Groups

	2008	2009	2010	New groups since last Conference
Al-Anon Groups	83	85	90	Kaikoura
Al-Anon Adult Children	3	4	3	Thames
Alateen	5	6	2	Whanganui Even
AIS	1	1	1	Waihi Even
Loners	12	15	10	Westport
Institutions	1	1	0	Wednesday Steps

There has been a slight increase in the number of groups this year which is a first for a long time and a number of groups saying they have had an increase in numbers of people attending since the beginning of the year. Our posters around the country are still being seen and mention when they phone us. Alateen groups have dropped and at present there are only two groups in Auckland.

Birthday Club

Pam is our organiser of this work and has produced a new card for 2010. Do remind groups that anyone can join this club and what a pleasant way to donate. Some of our Loners have joined up and are grateful for the contact in an isolated situation.

Web Page

We have plans to improve the function and look of our web page but it is taking time, so we have noted some good ideas and some work has started. We do try to keep it up to date with the information on it so do check that your details are correct and your Assemblies and weekends are listed.

Archives

Our archivist Joan P has been coming in regularly and working through all of the material that has collect in boxes for many years and catalogued it all. It has reached the stage of just keeping up to date anything that comes in now. She has also sorted through the group minute books that have been sent in to us. We still have not decided if these are of value to our records or not.

Treasurer

Peter A

GSO Finances

See separate financial statements. It was pleasing to see that the finances were stable with no loss for the year. But this was largely supported by the unexpected income from the AA Convention, and we would not expect this to continue in subsequent years.

Budget for financial year 1 April 2010 to 31 March 2011

A draft budget has been prepared and will be discussed. See separate draft budget and report.

Treasurer Newsletters in the GSO news

There were a series of monthly letters from the Treasurer to Group treasures in the GSO news to raise awareness of issues around finances and donations.

Overall I think the response has been positive. There were also some responses unhappy with the some of the content of the letters. The main overall learning from the responses for me was that for most of the groups the important issue is awareness and attitudes to the GSO services and finances. Many of the groups still see the GSO as remote and not part of the group's responsibilities or finances. Out of this have come some new ideas for donations.

General

I am grateful for the work and competence of the GSO staff and volunteers, and the Executive Budget Committee in doing the day-to-day management of finances.

During the year a new financial assistant was hired in the GSO.

The year has provided me in my role with an unexpected richness of experience. I thought being Treasurer would be about boring numbers and reports but I was wrong. Apart from the Treasurer letters, the other highlight was the attendance at the World Service Conference in April. With Conference sessions around issues of property ownership, group donations, and extensive additions to the literature on bequests and the reserve funds, I was provided with a wonderful experience of learning and understanding of recovery.

Board Member Report

Karen W

As a reasonably new Board member I am unsure what to report. I was approached by Arnold H and asked how I would feel about taking on the role as a Board member with no particular role. Actually there was a little discussion around either Board member without a role or Southern Regional Board member.

I accepted the invite to become a Board member and have now attended two Board meetings. The first one of course was all very new and as of other experiences in Al-Anon I found the rest of the members welcoming and open. I left that meeting with some jobs to do in conjunction with other members so this helped make the second meeting a more relaxed one for me.

Throughout my recovery all my service positions, this one being no exception, I have found growth and more knowledge of how this wonderful fellowship works for the good of all members.

At the last Board meeting we discussed how we as a Board we might support the areas that are struggling, particularly in my area. On return from this meeting Arnold and I contacted the area chairperson to offer our support in addressing some of the issues. A meeting was set up with other members of Area Two and we discussed how as Board members we might help. Some suggestions from this meeting were that those attending take back to there group a small personal report around what they learnt from this meeting. We then decided that we would reconvene later to discuss how things were going.

I have offered to visit groups in the area and ask how things are going or to run workshops on issues that members are struggling with or to take any suggestions members might have back to the next Board meeting for further discussion.

Not having a role on the Board at first felt kind of scary as does anything new or unknown for this adult child of an alcoholic but as I get more familiar with the other members and more confident in participating in the Board meetings I feel more comfortable, and understand now that my role really is to fit into any gaps that might open up and offer my services to whatever capacity deems important. I love being part of the bigger picture and feel a little sad that we as a fellowship lack numbers in the service roles. However I will continue to share my experience strength and hope as to the growth I have found in service in the hope that if others want what I have got they will follow through and do what I have done. This was shown to me by my forbearers who I will be forever grateful. Thanks you for allowing me to serve in the role of trusted servant.

Committee Reports

Conference Report

Joan G, Conference Chair

Welcome to Conference 2010. The Conference Committee this year is, Joan G, Anne S, Helen A, Linda H and Nikki R. You will notice this year that the agenda has a different look.

We are trialling the concept of workshops and presentations and hope you enjoy the new format as much as we did in preparing it for you. In keeping with the requests of the Conference Members there will be Hot Topic time at the end of each morning or afternoon session, this will be facilitated by the Conference Chair and will be a fast paced fun way of summarising the morning or afternoon's events.

The Brochure this year is BYO Folder which will reduces the printing costs and also means that you have plenty of space in your own folder to include workshop and presentation copies and notes.

An addition to the voting procedure for Conference has been proposed by the Board, please read through this section carefully, we believe it will make the voting procedure easier and more efficient.

On behalf of the Conference Committee, I hope you enjoy your stay at the Friary and Conference 2010.

Editorial Committee Report

Esta S

I am pleased to report that the April and May 2010 Messenger have had pgs 2, 3, 4, and 5 filled with New Zealand sharings, it is very satisfying. Also I believe that at least the next two Messengers will be filled with New Zealand sharings. A great response from members. I don't really know why!

I've had good reports from my group about the new format; they like to have the Steps, Traditions and Concepts in each issue.

Very soon I hope to make the pages look more inviting to read, like the Forum. Did you notice I have included in the footings (Al-Anon Messenger, month and year) I will reduce the font in the June issue.

I have some ideas (of my own!) to try, but give me a couple of Messengers to see what your reactions are, and if you approve

Appreciation goes to Rose and Helen for their wonderful help, keeping me on the right track and giving me encouragement.

Thanks for giving me the opportunity to be your Editor. I am growing and learning more about myself, relying on my Higher Power a lot more and trying to be a better citizen.

Northern Regional Board Member Report

Paula B

Area Six

I attended the area assembly in Tokoroa in March the committee is preparing to rotate and members are waiting to take up the opportunity to serve. The outgoing committee have really done a great job it snowballs and makes others want what they have.

I was hoping for more involvement of the area as a whole at the National AA Convention held in Hamilton 2010 though a handful attended and enjoyed the weekend.

The AA Assembly with Al-Anon participation in being held on 13 March 2010 at Tauranga.

Area Seven

At their recent assembly they elected an Alternate Delegate and a Highlights editor and a member offered to chair the next assembly in May. I see the area as functioning well although, at their most recent assembly in May they still haven't a full committee with the Chairperson and the Public Information Coordinator's position still vacant. There was a hitch regarding renewal of an Alateen sponsor and quiet a lot of discussion, at the May Assembly there was more discussion around the renewal process I feel that there was a positive outcome. I see the Alateen process work in progress as the area's get their heads around why we do what we do.

Area Eight

I attended their January assembly with the Agenda going out the day before the meeting. They had a Chairperson stand in who was excellent. The format didn't allow for the nominations to take place they did quickly nominate and vote in an Alternate Delegate. I offered to go and support them at their next committee meeting. The area took up my offer and I attended their next committee meeting which went very well they have invited a past Board member to their next meeting which is a positive step I feel that they are working towards getting their heads around the change from area with districts to an area without. I attended their most recent assembly in May the agenda went out three weeks before the event the committee were positive and they have a member willing to chair the next meeting with the view of doing a three year term.

The AA Convention with Al-Anon participation was a great success and well attended.

The day registrations worked well and the fundraising efforts were outstanding.

I had a great committee and we have only just had our wrap-up meeting. (See the Convention Report)

Central Regional Board Member Report

John B

This position covers Area's Three, Four/Five.

It has been unfortunate that I wasn't able to attend the Area Three meeting that was held on 13 March 2010, because of other commitments. However I have had a full report from the Chairperson and the meeting dealt with some complex issues concerning the approval of two Al-Anon members as sponsors of a proposed new Alateen Group operating from Courage to Change. In the end, though there were two members willing to be Alateen sponsors, they were not supported by area. This was decided in a vote, where unanimity was 100%.

Area Three now has all positions filled following the retirement of two members who had completed their three year term.

Areas Four/Five will be meeting on Saturday 20 March 2010, the same day as our Board meeting. I would like to have attended this meeting as this area is considering splitting and returning to

separate representation for each area. I have spoken to the Area Delegate and he is confident that this is feasible and depending on the outcome of this Saturday's meeting will bring a paper to Conference concerning this issue.

Personally I have been very busy with other commitments since Christmas, and I have decided to stand down from the chair of another organisation in June to allow more time for Board matters.

Southern Regional Board Member Report

Arnold H

This position covers the South Island – Area's One, Two and Nine.

I have visited each area at their business meetings towards the end of 2009.

Area One is functioning well. Due to the rural nature of the area the meetings in the smaller towns are also small and membership low. Invercargill and Dunedin have the larger populations and their meetings have a larger membership. This is similar to when I was a Delegate in (District) Area One back in the mid nineties.

Area Two continues to struggle at the moment at area level in my view, the Area Committee isn't fully represented in all roles which led to a meeting of interested parties late last year in the hope of finding a solution to this ongoing problem. Essentially whilst there are a large number of groups, few have Group Representative's and of those few to none attend area assemblies. I believe the committee is without a treasurer and a Delegate at the moment. I understand an informal meeting was held early in 2010 by a few committed members and from this a meeting was organised for 6 March which I attended.

Essentially those twelve or so present accepted there needed to be some forward momentum in trying to reinvigorate or revitalise the area. The view was the Information Service Office is working and the area isn't at the moment so rather than pull one down it was decided to hold a trial for one year where the same committee overseas both. Rather than get into specifics at this meeting it was decided those chosen can work on the nuts and bolts of the functioning of this over arching committee. In this time no Delegate was picked (it may change by time of Conference).

Area Nine is functioning well with all service roles filled. The business meetings appear to be well supported and the membership committed to following the principals of the Al-Anon programme. My view is in holding their business meeting over a weekend necessitated by travel distances the membership gets an opportunity to really get to know each other and enjoy fellowship.

The 2011 Alcoholics Anonymous Convention (with Al-Anon participation) is being held in Nelson in January and Robbie F the area's Delegate is attending the lead up meetings to this event. I will work with Robbie and others as required and able to considering the distance involved.

Public Outreach Calendar Aug 2008-July 2010

Remember: We are all responsible to tell: Who we are • What we do • How to find us. Use the full name "Al-Anon Family Groups" rather than just "Al-Anon"

(This helps eliminate the confusion that Al-Anon is another way of saying Alcoholics Anonymous)

August	**Places of Entertainment** – anywhere and everywhere. Leave posters or pamphlets at video stores, movie theatres, cafés or restaurants. A poster can be left on the inside of a toilet door. Visit www.coffee.news to add an advert in your area.
September	**Magazines and Newspapers** – participate in the FREE community advertising available, write letters to the editor. Write a response to articles you have read or topics in the Media. Send a copy of publications with Al-Anon Family Group articles to your PO person or Delegate. Show gratitude by sending a letter of thanks to publications that have had Al-Anon Family Group articles.
October	**Hospitals and Health Clinics** – leave some reading matter, update or replace old posters. Include Church, Community and Whānau Health Centres; medical training establishments. 'Remember to Forget' a pamphlet in a place or magazine or leave 'Al-Anon Faces Alcoholism 2010' somewhere.
November	**Cooperating with Professionals** – visit Lawyers, Counsellors, Doctors, Spiritual Leaders, Police. Offer to speak at their meetings. Make new contacts, update existing contacts. Use suggested letters, literature and guidelines from the NZ Al-Anon Service Guidelines (KN17). The 'Al-Anon Faces Alcoholism Magazine' is ideal for waiting rooms, reception etc.
December	**Poster Campaign** – from letter boxes to supermarkets, car park drops to doctors surgeries, use your imagination. Ask permission, use local phone numbers, replace faded posters, include www.al-anon.org.nz. Put the 'Sad House' poster out to show.
January	**Personal Outreach (one-to-one)** – recognise a need in someone and share your experience, strength and hope. Attraction not promotion (be a good Al-Anon example). Meet them for coffee and take them to their first meeting. To lead another person from despair to hope and love blesses us in turn.
February	**Cooperating with AA** – communicate with the local AA Outreach person and offer Al-Anon Family Group speakers to accompany AA speakers during this month. Send a letter of thanks to AA for their time and cooperation with Al-Anon during the past year. Invite your local AA group to your meeting or visit theirs (don't show up unannounced).
March	**Focus on Schools** – check their library resources; offer books, pamphlets, tapes and videos. Offer Al-Anon/Alateen speakers for their classes on addictions, alcohol or social issues. Visit the counsellors, offer Al-Anon and Alateen information and literature with up-to-date contacts. Posters are useful for Primary, Secondary, Tertiary and Universities. Pay to put an advert in their Newsletter. Suggest Al-Anon be on their list of 'Local Support Services' they supply to their students.
April	**Radio Stations** – Read and utilise the Media and Public Outreach Kit with CD. Fax your meeting details and use free community announcements. Respond to Talk Back Radio by sharing about your growth in Al-Anon when related topics come up.
May	**Open Meetings** (birthday month) – celebrate by telling your story at your meeting, at an AA meeting, at an open Public meeting or to a group of professionals. Explain what your life was like before Al-Anon, how you found Al-Anon and how it has helped you. Open your meeting to the public – use local paper to invite visitors.
June	**Community Groups** (prepare for displays in July school holidays) – Visit libraries, CABs, Sports Facilities, RSAs, Community Centres – ask where best to display Posters and Table Display cards to be most effective, and listen to their suggestions. Leave 'Sad House' bookmark in a book when returning a book to the library.
July	**Other Recovery Agencies/Groups** – offer Al-Anon Family Group speakers, ask if starting an institution meeting is appropriate for their facility, provide meeting lists and information, and donate the Al-Anon videos, tapes, books and pamphlets.

Add local phone numbers and www.al-anon.org.nz to literature.

Other Committees

Convention Report

Paula B, Northern Regional Board Member

Living with Sobriety, another beginning.

I was privileged to be part of the planning process. I attended seven meetings with the Alcoholics Anonymous Committee and was warmly welcomed. I think this is an important part of my role as Chairperson of the Convention committee.

The Al-Anon Family Groups committee of eight (two from outside Auckland) used past committee comments from the folder supplied. One of the meetings was taken down to the venue we had brunch with interested members from Hamilton and were able to view our room. We decided that it was to big and to display the chairs across one corner we were very happy as a good room means a lot (we actually filled the room with 80 plus attending meetings

We supplied each area with a Board advertising the Convention and added registration forms and flyers to keep the areas well informed. The Delegates from each area carried the Board to each Assembly and meetings.

One session we had was old-timers with sharing from members with 30 plus years in Al-Anon. This was a first for Al-Anon at a Convention in New Zealand and an attraction.

Fundraising was done by all the committee as our fundraising chair resigned. We are very excited to report that we raised $929.20, sold $732.00 of literature and Tradition Seven $146.30,we had a basket on the front table.

The initial cost for a sound system was likely to be in the order of $250.00. A member has a Karaoke function on an old stereo system together with hand held microphone. It had its drawbacks initially, but came to master the system really well. He will be putting all but one session on CD's and MP3. CD which holds substantially more sound time.

The weekend as a whole was memorable and many members that attended for a day wished they had booked in for the weekend.

The next National AA Convention will be held in Nelson January 2011.

International Al-Anon General Services (IAGSM) Report

Arnold H, International Delegate

Peter A and I don't have a lot to report at this time. We are preparing for our adventure in October this year to Virginia Beach. It will be an exciting time.

In respect of this we were requested to check our "History of Al-Anon in New Zealand" – a document the international office already has. There were no additions to the document.

We were asked to supply a chart showing our Service Structure. Peter A has this on his computer and we forwarded it onto Marsha W, the Associate Director, International. It is the same chart found in the front of the New Zealand handbook.

At this time neither of us has been asked to prepare a session for the meeting – something Peter A experienced at his last international meeting.

National Alateen Coordinator Report

Rose A

This Board position was created at the request of the Conference and I was appointed in July 2009. The duties are unspecified, but the spirit of the role is to support Alateen groups in New Zealand. It has been a privilege to serve in the new role, thank you for the opportunity. I hope the work I have done has helped to clarify the role and also what support is necessary. My sense is we are finding our way into Alateen after we have made safety changes.

I have been in touch with all the Alateen group contact people and had the good fortune of speaking with an Alateen member. Last year we had five Alateen groups:

- Brown's Bay, North Shore, Auckland
- Point Chevalier, Auckland
- Papakura, Auckland (the group has temporarily closed)
- Palmerston North (the group has temporarily closed)
- Lower Hutt Wellington (this group has no Alateen members)

The conversations with the contact people was informative and interesting. Some of the issues raised were:

- Is there any national Alateen sponsors workshop?
- How can we support the area to support Alateen?
- With the updated Alateen guidelines in the USA and Canada are there any books we shouldn't be using?
- Further understanding of the Alateen sponsor approval process would be useful.

Other actions taken

I have communicated with the World Service Office in regards to literature and received this reply in February this year: The only Alateen literature that was discontinued was *A Guide to Alateen Sponsorship – An Unforgettable Adventure,* P86.

I also received copies of the World Service Office guidelines for issues pertaining to an Alateen Group. These proved interesting reading and there are some issues I would like to raise.

Firstly I noticed in the guideline called *Starting an Alateen group,* G19 it says that one or more Al-Anon groups can support an Alateen meeting even by providing Alateen sponsors.

It also has ideas about how an area can support Alateen. There was the mention of 'Al-Anon Members Involved in Alateen Service' AMIAS much like our own 'Other Assisting Adults'[1] who are certified not to sponsor but to help Alateen groups in other ways such as transportation. I would like to work with others to do some thinking about how and if these ideas could improve our Alateen groups. I am planning to update the *Alateen Guidelines from the New Zealand Service Guidelines* KN17.

[1] See Al-Anon Guidelines for Alateen Sponsors GN-35 from the *NZ Service Guidelines* KN17

SUMMARY

Board appointments

Board Chairperson	Arnold H
Alternate Board Chairperson	Paula B
2011 Convention Committee Chairperson	Arnold H
Archivist (non Board)	Joan P
National Public Outreach coordinator	Karen W
National Alateen coordinator	Rose A
Editorial Chairperson (non Board)	Esta S
General Secretary	Helen A
Literature Chairperson	John B
Treasurer	Peter A
Executive /Budget Chairperson	Gillian W
Northern Regional Board member	Paula B
Central Regional Board member	John B
Southern Regional Board member	Arnold H
International Al-Anon General Service meeting Delegate	Arnold H and Peter A

2011 AA National Convention

The Al-Anon theme is “Alcoholism the Family Disease” based on *Alcoholism the Family Disease,* P04.

2011 Conference Date and Venue

9-12 June 2011, The Friary, 50 Hillsborough Drive, Hillsborough, Auckland.

2011 Conference Goal

Building Bridges to Healthy Groups

Closing

The Board Chairperson thanked everyone for their participation and attendance, and the Conference Chairperson closed the Conference with the Al-Anon Alateen Declaration.

SUMMARY

Motions and decisions from Conference 2010

1. That the Conference endorses on a trial basis for three years beginning 10 July 2010. Area Four/Five separate into two different areas. At the 2013 Conference, the trial will end and the two areas will report with a review of the separation and a recommendation for the future to the Conference.
2. That the financial reports be accepted.
3. That the draft annual budget be accepted
4. That the *NZ Al-Anon Alateen Service Hand Book 2009* changes on pg 26 of the Conference Brochure to 3b pg 72 be accepted.
5. That proposed changes to the Regional Board member guidelines with amendments are accepted.
6. That we adopt all three spiritual goals for Conference in an ongoing way.

   Spiritual Goal 1

   "That the spiritual tone of the Conference will prevail through mutual respect and acceptable conduct of it's members."

   Spiritual Goal 2

   "Conference members will understand the purpose of Conference, the relationships within Conference, and be able to articulate Conference decisions."

   Spiritual Goal 3

   "Knowing that our Higher Power is present in the good expression of our group conscience, and we will presume goodwill."

Conference Members 2010

Board Members

Board Chairperson **Alateen Coordinator**	Rose A	4th Year 1st Year
Treasurer **IAGSM Delegate**	Peter A	2nd Year 1st Term 1st Year second Term
General Secretary	Helen A	
Northern Regional Board Member	Paula B	3rd Year 1st Term
Central Regional Board Member	John B	1st Year 1st Term
Southern Regional Board Member **IAGSM Delegate**	Arnold H	2nd Year 1st Term 1st Year 1st Term
Conference Committee	Joan G	2nd Year 1st Term
Executive/Budget **Committee Chairperson**	Gillian W	2nd Year 1st Term (Trial)
Board Member	Karen W	1st Year 1st Term

Delegates

Area One	Melda T	2nd Year second Term
Area Two	Stephanie G	1st Year 1st Term
Area Three	Sally-ann M	3rd Year 1st Term
Area Four/Five	Gordon P	2nd Year 1st Term
Area Six	Helen P	3rd Year 1st Term Alternate Delegate
Area Seven	Sagree N	1st Year 1st Term
Area Eight	Robyn M	3rd Year 1st Term
Area Nine	Robin F	2nd Year 1st Term

2010 Panels

Panel 31	**Panel 32 (editorial)**	**Panel 33 (literature)**
3rd Year 2008	**second Year 2009**	**First Year 2010**
Area Three	Area One	Area Two
Area Eight	Area Four	Area Five
Area Six	Area Nine	Area Seven

Al-Anon Declaration

Let it begin with me
When anyone, anywhere, reaches out for help,
let the hand of Al-Anon and Alateen always be there,
and let it begin with me.