

2025 World Service Conference

Delegate Report

Nebraska Area Assembly

June 7, 2025

Lalit Jha, Delegate

Panel 63; Service is the Key

**Thank you for all the cards, texts, emails  
with love and support!!**



what is more important: the destination or the journey?

The company!

# Overview

- ➔ What is the World Service Conference?
- ➔ Financial Report
- ➔ Upcoming Events
- ➔ Policy Updates
- ➔ Membership Survey
- ➔ International Coordinating Committee (ICC)
- ➔ Electronic Alateen Meeting Update
- ➔ Board of Trustees Application
- ➔ Annual Report
- ➔ World Service Office (WSO) Special Projects
- ➔ Questions, Takeaways, and Reflections
- ➔ **Stepping Stones Visit**

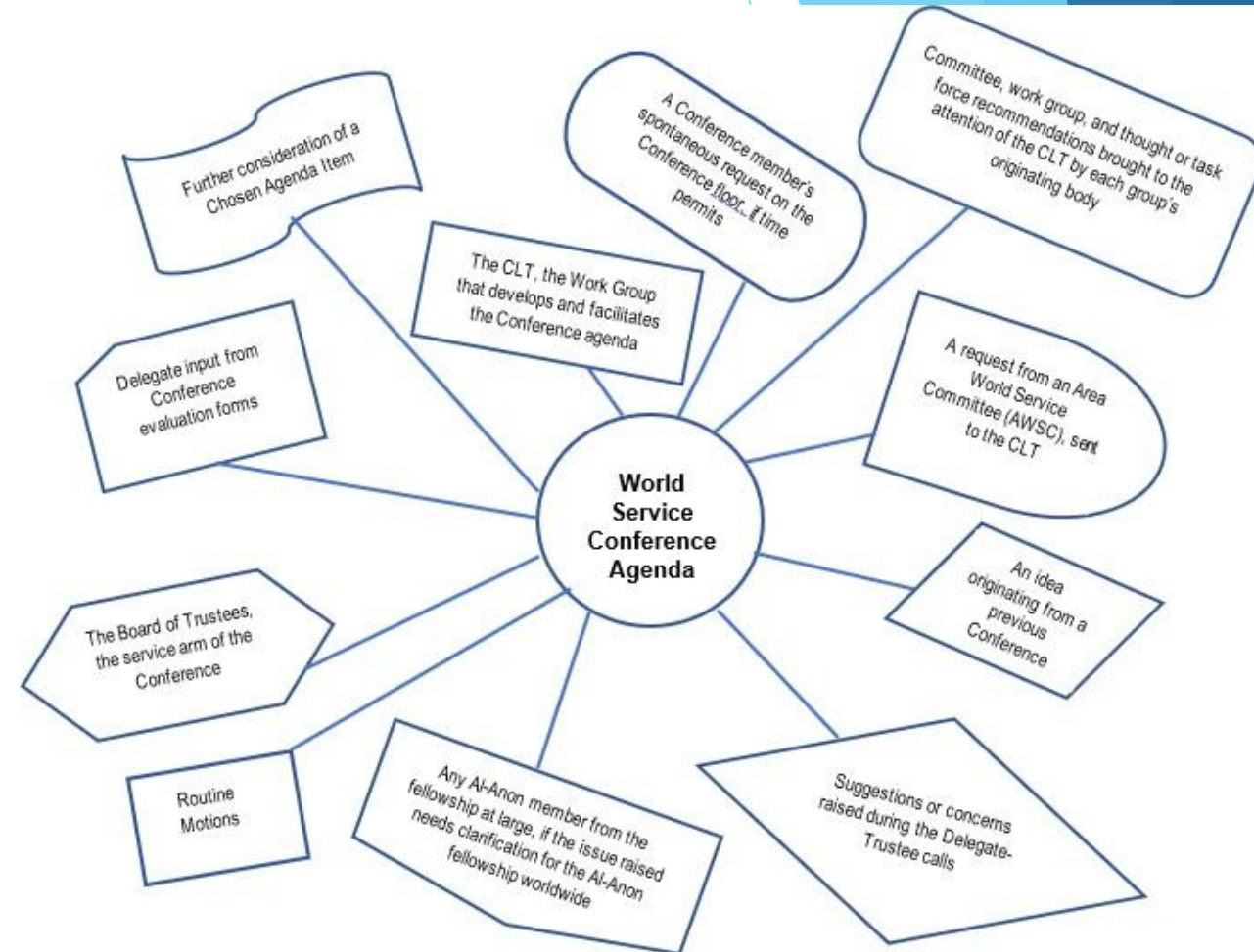
# What is Delegate and What Do They Do?

- ▶ Represents all the groups in their Area at the World Service Conference (WSC)
- ▶ The servant of Al-Anon as a whole
- ▶ Primary communication link between the groups and the World Service Office (WSO)
- ▶ Brings the Area's viewpoint on matters to Conference & returns with an understanding of Al-Anon worldwide
- ▶ To learn facts and figures; and, even more importantly, to gain a vision of this great movement in action
- ▶ Discusses issues with other delegates

# World Service Conference (WSC)

## What is it?

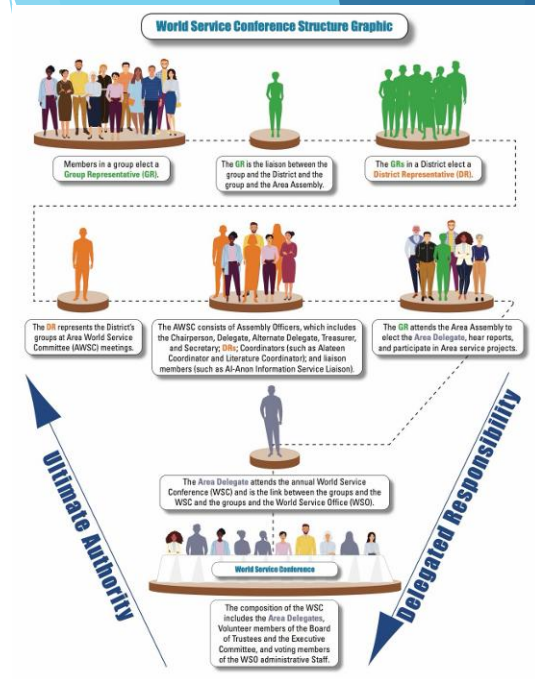
- ➔ The WSC as a service body, is the guardian of Al-Anon's world services and its Twelve Traditions. Conference is the annual business meeting of Al-Anon, held to ensure worldwide service and unity
- ➔ The WSC is the largest group conscience in Al-Anon. The Agenda included discussion and vote on a range of topics impacting all of Al-Anon, as well as updates and reports from the Board of Trustees and World Service Office (WSO) staff on projects, initiatives, and events.



# World Service Conference

## What is it?

- ➔ In 1961, Al-Anon initiated its annual World Service Conference of Delegates, World Service Office (WSO) Staff, and Volunteers to act as the fellowship's overall conscience. (\*page 25)
- ➔ Each Area in the World Service Conference Structure (US [including Puerto Rico], Bermuda, Canada, and non-geographically based groupings) is represented at the annual World Service Conference by an Area Delegate, elected every three years by the GRs. (\*page 67)
- ➔ The group conscience of registered groups is heard through the World Service Conference, a link to worldwide Al-Anon and Alateen that assures unity of purpose and a common bond of love and friendship available to each member, no matter where they may travel. (\*page 27)
- ➔ \*2022-2025 Al-Anon/Alateen Service Manual v4(a) (P-24/27)

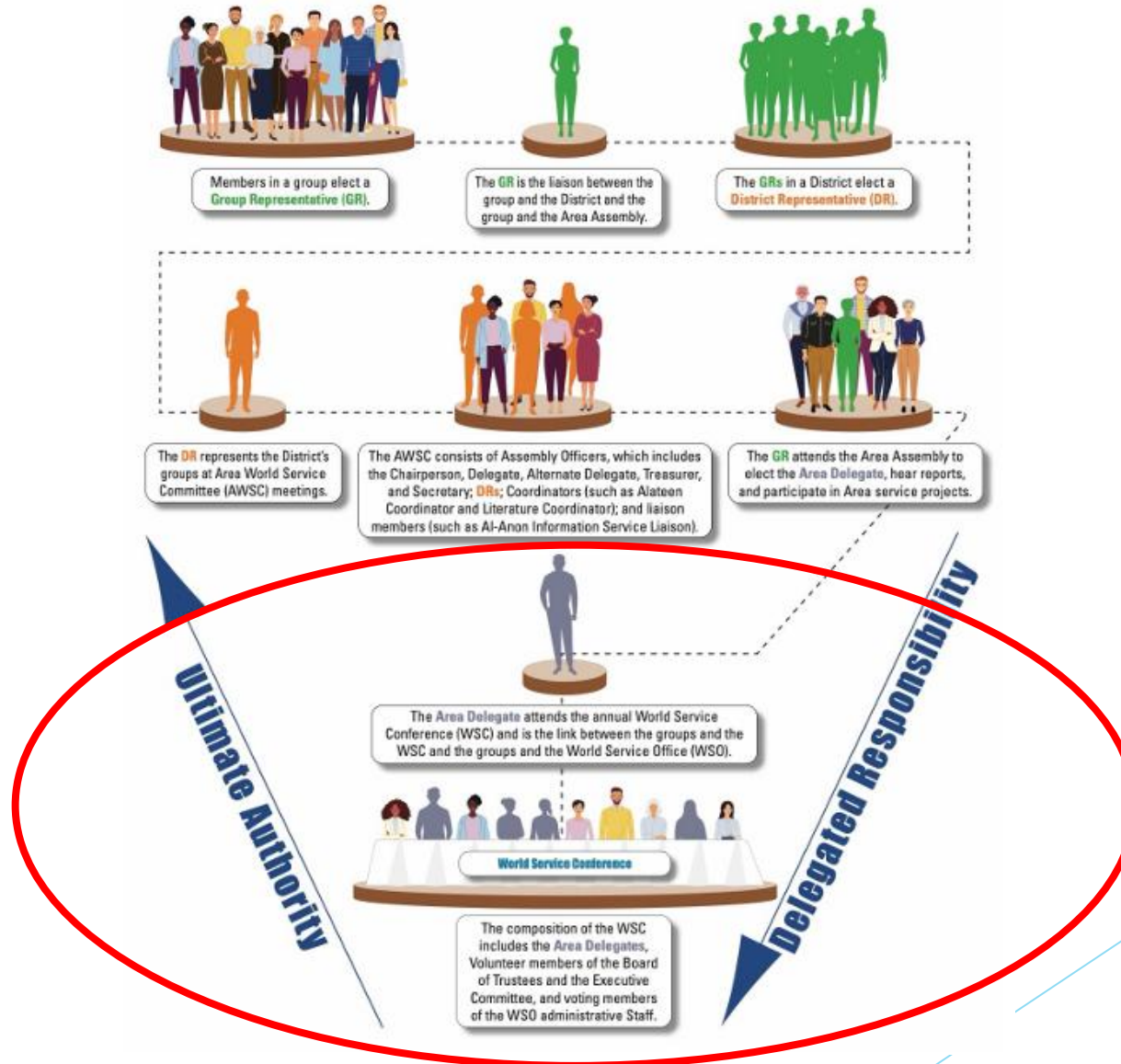


# World Service Conference

## Who Attends?

- 90 Voting Members
  - Delegates from all 68 Areas in the U.S. (including Puerto Rico), Canada, Bermuda, and the Global Electronic Area (GEA)
  - Board of Trustees
  - WSO Staff
  - Executive Committee Members

### World Service Conference Structure Graphic



# World Service Conference Structure

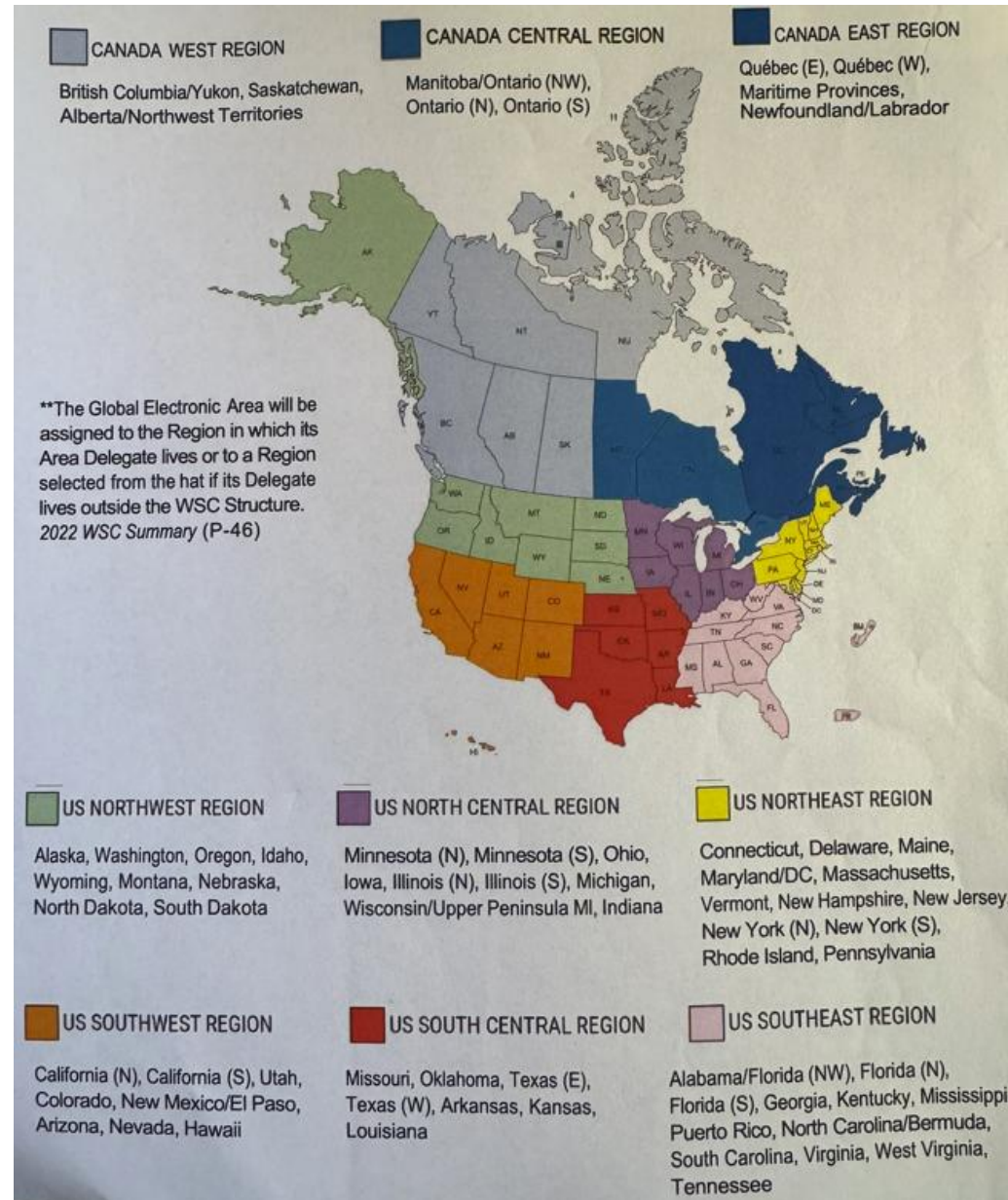
- **WSC Structure:** Divided into 9 geographic Regions.
- **Region:** contains multiple Areas.
- **Area:** contains multiple Districts. (BC/Yukon: 30)
- (Total of 67 Areas represented at WSC.)
- **District:** contains multiple Groups.

## World Service Conference Structure

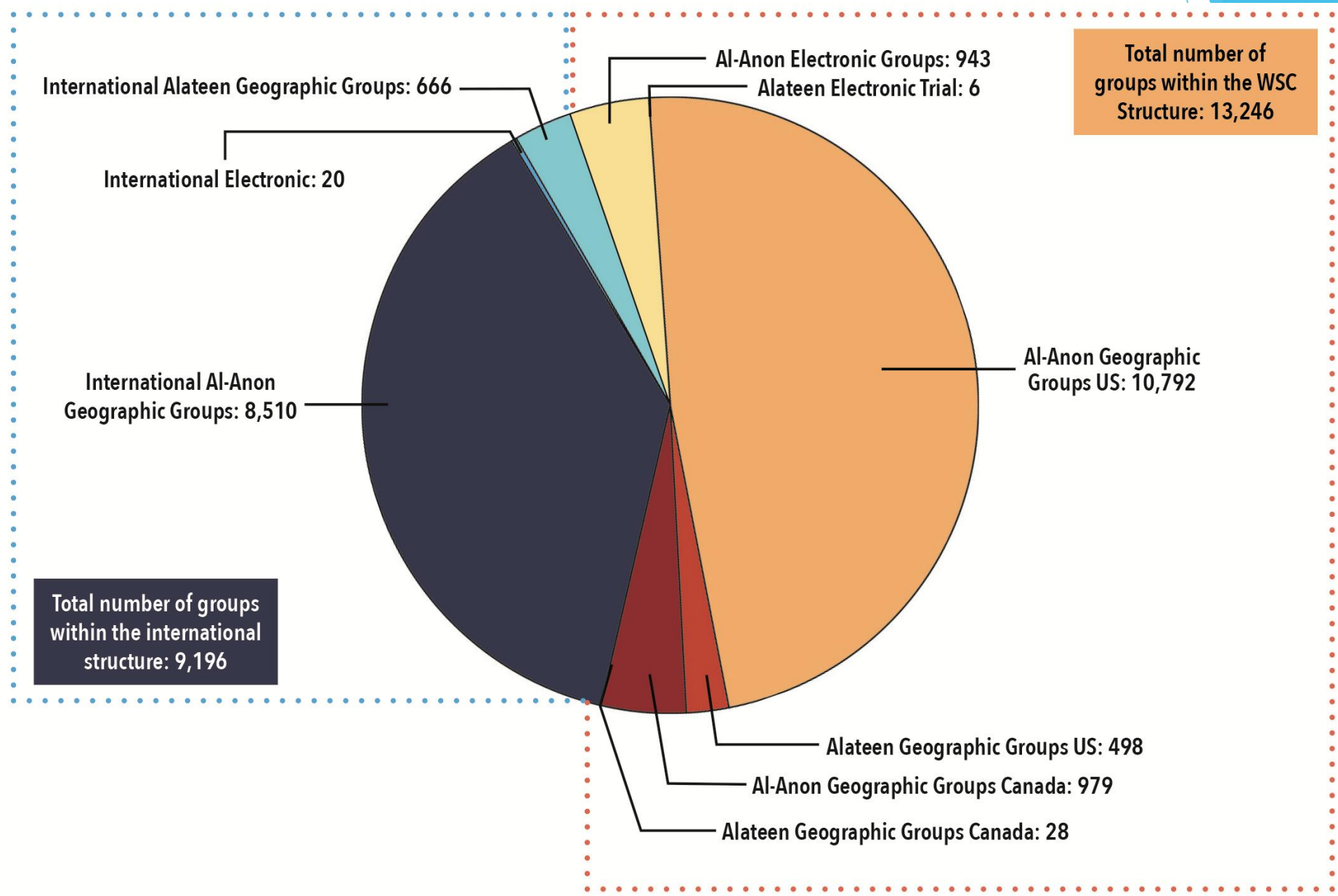


Now Plus the World Electronic Area: Area 98

# World Service Conference Structure



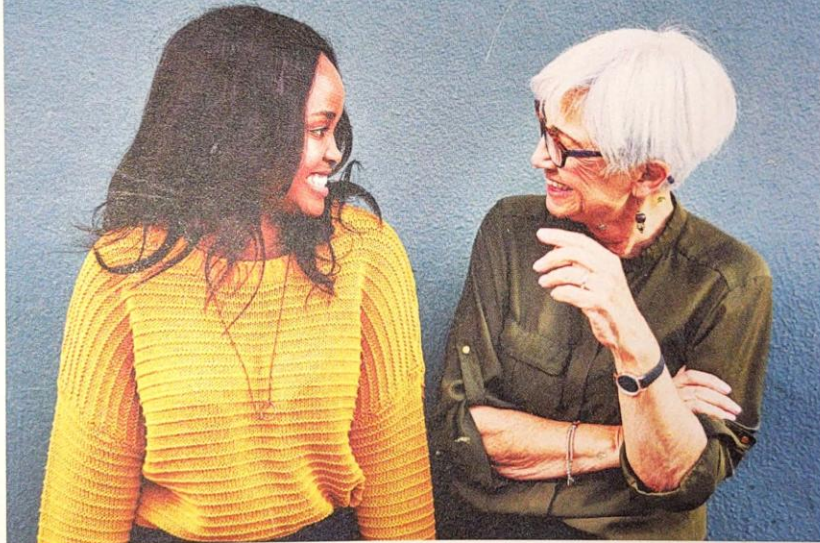
# International & WSC Structures by the Numbers



**Investing in Each Other to  
Preserve Our Legacy**

**Invertir los unos en los otros  
para preservar nuestro legado**

**S'investir mutuellement  
pour préserver notre héritage**



**65th Annual**  
World Service Conference 2025

# 65th Annual World Service Conference

**April 24-27, 2025 in  
Windsor, Connecticut**

**Investing in Each Other  
to Preserve Our Legacy**

# Investing in Each Other to Preserve Our Legacy

- ➔ Who has invested in you?
- ➔ How can you invest in others?
- ➔ Do you have a service sponsor?
- ➔ Are you a service sponsor?
- ➔ Are you encouraging others in service?

**My Mentee!**

**TMF Freeman  
Colorado Delegate,  
2025 WSC Pin**

## 4 Days at the WSC!! 8:00 to 8:45!!

(that's am to pm!!)

- o Orientation Meeting for New WSC Members
- o Breakout Sessions for Panel 63 and 64
- o Sharing Area Highlights Sessions
- o Spiritual Speakers and Panel 63 Delegates Sharing
- o Pinning Ceremony for new Panel 65 Delegates
- o Concept six review
- o Clearing the Air
- o Policy Discussion - Choosing a Group's Name
- o Chosen Agenda Item Discussions
  - Service Participation in Electronic Hybrid Age
  - Attracting and retaining Al-Anon Members in 20 to 40 year old range
- o Unanswered questions and reflections
- o Delegate Participation on Conference Leadership Team
- o International Coordination Committee (ICC) Update
- o Task Force/Thought Force Presentation
  - Delegate presentation on CLT agenda development
  - Overcoming Regional Trustee Application Barrier
  - Single Trustee Process
  - Revitalizing Archives to Enhance our recovery

- o 2025 Finance Committee Report
- o Motions
- o 2028 Al-Anon International Convention
- o Policy Discussion - Local Services
- o Conference committee on Trustees (CCT) Report
- o Growing Future Service Leaders
- o General Session
- o 2024 Annual Report
- o Road Trip! You and Your Board Connect; October 2025 ; Double Tree Downtown in Omaha, NE
- o 2024 Membership Survey Results
- o Alateen Planning and Validation
- o Annual Open Board of Trustees Meeting
- o Closing Dinner/Spiritual Speakers
- o Panel 63 Entertainment
- o Steppingstones Visit

# Finance Report

Overview of AFG, Inc Budget

Expenses

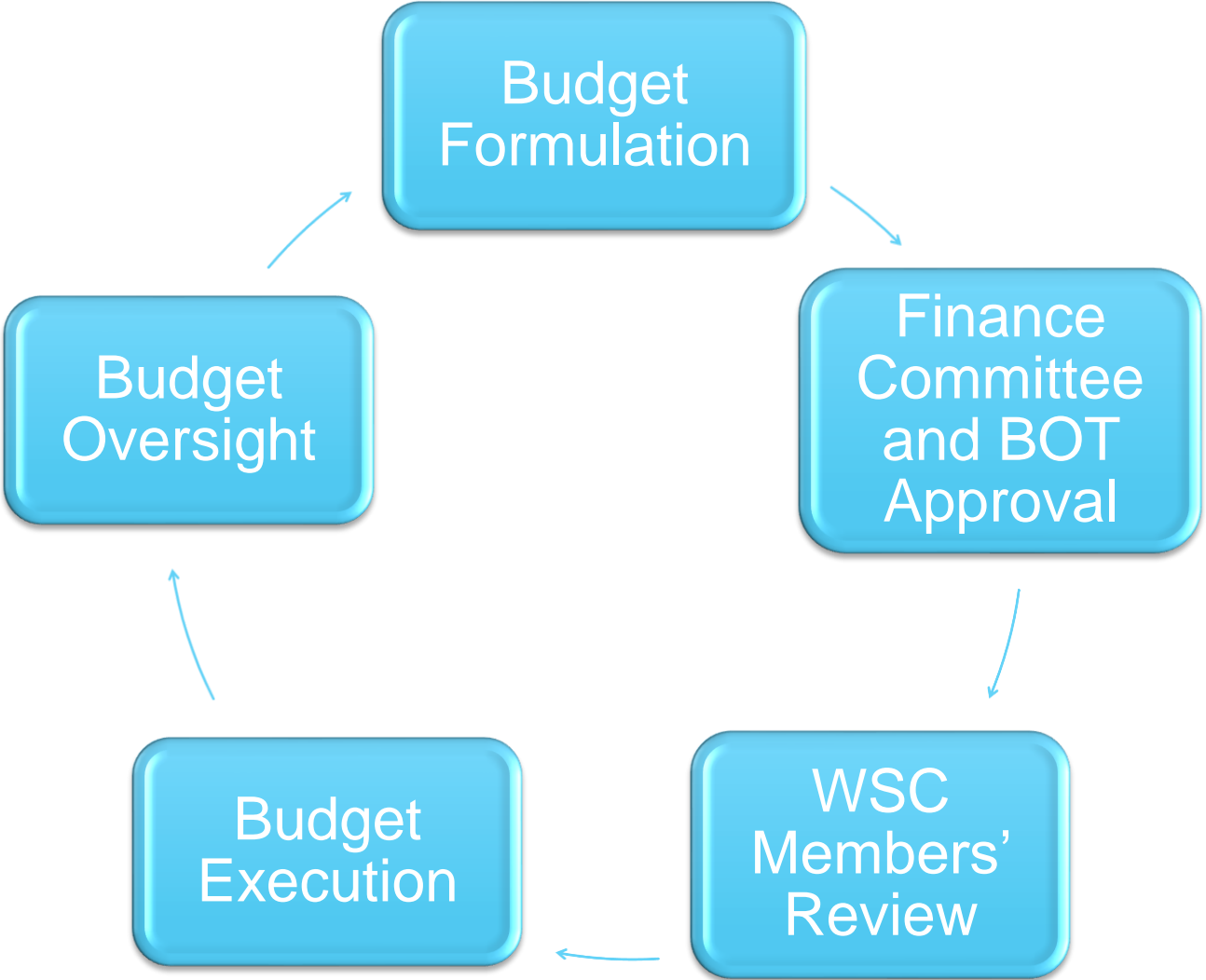
Revenues

Groups Contributions

Reserve Fund

Audit

# Budget Process



# Budget Inputs

## Programs

- Communications and Community Awareness
- Literature
- Group Services
- AFG Records
- International
- Conference

## Literature Distribution

- Technology
- Customer Service & Warehouse
- Finance
- Publications

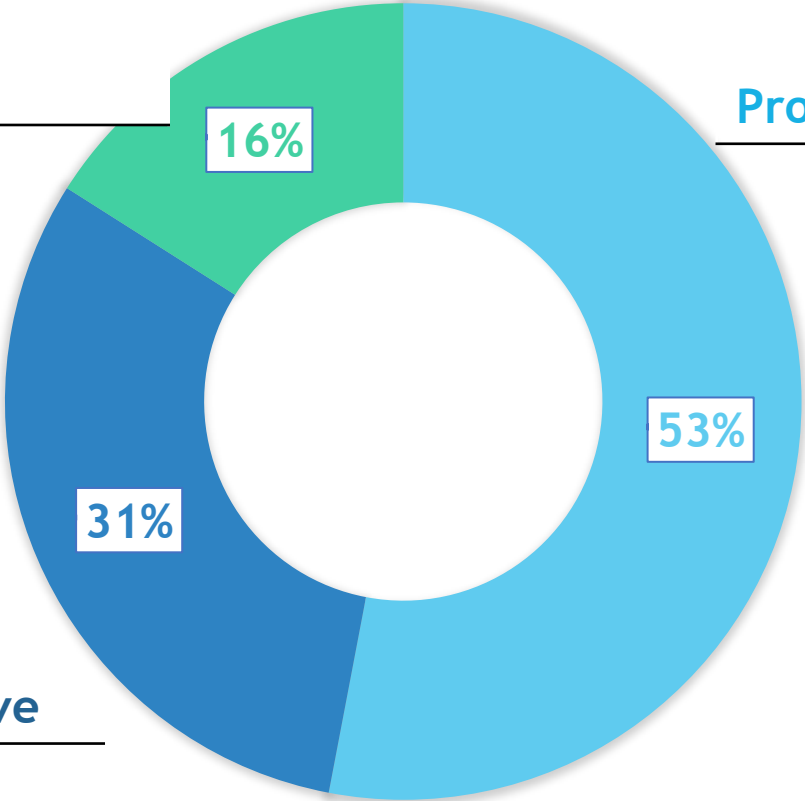
## General and Administration

- Legal and Trademarks
- Human Resources
- Administration

# Functional Expenses

Literature  
Distribution

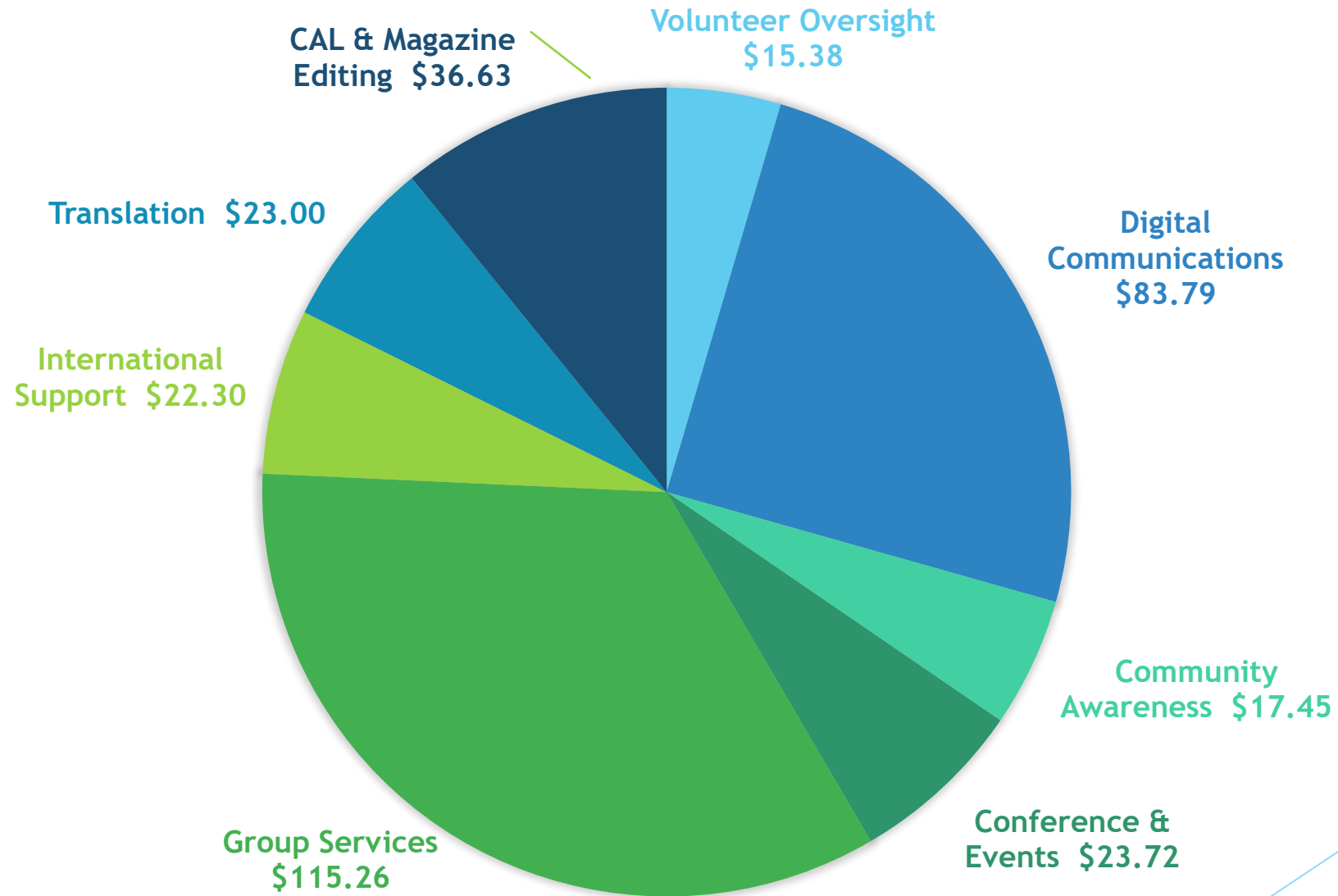
Program



General &  
Administrative

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

# Cost per Group \$337.53



# How Al-Anon Serves Your Group and You

Members	Recovery & Service Tools	Awareness	Financial Sustainability	Global Engagement
<ul style="list-style-type: none"> <li>• Answers the toll-free meeting line in English, Spanish, and French</li> <li>• Supports all registered Al-Anon Family Groups by answering questions; maintaining group, meeting, and trusted servant records; and providing registration dates</li> <li>• Maintains the <i>Al-Anon Family Groups Mobile App</i>, selecting trilingual premium content</li> <li>• Performs thorough research and responds to members' questions regarding Conference Approved Literature (CAL) and <i>The Forum</i></li> <li>• Supports Inmate Correspondence Service</li> <li>• Supports Alateen groups and encourages Al-Anon members to serve through their local process</li> <li>• Supports Al-Anon Information Service Centers (AISCs), Literature Distribution Centers (LDCs), and combined AIS/LDCs (Intergroups)</li> <li>• Maintains the Al-Anon Family Groups archives</li> <li>• Coordinates the Al-Anon International Convention with A.A. participation</li> </ul>	<ul style="list-style-type: none"> <li>• Collects member sharings and edits, translates, designs, and publishes CAL</li> <li>• Prepares, edits, translates, designs, and distributes <i>The Forum</i>, <i>Le lien</i>, and <i>Al-Anon y Alateen en acción</i> magazines</li> <li>• Develops service tools to educate and support the membership</li> <li>• Builds, designs, translates, and distributes <i>In The Loop</i>, <i>Le Messenger</i>, and <i>En Contacto</i></li> <li>• Facilitates, coordinates, translates, and publishes revisions to the <i>Al-Anon/Alateen Service Manual</i> (P-24/27)</li> <li>• Processes international structure requests to translate CAL and coordinates reviews of translations</li> </ul>	<ul style="list-style-type: none"> <li>• Prepares, designs, translates, and distributes public outreach tools and service materials such as <i>Al-Anon Faces Alcoholism (AFA)</i> magazine</li> <li>• Creates public outreach campaigns, including public service announcements (PSAs), informs the media, and encourages member participation</li> <li>• Shares the Al-Anon message with professionals, including providing complimentary materials and attending professional conferences</li> <li>• Creates, designs, translates, and manages al-anon.org, blogs, podcasts, and social media pages</li> <li>• Conducts triennial membership surveys and a longitudinal study to assess the impacts of the Al-Anon program</li> <li>• Fosters cooperation with researchers</li> </ul>	<ul style="list-style-type: none"> <li>• Manages AFG, Inc. financial matters and operations</li> <li>• Receives and processes member, group, and service arm contributions</li> <li>• Manages inventory, processes, and distribution of literature orders for members, groups, and LDCs</li> <li>• Receives and processes magazine and <i>Mobile App</i> premium content subscriptions</li> <li>• Grants reprint permissions for CAL</li> <li>• Maintains and defends copyrights and trademarks</li> <li>• Implements the AFG, Inc. Strategic Plan</li> <li>• Recruits, grows, and retains Staff to support our primary purpose</li> <li>• Maintains AFG, Inc. systems, including the AFG Connects communication platform, Online Group Records, and the Online Store</li> <li>• Evaluates emerging technologies to determine benefits for AFG, Inc. and the fellowship</li> <li>• Prepares, translates, and publishes an Annual Report of AFG, Inc. activities and projects</li> </ul>	<ul style="list-style-type: none"> <li>• Provides leadership and support to trusted servants globally</li> <li>• Coordinates the World Service Conference (WSC) and produces the <i>WSC Summary</i> (P-46)</li> <li>• Coordinates the International Al-Anon General Services Meeting (IAGSM) and produces the IAGSM Summary</li> <li>• Supports Al-Anon Members Involved in Alateen Service (AMIAS) and facilitates the annual WSC Structure Alateen recertification process</li> <li>• Coordinates AFG, Inc. participation in international and Area events</li> <li>• Facilitates the AFG, Inc. Trustee and committee application process to ensure consistency in candidate selection</li> <li>• Supports World Service Office committees and trusted servants in executing oversight responsibilities</li> </ul>

Updated November 2024

Back of the  
Quarterly  
Appeal Letter

# Group Contributions

100 percent of groups are using services; 62 percent of groups contributed in 2024



## What are the services used?

Getting your group registered

Reading CAL at meetings

Calling WSO to find a meeting

Using the *Mobile App* for a Zoom meeting

PSAs playing on TV stations

# Nebraska Area Contributions to WSO

- ❖ In NE

- ❖ 58% of groups contributed

- ❖ Average amount: **\$179.23**

- ❖ Across All Al-Anon Areas

- ❖ 13,246 Groups In Total

- ❖ 62% of groups contributed

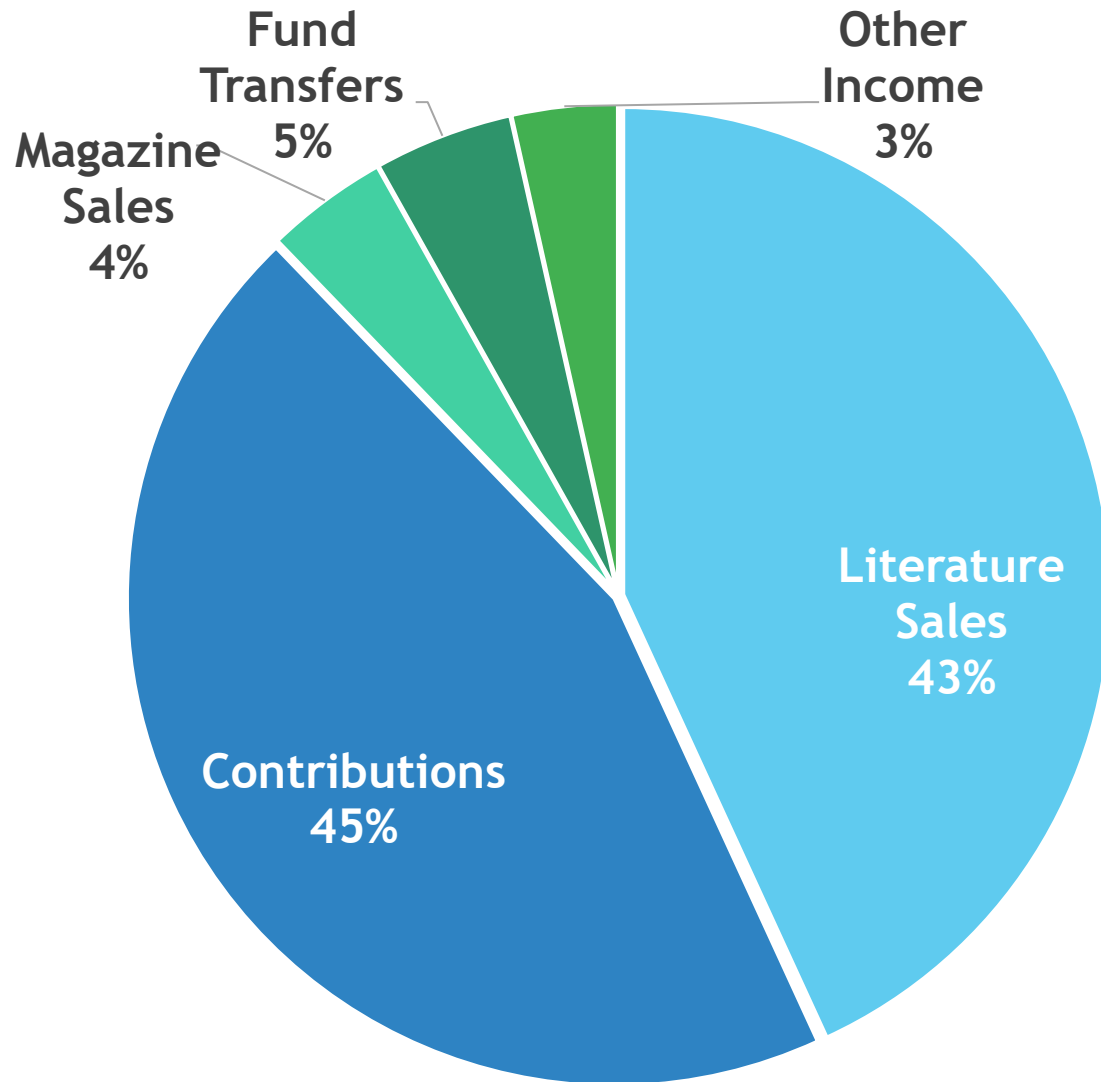
- ❖ Average amount: **\$202.64**

- ❖ **Average Cost Per Group: \$337.53**

# Consider



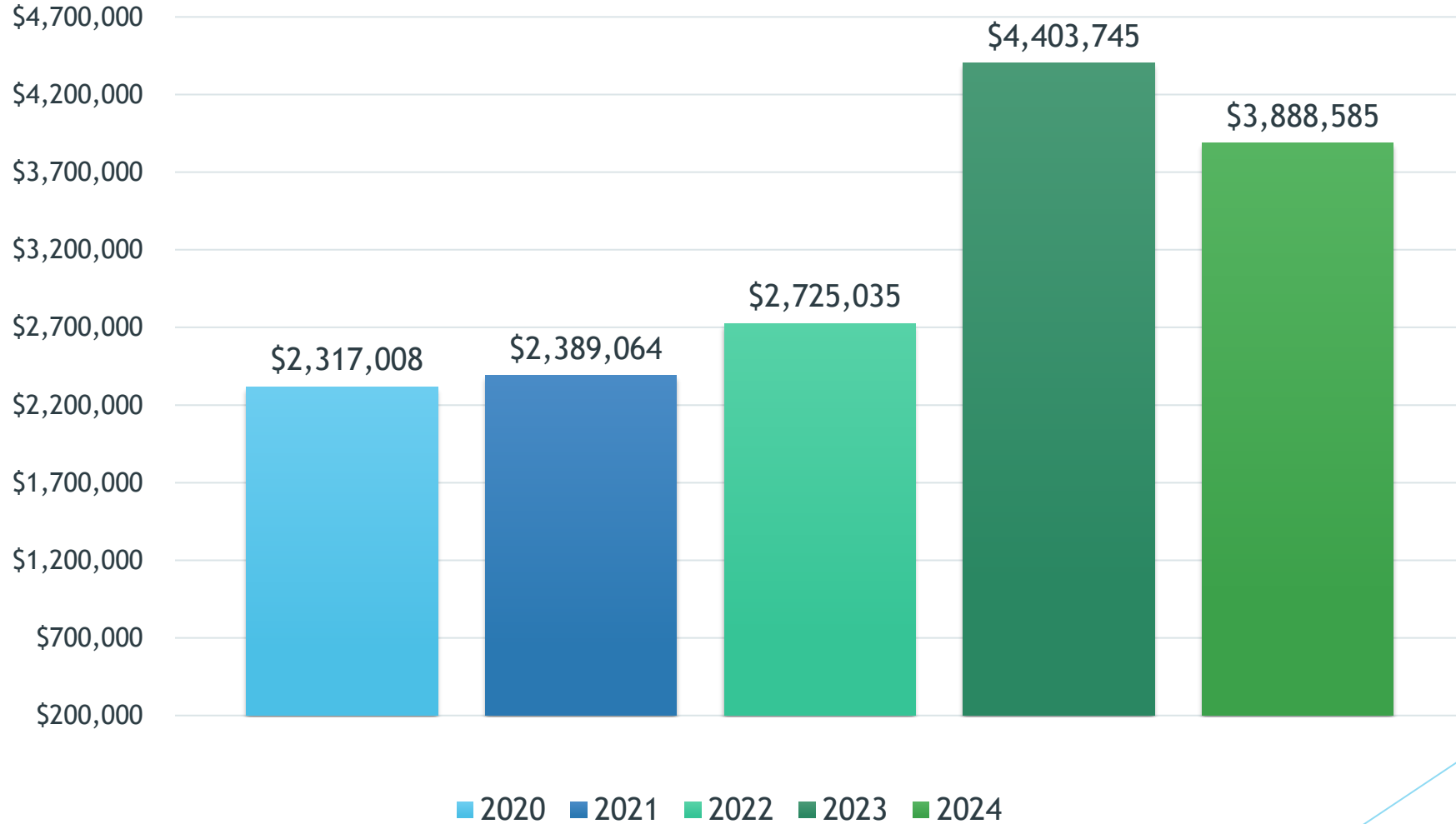
- ▶ How do we continue to carry the message?
- ▶ How do we continue to reach new members?
- ▶ We do that by continuing to provide services, such as:
  - ▶ Public outreach and community awareness
  - ▶ Purchasing and sharing new literature such as the Newcomer Kit (K-10) or *How Al-Anon Works* (B-32)
  - ▶ Connecting with our international structures
  - ▶ Increasing access through technology like the *Mobile App*
- ❖ If each group that contributed in 2024 would contribute the cost per group of \$337.53 in 2025, we would achieve 96 percent of the contribution goal for the year
- ❖ The message is consistent: continued giving all year in order to provide continuing services



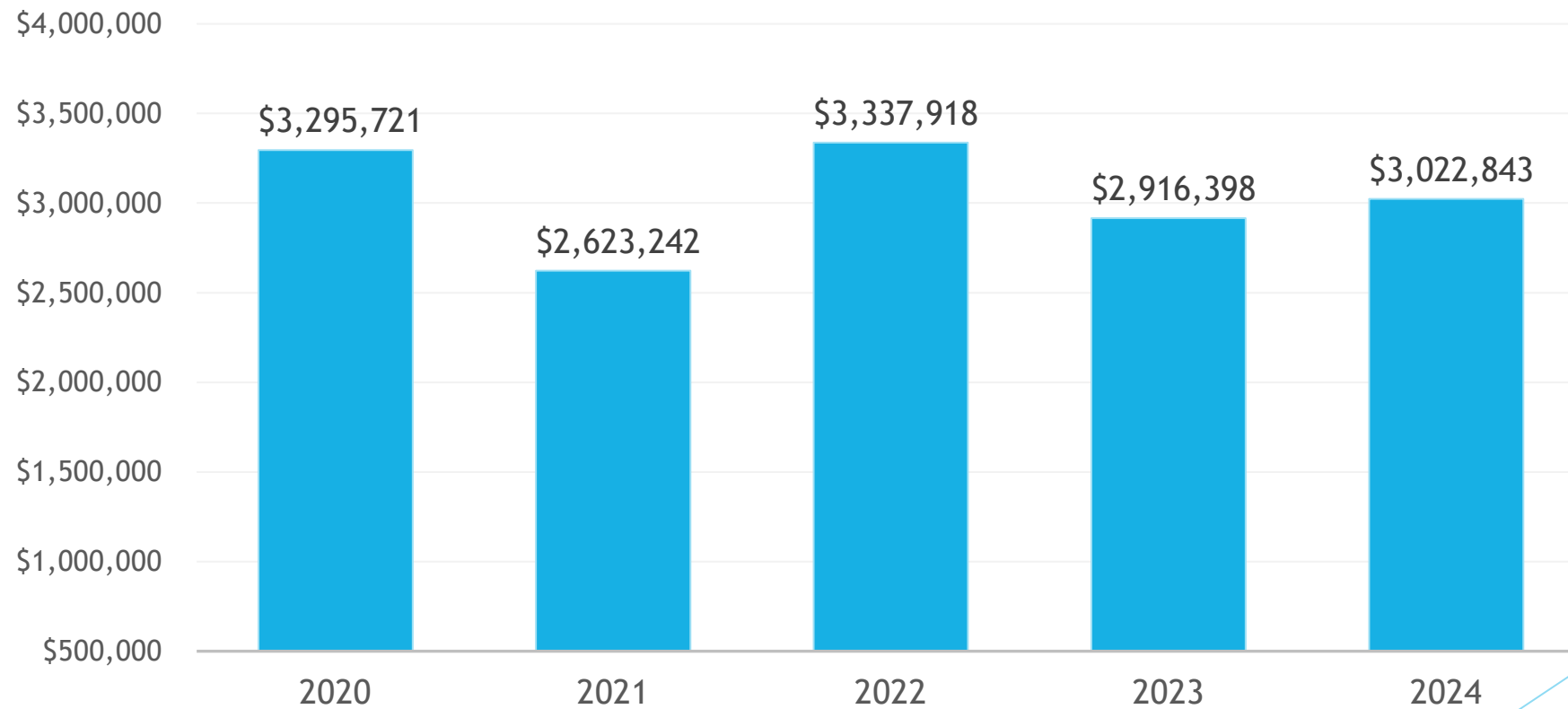
## FY25 Revenues

- ▶ Total revenue is budgeted at \$6,495,766
- ▶ Net revenues are expected to decrease by two percent compared to 2024 actuals but remain higher than previous years as they continue returning to pre-pandemic levels
- ▶ 88 percent of total revenue is funded through contributions and literature sales
- ▶ Fund transfer from Reserve Fund is needed to balance the budget

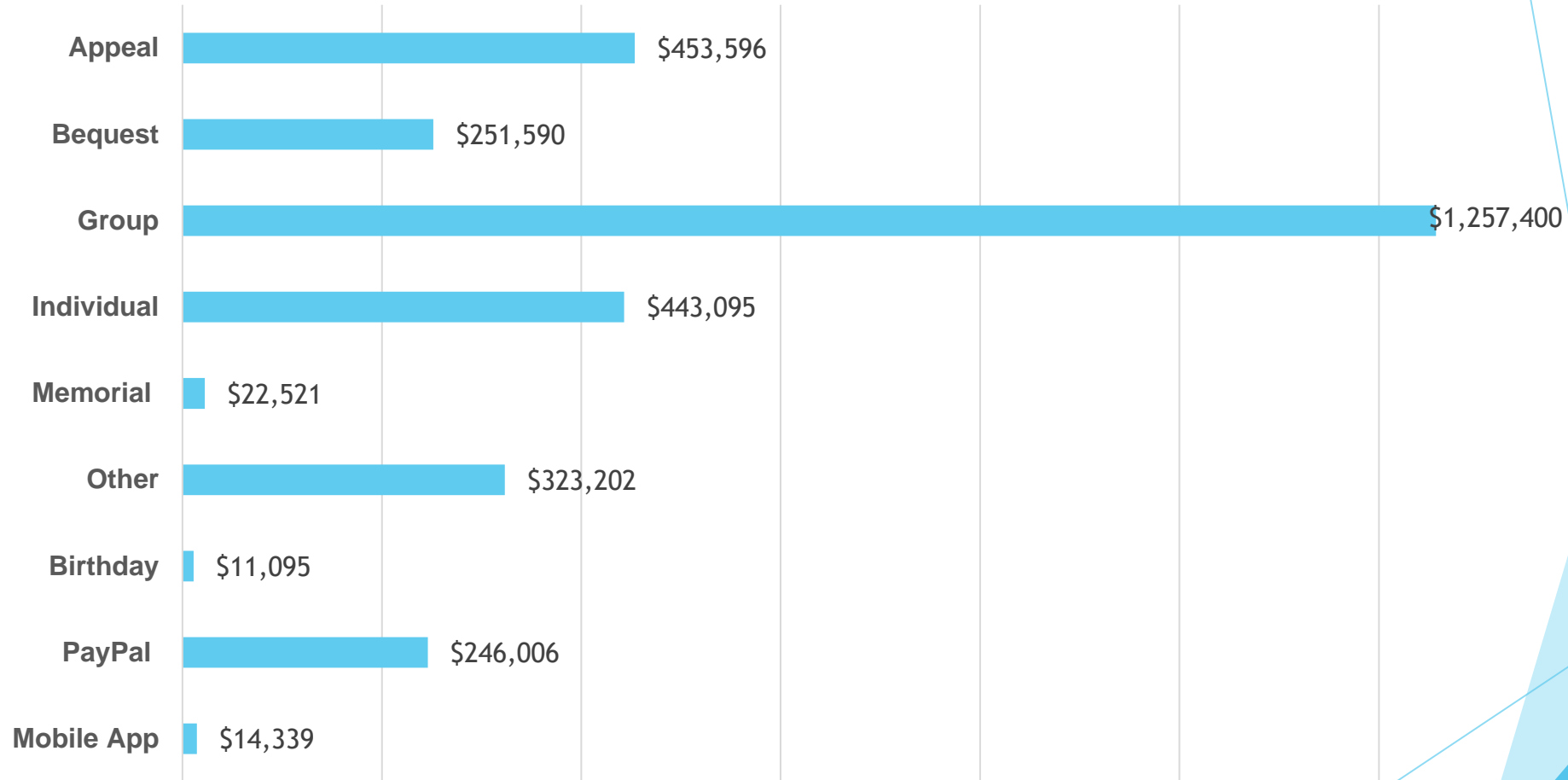
# Yearly Literature Sales



# Contributions



# Sources of Contributions



# What's the Bottom Line?

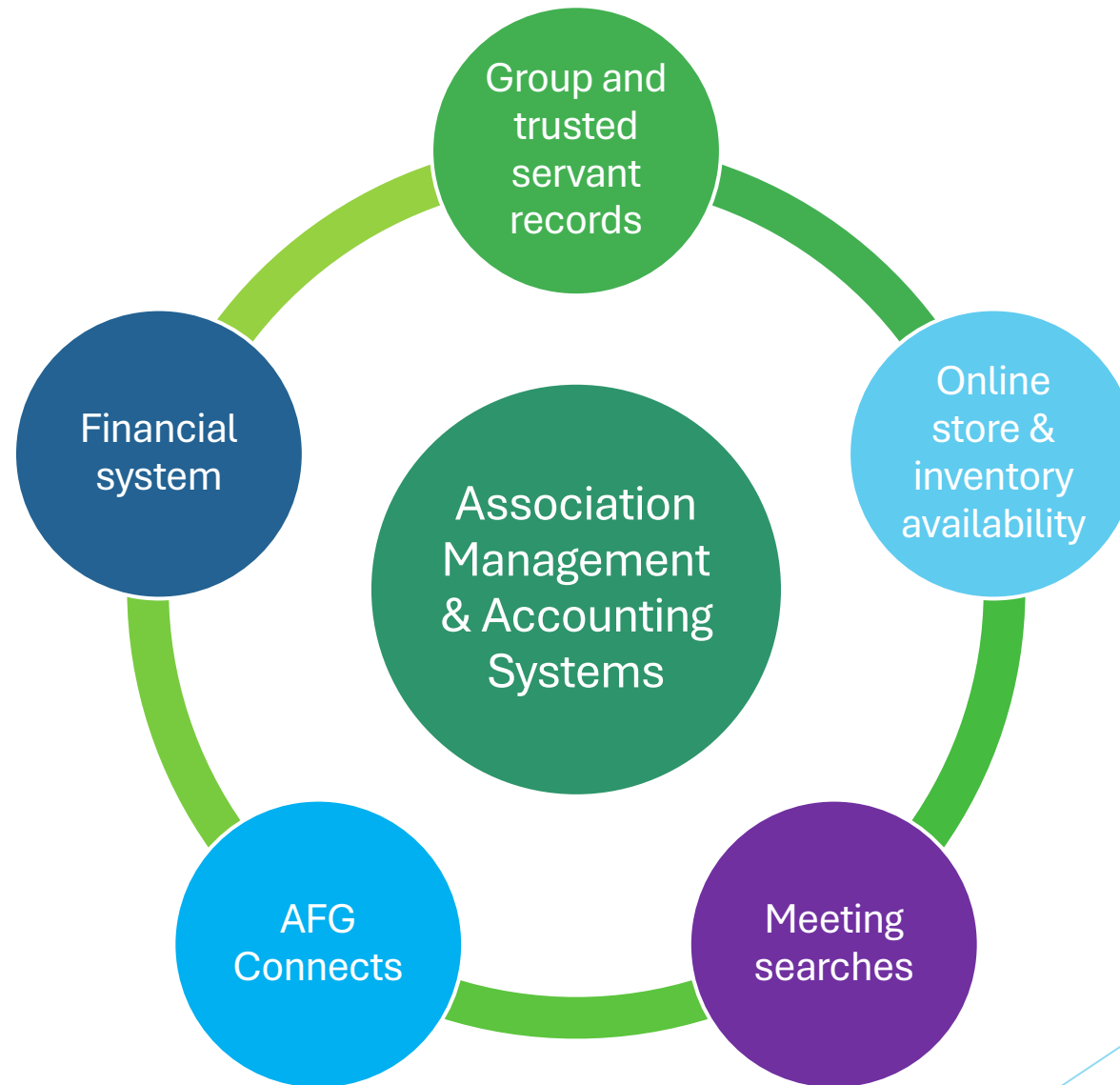
## AL-ANON FAMILY GROUP HEADQUARTERS, INC. 2025 OPERATING BUDGET

	2025 Preliminary Budget	2024 Revised Budget	2024 Audited Actual
Total Estimated Revenue	6,495,766	6,195,820	6,353,125
Total Expense	6,359,795	5,997,965	5,891,481
Net increase(decrease) from Operations	135,970	197,860	461,644

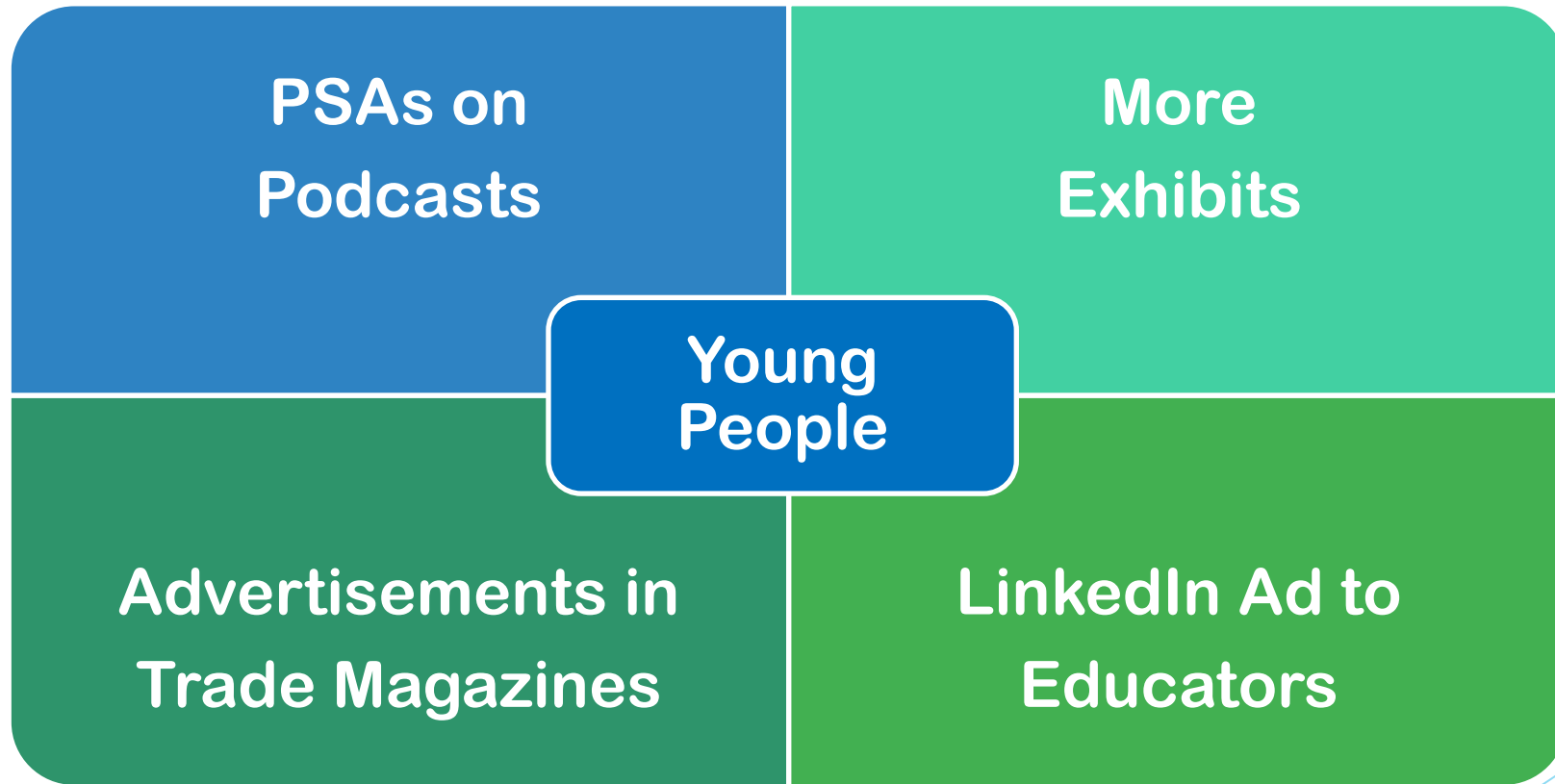
# 2025 Projects

- ▶ Core Systems Overhaul
- ▶ 2025 A.A. International Convention
- ▶ eBooks Globally
- ▶ *2026-2029 Al-Anon/Alateen Service Manual (P-24/27)*
- ▶ Passing it On Strategy
- ▶ Outreach to Professionals—Young People Strategy

# WSO Core System Overhaul



# Professional Outreach to Young People



# Growing Future Volunteer Leaders... The “Passing It On Project”



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

# Passing it On Task Force

There will be a Task Force that will develop proposed content.

It will require multiple facets of work. Staff will provide guidance and support for the project.

Six two-person teams would attend events in each area in person (GEA virtually) to present workshops. All attendees would receive a Passing It On Study Guide.

The Projected duration would be 3-4 years

# Events: Connection and Fellowship

International AA  
Convention with  
Al-Anon  
Participation,  
July 3 - 6, 2025,  
Vancouver,  
Canada.

Al-Anon's 75th  
Birthday  
Celebration of  
Al-Anon, April  
25, 2026,  
Newport News,  
VA.

2025

2025

2026

2028

Road Trip: You  
and Your Board  
Connect! Omaha,  
Nebraska on  
October 25,  
2025.

International Al-  
Anon  
Convention,  
Minneapolis, MN,  
July 20-22, 2028.

# “90 Years - Language of the Heart”



**A.A. International Convention -July 3-6; 2025  
Vancouver, B.C. Canada**

*Save the Date!*



Al-Anon Area 33 Nebraska Presents

World Service Office

# Road Trip

*October 25, 2025*

*9am - 5pm*

The WSO Board of Trustees and Executive Committee  
are coming to Nebraska!  
Bring your Sponsor, those you sponsor,  
and members from your group!

Omaha, Nebraska



**Al-Anon Family Groups—Serving Members for 75 Years**

**When: Next Year after the WSC Conference**

**Location: Newport News Marriott City Center,  
Virginia Beach, VA**

**Tour of the WSO Office, followed by a Banquet**

***Look for more information about purchasing tickets and details In the Loop, The Forum and Delaware Newsletter.***

# 2028 International Convention with A.A. Participation Site Selection Process & Announcement



**Minneapolis, Minnesota**  
July 20-22, 2028

# Policy Updates

Local Services

Naming a Group Policy

**2022-2025**  
AL-ANON/ALATEEN  
SERVICE MANUAL

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

# Policy Discussion – Local Services

**WSC Motion #2 – Approves the policy addition to Local Services allowing for Who Can Disband a Group and the Meeting List Publishing policy.**

## *Who Can Disband a Group*

Only the members of the group itself have the autonomy and authority to disband the group. In keeping with the Traditions and Warranties Four and Five of Concept Twelve (see “Concept Twelve” in “Al-Anon’s Twelve Concepts of Service”), no service arm has the authority to close a group or engage in other punitive actions against a group because they disapprove of the manner in which a group practices the Al-Anon program.

## *Meeting List Publishing*

In keeping with the Traditions and Warranties Four and Five of Concept Twelve (see “Concept Twelve” in “Al-Anon’s Twelve Concepts of Service”), an Area may request that the WSO not publish information about a meeting if the Area has a Meeting List Publishing Policy in place that the WSO has reviewed and agrees to support.

# Policy Discussion – Choosing Group Name Policy

A motion passed at last year's 2024 WSC related to the text of the "Choosing a Group Name" section of the Service Manual:

"...the only requirement for membership in Al-Anon is that there be a problem of alcoholism in a relative or friend and that the names of Al-Anon group should take care to be 'inviting, attractive, and avoid public controversy.;" P46-2024 World Service Conference Summary, page 19

Implementation of the new policy prevented new groups or groups modifying their group name to register a name with WSO that includes any focus description, such as "men," "women," "parent," etc.

Registering groups could, however, check boxes for categories that are used in the search function at the "Find a meeting" webpage at the WSO website ([al-anon.org](http://al-anon.org)).

**MOTION #7:** Allow group names to continue to include identifiers such as those currently listed on page 28 of the 2022-2025 Al-Anon/Alateen Service Manual (P-24/27) v4(a) including "men, women, parents, adult children, young adults, other gender identification/sexual orientation, etc. with the understanding that in keeping with Traditions Three and Five, the groups will welcome anyone affected by someone else's drinking" until the 2026 World Service Conference to allow WSC Structure Areas to discuss the implementation of the 2024 WSC-approved "Choosing a Group's Name" Policy.

# Thought Force Report on Overcoming Regional Trustee Application Barriers

- 5 vacant Regional Trustees
- Board does not fill Regional Trustees with At Large members.
- More work for the remaining Trustees.

Past candidates expressed concerns over the Regional Trustee process:

- Difficulties with the timing of getting the Area approval to meet the August 15<sup>th</sup> deadline
- Difficulties sometimes with personalities over principles
- Members may not apply to compete with incumbent running for a second term.

# Task Force Report - Single Source Trustee Process- Current Processes

## Regional Trustee

- ▶ Applications sent to Areas for approval:
  - ▶ Areas' own process
  - ▶ Assembly or AWSC approval
- ▶ Regional Committee on Trustees score applications:
  - ▶ Every Area Delegate
  - ▶ Out-of-Region Delegates

## Trustee At Large

- ▶ Applications sent to CCT/Nominating for approval:
  - ▶ Area Delegate can voice any objection about Area applicant(s)
- ▶ CCT formed with Delegates ensuring all panels are represented

# Task Force Report - Single Source Trustee Process-

**Option One:** Expand the composition of the Conference Committee on Trustees to include geographic/regional voice across panels

**Option Two:** Run the Conference Committee on Trustees and Regional Committee on Trustees scoring processes concurrently

**Option Three:** Use Conference Committee on Trustees only and obtain feedback from Regional Delegates for all candidates from the Region

# **Chosen Agenda Item #1 Service Participation in the Electronic Age**

## **Things to Think About:**

**How do we participate in fellowship?**

**How do we achieve cohesion for Area and District business meetings?**

**How is unity encouraged?**

**Has participation increased by providing hybrid meetings?**

**Some Areas have moved away from hybrid meetings to in person only meetings or alternating the meeting format to be either in person or virtual.**

# Chosen Agenda Item #2

How do we attract and retain members in the 20-40 range?

- **Create ‘Young at Heart’ meetings to build a bridge.**
- **Bring Alateens to Al-Anon before they age out.**
- **Get younger members involved in service opportunities.**
- **Carry the message through social media and podcasts**
- **Welcome young mothers with children, provide childcare**
- **Have conventions at colleges, and start meetings there**

# Reflections and Things to Think About

- ▶ Look to our Past to Protect our Future
- ▶ Are we really welcoming to all the newcomers?
- ▶ Unity does not mean uniformity
- ▶ Healing is in the hearing
- ▶ Flexibility is essential to success
- ▶ Questioning does not mean we don't presume goodwill
- ▶ Fellowship is key to building trust
- ▶ Support our service structure that supports us
- ▶ Talk to each other and reason things out.

# 2024 | MEMBERSHIP SURVEY RESULTS

Full Report is posted at [Al-anon.org](https://www.al-anon.org) [2024-Membership-Survey.pdf](#)



## The Many Faces of Al-Anon

Alcoholism does not discriminate. Al-Anon Family Groups is an incredibly diverse fellowship welcoming all people. Al-Anon members are people just like you who are concerned about someone with a drinking problem. The 15,375 members who participated in this survey represent only a portion of our fellowship.

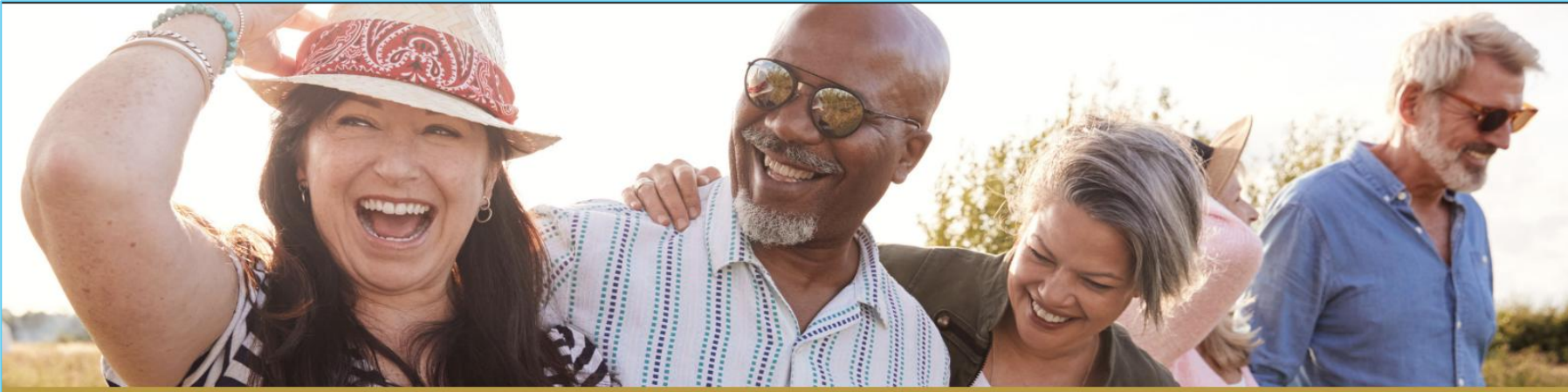


Results showed that the average age of Al-Anon member respondent is 63.4, whereas the median age is 66 years old. On average, members reported attending their first meeting at 44.4 years old.



Responding members identified as female (87.1%), male (11.9%), and neither male nor female (1.0%).

# 2024 Membership Survey Results – A Valuable Public Outreach Tool



## **The Effectiveness of Al-Anon**

Participation in Al-Anon meetings can have profound effects on a person's mental health and improve their quality of life. Asked to rank their mental health on scale of one to seven, 15,561 members surveyed rated an average of 3.14 prior to attending Al-Anon meetings and 5.8 on the day they took the survey.

“Every Al-Anon member is invited to share the benefits of Al-Anon with members of the professional community with whom they come into contact.”

-2022-2025 Al-Anon/Alateen Service Manual p. 121.

Al-Anon Family Group Translations  
of Conference Approved Literature

# INTERNATIONAL



Several sheets of paper are pinned to the left side of the board. They appear to be lists or documents related to the organization's activities, possibly including names of members or details of conferences. The text is too small to read clearly.

A single sheet of paper is pinned to the right side of the board. It contains a list of items, possibly a menu or a schedule, with several columns of text. The text is illegible due to the distance and resolution.



# International Coordination Committee

- Everything outside the WSC structure
- Some international structures are very old and worked with Lois, some are just starting
- WSO renewed commitment to supporting these evolving structures
- May include translating CAL, cooperate with AA, create service comms, forming policy, understanding Board governance
- Hold WSC-like conference every 2 years called IAGSM

## 2024 CAL Translation & Reprints:

- Danish, Greek, Russian, Korean, Hindi, Tamil, Italian, Hungarian, Bulgarian

## First-Time Translations:

- Mongolian, Latvian

### Collections of Groups - 70

- China
- Zimbabwe

### Al-Anon Information Services - 13

### Evolving Structures - 6

- Turkey
- Iran
- Hungary
- Lithuania

### General Service Offices - 40

- Australia
- Mexico

# Expanded Collaboration: ICC Delegation to the WSO International Team

- Regular Structure Meetings (RSMs)
- Zonal Meetings
- Global Gatherings
- Surveys



# Language of the Heart: WSO goes to Asia

Every other year WSO staff go to a global region to support international structures.

This year the region was Asia with trips to:

South Korea, Mongolia, China, India

*We saw photos at WSC, but we can't share because they don't have permissions*



# Seoul, South Korea

- Re-establish contact - since 2004
- Learn their culture: Meetings were scripted
- Issues are very similar to ours: Alateen, sponsorship, service
- Held BIG workshop event including topics like: revitalizing Alateen, Al-Anon members supporting Alateen, Intro to Twelve Steps and Sponsorship
- Important to let each community we visited share their culture with us

***“In particular, during the workshop, we learned a lot of hints/tips on how to activate Alateen meetings in Korea, especially since there are currently no Alateen groups in Korea. In response, Korea GSO’s Alateen committee has recruited volunteers who are interested and able to help with Alateen service and is preparing to invite parents with younger children and hold a separate meeting to introduce Alateen to their children, so that parents can focus more on the convention without worrying about their children. This will be the first step in revitalizing Alateen in Korea.”***

# Mongolia

## It only takes one to start something

- Relatively new - started with a couple Al-Anon/AA
- 4 days, 12 hours each day
- Huge opening ceremony, 100 attendees, plus they sent out invites to their professional community to attend which got another 100 newcomers there
- HP working things out on this trip

***“A truly wonderful meeting was held, bringing growth, progress, experience, and hope to Al-Anon in Mongolia. His gathering was of great importance to all of us, as many members traveled from near and far to experience the warmth of our fellowship. The visit from the WSO played a major role in establishing Al-Anon in Mongolia, guiding us in building it step by step in the right way. As a result, we officially received our global recognition and successfully registered as a non-governmental organization – an event of great joy and celebration.”***

# China

- Virtual because of Visa issues
- 200 attendees online on 2 platforms for simultaneous translation
- Workshops on Alateen, Traditions, Sponsorship, & Welcoming Newcomers
- China does not have access to CAL. This impacts their exposure to our Legacies

***“Special thanks to the WSO members for their wonderful sharing. Sharing the Traditions has benefited me both in learning the unification and in their application of the Traditions in their lives. I am motivated to learn how to apply the Traditions in my life. Their selflessness in sharing and passing on the love made me feel the power of family associations that do not recognize borders and are equal, free and open to all.”***

# India

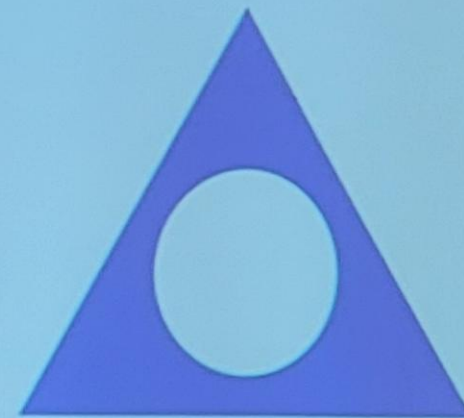
- India has the Serenity Prayer in 22 languages
- Day 1 met with Delegates and discussed incorporating electronic meetings, struggle to support many members who live well-below the poverty line, discussion on reaching newcomers who cannot read/write, significance of sponsorship and having e-buddies.
- Day 2 - celebrations and workshop. For many, it was the first time they were meeting in person. Discussed conflict resolution, meetings and our team discovered how much consistency in CAL translation matters.
- Day 3 was about Alateen - what it is and what it isn't. In the evening, they held an all India electronic meeting on Concept 4 with 200 attending. The goal is to empower structures to be fully self-supporting.

***“Overall, it was an inspiring interaction throughout the 4 days, always keeping in mind “principles above personalities” and patience, acceptance, kindness & deep love for Al-Anon. Observing them practicing the Legacies was a learning experience.”***

# Revitalizing Archives to Enhance our Recovery Thought Force



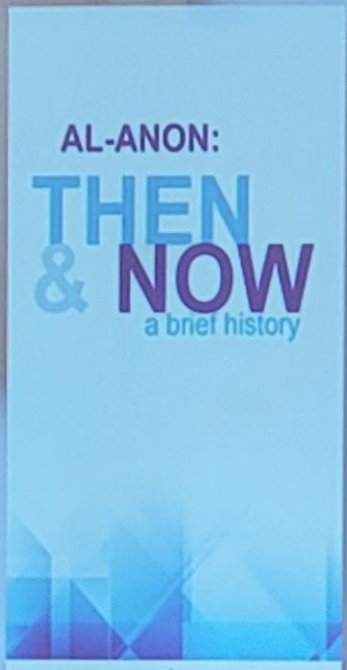
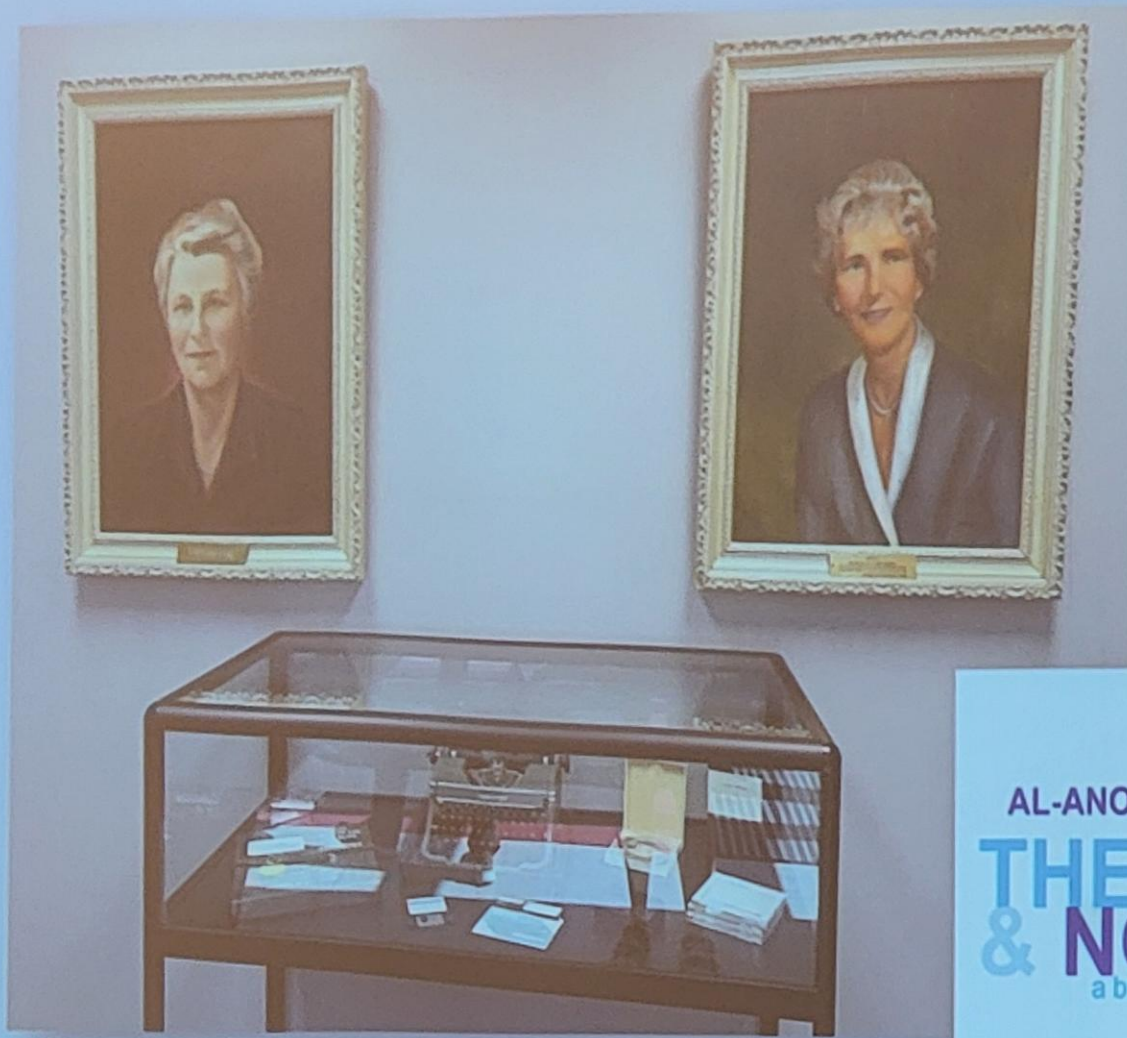
How can we support Areas  
in connecting with our  
history to expand our  
recovery?





## Suggested Strategies:

- Delegates share history of their Area in their reports to members
- Invite members to join the Area Archivist to review what is in storage
- Use Archives for “in-reach” within the fellowship as well as outreach beyond the fellowship
- Encourage WSO to update the Longtime Member Questionnaire (AR-1) with members

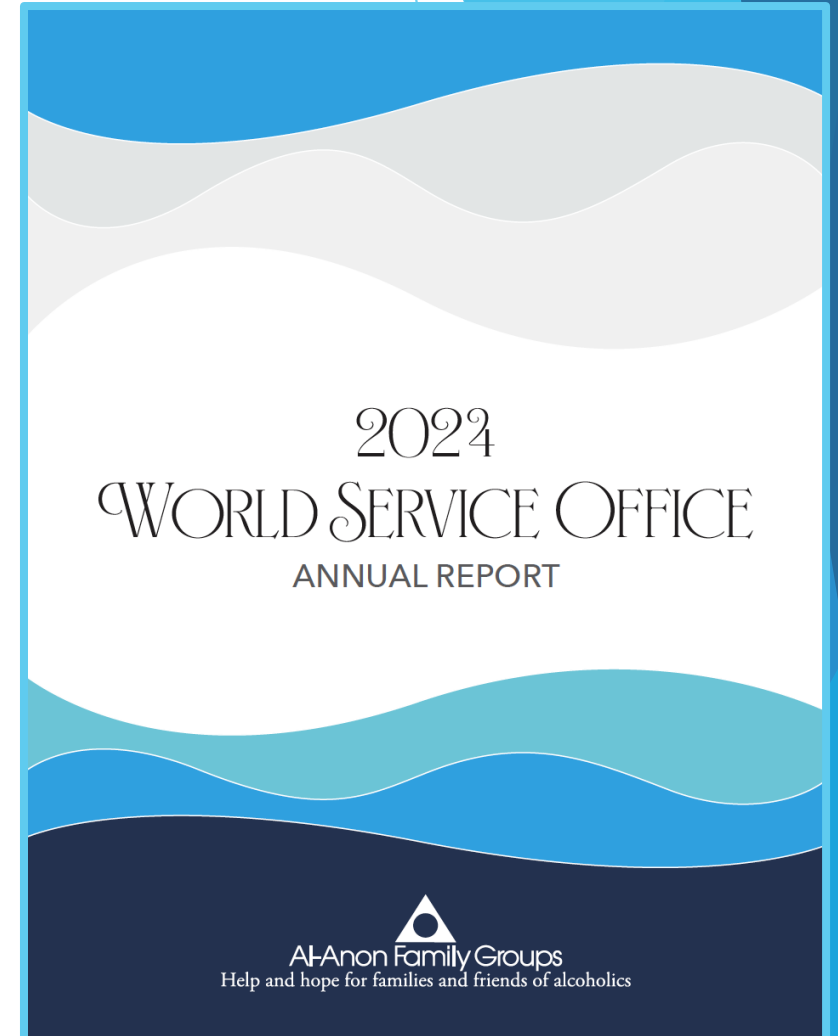


In keeping with its single purpose, Al-Anon remains available as a mutual support group for the families and friends of alcoholics. It constantly seeks to welcome newcomers whose lives have been impacted by alcoholism. The legacy of Al-Anon's early members and cofounders lives on.

—*Al-Anon: Then & Now (AR-2)*

# 2024 Annual Report

- The WSO Annual Report will be available in full as part of the 2025 WSC Summary
- This covers Board goals and goes into each department and what they've been working on. At Conference, each dept head shares a brief description about what they do and what their dept has been working on.



# Electronic Alateen Meeting Update

- This has been an ongoing project to understand how Area's can implement Alateen meetings online. Once we move meetings online, they're subject to international laws which may require stricter standards than state laws.
- Electronic Alateen Safety and Behavioral Requirements (WSC EASBR) created and have been approved legally. Now creating support tools & training resources for implementation.
- This handout will be provided electronically through the links of service and discussed with the AMIAS

## World Service Conference Structure Electronic Alateen Safety and Behavioral Requirements (WSC EASBR)

In keeping with the 2003 Alateen Motion from the Board of Trustees and current Policy for Alateen, it has been determined that the establishment of minimum requirements and a process of certification could ensure the following:

- Alateen groups meeting electronically (electronic Alateen groups) could be recognized as Al-Anon Family Groups.
- WSC Areas could have the autonomy to decide whether they want to opt in to accept electronic Alateen groups.
- Electronic Alateen groups could be connected to their service structure with voice and vote.

Those minimum requirements and process of certification would be defined as the WSC Structure Electronic Alateen Safety & Behavioral Requirements or WSC EASBR. The WSC EASBR is defined to meet the legal requirements of United States (including Puerto Rico), Canada, and Bermuda.

Areas within the WSC Structure that use the Alateen name and choose to opt in to host electronic Alateen groups will be required to create procedures that ensure the minimum requirements and process of certification defined in the WSC EASBR below are maintained.

### Alateen Participation Minimums:

- Teenagers must be 13 years old or older to participate.
- Teenagers must participate in a pre-interview with each Alateen group they wish to attend.
- Teenagers need to show proof of age with photo identification, provide contact information where they can receive the meeting link, and share emergency contact information of custodial parent or legal guardian before being admitted to an electronic Alateen group meeting.
- Alateens need to show photo identification upon each entry to that electronic Alateen group, which would be verified by the Group Sponsor against the group list.

### Electronic Alateen Group Minimums:

- Two Group Sponsors are required for the meeting to take place.
- Meetings cannot be recorded or transcribed.

### Electronic Alateen Group Requirements:

- Each Alateen group needs to conduct a pre-interview of any new teen wishing to attend.
- Pre-interview needs to be facilitated by registered Al-Anon Members Involved in Alateen Service-Electronic (AMIAS-E) for that specific group.
- Group Sponsors need to maintain a list of information on Alateens interviewed and approved for admittance to that specific group.
- Only group name, meeting day, time, and group email can be displayed on public facing websites. (Meeting links are not published.)
  - Group email needs to protect member anonymity.

### AMIAS-E Certification Process Minimums:

- AMIAS-E need to pass a background check that verifies they have not been convicted of a felony or charged with child abuse or any other inappropriate sexual behavior.
- AMIAS-E need to be mandated reporters. (Only AMIAS-E can serve and participate as Group Sponsors for electronic Alateen meetings.)

# Electronic Alateen Meeting - Benefits



By accepting electronic Alateen groups using this framework, any teen within our World Service Conference Structure could choose to participate in *any* electronic Alateen group once they register.



Certified AMIAS-E who have been trained in accordance with the parameters found in the WSC EASBR would be able to support *any* electronic Alateen group within the WSC Structure.

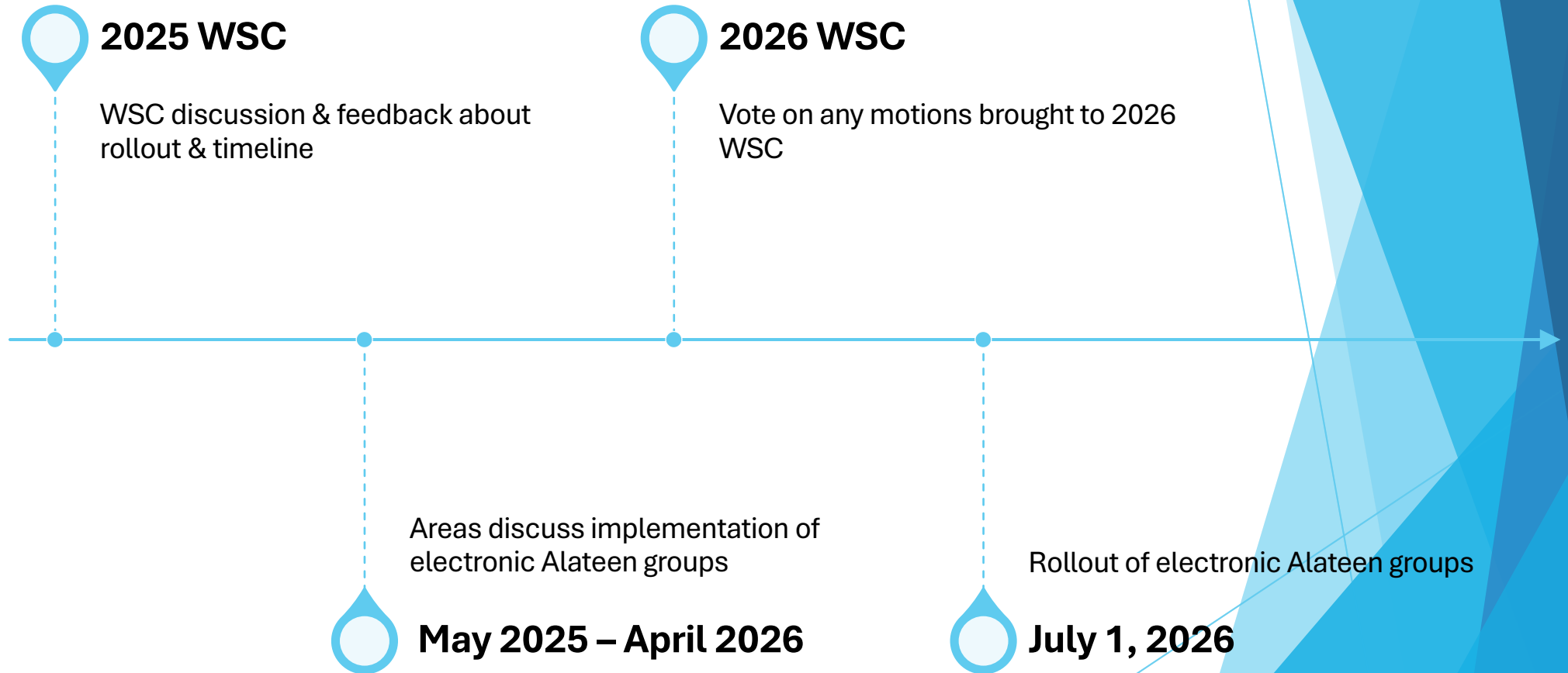


Al-Anon members might be afforded additional service opportunities to safely support teens wishing to attend electronic Alateen meetings.



Teens would have *many* choices and opportunities to safely attend meetings where experience, strength, and hope is shared as a result of being affected by someone else's drinking.

# Electronic Alateen Meetings - Timeline



# World Service Conference Takeaways

- 65 years of Investing in Each Others to Preserve Our Legacy continues
- Participation is the key to harmony
- We are not in this alone
- All voices matter
- All are welcomed
- It is okay to have human moments
- Laughter is important

Keep a look out for information about the 2025 WSC Conference Summary in the WSO Newsletter, and In The Loop. Below is the link to all past summaries.

<https://al-anon.org/for-members/world-service-conference-wsc/>

# Want to learn more about the WSC and the topics?

- *By September 2025, a Conference Summary with more details will be available*
- *Invite your Delegate to your District meeting or event*
- *Delegate Report will be posted online*  
<https://nebr-al-anon-alateen.org/area33info/>

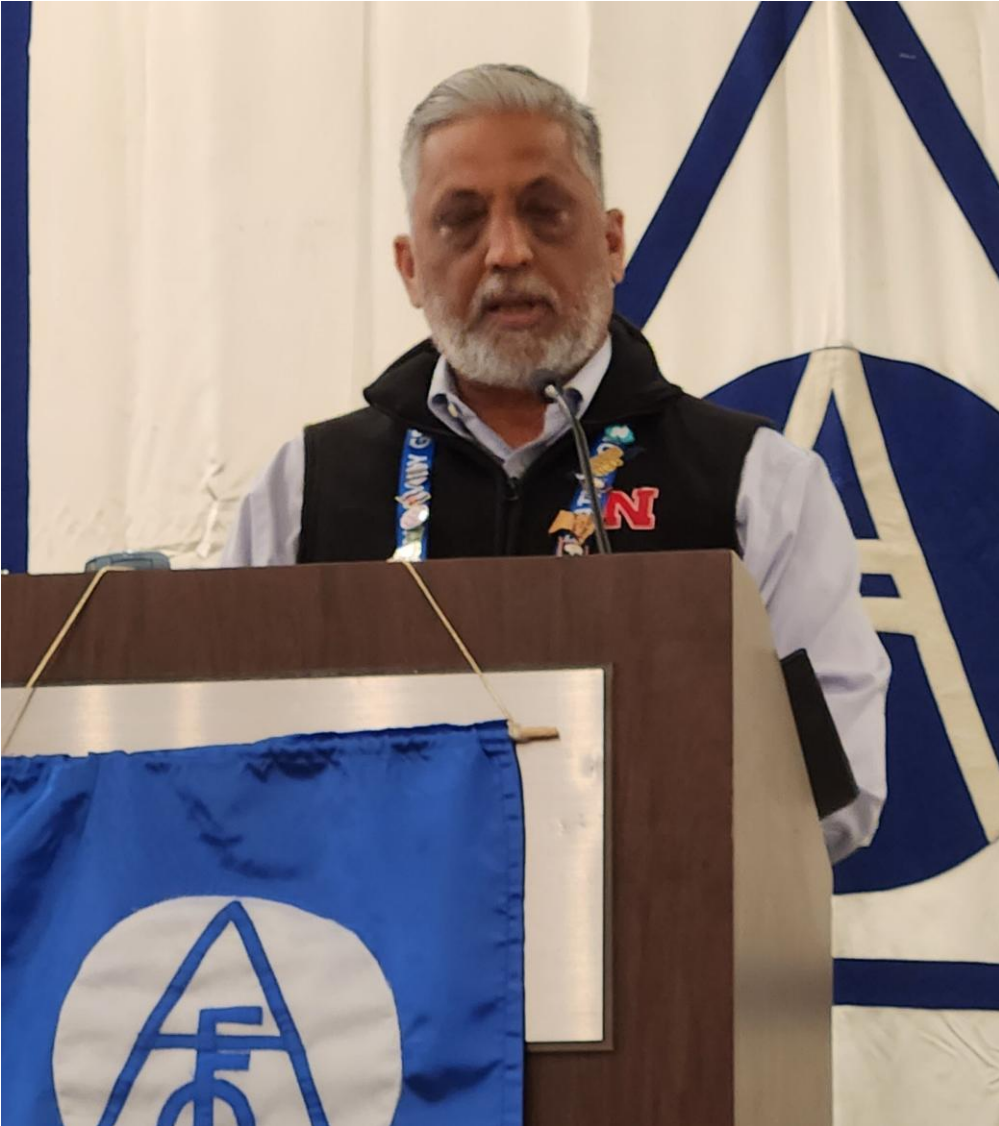
# The Loop



<https://al-anon.org/for-members/wso/news-from-the-wso>

## WSO News Letter

# Reflections and Thank you



- ▶ Met some amazing people
- ▶ Personal growth
- ▶ Understand our service structure more clearly
- ▶ Better understanding of how Al-Anon's Worldwide Impact

# The Marriott in Windsor, Connecticut





## **2025 WSC Delegates Report Area Assembly June 7, 2025**

I truly appreciate the opportunity to attend 2025 World Service Conference (WSC) as your Area Delegate. The WSC was held April 24 to 27, 2025 in Windsor, Connecticut. Delegates had the option to visit Stepping Stones on Monday, April 28, 2025.

The WSC as a service body, is the guardian of Al-Anon's world services and its Twelve Traditions. Conference is the annual business meeting of Al-Anon, held to ensure worldwide service and unity. The WSC is the largest group conscience in Al-Anon. The Agenda included discussion and vote on a range of topics impacting all of Al-Anon, as well as updates and reports from the Board of Trustees and World Service Office (WSO) staff on projects, initiatives, and events.

In 1961, Al-Anon initiated its annual World Service Conference of Delegates, World Service Office (WSO) Staff, and Volunteers to act as the fellowship's overall conscience. Each Area in the World Service Conference Structure (US [including Puerto Rico], Bermuda, Canada, and non-geographically based groupings) is represented at the annual World Service Conference by an Area Delegate, elected every three years by the GRs. The group conscience of registered groups is heard through the World Service Conference, a link to worldwide Al-Anon and Alateen that assures unity of purpose and a common bond of love and friendship available to each member, no matter where they may travel.

Conference members included Delegates from all 68 Areas; At-Large Members of the Executive Committee; members of the Board of Trustees; and WSO Staff Conference members.

The Conference Theme was *Investing in Each Other to Preserve Our Legacy*. In reflecting on this theme, I am grateful for the many people who encouraged me in service. Each outgoing delegate is asked to give 3 minutes of sharing on the conference theme. I'm attaching my sharing at the end of this report.

This was my last time attending the WSC as your delegate, so I tried to enjoy every moment. Thank you for the Love Gifts! I received cards, text and emails! Thank you!

**The Delegate Report Power Point in pdf format can be found :**

- **At Nebraska Alanon Website : <https://nebr-al-anon-alateen.org/area33info/>**
- **By contacting District Representatives**
- **By emailing me at [area33delegate@nebr-al-anon-alateen.org](mailto:area33delegate@nebr-al-anon-alateen.org)**

I want to thank Lyria Boast, NC/Bermuda, Delegate (Panel 65); for giving me permission to use the contents from her report.

In Service,

Lalit Jha, Delegate  
Panel 63; Service is the KEY

## ***Financial Report***

In 2024, AFG, Inc reported assets of \$15.7 million, liabilities of \$1.3 million, and net assets of \$14.4 million. 2024 revenues totaled \$6.4 million and expenses totaled \$5.9 million.

Sources of revenue include contributions, literature sales, magazine sales, and investment income. Literature sales in 2024 were down from 2023, but remain recovered from low numbers during the Covid-years of 2020 through 2022.

One year's operating expense is held in a Reserve Fund (Warranty One).

For the current year, 2025, total revenue is budgeted at \$6.5 million and expenses are budgeted at \$6.4 million.

Every year, an independent firm is hired to perform an audit of AFG, Inc. For 2024, the audit was completed by Brown Edwards LLP. A "clean opinion" was issued, indicating no significant concerns about the accuracy of the financial statements.

If you have any questions or would like additional detail, please let me know. Financial information will also be publicly available in the 2024 Annual Report that will be published later this year as part of the Conference Summary.

## ***Group Contributions***

"Group funds are used to support Al-Anon's purpose of carrying its message of help and hope to those who still suffer. Group contributions support all levels of Al-Anon Service including the District, the local Al-Anon Information Service (AIS/Intergroup), the Area, and the World Service Office (WSO)." 2022-2025 Al-Anon/Alateen Service Manual v 4, p. 53.

In 2024, 62% of groups contributed to the WSO. The cost per group of WSO services is \$337.53. Contributions to WSO cover group services, CAL, public outreach, international support, translation services, and more. (See the quarterly appeal letter for a full list of services.) Remember that Al-Anon is self-supporting and declines outside contributions, so every group contribution matters!

2024 Nebraska Contributions to WSO:

- Groups contributed an average of \$179.23/group.
- 58% of the groups in our Area contributed.

## ***Excess Funds***

As part of annual financial accounting, the year-end Reserve Fund value is compared to WSO One Year's Operating Expenses. As of December 31, 2023, the calculation identified a significant excess, which was reported to the 2024 WSC. Given its delegated responsibility by the Conference to ensure the "Reserve Fund would never be permitted ... to become excessive" in accordance with Warranty One, the Board initiated a process to define how best to utilize these funds. At its July 2024 meeting, the Board of Trustees reviewed both operational and strategic project ideas, the latter gathered from Conference members, WSO Volunteers, and Staff. At that meeting, several proposals to make immediate purchases of office equipment

were approved, including an inventory scanner and a new office van. Additionally, three special projects were approved:

- WSO Core Systems Overhaul
- Professional Outreach – Young People
- Passing It On (Support for Areas in growing future volunteer leaders)

### ***Upcoming Events***

- The location of the next International Al-Anon Convention was announced during the WSC and will be held in Minneapolis, MN, July 20-22, 2028. Mark your calendars!.
- The International AA Convention with Al-Anon Participation will be held July 3 - 6, 2025, at the Vancouver Convention Centre and BC Place Stadium in Vancouver, Canada.
- Road Trip: You and Your Board Connect! Will be held in Omaha, Nebraska on October 25, 2025. Once a year, the Board of Trustees meets in a different host Area and include opportunities for Al-Anon members to ask questions and meet Board members.
- There will be a 75th Birthday Celebration of Al-Anon on April 25, 2026 in Newport News, VA. The celebration will begin right after the 2026 World Service Conference with an Open House at the WSO followed by a banquet that evening. There will be speakers and plenty of tickets so that many members can come and celebrate. This will be a golden celebration in honor of 75 years!

***Policy Discussion: “Choosing a Group Name” Policy.*** A motion passed at last year’s 2024 WSC related to the text of the “Choosing a Group Name” section of the Service Manual:

“...the only requirement for membership in Al-Anon is that there be a problem of alcoholism in a relative or friend and that the names of Al-Anon group should take care to be ‘inviting, attractive, and avoid public controversy.’” P46-2024 World Service Conference Summary, page 19.

Implementation of the new policy prevented new groups or groups modifying their group name to register a name with WSO that includes any focus description, such as “men,” “women,” “parent,” etc. Registering groups could, however, check boxes for categories that are used in the search function at the “Find a meeting” webpage at the WSO website (al-anon.org).

After the 2024 WSC, individual groups submitted a large number of appeals to WSO and the appeals were discussed at the 2025 WSC. The discussions were long and there were many conflicting views on the topic. It was a beautiful experience to see the WSC members practice Concepts Four and Five, to presume goodwill, and to prioritize unity. Ultimately, because groups had not had the opportunity to voice their views on the proposed policy before the 2024 vote, the WSC voted to suspend the new policy implementation until the 2026 WSC so that Delegates have time to present information to groups and gather group input on the topic.

Please share your views on the topic. The heart of the question is whether groups names that include focus descriptions (such as “men,” “women,” “parent,” etc) are inviting, attractive, and avoid public controversy.

*Note: there is no change to the always existing requirement that any registered Al-Anon group is open to all, regardless of the group focus. Tradition Three.*

### **Policy Discussion: Local Services**

A Task Force has been working since 2018 to review and propose revisions to the “Local Services” section of the “Digest of Al-Anon and Alateen Policies” (2022-2025 Al-Anon/Alateen Service Manual, p. 110. At the 2025 WSC, the Policy Committee brought final recommendations for WSC approval:

- *Who Can Disband a Group* Only the members of the group itself have the autonomy and authority to disband the group. In keeping with the Traditions and Warranties Four and Five of Concept Twelve (see “Concept Twelve” in “Al-Anon’s Twelve Concepts of Service”), no service arm has the authority to close a group or engage in other punitive actions against a group because they disapprove of the manner in which a group practices the Al-Anon program.
- *Meeting List Publishing* In its role as the clearinghouse, the World Service Office supports service arms to encourage unity and common understanding. In Tradition Nine, we learn of the ability and responsibility of groups and service arms to create committees and perform services to meet the needs of the fellowship. The decision to implement and support any service arm is within the autonomy of the groups being served, except in matters affecting another group, or Al-Anon, or A.A. as a whole. In keeping with the Traditions and Warranties Four and Five of Concept Twelve (see “Concept Twelve” in “Al-Anon’s Twelve Concepts of Service”), an Area may request that the WSO not publish information about a meeting if the Area has a Meeting List Publishing Policy in place that the WSO has reviewed and agrees to support.

The WSC approved these new text additions to the “Local Services” section.

### ***Stepping Stones Visit***

Stepping Stones is the home of Bill W. and Lois W., the co-founders of AA and Al-Anon. When Lois W. died, she left the property to a foundation that preserves the property and legacy. We visited Stepping Stones on Monday, the day after the Conference ended. It was a beautiful, sunny day and the spring blooms and garden made a magical setting for the visit. In small groups, we toured the house, the gardens, and Bill W’s writing studio. We had the opportunity to sit at Lois’s desk, the first Al-Anon AFG “office.” The house was packed full of letters, photos, and all types of documents and objects that chronicle the growth of Al-Anon. I was in awe of the impact that we make when we join in service! Could Lois have imagined that Delegates and Trustees would be visiting her house 65 years after the first World Service Conference?

- You can visit in person, just make sure to make an appointment! You can’t just show up:)
- They offer (and encourage!) customized tours for groups, districts, and Areas. They will set up a link for a live video tour that can focus on specific requests, such as ties to NC or Bermuda.
- You can get more information at [steppingstones.org](http://steppingstones.org)

### ***Conference Approved Literature (CAL) Updates***

- While there are no new publications planned for 2025, WSO is accepting writing submissions for two new approved publications on the topics of *Finances and Recovery* and *Personal and Service Sponsorship*. Members can submit sharings at [al-anon.org/sharing](http://al-anon.org/sharing).
- The most purchased CAL items in 2024 were *How Al-Anon Works*, *A Little Time for Myself*, and *Healing within Our Alcoholic Relationships*.
- The WSO is working to make all CAL available as e-books. The first book, *Intimacy in Alcoholic Relationships*, will be launched in a 6-month trial, starting at the end of May. At the end of a successful trial period, the rest of the CAL library will be launched, three per month.
- WSO contracted with independent reviewers for CAL translations in Bulgarian, Latvian, Romanian, and Farsi.
- An updated Service Manual will be published early next year.
- *Remember Al-Anon in Your Will* (S-38) was updated and translated in Spanish and French on [al-anon.org](http://al-anon.org). It is available for free download.

### ***Electronic Alateen Meetings***

WSO staff presented draft Electronic Alateen Safety and Behavioral Requirements (WSC EASBR) for electronic-only Alateen meetings. Currently, Areas have registered in-person and hybrid Alateen meetings, but there are only a small number of electronic-only Alateen meetings hosted on the Al-Anon app as part of a pilot project. The pilot project team has been working since 2020 to test feasibility and develop guidance for electronic-only Alateen meetings. Once the WSC EASBR is finalized, Areas will be asked to decide whether they will register electronic-only Alateen meetings.

### ***Public Outreach***

- The Public Outreach to Young People Strategy was launched, which involves everything from podcasts to WSO participation in seven national professional conferences, including one for national school counselors.
- AFG, Inc. was invited to attend the Substance Abuse and Mental Health Services Administration (SAMHSA) Family Education and Care Navigation Meeting in February. This two-day event brought together leaders from national family-focused organizations to discuss SAMHSA's toolkit for supporting families affected by mental health and substance use conditions.
- Social media posts on X have been suspended, due to both technical issues and concerns with terms of use related to AI policies. WSO public outreach remains active on Facebook, Instagram, and YouTube.

### ***2024 Membership Survey Results***

WSO carries out a membership survey every three years. In the 2024 survey, 15,375 members responded, sharing their reflections and the impact of Al-Anon on their lives. The survey showed:

- 49% of respondents came to Al-Anon because of a partner or spouse's drinking; 20% due to a child's drinking; and 14% due to a parent's drinking
- 80% of respondents reported an improvement in their mental health within a year of attending Al-Anon.

The full survey report can be viewed at:

<https://al-anon.org/resources-for-professionals/membership-survey/>

### **Board of Trustee Applications**

Concepts Six through Nine establish the roles of the Trustees of Al-Anon Family Groups. There are two types of trustees – Trustees at Large and Regional Trustees. While the application process for the two types of trustees is different, the role is the same once they are selected. Applications for the Trustee service position are due August 15. Any Al-Anon member with ten or more continuous years of membership and service beyond the group level is eligible. Applications, descriptions, roles, and qualifications can be found at <https://al-anon.org/for-members/board-of-trustees/wso-volunteers/board-of-trustees/>.

There have been very few applicants for the Regional Trustee role and currently there are five vacant Regional Trustee positions, leaving the 19-member Board of Trustees short-staffed. A Task Force is exploring options to create a single application process for Trustees at Large and Regional Trustees.

### **Chosen Agenda Items**

Each Delegate is invited to submit up to two Chosen Agenda Items (CAI) for consideration. From all the suggestions submitted, two are ultimately chosen and those final two topics are given 45 minutes each on the WSC Agenda. The first CAI topic was: *Service Participation in the Electronic Age*. This topic brought up many questions, such as:

- How do we participate in fellowship?
- How do we achieve cohesion for Area and District business meetings?
- How is unity encouraged?
- Has participation increased by providing hybrid meetings?

Please share your ideas about how we can improve hybrid meeting formats, and the way we do fellowship and outreach in electronic and hybrid service meetings.

The second CAI topic was: *Attracting and Retaining Al-Anon Members in the 20- to 40-year-old range*. This topic elicited many ideas, such as:

- Create 'Young at Heart' meetings.
- Bring Alateens to Al-Anon before they age out.
- Get young folks involved in smaller service opportunities.
- Get help from young people about how to do social media.
- Welcome young mothers with children.
- Have conventions at colleges, and start groups there.

While neither CAI conversation resulted in concrete actions or decisions, they started conversations that I hope will continue in our Area and at future WSCs.

## **ICC**

The International Coordination Committee (ICC) presented on the various service structures, or Global Service Offices (GSOs) around the world. The International AI-Anon Global Services Meeting (IAGSM) met last year in September, as it does every two years, for its 22nd meeting. 18 GSO delegates from 12 offices met in Virginia Beach to discuss a variety of topics, including: WSO Updates, Electronic Meetings, Conflict Resolution, Public Outreach to Professionals, and more. The Delegates were surveyed for the effectiveness and relevance of the IAGSM, since participation has decreased over time. The Delegates responded that the IAGSM was still relevant, but needed to evolve. You can read the full report on the WSO website. An interim IAGSM is planned for this year online. The WSO will be asking IAGSM Delegates for feedback on relevant and beneficial topics and to help set the agenda for the IAGSM. A Task Force was formed to consider these issues for presentation at the 2026 IAGSM.

The ICC also holds Regular Structure Meetings with GSO's around the world, as well as some Global Gatherings to provide more opportunities for international fellowship. There is a European Zonal meeting (EZM) and a Central American and Caribbean Zonal meeting (RECACSA).

The ICC report included an inspiring report of the trip to Asia last year by Tracey S., the International Services Manager, and Sarah S., the Director of Programs. They visited service offices in South Korea, Mongolia, and India in person, and visited China electronically. You can read a beautiful account of the trip in the May 2025 issue of *The Forum*.

## **2024 Annual Report**

Members of the 2025 WSC reviewed the draft 2024 Annual Report, which includes the financial information summarized above, as well as much more information regarding Board of Trustee and WSO operations and projects. The report will be published and publicly available later this summer.

## **Motions Passed by the World Service Conference**

At the 2025 WSC, Conference members approved the following motions:

- To approve the 2024 Audited Financial Report
- To approve the 2024 Finance Committee Report
- To approve the 2024 Annual Report
- Allow group names to continue to include identifiers such as those currently listed on page 28 of the *2022-2025 AI-Anon/Alateen Service Manual (P-24/27) v4(a)* including "men, women, parents, adult children, young adults, other gender identification/sexual orientation, etc. with the understanding that in keeping with Traditions Three and Five, the groups will welcome anyone affected by someone else's drinking" until the 2025

World Service Conference to allow WSC Structure Areas to discuss the implementation of the April 2024 World Service-approved “Choosing a Group’s Name” Policy.

- To make the following changes to the “Local Services” section of the “Policy Digest” of the *2022-2025 Al-Anon/Alateen Service Manual (P-24/27) v4(a)*:

Move the updated “Autonomy of Groups” subsection to the “Membership and Group Meetings/Conventions” section and rename the subsection as “Who Can Disband a Groups.”

Establish the “Meeting List Publishing” subsection in the “Membership and Group Meetings/Conventions” section.

In accordance with the changes recommended by the Policy Committee and adopted by the Board of Trustees.

- That the following non-voting roles be seated at the World Service Conference:
  - World Service Office (WSO) Staff who have voice and are critical to the Conference Agenda, for example, the Senior Director of Finance & Operations
  - The Executive Committee for Real Property Management Chairperson with voice limited to ECRPM business
  - International Representatives, i.e., a representative from a General Service Office with voice.
  - WSO Staff members seated to observe a session, or a day of sessions with no voice.

April 25, 2025

Three Minutes sharing – Lalit Jha, Panel 63

*“Investing in Each Other and Preserving Our Legacy,”*

Growing up in the Southern Plains of Nepal, I never imagined—even in my wildest dreams—that I would stand before the “largest group conscience” of Al-Anon Family Groups, participating in a 65-year-long conversation dedicated to providing help and hope to the families and friends of alcoholics.

I found Al-Anon amid utter hopelessness and despair. Today, I stand here filled with gratitude for everything that led me to its doors. Before Al-Anon, much of my life revolved around avoiding my deepest fears—loneliness, rejection, and abandonment. I focused on everyone but myself. Thanks to the Al-Anon program, I am now embracing the journey of **knowing myself, accepting myself, being myself, and giving of myself**. This program has given me both hope and purpose.

Tying this to the 2025 WSC theme, *“Investing in Each Other and Preserving Our Legacy,”* I am fortunate to belong to a home group with a strong history of service. Over the years, this group has sent six delegates to the WSC. Past delegates and longtime members have invested their time in guiding, encouraging, and mentoring me through various levels of service. As stated in *Many Voices, One Journey*: “Lois frequently said words to the effect that it takes only one person to start something, but many others to carry it out.” Having experienced a spiritual awakening through these steps, we strive to carry this message to others and practice these principles. It has taken thousands of dedicated members over 65 years to grow our fellowship into what it is today—over 20,000 Al-Anon groups in more than 130 countries, Conference Approved Literature (CAL) in over 37 languages, 60 General Service Offices, and much more.

It is vital that we **do our part in preserving this legacy** to ensure that Al-Anon remains available to families and friends of alcoholics—just as it was for me 23 years ago. Just like an anchor provides security to a boat during a severe storm, service work keeps me grounded in the Al-Anon program. Through it, I stay connected, hopeful, and continue moving forward, no matter how rough the challenges may become.