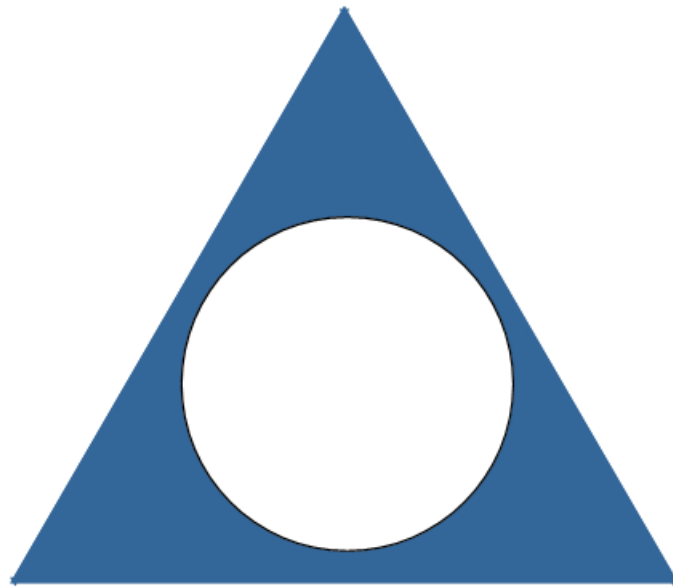


Al-Anon Family Groups UK & Eire

51st Conference



2021

10 - 12

September 2021

online via Zoom

Evolving Through Change

SUMMARY

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OPENING OF CONFERENCE

The Conference Chairman, Helen McM, opened the 51st UK & Eire Al-Anon Family Groups Service Conference by welcoming everyone and reading Al-Anon's Declaration of Unity from *How Al-Anon Works*, page 107:

'Each member of the fellowship is a significant part of a great circle of hope. While respecting each other's individuality, our common welfare must come first. Our recovery depends on our mutual need and an atmosphere of trust.'

ORIENTATION MEETING

The Orientation meeting gives members an opportunity to settle in and ask questions before the business of Conference. The Chairman of Conference explains the format and procedure of Conference.

ROLL CALL

Members in turn gave their name, Service Role and Home Group.

Note: * * * * Indicates fourth-year Delegate
 * * * Indicates third-year Delegate
 * * Indicates second-year Delegate
 * Indicates first-year Delegate (A) Indicates Alternate Delegate

UK & EIRE SERVICE DELEGATES

Area 1	Andrew R	****	Area 16	Breeda B	***
Area 2	Dawn S	***	Area 17	Peter C	***
Area 3	Roger B	**	Area 18	Jo B	***
Area 4	Caroline D	***	Area 19	Breda W	****
Area 5	Jo'ann T	*	Area 20	John F	****
Area 6	Janet H	****	Area 21	Lesley C	**
Area 7	Trudy O'C	**	Area 22	VACANT	
Area 8	Sally H	***	Area 23	Seamus A	**
Area 9	Julie M	**	Area 24	Helen R	***
Area 10	Annie S	**	Area 25	Dee M	****
Area 11	Celia R	****	Area 27	Lorna H	****
Area 12	Senga B	**	Area 28	Mark F	**
Area 13	NOT REPRESENTED		Area 29	Catherine M	***
Area 14	Pauric McM	****	Area 30	Catherine Mc N	**
Area 15	Kathleen K (A)	**	Area 31	Nicki D	***

GENERAL SERVICE BOARD TRUSTEES

Chairman, General Service Board (GSB)	Nuala Carroll
Treasurer	Angela Lidster
Chairman, Executive Committee Vice Chairman, GSB	Liz Pritchard
Trustee at Large, responsibility for England South & East Chairman, TEAM Events Committee (TEC)	Becky Donohoe
Trustee at Large, responsibility for Eire IAGSM Delegate	Miriam MacGrath
Regional Trustee, England North & North Wales	VACANT
Regional Trustee, Ireland North Chairman, General Service Board Nominating Committee (GSBNC)	Marie Barkey
Regional Trustee, Scotland	Karen Murdoch
Regional Trustee, England West & South Wales	VACANT
Chairman, Conference Committee	Helen McMorrow
Chairman, Editorial Committee	Katherine Lanham
Chairman, Public Information Committee	Pete Colton
General Secretary	Trish Bainbridge
Secretary to the GSB	(#) ♦ Margi Senior

SERVICE MEMBERS

Conference Secretary	(#)	Karen Marshall
Conference Recorder	(#)	Beth B

TECH TEAM

Ian Barker – Barker Audio Ltd	Hired and paid to provide technical assistance
Linda Garston	Staff (#)
Nicky L	Tech Team (#)

Note: ♦ Members seated at General Service Board meetings with voice but no vote.
(#) Members seated at Conference with voice but no vote.
(##) Members seated at Conference with no voice and no vote.

VOTING STRENGTH

The Conference Chairman explained how the voting strength for Conference is set: *The Al-Anon Family Groups UK & Eire Service Manual*, page 66, states that ‘the total number of non-Delegate votes will never exceed and always be as close as possible to one-third of the whole.’ The voting strength was established at 39. There were 28 Area Delegates and 11 non-Delegates.

WELCOME by Nuala Carroll, Chairman, General Service Board

Our Theme for Conference this year is “Evolving through Change”.

I would like to welcome you all to this, our first virtual UK & Eire Service Conference 2021. A very special welcome also to those who are attending a UK & Eire Service Conference for the first time. As this is the first virtual Conference it is new for all of us so you are in good company.

It certainly has been a strange 18 months for us all and thanks to the hard work carried out by you as Delegates and members throughout the fellowship we were able to continue to support the families and friends of alcoholics. We have all had to adjust and change over the time of this pandemic and as we support each other this weekend we will hopefully have a successful Conference.

Like my predecessors I looked up the theme in a dictionary and found some interesting statements. Apparently, according to the experts, we cannot change but we can evolve. I will leave that thought with you.

When I first came to Al-Anon the word “change” was something I heard a lot. I didn’t like change as having lived with alcoholism and never knowing what each day would bring me, consistency, at least for myself was very important to me. I needed to be in control of every aspect of my life and the alcoholic’s, so didn’t welcome change. The idea that I could change how I acted and reacted to situations scared me. I looked through some of our literature where it says “change is a process and we in Al-Anon recognise that becoming aware is the first stage of this process”. We have the Serenity Prayer which asks me to “accept the things I cannot change, courage to change the things I can and wisdom to know difference”. I needed to change my attitudes, actions and expectations. It all seemed too much for me and I didn’t know how to do this. How could I change who I was. I was useless and worthless so if I changed and got rid of my defects of character there would be nothing left. As the reading in *Courage to Change* says, I was afraid I would end up like a Swiss cheese – full of holes. What I came to learn was that those holes were filled up with good characteristics. Ones that I already had but couldn’t see them because living with alcoholism covered them up so I lost track of them. I had become a person I didn’t recognise.

To change implies becoming a different person or changing a significant characteristic. By making those adjustments/changes I allowed myself to evolve into the person I am today. Not perfect but better than I could have been without the tools supplied by Al-Anon. These changes allow for growth but also allows for growth through trial and error – in other words sometimes I fail. I change or evolve for me not for anyone else. I can evolve into a better version of myself. From the changes I have made people around me have also benefited. I am learning to live to my full potential and being the best I can be – just for today. I don’t always get it right.

Recovery is a journey not a destination.

This last 18 months I have had to learn to do things differently. It has been a strange time for lots of people but with the help of Al-Anon and fellow members I have managed to get through it and look forward to getting to a face-to-face Conference in 2022.

We will support each other over this weekend and together we will make this a successful Conference albeit a different Conference.

Any Delegate who needs support over this weekend please know that you are not alone and we are all here to help each other. Some of us were new to this in the past and even those of us who have been around a long time continue to need the support of others.

Have a great Conference.

CONFERENCE MATTERS: Helen McMorrow, Chairman of Conference

The dates for Conference 2022 are Friday 23rd to Sunday 25th September at Hinsley Hall, Leeds. Please note this date in your diary. The Conference Committee is looking for another Conference venue for 2023 and the dates will be circulated when a venue has been booked.

It is important to have an Area Delegate in place to keep our channels of communication open. New Delegates ought to be in place by the 31st December ready to begin as the new Area Delegate in January.

Conference 2022 Registration forms need to be completed and sent to the General Service Office by 1st May 2022 along with the Conference Fee.

Special thanks to Karen Marshall, our outgoing Conference Secretary.

PRESENTATIONS

WORKSHOP – *Service Sponsorship*

Katherine Lanham, Chairman, Editorial Committee

The Service Sponsorship Workshop was prepared to help Area Delegates think about further Service roles when their term as Area Delegate comes to an end.

Each Group was chaired by a Trustee, who facilitated the discussion. The workshop also helped us to think about how we were encouraged, as well as how we encourage other members, into Service roles from Group Representative to Trustee.

The leaflet *Service Sponsorship* UK60 was used in preparing the workshop. Service Sponsorship is a way to feel supported 'in Service' and is a useful relationship for both parties. Service can bring up a lot of our defects of character! Although I want to serve and give back to the fellowship, my tendency to self-righteousness, coupled with low self-esteem has led to all sorts of problems! However, by being supported and guided by a fellow member who has experience in Service, or that has done the same Service role, has taught me to be more trusting and open, and to Let Go and Let God, aim for progress and let go of perfection. Most of us come into Al-Anon with low self-esteem and a protective shield or mask to hide our feelings of inadequacy.

The workshop gave Conference members a chance to talk about how we ask for help (or don't) and how we can offer support and help to others.

Our tradition of rotation means that there are exciting and important vacancies on the General Service Board and on the Standing Committees. How could we encourage new and enthusiastic members to get involved? How could we get involved?

NAMING OF GROUPS

Trish Bainbridge, General Secretary

GSO would like some direction on how to name Groups. Staff have found that newcomers are put off by Group names that contain Al-Anon jargon, for example, slogans, books names, Step Eleven Meeting, Monday Serenity, Recovery.

Delegates shared their experience. Conference can, of course, choose to allow Groups to name themselves as they like but where is the help for newcomers if they find the names of the Groups confusing? If potential members looking for a Group local to them on Google with Al-Anon + name of town, it will not show a meeting for that town if it's called, for example 'Steps Meeting'. It was suggested members Google their home Group and make sure they find it there.

Most Groups are named for their location and day but online Groups that have registered with WSO can't use their location. In future, if we register online Groups in this Structure, they will not be able to use locations in their names either. This needs to be considered.

It was pointed out that this discussion had taken place two years ago at Conference and the Delegates had already taken it back to their Areas. The consensus was that Groups want to be welcoming to newcomers and do want to keep it simple and name Groups by the town or area and day.

HELPLINE

Liz Pritchard, Chairman, Executive Committee

The Helpline covers England, Scotland and Wales. Dublin Information Service and Belfast Information Centre also have helplines. There has been a dramatic increase in the number of calls since the introduction of the free phone number.

Conference made a decision in the 1970's to introduce a helpline and it is the most important service we offer.

Any member can work on the Helpline who:

- has been in Al-Anon for two years or more
- frequently attends meetings
- has a landline or a mobile which can turn off 'call waiting' and 'voicemail'
- agrees to share their phone number and email with other volunteers
- is not a member of AA
- is not living with active alcoholism

Helpline hours are:

- Monday to Friday 8am-10pm (two, three and six hour shifts)
- Weekends and Bank Holidays 10am-10pm (three hour shifts)

This service is done from home, somewhere private. It consists of listening, responding appropriately, finding meetings for callers and giving extra signposting if appropriate.

Although a member's Al-Anon experience of living with active alcoholism is the basis of the training, there is also a detailed session lasting half a day which can be done online. Face to face training takes place over a day. Annual refresher training is required. Volunteers give positive feedback that they feel prepared for their first shift. Al-Anon policy is that training is mandatory and we are a member of the Telephone Helplines Partnership. New volunteers start with three hour shifts.

A policy document details the purpose and requirements of the Helpline that forms part of our training programme so volunteers can see what is expected of them. Volunteering on the helpline is not time-limited because it is not a role in the Service Structure; it needs particular skills and training.

Currently 75% of calls are getting through. Insufficient numbers of volunteers means we may have to reduce the hours the Helpline is available or bring in paid (non-member) staff to fill the void. We have trouble filling the shifts, especially Fridays and weekends. Not all volunteers are active at all times because of holidays, sickness and unforeseen circumstances. The more volunteers we have the easier it will be to fill the shifts. Often we have only one volunteer on a shift so calls are missed – there is no spare capacity. We need 486 volunteers to service the two existing lines. We actually have 105 volunteers.

Support is available through regular online training and support sessions, where volunteers share their experience and get ideas from others. Volunteers can have a Helpline Buddy, use their Sponsor, phone a member of staff or the Out of Hours Co-ordinator.

If you are interested in joining the Service, email records@al-anonuk.org.uk or admin@al-anonuk.org.uk

We also have an email response Service - eResponders. The number of distressed emails increased from about 80 emails per month to 500 during the pandemic. The minimum commitment for this Service is once a month but most people do it once a week. We have approximately seven active eResponders and urgently need more. On average the time answering emails is 2 – 2.5 hours a session. If you are interested in finding out more, email respond@al-anonuk.org.uk. Training is available.

EIRE UPDATE - Registration of Al-Anon Family Groups Company Limited by Guarantee (CLG) as a charity in Eire

Miriam MacGrath, Trustee at Large with Responsibility for Eire, IAGSM Delegate

Following the enactment of the Charities Act 2009 and the establishment of the Charity Regulatory Authority, it became necessary to register Al-Anon Family Groups as a charity in Eire. Al-Anon Family Groups CLG was established in 2019. This was followed by registration with the Revenue Commissioners. All non-profit making organisations must be registered as charities in Eire.

Separately to that, but following on from it, Alateen Group Sponsors are legally required to be Garda vetted.

The registration of Al-Anon Family Groups CLG with the Charity Regulatory Authority as a charitable company, continues. The establishment of this charity is the biggest change in the fellowship in Eire since the first Group met in 1951. Groups have always followed the traditional spiritual principles of Al-Anon, in addition they now have legal responsibilities. It is important that, while honouring the Legacies and principles of the fellowship, that Al-Anon Family Groups CLG and its constituent Groups comply with legislation.

The establishment of the charity is to fulfil charity obligations and has no impact on the fellowship structure of Al-Anon Family Groups in the UK & Eire or the administration of the Al-Anon Family Groups UK & Eire General Service Office in London.

The legal structures have been put in place to ensure the continuance of the fellowship in Eire and to support the fellowship in fulfilling our primary spiritual aim to help families of alcoholics. There will be one structure with two charitable companies in it. The two charities are in the one fellowship. All the normal administration and everything that was always done through GSO will continue to be done through GSO.

Every Group in Eire who is registered with GSO is a member of the charity. If a Group decides it does not want to be a part of the charity, the process would be to write to GSO and inform them of the decision. The implication

of that is that they would no longer be an Al-Anon Group. In order to be an Al-Anon Group in Eire you must be registered and you must be a part of the charity.

Each Group now has legal responsibilities. Al-Anon has never been above the law. In so far as possible, we have registered the legal requirements to comply with the Al-Anon principles. The Board must be able to show that it has robust processes in place that ensure that any funds which are contributed by members are fully accounted for and that there is complete transparency regarding what is received, how it is spent and what is transmitted to Area.

When the charity is registered, any Group wishing to start an Alateen Group must comply with the Alateen practices and procedures, the vetting requirements and the safeguarding policy.

The Finance Policy for Al-Anon Family Groups CLG and *Group Finances in Eire* UKG25 provide the information on the requirements and procedures to be followed by Groups. They will be made available as soon as we have completed the charity process. Procedures for the control and maintenance of financial information is a legal requirement. Groups are required to complete *Group Treasurer's Record Book* UK121 and forward them to GSO with their Annual Record Check forms every year. This ensures these books are accessible to the Auditors, the Revenue Commissioners and the Charity Regulator. All Groups' surplus money must be sent to Area and from Area to the Al-Anon Family Groups CLG bank account.

From the floor

Q If a young person joins an online Alateen meeting, how do we know they're not signing in from Eire or another country?

A Alateen enquiries to the Helpline and eResponders are always referred to GSO who ask the age and location of the enquirer. Alateen Screened Group Sponsors confirm that everyone attending the meeting is resident in Great Britain and is aged 12 to 17 inclusive.

Q If a young person from Ireland is visiting family or friends in England, can they attend a face to face Alateen meeting?

A Yes. Alateen meetings in the UK are under UK law.

Q How are the directors of Al-Anon Family Groups CLG selected?

A They are selected from past Trustees who are resident in Eire, apart from the General Secretary.

Q If there is no one available in a Group to disband it, can the District and Area make that decision and inform GSO?

A Yes. Groups can be taken off the website so newcomers are not given meetings details; the Group doesn't have to be disbanded.

PUBLIC INFORMATION

Pete Colton, Chairman, Public Information Committee

Successful campaigns are based on members' experience, strength and hope. #TheHiddenEffects – of alcoholism on family and friends - campaign relies on social media to carry the Al-Anon message through regular posting.

During the lockdown and pandemic, Zoom has become a preferred option for PI Committee meetings and has also enabled us to introduce support meetings for PI Co-ordinators and Area Delegates. Conference 2020 was cancelled, which made face to face delivery of #TheHiddenEffects campaign difficult for PI Co-ordinators and Area Delegates. Using Zoom we were able to provide support meetings to help members understand how to create the shares needed for the campaign. The support meetings have proved helpful in facilitating contact

between PI Co-ordinators who now share their experience with each other. This has been particularly encouraging for those who have only been in the role for a short time.

Participation in #TheHiddenEffects campaign improved significantly following the first support meeting, enabling the public launch of the campaign in January 2021. The next PI Co-ordinator's support meeting is being planned for November 2021.

Social Media (Facebook, Twitter, Instagram) is being used for the PI campaign. PI tools are available on our website for members to use.

The PI Committee will continue to listen to feedback and has commenced planning for the 2023 campaign.

From the floor

Q Can the messages on social media for #TheHiddenEffects campaign be more positive and give more hope and recovery?

A This will be taken to the PI Committee for consideration, however, we can only work with the submissions that we receive from the members.

Q The predominance of shares seem to have a male qualifier; could the language be made more gender neutral?

A The PI Officer is particularly careful to spread the gender and minority balance as best she can, however, we can only work with the submissions that we receive from the members.

WORLD SERVICE CONFERENCE (WSC) REPORT

Trish Bainbridge, General Secretary

The 61st World Service Conference (WSC) was held online for the second year from 12th to 16th April 2021. The Conference theme was 'Moving Forward with Unity, Courage and Perseverance'. There were 115 participants who included Delegates, Trustees, the Executive Committee at the World Service Office (WSO), WSO staff members and international guests.

A presentation and virtual tour of the home of Bill and Lois Wilson was given by the Stepping Stones Foundation. It was an emotional insight into the lives of two people who changed many aspects of a lot of people's lives.

Some of the topics, information and announcements covered during the week included:

- Online meetings.
- Discussion regarding encouraging members into service.
- Breakout session to discuss 'What steps can we take today to let the young members of Al-Anon know that we take diversity and growth seriously and are working towards change and acceptance?'
- Breakout session to discuss 'Returning to face-to-face meetings'.
- A TEAM Replacement Work Group was formed to present ideas to replace TEAM events. They asked the WSC for guidance in expanding on their idea for Areas to lead and arrange TEAM events rather than WSO. No decisions were made on moving forward.
- The shop on the WSO website has been upgraded.
- The WSO announced that the 70th anniversary of Al-Anon would be celebrated virtually on 10th July. The free event was open to the first 500 members who register. Following the WSC and due to the popularity of this event, an additional 500 tickets were made available.
- It was agreed, following requests from Alateen members, to produce a *Just for Tonight* bookmark for Alateen.
- Following requests from Alateen members, the Literature Committee reviewed and amended the Alateen Preamble and Welcome and it was approved by the WSC.

- *The Dilemma of the Alcoholic Marriage* will be reprinted with a new introduction and a separate booklet which will feature 'gems' from the book and possibly include some new material.
- The book *One Day at a Time* will be reprinted once the remaining stock has been sold, with a new introduction.

ONLINE MEETINGS

Trish Bainbridge, General Secretary

A significant and exciting discussion took place during the World Service Conference regarding Al-Anon electronic meetings, (known as online meetings in the UK & Eire). (This did not include Alateen online meetings). A motion was passed to amend the *WSO Al-Anon/Alateen Service Manual 2018-2021* relating to online meetings. The text was amended to reflect that online meetings will now have a Group Representative and have a right to participate and vote at a District Meeting, Area Assembly and at the WSC. Online Groups will be part of a virtual Area, or they can petition to become part of another Area. This could also include a petition to become part of another structure.

Following my attendance at the WSC, I updated the fellowship on this decision and informed the Groups that a discussion would take place at the June Board Meeting and during Conference 2021. If we decide to include online meetings in our Structure it will be a requirement to produce Policies, Practices and Guidelines before accepting and registering online meetings. As this could take some time, it was agreed at the June Board meeting to set up a Working Party prior to Conference to start the necessary work for online meetings. This will avoid wasting any time in the event that Delegates at Conference wish work to proceed.

Delegates were asked to discuss online meetings with their Areas so that an informed decision at Conference 2022 could be made to accept online meetings as part of the UK & Eire Structure. Feedback from Areas for the Working Party should be sent via the Area Delegate to enquiries@al-anonuk.org.uk.

Karen Murdoch, Regional Trustee for Scotland, Chairman of the Online Al-Anon Meetings Working Party then explained the workings of the Committee and answered questions.

The Working Party is made up of an Area Delegate, a member of the Executive Committee, the Chairman of the Board, an experienced Al-Anon member, the General Secretary and myself as a Regional Trustee.

The Working Party met twice and has come up with a list of things we'd like you to think about. We're only looking at Al-Anon, not Alateen, online meetings. We're not looking at hybrid meetings, telephone meetings or WhatsApp meetings. If you decide today that you'd like the Working Party to continue, then Area Delegates will be asked to take it back to their Areas for consideration.

The Committee is considering the following:

- safety, security and anonymity
- current policies in the *UK & Eire Service Manual*
- New Guidelines – using Guidelines from WSO
- FAQs
- the legal implications of online meetings in Eire
- donations
- the naming of Groups
- where online Groups would be placed in the Service Structure

Show of hands

Would Conference like the Online Al-Anon Meetings Working Party to continue with the work required to introduce online Al-Anon meetings within the UK & Eire Structure?

Decision: unanimously in favour.

From the floor

Q Why are hybrid meetings not being considered?

A First things first. Temporary Hybrid meetings can continue as long as the face to face Group is registered with GSO.

Q Can temporary online Groups continue until Conference 2022?

A Yes.

Q How does a Group register a permanent online meeting?

A At the moment they can only register with WSO. Further information can be found on the WSO website al-anon.org/

Q Are there any plans for online Alateen meetings?

A At the moment only online Al-Anon meetings are being considered.

Q If a Group has divided opinions about returning to their face to face meeting, can the online meeting be registered as a new Group?

A No, not within the UK & Eire Structure but you can register with WSO. The Group conscience should decide whether the Group goes back to the face to face meetings. If the Group decides to stay online, the members who want to return to face to face meetings could start a new meeting and register with GSO.

Q Who can be considered to make up the Group Conscience of a temporary online meeting?

A The members of the registered face to face Group. Members who are unable or have no intention of attending the face to face meeting, are considered to be visitors.

Q Can a temporary online meeting returning to face to face, become a hybrid meeting?

A Yes. Temporary hybrid meetings were introduced during the pandemic where there is an internet connection at the venue. This enables members who want to remain online to continue attending.

Q What is an Area Delegate's responsibilities if a Group continues to meet online at a different time after returning to face to face meetings?

A Inform the Group and/or the District Representative of the current policy concerning temporary online meetings. If members choose to stay online when others have returned to the face to face meeting, those members could meet as an online support group, although they would need to stop using the name 'Al-Anon'.

Q Is there such a thing as temporary online Alateen meetings?

A Yes. If an Alateen Group, registered with GSO, cannot meet face to face due to the pandemic, a temporary Alateen online meeting can take place. Guidance and insurance is in place. Once a Group has returned to face to face, the online meeting must close.

INTERNATIONAL AL-ANON GENERAL SERVICES MEETING (IAGSM)

Miriam MacGrath, Trustee at Large with Responsibility for Eire, IAGSM Delegate

The 20th International Al-Anon General Service Meeting was held virtually from 4th to 11th October 2020. The theme of the IAGSM was **Practising Universal Principles with 20/20 Vision**.

The IAGSM is normally held over 3 days face to face. The 2020 Conference was a virtual event held over a week to facilitate the different time zones of the Delegates. 26 Structures participated with Uruguay and Slovenia taking part for the first time.

Al-Anon is a worldwide fellowship spanning 133 countries, embracing members with many different languages and cultures. At the biannual IAGSM, each Structure brings its own richness to the unity of our primary purpose of helping the relatives and friends of alcoholics. The 2020 IAGSM concentrated on the impact of change on the fellowship, conscious that for many countries the challenges are similar, but for others they are very different. Delegates reflected on how we practise the principles of Al-Anon in a changing world and remain true to the spirit of the fellowship. The four General Sessions focused on:

- Successes and Challenges of Practising Our Principles in 2020
- Cooperation Between Structures
- Public Information
- Leadership Skills as Tools of Conflict Resolution

The Big Question was a forward-thinking conversation with the IAGSM Delegates regarding the registration of online meetings and the provision within the Structure to support them. This was subsequently discussed at the World Service Conference 2021.

Throughout the week the spirit of Al-Anon permeated all the discussions as Delegates participated with enthusiasm in a service that reaches beyond our group and our structure, allowing us to see the greatness and the love of the Al-Anon Fellowship in action.

The 2020 IAGSM was to be held in London but due to Covid was held virtually so the 2022 IAGSM is now to take place in London on 12th, 13th and 14th October.

From the floor

Q Do other Structures have the same experience we have with online meetings? Is there some way we can share our experience and not reinvent the wheel?

A At the World Service Conference and the recent European Zonal meeting, all countries are experiencing similar issues and are at the same stage as the UK & Eire.

ANNUAL REPORTS OF THE SERVICE ARMS OF AL-ANON

FAMILY GROUPS UK & EIRE for the year ended 31st March 2021

These Annual Reports relate to the year 1st April 2020 to 31st March 2021 and were approved by the General Service Board at the June meeting. It is the practice at Conference for updates to Annual Reports to be given, followed by questions and comments from the floor. The full reports originally appeared in the Conference Brochure.

ANNUAL REPORT OF THE CHAIRMAN OF THE GENERAL SERVICE BOARD (GSB)

During the reporting period I chaired the GSB meetings in June and September 2020 and January 2021. The annual Conference scheduled to be held in September was cancelled due to the Covid-19 pandemic.

I attended Agenda Team Meetings in May, August and November in preparation for the GSB Meetings.

In November I attended the AGM of Al-Anon Family Groups Company Limited by Guarantee (CLG).

All meetings were held online.

Following each Board Meeting, I prepared an Information Letter which was circulated to the fellowship via the GSO eNewsletter.

Throughout the period I maintained regular contact with the General Secretary and the Chair of the Executive Committee as and when required.

Nuala Carroll
Chairman, General Service Board

At Conference

No updates

No questions

ANNUAL REPORT OF THE CHAIRMAN OF THE CONFERENCE COMMITTEE

Members: Helen McM (Chairman), Paula T, Nicky L, Karen M (Conference Secretary), Trish B (General Secretary).

I attended the GSB meetings in June, September and January held virtually.

In the reporting period we met six times online. Since the pandemic began in January 2020, we have had all our Committee meetings on Zoom.

It was decided before our May meeting, that Conference 2020 would be cancelled because of the Covid-19 pandemic. Therefore, at our May meeting, we began working on a document to send out to all Area Delegates to include the information which would have been presented at Conference 2020. This document became the Information in Lieu of Conference 2020 and was submitted to the General Service Board for their approval in June.

In spite of GSO being closed and staff working from home we continued as per our Desk Diary.

At the July meeting we collated the various other documents which would have been presented at Conference

and also prepared a checklist for the Area Delegates to help them in circulating the information when they received it all after the GSB meeting in September.

There was no Conference on 18th – 20th September 2020, but I attended all the GSB meetings held on Zoom over that weekend.

The Conference Committee then met in October to finalise the Information in Lieu of Conference 2020 document and publish it onto the Area Delegates Intranet, in readiness for them to disseminate at their Area Assemblies. There was no Conference Summary produced and no evaluation forms to assess.

At the January Board meeting, it was decided that we would be holding a Conference 2021, which would either be a face to face event or held online. The Information in Lieu of Conference 2020 document was then published instead of the usual Conference Summary on the Members area of the website for the fellowship.

At the February meeting, we began planning Conference 2021 by approving the first letters to the Area Delegates and the Service Arm Chairmen, preparing the Conference Agenda and compiling the Conference Brochure. At this point, we are working towards a face to face Conference in Leeds on 10th, 11th and 12th September 2021, but we also discussed a contingency plan for an online Conference, with a streamlined Agenda, in case this couldn't happen. We also reviewed the shortlist of venues for Conference 2022 to be visited when venues are reopened following the pandemic.

I continue to meet monthly online with Karen, the Conference Secretary, due to the ever-changing circumstances. We thank her for her patience and support which is very much appreciated in enabling us to carry out the Conference Committee duties and commitments according to our Desk Diary.

Helen McMorrow
Chairman, Conference Committee

At Conference

No updates

No questions

ANNUAL REPORT OF THE CHAIRMAN OF THE TEAM EVENTS COMMITTEE (TEC)

Members: Becky D (Chairman), Carol A (resigned June 2020), Miriam MacG, Karen M, Marie B, Nuala C (Chairman GSB) and Trish B (General Secretary)

I attended the GSB meetings in June, September and January.

The Committee was unable to meet during the reporting period due to the Coronavirus pandemic and the pared down GSB Agenda on Zoom.

The TEAM events being tentatively thought of by Areas 5 & 28 and Areas 4 & 20 for later in 2020 had to be put on hold due to the pandemic restrictions.

The date of the next TEC meeting is to be confirmed.

Becky Donohoe
Chairman, TEAM Events Committee

At Conference

Update: A TEAM Events Committee (TEC) meeting had been held the previous evening.

WSO is no longer organising TEAM events and have no plans to replace them with anything else. The UK & Eire are still open to holding them. The Area Delegates were to ask their Areas if they are interested in putting them on, and in what form they would like them. For example, Scotland has been running Area Focus Groups. Feedback from the Area Delegates only, are to be emailed to GSO enquiries@al-anonuk.org.uk

No questions

ANNUAL REPORT OF THE CHAIRMAN OF THE GENERAL SERVICE BOARD NOMINATING COMMITTEE (GSBNC)

Members: Marie B (Chairman and Regional Trustee Ireland North), Angela L (Treasurer), Nuala C (Chairman GSB), Miriam MacG (Regional Trustee, Eire), Helen McM (Chairman, Conference Committee), Katherine L (Chairman, Editorial Committee), Trish B (General Secretary).

Due to the Covid pandemic in 2020 no grading took place for any positions that were to become vacant in 2021. Trustees were asked to stay on for an additional year.

I have made contact with the new Committee members, to introduce myself and to welcome them onto the Nominating Committee.

The grading process will be happening over the next few months for the following vacancies that are coming up in 2022:

- Regional Trustee, Eire (two-year term)
- Regional Trustee, England West & South Wales (three-year term)
- Regional Trustee, England North & North Wales (two-year term)
- Regional Trustee, England South & East (one-year term)
- Regional Trustee, Ireland North (three-year term)
- Chairman, Public Information Committee (two-year term)
- Treasurer (two-year term)
- Chairman, Executive Committee (three-year term)

To maintain rotation, some terms of office are less than the usual three years

Marie Barkey
Chairman, GSB Nominating Committee

At Conference

Vacancies for 2023:

Regional Trustee England South and East
Regional Trustee Scotland
Chairman, Conference Committee
Chairman, Editorial Committee
Chairman, PI Committee

No questions

ANNUAL REPORT OF THE CHAIRMAN OF THE PUBLIC INFORMATION COMMITTEE

Members: Pete C (Chair), Trish B (General Secretary), Shina W (PI Officer), Katherine L (Chairman, Editorial Committee), Arlene H (from September 2020) and Judie C (from September 2020).

Five PI Committee meetings have been successfully held via Zoom during the pandemic and have allowed participation by Committee members from far away. The GSB was also held via Zoom and I attended and

reported to the three meetings.

A Membership Survey was conducted online in April 2020 in order to provide up to date and relevant statistics to the media as part of #TheHiddenEffects – of alcoholism on family and friends campaign. 1,000 members responded and the information gained proved useful in underpinning the #TheHiddenEffects campaign.

The campaign was launched publicly on 12th January 2021. Area Delegates were provided with information during September to launch the campaign to members at their Area Assemblies which were mostly held online. I attended my own Area's Assembly to support the Delegate and PI Co-ordinator as did other PI Committee members.

It proved difficult to enthuse the membership to supply the "shares" needed for the launch on social media and so we instigated PI Support Meetings, to better enable Area Delegates and PI Co-ordinators to involve members in creating the content for delivery via social media. This has been well received and Area PI Co-ordinators have established a WhatsApp group to share experiences as many were new to the role.

A subsequent PI Support meeting gave us the opportunity to introduce our hard working PI Officer to those present. A useful Q&A session enabled our PI Officer to fill in some gaps and as a result, we have received a significant number of shares for publication on social media.

Public Health England invited Al-Anon to be represented at a Mutual Assistance Reference Group (MARG). I have attended their online meetings on a number of occasions gaining an insight into how other organisations have been affected by the pandemic, and ensuring that Al-Anon Family Groups remain in the public eye at a professional and fellowship level.

I was invited to share at two events for professionals about Al-Anon and my experience as a member. The first at Canterbury University was oversubscribed with the limit of 250 participants quickly reached. The second was to a group of professionals in Kent dealing with victims of domestic abuse, the share being given as part of the regular development at staff meetings.

At our February PI Committee meeting we started discussions about our next Campaign and how we can use the lessons learned from the two previous campaigns to best effect.

Pete Colton
Chairman, Public Information Committee

At Conference

No updates

No questions

ANNUAL REPORT OF THE CHAIRMAN OF THE EDITORIAL COMMITTEE

Members: Katherine L (Chairman), Lindsey H and Anna H (to September 2020), Annie B, Phil A, Sarah B, Elspeth E, Amanda M.

The Committee produced four issues of *Al-Anon Today* during the reporting period: June, September, December and March. The issues all reflected the ways members were adapting to life in the pandemic, and the struggles facing us all.

We continue to provide suggestions for topics to write about, and topics for meetings, plus news of the new Public Information campaign #TheHiddenEffects – of alcoholism on family and friends.

All Editorial Committee meetings were held on Zoom which has worked well, though we would prefer to meet face to face.

We have a prospective member observing two meetings with a view to joining the Committee this year.

I attended the General Service Board meetings (GSB) on Zoom in June, September and January.

I attended the support meeting for Area Public Information Co-ordinators in February and Public Information Committee meetings in August and December.

Katherine Lanham
Chairman, Editorial Committee

At Conference

Al-Anon Today is available on the website and the autumn edition is due out just after Conference. Subscribe to the GSO eNewsletter to be notified when a new issue becomes available. The next issue will be the Christmas edition and members are asked to submit shares about how to cope with Christmas.

No questions

ANNUAL REPORT OF THE ALATEEN COMMITTEE AT CONFERENCE

Members: Trish B (Chairman, General Secretary), Nuala C (Chairman, General Service Board) Dawn S (Area 2), Sally H (Area 8), Arlene H (Area 12), Denise H (Area 13), John F (Area 20), Catherine M (Area 29).

Due to the pandemic and the cancellation of Conference 2020, the Committee did not meet in the reporting period.

It came to the attention of the General Service Board (GSB) that new legislation meant the legal position of the charity (Family Groups Ltd) in Ireland had to be regularised. The Board instructed solicitors in the UK and Ireland to begin the process of bringing Family Groups Limited into compliance with Irish charity law. Al-Anon Family Groups Company Limited by Guarantee (CLG), was incorporated on 12th August 2019. Documentation was submitted to the Charities Regulator in Eire to apply for charitable status. Once charitable status is obtained, the process of registering with Garda Vetting will begin. As a result of this the four Alateen Groups in Eire are suspended. Persons under 18 years of age cannot attend Al-Anon meetings in Eire.

The GSB has registered Family Groups Ltd in Scotland and will look at registering in Northern Ireland.

There are currently 16 Alateen Groups and 13 Areas with an approved Alateen Plan in place. There are 84 Alateen Screened Group Sponsors on the Register of Alateen Screened Group Sponsors held at GSO.

Trish Bainbridge
Chairman, Alateen Committee at Conference

At Conference

The Committee had access to the documents used in the screening process, and we also discussed the appendix to the Policies and Practices Concerning Alateen in England and Wales booklet. The appendix was produced so the temporary online Alateen meetings could take place while the registered face to face Groups temporarily closed due to the pandemic.

Like Al-Anon meetings, once an Alateen meeting goes back to face to face, the online meeting must close. Twelve to seventeen year olds who are resident in Great Britain can attend closed online Alateen meetings.

Concerns were raised about how Alateens in other countries were getting Zoom details and attending these meetings, and the difficulties of having to turn them away. All Alateen enquiries come through the office and details are only given to potential Alateens.

During the pandemic, many Alateen Screened Group Sponsors had shared that they felt isolated and alone so GSO arranged support sessions for all Alateen Screened Group Sponsors to keep them updated and to enable them to support one another by sharing their experience. The sessions were well attended and, due to their success, they will continue.

A three-month trial was held from March to May 2019 for an Alateen slot on the Helpline. A decision was made to continue with this service. There are not enough responses from people who want to do the Helpline training or work the particular slots on the rota. A minimum of 24 volunteers is required to fill the slots and currently there are only ten volunteers so the Alateen service is not going ahead.

Although members shared that it would be preferable to be able to include Alateen online meetings in the decision to register online meetings, please do not give GSO any feedback about Alateen online meetings.

From the floor

Q If an Area does not have online Alateen meetings, can the Alateens attend online Alateen meetings in a different Area?

A In Great Britain, yes.

Q Should the Alateen Co-ordinator direct anyone enquiring about online Alateen meetings to GSO?

A When a young person enquires, either by email or phone, GSO ask the age and location of the potential Alateen before giving out Group details.

In the UK & Eire Structure, there are five different legislative bodies to comply with, so it isn't just about WSO giving permission regarding Alateen. We get very passionate about Alateen and it works in pockets but why aren't members bringing their children to Alateen meetings? Why are there not more Alateens beating on the door? Why are there not more Areas taking on Alateen? There are Areas that don't have a plan or a Co-ordinator. But don't lose track of the fact that there's a huge legal requirement.

Q When will we have to stop holding temporary online meetings?

A When the Group returns to face to face meetings. There is no deadline for online Groups to return to face to face meetings.

ANNUAL REPORT OF THE INTERNATIONAL AL-ANON GENERAL SERVICES MEETING (IAGSM) DELEGATE

During this period, I attended the General Service Board meetings in June, September and January (all virtually).

I represented the UK & Eire at the 20th IAGSM which was held virtually from 4th to 11th Oct 2020. The theme of the IAGSM was Practising Universal Principles with 20/20 Vision. This was my second IAGSM and it was a very different experience to the IAGSM in 2018. Twenty-six countries represented by forty two Delegates participated. Uruguay and Slovenia attended for the first time.

As the IAGSM was originally meant to be in London I was invited to give the Keynote address. The theme of the address was Practising Principles with 20/20 Vision. This was pre-recorded and the Delegates were able to view the presentation during the week. The spiritual sharing by Elia of Finland was also pre-recorded.

The General Sessions took the format of presentations followed by discussion using email. The discussions were an in-depth consideration and response to the presentations. The process was set up to ensure that different time zones did not hinder the discussions. I find it very interesting to see how the fellowship throughout the world with different languages and diverse cultural challenges practise the principles of AI-Anon.

IAGSM Delegates have great willingness to listen, to participate, and focus on sharing, experience, strength and hope to enrich the fellowship worldwide. One of the upsides of the virtual meeting is that all presentations and replies were written in English. While English is the working language of the IAGSM it is not the first language of many of the Delegates. This can make the understanding and absorption of contributions at face to face meetings challenging, however, there are also disadvantages to meeting virtually.

A full report of the IAGSM has been submitted to the General Service Board. The Summary of the IAGSM is available on the WSO website al-anon.org.

The 2020 IAGSM was due to be held in London but due to Covid-19 this was not possible. The 2022 IAGSM is now due to be held in London.

I want to thank the members in the UK & Eire for the opportunity to serve as IAGSM Delegate.

Miriam MacGrath
IAGSM Delegate

At Conference

No updates

No questions

ANNUAL REPORT OF THE GENERAL SECRETARY

During the year I attended online meetings of the General Service Board, Executive, AFG CLG, FGLtd, PI and Conference. I participated in the online support sessions for telephone and email Helpline, PI and Alateen.

Throughout the year I have kept in touch with the Chairman of the Executive Committee, the Chairman of the General Service Board and the Treasurer and have provided back-up to the Trustees and Standing Committees as required. The staff and I have dealt with many questions from members by telephone, email and letter, some of which were forwarded to the relevant Standing Committees to be dealt with.

AA has invited us to celebrate the 75th anniversary of their first UK meeting with them at a Convention to be held between 10th – 12th June 2022 in Leeds. This is different from the usual remit for Conventions and the GSB will be involved. A small Committee has been set up and the General Secretary is the Convenor. During the year we have held two Committee meetings and attended AA's planning meetings.

GSO

Due to the pandemic GSO was closed during 2020/21 and staff were working from home. Linda P worked one day per week in the office dispatching literature orders. Beth B returned from retirement to the role of Bookkeeper which allowed Linda G to have more time to deal with the Alateen Administration and the role of Office Manager.

Lone Members

Since the lockdown we have not sent out monthly shares to the Lone Members. We encourage the use of online and telephone meetings overseen by the World Service Office and provide links to the podcasts. We have found that most Lone Members have difficulty with IT and Zoom.

Groups

As at 31st March 2021, there were 744 Al-Anon Groups (732 in 2020) and 16 Alateen Groups (18 in 2020). Four Alateen Groups in Eire have been suspended in both periods and are excluded from the total number of Groups. There were 20 Polish-speaking Groups located in England, Scotland and the Republic of Ireland (21 in 2020). 18 new Groups were started and 6 Groups disbanded during the year.

Because of the Covid-19 lockdown the Annual Record Check was sent out later than usual in August 2020. The Area Delegates are currently in the process of encouraging Groups to return their ARC records.

We very much appreciate the continued help of Groups and Area Delegates in compiling accurate group numbers and information. The percentage of Annual Record Checks returned this year was 47% compared with 76% last year. Where signatures or emailed permissions are not supplied personal details are removed.

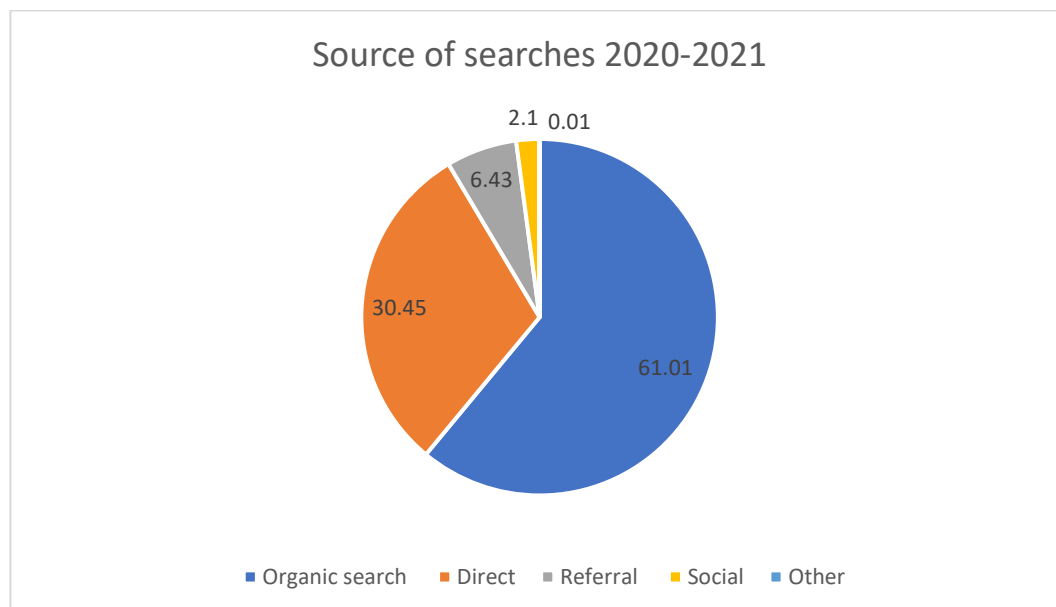
Lockdown had created the need for changes in processing Group records and Group ARCs. These were more time consuming than in the past and also required constant updating, a role that has been spread across all Staff roles in GSO and we are very appreciative of the help that we have received from the Treasurer, Angela.

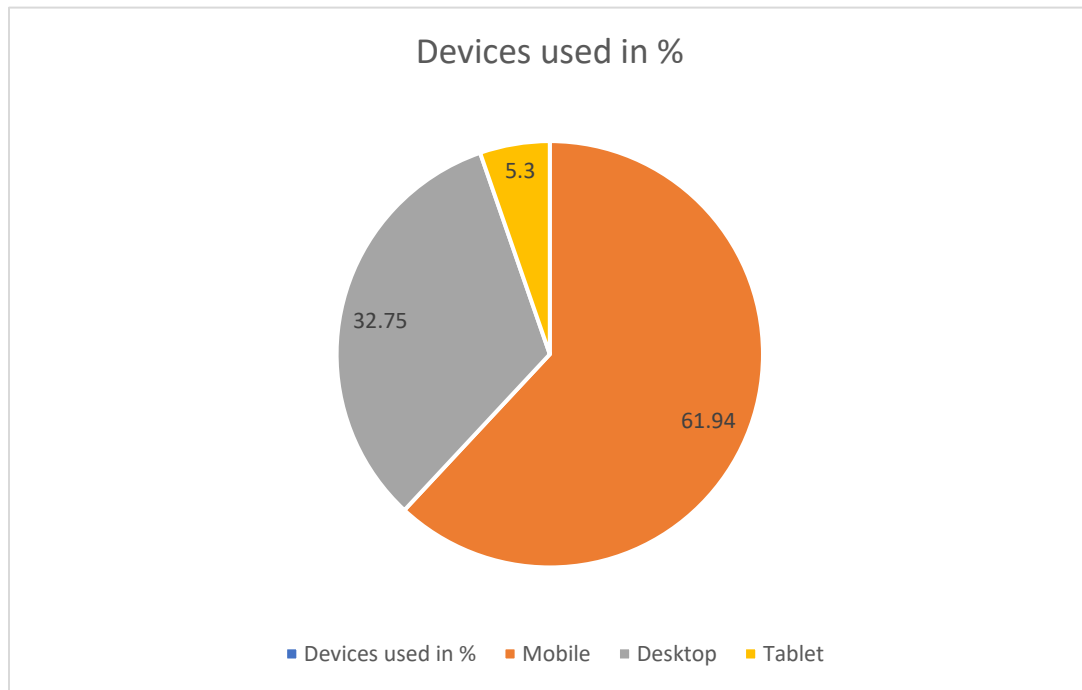
Group Public Liability Insurance

Al-Anon's public liability insurance was renewed for 2021/22. Because of the increasing risks regarding personal details and the potential for hacking, Al-Anon has acquired cyber insurance.

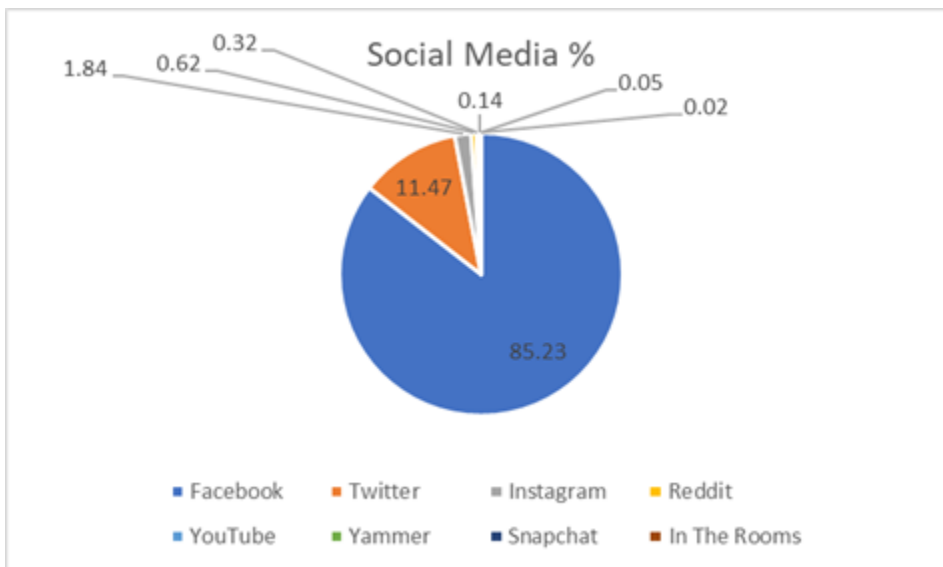
Website

For 2020-21 there has been growth in searches from social media channels. The majority of visits come from Google 'organic searches' (individual selection of search terms).





Social Media



Helpline Service

The Helpline Service is a priority for Staff at GSO.

The Helpline operates 365 days a year from 8am - 10pm Monday to Friday and from 10am - 10pm Saturday and Sunday. Since the introduction of the Covid-19 lockdown in March 2020 all calls have been diverted to volunteers working from home. The volunteers who attended the General Service Office have adapted by answering the calls from home.

The results of the trial to encourage Screened Alateen Group Sponsors to volunteer for a telephone helpline shift was not successful. This is an ongoing process and more screened sponsors are coming forward to volunteer.

Due to the installation of the new Caller Line Identification removal process (callers' numbers are not displayed), statistics were not available for the period 2020/21. A new phone system was trialled during the period and has been installed. This system allows calls to be answered by Staff at home and also will provide Helpline statistics.

During the week the Helpline has 4 shifts daily that require 40 volunteers and at the weekends it has two 6-hour shifts requiring 8 volunteers. A team of experienced volunteers have given their additional time to train members on a one-to-one basis using training materials developed in workshops over the years. This service has transferred to online training via the Zoom platform. Because of the increased intensity of the Covid-19 lockdown experience the Helpline volunteers have been supported via a monthly Zoom workshop. All telephone volunteers are obliged to attend annual training workshops which have taken place online.

In order to ensure support for the Telephone Helpline volunteers thirteen online meetings were held during the period. These generally lasted two hours and were attended by Staff and by 30 to 40 volunteers on each occasion. This provided an opportunity for sharing experience and providing mutual support. During this period, a team of experienced volunteers trained 29 new volunteers.

eResponders

This service was developed and has been run by a volunteer administrator since 2015. It has 17 (14 in 2019-20) active trained volunteers answering emails sent to the website and the Helpline email address. The volunteers work from home. The team has acquired the services of three volunteer moderators and one staff member who maintain the standards and content that reflect Al-Anon principles. The majority of training sessions are conducted online.

eResponders are part of the Helpline team and are trained to the same high standard. They have access to sample responses and templates to ensure correct and consistent information is given out but are encouraged to write in their own style. Volunteers have the use of a live rota on the intranet which has proved very efficient with all shifts covered.

Following the PI campaign in 2018 and the introduction of the new website, the growth in demand for email response services is shown in the table below:

Year	General distress emails	Requests for meeting information	Requests for Alateen information	Other requests	Total
2017-18	351	224	20	117	712
2018-19	1225	502	31	149	1907
2019-20	2157	622	65	222	3066
2020-21	4407	1705	70	273	6455

Public Information (PI)

The Public Information desk (from home) responds to emails regarding enquiries from professionals seeking information about Al-Anon Family Groups in the UK & Eire.

The PI Officer responded to 206 (250 in 2019-20) Alateen distress emails. She has worked on the national PI campaign for 2021 with the PI Committee. She has continued to produce the Monthly Focus and the PI Newsletter for the membership which are uploaded on the website, intranet, and sent out via the GSO eNewsletter. She has worked on managing and producing content for all social media channels: Facebook, Instagram, and Twitter. Social media has helped us raise our public profile with mentions from other organisation and professionals, as well as 'follows' from celebrities.

Several radio interviews and magazine articles were organised and broadcast/published on major media outlets, including interviews on various BBC Radio stations and regular mentions in the Dear Deidre Section of The Sun. Due to Covid19 many professionals did not want physical leaflets, but electronic versions instead. 46 physical PI folders were sent to professionals on request. UK 123 (Information for Professionals) is often sent out to professionals via email, on the basis that it is copyrighted. Due to Covid 19, the budget for literature to professionals has not be used in 2020.

Requests for speakers were emailed to Area PI Co-ordinators, with Area Delegates copied in. There are currently 25 Areas with PI Co-ordinators.

The 2021 PI Campaign, #TheHiddenEffects – of alcoholism on family and friends, launched internally in November 2020 and publicly on the 11th January. An email has been sent to every Group with an email address, with information on the campaign and how to get involved. Five case studies and podcasts were created for the campaign. A campaign page for members, and one for professionals has been created on the website. A media release was sent out to professionals, and a template media release has been made available for members to use. Social media posts are created specifically for the PI campaign. This is ongoing.

A new banner with the campaign poster design has been produced, without the campaign title for longevity. This is also available with the Northern Ireland and Eire details.

Two PI support meetings were organised for PI Co-ordinators and Area Delegates in the UK and Eire, via Zoom. This was to provide members with the necessary support while doing PI during the lockdown. The meetings were successful, allowing members to share their ideas and feel less isolated. As a result, a WhatsApp PI group was created by members to keep in contact.

A new PI campaign idea for 2023 was pitched to the PI Committee.

A 2021 PI Calendar for the UK and Eire is on the members' resources section of the website. This helps GSO and members to prepare for appropriate awareness days/week/month in advance.

Social media statistics

Instagram  @ AIAnonUKandEire

Total followers – 1103

Most Liked -



Twitter  @AlAnonUKandEire

Total followers – 529

Tweet with most impression – Top follower



Top Follower followed by 40.9K people



THE BLESSED MADONNA

@Blessed_Madonna [FOLLOWS YOU](#)

"I survived the Midwest rave scene and all I got were these lousy knee injuries." Disc Jockey. Record Maker. BBC 6Music Presenter. Bad opinions are all mine.

[View profile](#)

Facebook @AlAnonFamilyGroupsUK

Total followers 3,413

Most reached post – 2,090

**Al-Anon Family Groups UK & Eire**
12 January

Al-Anon Family Groups UK & Eire is launching a new campaign #TheHiddenEffects - of alcoholism on family and friends. Find out more www.al-anonuk.org.uk/pi-campaign-2021/

#TheHiddenEffects - of alcoholism on family and friends
Are you affected?



Confidential FREE Helpline
0800 0086 811
al-anonuk.org.uk



Get more likes, comments and shares
When you boost this post, you'll show it to more people.

2,090
People reached

125
Engagements

[Boost post](#)

  Julie Lewis, Rita Brophy and 32 others

32 shares

Performance for your post

2,090 People Reached

91 Reactions, comments & shares

53 Like	30 On post	23 On shares
5 Love	4 On post	1 On shares
1 Sad	0 On post	1 On shares
1 Comments	0 On Post	1 On Shares
32 Shares	32 On Post	0 On Shares

34 Post Clicks

3 Photo views	15 Link clicks	16 Other Clicks
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NEGATIVE FEEDBACK

0 Hide post	1 Hide all posts
0 Report as spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

Literature Despatch and Sales

We sent 3,833 parcels and packages in the UK and Eire (3187 in 2020).

The following orders were sent to Information Services:

Belfast Information Centre

9 orders online

Dublin information Service

1 order online, 1 email order

Literature orders generated via the eShop average 63 per week.

Book Sales (a selection)	19-20	20-21	Difference
<i>Courage to Change</i>	2,629	1,025	↓ 1,604
<i>One Day at a Time</i>	952	446	↓ 506
<i>Hope for Today</i>	840	550	↓ 290
<i>Paths to Recovery</i>	261	297	↑ 36
<i>Paths to Recovery Workbook</i>	209	245	↑ 36
<i>Alateen - A Day at a Time</i>	79	82	↑ 3
<i>Living today in Alateen</i>	26	19	↓ 7
<i>As We Understood</i>	51	39	↓ 12
<i>Intimacy In Alcoholic Relationships</i>	105	83	↓ 22
<i>The Dilemma Of The Alcoholic Marriage</i>	63	97	↑ 34
Totals for this selection	5,215	2,883	↓ 2,332

TEAM Events

There were no TEAM events in the reporting period.

Conference

The Conference Secretary assists the Conference Committee with preparations for the Annual Conference in September. She also attends and assists the Chairman of Conference throughout Conference.

Accounts

An external company, which prepares our quarterly management accounts, liaises with the auditors for year-end accounts. Staff process cash receipts, payments to suppliers and literature orders.

Alateen

We continue to administer the Alateen process here at GSO. Area Delegates are now more involved in the process and some have been set up as Evidence Checkers which allows them to complete the Disclosure & Barring Service (DBS) checks on prospective Alateen Group Sponsors using the secure Human Resources Background Checks (HRBC) website. HRBC is the umbrella body we use to facilitate the processing of DBS checks.

Volunteers

Volunteers are important in staffing the General Service Office and we are very grateful to all of them for their support. We use volunteers on the eResponders service, answering emails from home and the Helpline, both in-house and remotely from home (OOH). Some of our volunteers manage sections of administration (e.g. All Group Mailing, eResponders, Helpline training and some aspects of Social Media). Our costs would increase substantially were it not for our many volunteers. Due to the pandemic and the office closure the majority of our volunteers who normally work at GSO have been unable to work remotely. However, the in-house telephone Helpline has continued to be answered from volunteers' homes.

Trish Bainbridge, General Secretary

At Conference

Update: Trish reminded the members that the AA Board has invited the Al-Anon Board to attend the AA 75th Anniversary celebration at Leeds Direct Area from 10th to 12th June 2022. Registration is now open, and it is required before the event. The flyer and registration form is available on the Events page of our website or at <https://www.aa75.co.uk/> If you're planning to attend and are willing to volunteer for Al-Anon, please contact enquiries@al-anonuk.org.uk. Volunteers are required to greet members as they arrive, sell literature and crafts, etc.

GSO Matters at Conference

Trish Bainbridge, General Secretary

The General Service Office (GSO) has been closed since 23rd March 2020 due to the pandemic and staff have been working from home during this time.

There are many things that GSO do, but we do not make rules and regulations. We do not decide policy and we do not police Groups. But we do keep Group Records up to date, organise public liability insurance for the Groups, manage the website, organise the annual Service Conference, liaise with Area Delegates and administer Alateen to name a few. Since the start of lockdown, GSO has organised support meetings via Zoom for Helpline volunteers, eResponders, Alateen and PI. These have been well received and due to their success, we will continue to organise these support meetings via Zoom.

GSO employs seven members of staff, 3 full time and 4 part time. We have volunteers who assist from home and in the office with numerous tasks and five of the volunteers come into the office on a weekly basis. During the office closure staff undertake extra tasks that are normally carried out by our admin volunteers. Starting in January, we will need volunteers who can help at the office with distributing literature orders. We always require volunteers for the Helpline and eResponders service which takes priority in GSO.

We currently have three paid staff vacancies: Group Records Administrator, Conference Secretary and Accounts Clerk. An advert will be sent out to the membership after Conference.

Trish, the General Secretary since 2019 started as a volunteer at GSO in 2003 before becoming a staff member in the Literature department. She then moved on to the Office Manager role and started training to become the next General Secretary. Trish works full time and is responsible for the day-to-day management of GSO. She is a member of the GSB, Executive and all standing Committees. Trish is the Company Secretary of Family Groups Ltd and Director of Al-Anon Family Groups Company Limited by Guarantee, the new company in Eire. She is also the liaison between the World Service Office and the GSB.

Linda G started at GSO in 2018 and works three days per week. She supports the staff and office and carries out all aspects of the Alateen administration.

Linda P was employed in 2019 and ensures literature is available for all. She works three days per week and since the pandemic and office closure she has been travelling into London every week to dispatch literature orders. While the office is closed, GSO can only process online literature orders and are not able to accept orders over the phone or by post.

Karen started working at GSO eight years ago and manages the Helpline rota. She also co-ordinates all aspects of the Conference and attends the Conference Committee which is one of the Standing Committees in our Service Structure.

Marion, our longest serving member of staff, started as a volunteer before being employed in 2007. She works three days per week and supports the 744 Al-Anon Groups. She manages the Annual Record Check forms of

which we have received 54% returns for 2020. If you need a replacement ARC please get in touch with GSO. The ARCs are usually sent out every April, however in 2020, due to restrictions, ARCs were sent out in August. It has been difficult for Groups to return ARCs and we can accept emails as permission to hold contact details, instead of signatures. Where there is no signatures or email permission we have had to remove Group Telephone Contact details. As we are still receiving 2020 ARCs, we did not send ARCs for 2021. The next ARCs will be sent in April 2022.

All updates or changes during the year need to be sent by email to records@al-anonuk.org.uk so that we retain a record of permission provided. Marion is also responsible for the Helpline and eResponders service. If you are interested in volunteering for these vital services, please contact Marion and she can give you more details. The Helpline has received a high number of calls from members trying to find a meeting and Group Telephone Contact numbers. Please remind members to use the 020 7403 0888 number when phoning the Helpline to help reduce the cost of the freephone number.

Shina has worked at the office for eight years. She deals with Public Information and attends the PI Committee which is another one of the Standing Committees in our Service Structure. She manages social media, edits the website and answers Alateen distress emails.

Beth retired in 2019, however she has come out of retirement and returned to us in her role as bookkeeper. She works two days per week. Our charity name and the name on our bank account is Family Groups Ltd so cheques should always be made payable to Family Groups Ltd, not Al-Anon or GSO, and please do not add any notes, smiley faces or anything similar as this will be rejected and returned by the bank. Funds donated by Groups in Eire will be held in a holding account until the charity is set up. Please email accounts@al-anonuk.org.uk with the details of any lodgements or credits made directly into the bank accounts as this allows us to correctly identify the donation for receipt purposes. If you need a receipt, please give us details so we can send one in the post or via email.

From the floor

Q Where is the list of email addresses for GSO? It used to be on the website.

A If you use the website contact page you will be taken to the email address you need.

Q Which phone number should members use?

A The admin number is 0207 593 2070. Use the old Helpline number 020 7403 0888 for information about meetings.

ANNUAL REPORT OF THE TREASURER

For the period 1st April 2020 to 31st March 2021

I attended the scheduled GSB meetings in June, September and January and presented the annual accounts and budgets. I attended all Executive Committee meetings throughout the year. As Conference was cancelled, I prepared a summary of key financial facts for the Area Delegates to use at Area Assemblies.

I worked with our solicitor to prepare the documentation to register the charity Family Groups Ltd in Scotland, which was achieved in November 2020.

Annual Routine Activities

The usual annual activities took place: -

- The 2019-20 Accounts were prepared, and approved by the GSB.
- The 2020-21 amended budget and 2021-22 budget were prepared, and approved by the GSB.
- The equalised fee for the 2021 Conference was agreed on the assumption we could hold it in person.

- There was a review of literature prices which increased in line with postage.

Financial Performance

The membership has been incredibly supportive during the pandemic. Many have responded to our request to Gift Aid their donation and this has helped maintain the level of donations. They are almost exactly the same as last year, £231,913 (£231,826). This means we have not needed to use our financial reserves.

Literature sales were badly hit due to the office closure and the difficulty in obtaining out of stock items. Given that we were only able to operate the shop on one day per week, it is extremely gratifying to see that we achieved 55% of last year's sales £59,223 (£106,988).

We were privileged to receive three legacies this year, totalling £48,753. These final gifts allowed us to fill the shortfall in literature sales.

Expenditure reduced this year to £267,037 down from £325,146. This was due to the pandemic closing the office and curtailing our usual activities and will return to a higher level once we resume.

As a result, we had a net income (income remaining after expenditure) of £89,583 for this financial year and we are in a good financial position moving into next year's challenges.

Angela Lidster
Treasurer

At Conference

Review of 2020/21 UK Accounts

The accounts this year have been prepared under the new 2015 Statement of Recommended Practice (SORP) rules for small charities.

We were fortunate that members supported the General Fund throughout the year which meant that total donations were similar to last year's £232,913 (£231,826). We benefitted from an increase in Gift-Aided donations which practically tripled to £59,821 (£19,950).

The office has been closed all year which produced some cost savings. GSB, the Executive and Standing Committees have all used Zoom meetings which reduced travel and meeting costs.

The biggest impact of the pandemic has been on literature sales, as we closed the literature sales department along with the office. It ultimately re-opened with a single member of staff who filled online orders. This limited opening resulted in reduced sales of £59,223 (£106,988).

We were fortunate in receiving a number of legacies totalling £48,753 which filled the financial gap left by literature sales.

At the end of the financial year we are in a good financial position to meet any further challenges and are holding twelve months' reserves, in line with our stated policy.

Review of 2020/21 Eire Accounts

Now that the Groups in Eire are a separate company, we are required to submit separate accounts. This is the first full financial year, as last year encompassed only part of the year. The legislation concerning company accounts is different in Eire and Groups and Areas are required to keep auditable financial records. A considerable amount of time and effort has been made to ensure that we are compliant and that members know how to keep the necessary documents.

Much of the work done at the General Service Office is on behalf of all Groups in both countries and a contribution to the cost is made from the Irish company as a 'management fee'. This fee is calculated as 90% of donations once all direct costs to the company have been deducted. The remaining 10% is left in Eire to build a contingency fund.

Donations to the new company were €21,256 (last year Aug-Mar €17,731) a decline in real terms as the previous year was only eight months. Groups in Eire were encouraged to consider Tradition Seven as regards contributions to Al-Anon Family Groups CLG.

Expenditure was incurred by legal, accountancy and professional fees but reduced from last year, when we incurred more costs during the setup of the new company €5,984 (€10,895). The management fee increased to €14,052 (€11,560).

It was explained that the Dublin Information Service is not part of the Service Structure and donations made to them do not form part of our income.

From the floor

Q Wages seem to be very low. Are we paying staff the London Living Wage?

A Wages are reviewed annually at the January Board meeting. Inflation, cost of living rises, public transport increases and other factors are taken into account and we keep an eye on what other charities are paying. No member of staff is paid less than the London Living Wage. Some staff members opt out of the automatic enrolment Pension, which contributes 3%.

Q Interest rates are low and the level of income from our investments is extremely low. Can we do anything to get a better return?

A We are looking at alternative investments. We are constrained by the requirements to invest with minimal risk and to keep funds readily available so we don't have the full range of investment possibilities.

Q Is there a limit as to how much can be given as a legacy donation? Legacies we received this year are quite considerable.

A No, there is no limit on a single donation. Money can be given to Al-Anon at any time, now or in a Will. Anyone who receives money from a member's Will cannot then donate it to Al-Anon in memory of a member, unless they are a member themselves.

Q Should members in the UK continue with personal Gift Aid donations set up during lockdown, or should the money be channelled through Group, District and Area to the General Fund?

A Both! In an ideal world, Groups would work out how much money they needed for their own Group purposes and how much to support their District and Area and then ask members to also donate directly, using Gift Aid if they qualify. Anybody who is a UK taxpayer can put a proportion of their donation into the Group pot and send some to GSO Gift Aided. We receive an extra 25% on Gift Aided donations.

Q If the Group votes to stay as a permanent online meeting, at present they have to register with WSO. Where are Group donations sent?

A There is no need to rush off to register with WSO. Groups are still able to stay as a temporary online meeting in the UK and Eire provided that it is in place of the face to face meeting or held as a hybrid meeting. There is no deadline when temporary online Groups must cease. If Groups register with WSO then the Group funds would be sent to WSO. Individuals living in the UK and Eire can still donate to the General Fund/Al-Anon Family Groups CLG.

Eire Annual Accounts

We are required, due to changes in the law in Eire, to create a separate company because we could no longer register as a charity in Eire because we are a UK charity. The company is Al-Anon Family Groups Company

Limited by Guarantee (CLG). We are then able to apply for charitable status, which is ongoing.

The company is required to produce audited accounts. After much discussion, we have identified those expenses which just relate to the Groups in Eire. Any money that is spent solely on their behalf appears in these accounts. For example, we have to have a Company Secretary in a registered office in Eire, so we pay our solicitor to act as our Company Secretary and to use their address.

All Groups in Eire have to keep records for seven years of their money coming in and money going out. So we have produced a special Treasurer's book that complies with Irish law. The groups continue to pay their money into the Bank of Ireland account; once we have charitable status we will start using a new account which has already been opened in the name of the Eire company.

Once all direct expenses for Eire are paid, 90% of their surplus is paid to the UK company as a management fee. This is compliant with Eire charity laws and UK money laundering legislation. The remaining 10% remains in Eire to build up a contingency fund.

The Dublin Information Service is a separate charity, not part of our structure, which is supported by all the groups in Eire. It provides the Helpline and the website and distributes literature purchased from GSO.

Total operating costs for the UK and Eire Al-Anon fellowship this year was £267,037, equivalent to €310,923. GSO received a management fee of €14,052 which represents 4.5% of the total operating costs. Groups in Eire represent 25% of the total groups in the UK and Eire. While Groups in Eire must not forget all the work that GSO does on their behalf it must be taken into account that they also support the Dublin Information Service.

From the floor

Q Will donations from Eire be shown separately in the UK Annual Accounts?

A Yes, in the UK Annual Accounts, page 9, under Income and Endowments, Other Income is the Management Fee from Eire.

Q Please confirm it is a legal requirement for Groups in Eire to complete UK121 *Group Treasurer's Record Book*.

A Yes.

Q In the absence of Areas, should Groups in Eire be sending money directly to the Bank of Ireland account or GSO?

A When charitable status is obtained in Eire, Groups can pay directly into the new bank account or send a cheque to GSO and it will be paid into the Irish bank account for the charity.

Amended 2021/22 Budget

The 2021/22 Budget in last year's Conference documents was discussed and has been amended in line with the first quarter results and the current patterns of income and expenditure due to the pandemic.

Income from donations has been reduced in response to groups returning to face to face meetings and having to pay rent again, etc. The figure for Gift Aided donations has been increased to reflect the increase experienced over lockdown, which seems to be holding up. Conference Fees have been difficult to calculate with the changes to plans. We all paid to have a Conference in 2020. It didn't take place so that money was carried over to 2021. We thought we'd be meeting in Hinsley Hall but we're here on Zoom and its cost us a lot less because we don't have the expense of accommodation. So Areas have all paid the equalised fee for 2020, and the top up fee for 2021. The Board has decided we will take the money that it will have cost us to run this Zoom meeting out of that fee and the balance will be put forward to next year. So next year's equalised

Conference Fee should be very small because the vast proportion of it has been paid. Conference pays for itself – there is no profit on it.

We've reduced the income from Literature because there are some problems of stock levels but also because of patterns of purchase. Groups tend to order leaflets in bulk, whereas individuals order single items.

The legacy received in June has been included since we have already received the money.

The budget for telephone costs was increased in line with this year's costs and following the receipt of a legacy the budget for IT and software was increased to include a website update.

£5000 has been included in case of a bill for replacing the cladding on the GSO building. It may be near £10K or £15K.

From the floor

No questions

Budget for 2022/23

The budget was created using trends occurring before COVID 19 in order to smooth some of the usual variations experienced during the lockdown.

An assumption has been made that the usual patterns of income and expenditure will return to pre-pandemic levels.

Travel costs have been reduced as we assume many committees will continue to use Zoom, at least for some meetings.

The staff costs have been increased by 5% to cover any wage increases, training requirements and recruitment costs.

From the floor

No questions

AMENDMENTS TO AL-ANON FAMILY GROUPS UK & EIRE SERVICE MANUAL

MOTION 5 – UK & EIRE SERVICE HANDBOOK

To amend the text on pages 49 to 63 of the *UK & Eire Service Manual* 2016 under 'Part 2: Service Handbook' as follows:

(New text is underlined and **bold**. Strikethrough indicates deletion. Moved text is only underlined.)

Current version as it appears in the UK & Eire Service Manual 2016 edition	Proposed amended version
[page 49] Area An Area is a designated geographical part of the UK & Eire. Group members within an Area meet regularly at an Assembly to ensure adequate exchange of information about service ideas and activities, not only	[page 49] Area An Area is a designated geographical part of the UK & Eire. Group members within an Area meet regularly at an Assembly to ensure adequate exchange of information about service ideas and activities, not only in

in the immediate Area but throughout the UK & Eire.

The **Area Service Delegate** is a member elected by the Area to represent it at the annual UK & Eire Service Conference.

[page 50]

Election of a Group Representative (GR) and an Alternate

A GR is elected by the Group for a three-year term using any election procedure it chooses. To emphasise the need for selecting informed GRs, a special meeting may be called by the Group, with time devoted to discuss the role of the GR in our service structure and the work of GRs in the District and Area. A Group may re-elect its GR for another term.

[...]

[page 51]

The GR and UK & Eire Service

Through the contacts he makes with other GRs and the Area Service Committee, the GR can gain knowledge of Al-Anon service and the purpose and work of the Conference. This will enable him to explain these to the Group. The GR should be allowed regular time at Group meetings to convey information concerning Al-Anon service affairs.

The GR at District Meetings and Area Assemblies

The GR participates at all District Meetings and attends all Area Assemblies. He keeps the Group informed of decisions taken and activities planned. The GR encourages members to attend but, adhering to the principle of one Group one vote, only the GR or, in his absence, the Alternate votes.

the immediate Area but throughout the UK & Eire.

The **UK & Eire Area Service Delegate** is a member elected by the Area to represent it at the annual UK & Eire Service Conference and provide a link between GSO and the Area.

[page 50]

Election of a Group Representative (GR) and an Alternate

A GR is elected by the Group for a ~~three-year term~~ using any election procedure it chooses. The term of office for a GR is recommended to be three years. Service is a vital part of recovery and it benefits both the GR and the Group if a full three-year term is served. To emphasise the need for selecting informed GRs, a special meeting may be called by the Group, with time devoted to discuss the role of the GR in our service structure and the work of GRs in the District and Area. A Group may re-elect its GR for another term.

[...]

[page 51]

The GR and UK & Eire Service

Through the contacts made ~~he makes~~ with other GRs and the Area Service Committee at Assembly, the GR can gain knowledge of Al-Anon service and the purpose and work of the Conference. This will enable the GR ~~him~~ to explain these to the Group. The GR should be allowed regular time at Group meetings to convey information concerning Al-Anon service affairs.

The GR at District Meetings and Area Assemblies

The GR is expected to participates at all District Meetings and to attends all Area Assemblies. The GR ~~He~~ keeps the Group informed of decisions taken and activities planned. The GR encourages members to attend but, adhering to the principle of one Group one vote, only the GR or, ~~in his absence~~ **if absent**, the Alternate votes.

Mailing Address at GSO

The GR has the responsibility for seeing that the mail from the General Service Office is reaching the Group. If the mail is not being brought to meetings by the person who is listed as the Current Mailing Address (CMA), the GR consults first with that person. If a change is warranted, he contacts GSO to provide an up-to-date CMA (possibly his own). If the GR is not the Group's mailing address, all mail should be referred to him. Although he does not replace the Group Secretary, he can explain communications in the light of his broader understanding of the Al-Anon structure.

[...]

[Page 52]

The GR as a Channel of Communication

The GR can bring the Group's viewpoint on any situation or problem concerning Al-Anon to the District Meeting. In turn he informs the Group of the outcome of the meetings. The GR informs members of items of interest to the Group extracted from the Delegate's report of the UK & Eire Service Conference.

Corresponding with Mailing Address at GSO

The GR has the responsibility for seeing that ~~the mail~~ **correspondence** from the General Service Office is reaching the Group. If ~~the mail~~ **correspondence** is not being brought to meetings by the person who is listed as the Current Mailing Address (CMA), the GR consults first with that person. If a change is warranted, **the GR** he contacts GSO to provide an up-to-date CMA (~~possibly his own~~). **GRs are requested to contact GSO by email.**

If ~~the GR~~ is not the Group's mailing address, all ~~the mail~~ **correspondence** should be referred to him **the GR**. Although ~~the GR~~ he does not replace the Group Secretary, **The GR** he can explain communications in the light of ~~a~~ his broader understanding of the Al-Anon structure.

[...]

[Page 52]

The GR as a Channel of Communication

The GR can bring the Group's viewpoint on any situation or problem concerning Al-Anon to the District Meeting **or Area Assembly**. In turn **the GR** he informs the Group of the outcome of the meetings. The GR informs members of items of interest to the Group extracted from the Delegate's report of the UK & Eire Service Conference.

The GR reminds the Group of Al-Anon and Alateen's traditional insistence on being self-supporting. The GR brings the Treasurer's appeals for contributions to the General Fund of Al-Anon Family Groups UK & Eire and the annual appeal for the World Service Office to the Group's attention.

The Group supports the District and Area and contributes an agreed amount towards their costs. **The GR ensures that the Group's contribution is received by** The GR is responsible for taking the Group's contributions to the District Meeting and Area Assembly. **The GR's travel expenses for attending these meetings are paid by the**

Public Information and Institutions

The GR works through the District in helping to initiate PI and institutions work.

The GR reminds the Group of Al-Anon and Alateen's traditional insistence on being self-supporting. He brings the Treasurer's appeals for contributions to the General Fund of Al-Anon Family Groups UK & Eire and the annual appeal for the World Service Office to the Group's attention.

The Group supports the District and Area and contributes an agreed amount towards their costs. The GR is responsible for taking the Group's contributions to the District Meeting and Area Assembly. GR's travel expenses for attending these meetings are paid by the Group. Any surplus funds are normally sent to GSO. [...]

The District

The District is a segment of an Area containing a number of Groups located relatively close to one another. Its main purpose is to support the growth and well-being of Groups in its locality. Any Al-Anon/Alateen member is welcome to attend District meetings. Alateen Groups should be encouraged to take an active part in District affairs.

[Page 53]

[...]

The duties of the DR are:

- to call and chair District Meetings, preferably at regular intervals
- to help the Delegate in every way possible in disseminating Conference information and reports
- to keep in touch with the GRs of the District to learn the views of the Groups and their problems which, in turn, he

Group. Any surplus funds are normally sent to GSO the General Fund or Al-Anon Family Groups CLG in Eire.

The GR, Public Information and Institutions

The GR works through the District and Area in helping to initiate PI and institutions work.

[...]

The District

The District is a segment of an Area containing a number of Groups located relatively close to one another. It is the first link from the Groups to the Area, the annual UK & Eire Service Conference and GSO, connecting the Groups in unity and for mutual aid. Its main purpose is to support the growth and well-being of Groups in its locality. Any Al-Anon/Alateen member is welcome to attend District meetings. Alateen Groups should be encouraged to take an active part in District affairs.

[Page 53]

[...]

The duties of the DR are:

- to call and chair District Meetings, preferably at regular intervals
- to help the Delegate in every way possible in disseminating Conference information and reports

<p>may report to the Area Service Committee or the Delegate</p> <ul style="list-style-type: none"> • to visit all the Groups in the District, particularly new Groups, to make sure they are getting necessary information and help • to help the Groups understand and apply the Traditions which guide us in our fellowship activities <ul style="list-style-type: none"> • to prepare a mailing list of the GRs in the District for the Secretary of the Area Service Committee and to keep it up-to-date • to check the Groups' current mailing addresses (CMA) regularly and to ensure that the Groups notify GSO of any changes • to urge every Group to complete and promptly return the Annual Group Record Check form sent out annually by GSO, in order that GSO has current and up-to-date information for cover under • Al-Anon's block insurance policy for Public Liability <ul style="list-style-type: none"> • to make sure that mail from GSO is reaching the Groups and being shared with the members • to attend Area Service Committee meetings and report to the Area Service Committee on activities within the District and report to the District relevant items from the Committee • to notify the Area Service Committee and GSO of Groups that have disbanded. 	<ul style="list-style-type: none"> • to keep in touch with the GRs of the District to learn the views of the Groups and their problems which, in turn, <u>the DR</u> he may report to the Area Service Committee or the Delegate • to visit all the Groups in the District, particularly new Groups, to make sure they are getting necessary information and help • to help the Groups understand and apply the Traditions which guide us in our fellowship activities • to <u>encourage members to become involved in service</u> • <u>to co-ordinate programme-related service events and public information projects for the District</u> • to prepare a mailing list of the GRs in the District for the Secretary of the Area Service Committee and to keep it up-to-date • to check the Groups' current mailing addresses (CMA) regularly and to ensure that the Groups notify GSO <u>by email</u> of any changes • to urge every <u>Groups</u> to complete and promptly return the Annual Group Record Check (<u>ARC</u>) form sent out annually by GSO, in order that GSO has current and up-to-date information for cover under Al-Anon's block insurance policy for Public Liability • <u>to remind Groups in Eire that they must return the Group Treasurer's Record Book at the same time as the ARC form</u> • to make sure that mail <u>correspondence</u> from GSO is reaching the Groups and being shared with the members • to attend Area Service Committee meetings and <u>Area Assemblies and</u> report to the Area Service Committee on activities within the District and report to the District relevant items from the Committee <u>Area</u> • to notify the Area Service Committee and GSO of Groups that have disbanded- • <u>to get to know the Alateen Groups in the District and encourage them to send GRs to District meetings</u>
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[page 54]

Election of a District Representative (DR) and Alternate

- The DR and Alternate DR, neither of whom are members of AA, are elected from among the GRs, or active past GRs, at a District meeting by a method of its own choosing. The term of office is three years.
- The DR who is completing his term calls a District meeting notifying all Groups in the District for the purpose of electing his successor.
- If the DR resigns, misses two consecutive District Meetings, two consecutive Area Assemblies, proves to be inactive in his District, or is unable to serve, the Alternate DR completes the term. The Alternate may then be elected for a three-year term of his own. If the GRs of a District are not aware of the DR's failure to attend Area Service Committee meetings, the Area Service Committee may request a replacement.
- [...]

- to refer to resources available on the Al-Anon website (<https://www.al-anonuk.org.uk/>).

[page 54]

Election of a District Representative (DR) and Alternate

- The DR and Alternate DR, neither of whom are members of AA, are elected from among the GRs, or active past GRs, at a District meeting by a method of its own choosing. The term of office is three years.
- The DR who is completing his a term calls a District meeting notifying all Groups in the District for the purpose of electing a his successor.
- **Once elected the DR is no longer a GR and the Group elects a new GR.**
- If the DR resigns, misses two consecutive District Meetings, two consecutive Area Assemblies, proves to be inactive ~~at in his~~ District, or is unable to serve, the Alternate DR completes the term. The Alternate may then be elected for a three-year term **in their own right** ~~of his own~~. If the GRs of a District are not aware of the DR's failure to attend Area Service Committee meetings, the Area Service Committee may request a replacement.
- [...]

District Secretary:

- **compiles a complete contact list of all GRs, District Officers and relevant Area Co-ordinators and keeps it up-to-date**
- **attends to all routine secretarial work**
- **sends out all notices of District meetings and events held in the District**
- **takes minutes of committee meetings and sends them to the District Committee members soon after the meeting**
- **takes minutes of District meetings and sends them to the GRs soon after the meeting**

<p>NB. When the DR is also a GR, travel expenses to Area Assemblies are normally paid by the Group he represents.</p> <p>[...]</p> <p>[page 55]</p> <p>District Meetings All District Meetings are closed. Various types of meetings may be held to unite and inform local Groups and to:</p> <ul style="list-style-type: none"> • hear progress reports from the District Representative • hear matters of interest from the Area Service Delegate • hold sharing sessions for discussion of District matters • encourage growth and development of Al-Anon and Alateen Groups in the District • work together to plan Public Information projects • consider Information Centre matters (if applicable) • discuss ways to familiarise Groups with Conference Approved Literature • encourage members to submit articles to <i>Al-Anon Today</i> • find means of increasing contributions from the Groups to the General Fund 	<ul style="list-style-type: none"> • <u>keeps a complete set of District meeting minutes on file to be passed to the next DR</u> • <u>calls the roll of all voting members at meetings.</u> <p><u>District Treasurer:</u></p> <ul style="list-style-type: none"> • <u>Prepares a budget for District expenses (see UKG21)</u> • <u>is responsible for the management of the District's funds</u> • <u>pays all bills for approved expenditure</u> • <u>issues receipts to GRs for any contributions received</u> • <u>makes regular written financial reports to the District meeting</u> • <u>forwards surplus monies to the Area or the General Fund. In Eire surplus monies must be sent to the Area.</u> <p>[...]</p> <p>NB. When the DR is also a GR, travel expenses to Area Assemblies are normally paid by the Group he represents.</p> <p>[...]</p> <p>[page 55]</p> <p>District Meetings All District Meetings are closed. Various types of meetings may be held to unite and inform local Groups and to:</p> <ul style="list-style-type: none"> • hear progress reports from the District Representative • hear matters of interest from the Area <u>UK & Eire</u> Service Delegate • hold sharing sessions for discussion of <u>Group and</u> District matters • encourage growth and development of Al-Anon and Alateen Groups in the District • work together to plan Public Information projects • consider Information Centre/<u>Service</u> matters (if applicable) • discuss ways to familiarise Groups with Conference Approved Literature • encourage members to submit articles to <i>Al-Anon Today</i>
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<ul style="list-style-type: none"> • discuss problems that arise when Al-Anon Traditions are disregarded, or when other matters of concern are presented for consideration • hold workshops on Alateen, PI, or any other Al-Anon service. <p>[...] [page 56]</p> <p>Area UK & Eire Service Committee The primary function of the Area Service Committee should be to plan for the general improvement of both the Area and the Groups. It also plans the Assembly agenda and prepares the Area budget. Voting members are the Officers (Chairman, Secretary and Treasurer), the Delegate, the DRs and Co-ordinators of special services such as Alateen and PI and, if applicable, the Information Centre Representative.</p> <p>[...] [page 57]</p> <p>Duties of Committee Members Chairman A Chairman should have leadership and organisational ability, serving rather than dictating. It is essential to be able to plan an agenda and conduct meetings in an orderly manner. Communication and co-operation with others are key elements of good chairmanship.</p> <p>The Chairman:</p> <ul style="list-style-type: none"> • [...] • calls an Assembly before the end of the Delegate's three-year term of office, at which the election of a new Delegate takes place, in order that the new Delegate's name can be given to GSO by 1st January. <p>The Delegate <i>Election of UK & Eire Service Delegate</i></p>	<ul style="list-style-type: none"> • find means of increasing contributions from the Groups to the General Fund • discuss problems that arise when Al-Anon Traditions are disregarded, or when other matters of concern are presented for consideration • hold workshops on Alateen, PI, or any other Al-Anon service <u>topic of interest to the Groups.</u> <p>[...] [page 56]</p> <p>Area UK & Eire Service Committee The primary function of the Area Service Committee should be to plan for the general improvement of both the Area and the Groups. It also plans the Assembly agenda and prepares the Area budget. Voting members are the Officers (Chairman, Secretary and Treasurer), the Delegate, the DRs and Co-ordinators of special services such as Alateen and PI and, if applicable, the Information Centre/<u>Service</u> Representative.</p> <p>[...] [page 57]</p> <p>Duties of Committee Members Chairman A Chairman should have leadership and organisational ability, serving rather than dictating. It is essential to be able to plan an agenda and conduct meetings in an orderly manner. Communication and co-operation with others are key elements of good chairmanship.</p> <p>The Chairman:</p> <ul style="list-style-type: none"> • [...] • calls an Assembly before the end of the Delegate's three-year term of office, at which the election of a new Delegate takes place, <u>allowing ample time for the new Delegate to take office</u> in order that the new Delegate's name can be given to GSO by 1st January. <p>The Delegate <i>Election of UK & Eire Service Delegate</i></p>
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Once every three years, before the end of December, an Election Assembly is held to elect a UK & Eire Service Delegate. The Delegate takes office in January and serves for a term of three years. An Alternate Delegate is elected at the same time.

When the Delegate has been elected he:

- notifies the Conference Secretary at GSO
- acquaints himself thoroughly with the duties of a Delegate as set out below.

Duties:

- at Conference
- a) attends all sessions of the Conference, considers carefully the issues brought up, votes intelligently on them and thus helps to guide the Trustees in making their decisions
- b) tries to get a clear and comprehensive picture of our fellowship throughout the UK & Eire to bring back to the Groups in the Area

[...]

[Page 59]

The Secretary:

- compiles a complete mailing list of all GRs, DRs, Officers and Co-ordinators and keeps it up-to-date
- attends to all routine secretarial work
- sends out all notices of Assemblies and Area Service Committee meetings
- takes minutes of committee meetings and sends them to the Area Committee members soon after the meeting
- takes minutes of Area Assemblies and sends them to the Area Service Committee, all GRs, the Regional Trustee, GSO and, where appropriate, the Information Centre
- keeps a complete set of Committee and Assembly minutes on file to be passed to his successor
- calls the roll of all voting members at Area Assemblies

Once every three years, before the end of December, an Election Assembly is held to elect a UK & Eire Service Delegate. The Delegate takes office in January and serves for a term of three years. An Alternate Delegate is elected at the same time.

When the Delegate has been elected:

- notifies the Conference Secretary at GSO **by email**
- **studies** ~~acquaints himself thoroughly with~~ the duties of a Delegate as set out below.

Duties:

- at Conference
- a) attends all sessions of the Conference, **in order to** ~~carefully~~ considers the issues brought up, **to cast an informed** ~~votes intelligently on them~~ and thus helps to guide the Trustees in making their decisions
- b) tries to get a clear and comprehensive picture of our fellowship throughout the UK & Eire to bring back to the Groups in the Area

[...]

[Page 59]

The Secretary:

- compiles a complete mailing **contact** list of all GRs, DRs, Officers and Co-ordinators and keeps it up-to-date
- attends to all routine secretarial work
- sends out all notices of Assemblies and Area Service Committee meetings
- takes minutes of committee meetings and sends them to the Area Committee members soon after the meeting
- takes minutes of Area Assemblies and sends them to the Area Service Committee, all GRs, the Regional Trustee, GSO and, where appropriate, the Information Centre/**Service**
- keeps a complete set of Committee and Assembly minutes on file to be passed to **the next Secretary** ~~his successor~~
- calls the roll of all voting members at Area Assemblies

<ul style="list-style-type: none"> • sends the names and addresses of the Area Service Committee to GSO and informs GSO of any changes. <p>The Treasurer:</p> <ul style="list-style-type: none"> • is responsible for the management of the Area's funds • pays all bills for expenditure approved by the Area Service Committee • issues receipts to GRs for any contributions they make to the Area on behalf of their Groups • [...] <p>Area Co-ordinator A co-ordinator is responsible for unifying one of Al-Anon's special services such as PI or Alateen in an Area. He usually serves for a three-year term and votes at Area Service Committee Meetings but not at the Assembly unless he is a GR.</p> <p>An Alateen Co-ordinator must be a screened Group Sponsor whose name is on the Register of Alateen Screened Group Sponsors held at GSO.</p> <p>[...] [Page 62]</p> <p>Election of a UK & Eire Service Delegate The Chairman asks the GRs to vote to elect a Delegate. Only the GRs have a vote, thus maintaining the principle of one Group one vote.</p> <p>1. The Chairman asks each DR whether he is prepared to serve as Delegate for three years. If so, he becomes a candidate. (Note: Because some Areas have few Districts, it is within the autonomy of the Area to widen the eligibility to include suitably experienced former GRs for the office of Delegate.)</p>	<ul style="list-style-type: none"> • sends the names and addresses of the Area Service Committee to GSO and informs GSO of any changes. <p>The Treasurer:</p> <ul style="list-style-type: none"> • <u>Prepares a budget for Area expenses (see UKG21)</u> • is responsible for the management of the Area's funds • pays all bills for <u>approved</u> expenditure by the Area Service Committee • issues receipts to GRs for any contributions <u>received</u> they make to the Area on behalf of their Groups <p>Area Co-ordinator A co-ordinator is responsible for unifying one of Al-Anon's special services such as PI or Alateen in an Area. <u>A co-ordinator</u> He usually serves for a three-year term and votes at Area Service Committee Meetings but not at the Assembly unless <u>also</u> he is a GR.</p> <p>An Alateen Co-ordinator must be a screened Group Sponsor whose name is on the Register of Alateen Screened Group Sponsors held at GSO. <u>For further guidance, 'Policies and Practices concerning Alateen in England and Wales' can be obtained from GSO.</u></p> <p>[...] [Page 62]</p> <p>Election of a UK & Eire Service Delegate The Chairman asks the GRs to vote to elect a Delegate. Only the GRs have a vote, thus maintaining the principle of one Group one vote.</p> <p>1. Chairman asks each DR <u>if they are</u> whether he is prepared to serve as Delegate for three years. If so, <u>they</u> he becomes a candidate. (Note: Because some Areas have few <u>or no</u> Districts, it is within the autonomy of the Area to widen the eligibility to include suitably experienced former GRs for the office of Delegate.)</p>
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<p>2. The roll is called to ascertain the number of GRs present.</p> <p>3. Ballot papers are distributed.</p> <p>4. Non-voting members are selected to collect and count the votes.</p> <p>5. The first candidate to receive a two-thirds majority vote is elected.</p> <p>[...]</p>	<p>2. <u>As suggested in Warranty Three, the voting process should be followed even if there is only one candidate.</u></p> <p>3. The roll is called to ascertain the number of GRs present.</p> <p>3. Ballot papers are distributed.</p> <p><u>4. Candidates describe their suitability for the role before leaving the room.</u></p> <p><u>5. A discussion may now take place following which votes are cast.</u> Non-voting members are selected to collect and count the votes.</p> <p>6. <u>In the spirit of substantial unanimity,</u> The first candidate to receive a two-thirds majority vote is elected.</p> <p>[...]</p>
<p>Proposed version as it will appear in the next edition of the UK & Eire Service Manual</p>	
<p>[page 49]</p> <p>Area</p> <p>An Area is a designated geographical part of the UK & Eire. Group members within an Area meet regularly at an Assembly to ensure adequate exchange of information about service ideas and activities, not only in the immediate Area but throughout the UK & Eire. The UK & Eire Service Delegate is a member elected by the Area to represent it at the annual UK & Eire Service Conference and provide a link between GSO and the Area.</p> <p>[page 50]</p> <p><i>Election of a Group Representative (GR) and an Alternate</i></p> <p>A GR is elected by the Group using any election procedure it chooses. The term of office for a GR is recommended to be three years. Service is a vital part of recovery and it benefits both the GR and the Group if a full three-year term is served. To emphasise the need for selecting informed GRs, a special meeting may be called by the Group, with time devoted to discuss the role of the GR in our service structure and the work of GRs in the District and Area. A Group may re-elect its GR for another term.</p> <p>[...]</p> <p>[page 51]</p> <p><i>The GR and UK & Eire Service</i></p> <p>Through the contacts made with other GRs and the Area Service Committee at Assembly, the GR can gain knowledge of Al-Anon service and the purpose and work of the Conference. This will enable the GR to explain these to the Group. The GR should be allowed regular time at Group meetings to convey information concerning Al-Anon service affairs.</p> <p><i>The GR at District Meetings and Area Assemblies</i></p> <p>The GR is expected to participate at all District Meetings and to attend all Area Assemblies. The GR keeps the Group informed of decisions taken and activities planned.</p>	

The GR encourages members to attend but, adhering to the principle of one Group one vote, only the GR or, if absent, the Alternate votes.

Corresponding with GSO

The GR has the responsibility for seeing that correspondence from the General Service Office is reaching the Group. If correspondence is not being brought to meetings by the person who is listed as the Current Mailing Address (CMA), the GR consults first with that person. If a change is warranted, the GR contacts GSO to provide an up-to-date CMA. GRs are requested to contact GSO by email.

If not the Group's mailing address, all correspondence should be referred to the GR. The GR can explain communications in the light of a broader understanding of the Al-Anon structure.

[...]

[Page 52]

The GR as a Channel of Communication

The GR can bring the Group's viewpoint on any situation or problem concerning Al-Anon to the District Meeting or Area Assembly. In turn the GR informs the Group of the outcome of the meetings. The GR informs members of items of interest to the Group extracted from the Delegate's report of the UK & Eire Service Conference.

The GR reminds the Group of Al-Anon and Alateen's traditional insistence on being self-supporting. The GR brings the Treasurer's appeals for contributions to the General Fund of Al-Anon Family Groups UK & Eire and the annual appeal for the World Service Office to the Group's attention.

The Group supports the District and Area and contributes an agreed amount towards their costs. The GR ensures that the Group's contribution is received by the District Meeting and Area Assembly. The GR's travel expenses for attending these meetings are paid by the Group. Any surplus funds are normally sent to the General Fund or Al-Anon Family Groups CLG in Eire.

The GR, Public Information and Institutions

The GR works through the District and Area in helping to initiate PI and institutions work.

[...]

The District

The District is a segment of an Area containing a number of Groups located relatively close to one another. It is the first link from the Groups to the Area, the annual UK & Eire Service Conference and GSO, connecting the Groups in unity and for mutual aid. Its main purpose is to support the growth and well-being of Groups in its locality. Any Al-Anon/Alateen member is welcome to attend District meetings. Alateen Groups should be encouraged to take an active part in District affairs.

[Page 53]

[...]

The duties of the DR are:

- to call and chair District Meetings, preferably at regular intervals
- to help the Delegate in every way possible in disseminating Conference information and reports

- to keep in touch with the GRs of the District to learn the views of the Groups and their problems which, in turn, the DR may report to the Area Service Committee or the Delegate
- to visit all the Groups in the District, particularly new Groups, to make sure they are getting necessary information and help
- to help the Groups understand and apply the Traditions which guide us in our fellowship activities
- to encourage members to become involved in service
- to co-ordinate programme-related service events and public information projects for the District
- to check the Groups' current mailing addresses (CMA) regularly and to ensure that the Groups notify GSO by email of any changes
- to urge Groups to complete and promptly return the Annual Record Check (ARC) form sent out annually by GSO, in order that GSO has current and up-to-date information for cover under Al-Anon's block insurance policy for Public Liability
- to remind Groups in Eire that they must return the *Group Treasurer's Record Book* at the same time as the ARC form
- to make sure that correspondence from GSO is reaching the Groups and being shared with the members
- to attend Area Service Committee meetings and Area Assemblies and report to the Area Service Committee on activities within the District and report to the District relevant items from the Area
- to notify the Area Service Committee and GSO of Groups that have disbanded
- to get to know the Alateen Groups in the District and encourage them to send GRs to District meetings
- to refer to resources available on the Al-Anon website (<https://www.al-anonuk.org.uk/>).

[page 54]

Election of a District Representative (DR) and Alternate

- The DR and Alternate DR, neither of whom are members of AA, are elected from among the GRs, or active past GRs, at a District meeting by a method of its own choosing. The term of office is three years.
- The DR who is completing a term calls a District meeting notifying all Groups in the District for the purpose of electing a successor.
- Once elected the DR is no longer a GR and the Group elects a new GR.
- If the DR resigns, misses two consecutive District Meetings, two consecutive Area Assemblies, proves to be inactive at District, or is unable to serve, the Alternate DR completes the term. The Alternate may then be elected for a three- year term in their own right. If the GRs of a District are not aware of the DR's failure to attend Area Service Committee meetings, the Area Service Committee may request a replacement.
- [...]

District Secretary:

- compiles a complete contact list of all GRs, District Officers and relevant Area Co-ordinators and keeps it up-to-date
- attends to all routine secretarial work
- sends out all notices of District meetings and events held in the District
- takes minutes of committee meetings and sends them to the District Committee members soon after the meeting
- takes minutes of District meetings and sends them to the GRs soon after the meeting

- keeps a complete set of District meeting minutes on file to be passed to the next DR
- calls the roll of all voting members at meetings.

District Treasurer:

- Prepares a budget for District expenses (see UKG21)
- is responsible for the management of the District's funds
- pays all bills for approved expenditure
- issues receipts to GRs for any contributions received
- makes regular written financial reports to the District meeting
- forwards surplus monies to the Area or the General Fund. In Eire surplus monies must be sent to the Area.

[...]

[page 55]

District Meetings

All District Meetings are closed. Various types of meetings may be held to unite and inform local Groups and to:

- hear progress reports from the District Representative
- hear matters of interest from the UK & Eire Service Delegate
- hold sharing sessions for discussion of Group and District matters
- encourage growth and development of Al-Anon and Alateen Groups in the District
- work together to plan Public Information projects
- consider Information Centre/Service matters (if applicable)
- discuss ways to familiarise Groups with Conference Approved Literature
- encourage members to submit articles to *Al-Anon Today*
- find means of increasing contributions from the Groups to the General Fund
- discuss problems that arise when Al-Anon Traditions are disregarded, or when other matters of concern are presented for consideration
- hold workshops on Alateen, PI, or any other Al-Anon topic of interest to the Groups.

[...]

[page 56]

Area UK & Eire Service Committee

The primary function of the Area Service Committee should be to plan for the general improvement of both the Area and the Groups. It also plans the Assembly agenda and prepares the Area budget. Voting members are the Officers (Chairman, Secretary and Treasurer), the Delegate, the DRs and Co-ordinators of special services such as Alateen and PI and, if applicable, the Information Centre/Service Representative.

[...]

[page 57]

Duties of Committee Members

Chairman

A Chairman should have leadership and organisational ability, serving rather than dictating. It is essential to be able to plan an agenda and conduct meetings in an orderly manner. Communication and co-operation with others are key elements of good chairmanship.

The Chairman:

- [...]
- calls an Assembly before the end of the Delegate's three-year term of office, at which the election of a new Delegate takes place, allowing ample time for the new Delegate to take office by 1st January.

The Delegate

Election of UK & Eire Service Delegate

Once every three years, before the end of December, an Election Assembly is held to elect a UK & Eire Service Delegate. The Delegate takes office in January and serves for a term of three years. An Alternate Delegate is elected at the same time.

When the Delegate has been elected he:

- notifies the Conference Secretary at GSO by email
- studies the duties of a Delegate as set out below.

Duties:

- at Conference
- c) attends all sessions of the Conference, in order to consider the issues brought up, to cast an informed votes and thus helps to guide the Trustees in making their decisions
- d) tries to get a clear and comprehensive picture of our fellowship throughout the UK & Eire to bring back to the Groups in the Area

[...]

[Page 59]

The Secretary:

- compiles a complete contact list of all GRs, DRs, Officers and Co-ordinators and keeps it up-to-date
- attends to all routine secretarial work
- sends out all notices of Assemblies and Area Service Committee meetings
- takes minutes of committee meetings and sends them to the Area Committee members soon after the meeting
- takes minutes of Area Assemblies and sends them to the Area Service Committee, all GRs, the Regional Trustee, GSO and, where appropriate, the Information Centre/Service
- keeps a complete set of Committee and Assembly minutes on file to be passed to the next Secretary
- calls the roll of all voting members at Area Assemblies.

The Treasurer:

- Prepares a budget for Area expenses (see UKG21)
- is responsible for the management of the Area's funds
- pays all bills for approved expenditure
- issues receipts to GRs for any contributions received.

Area Co-ordinator

A co-ordinator is responsible for unifying one of Al-Anon's special services such as PI or Alateen in an Area. A co-ordinator usually serves for a three-year term and votes at Area Service Committee Meetings but not at the Assembly unless also a GR.

An Alateen Co-ordinator must be a screened Group Sponsor whose name is on the Register of Alateen Screened Group Sponsors held at GSO. For further guidance, 'Policies and Practices concerning Alateen in England and Wales' can be obtained from GSO.

[...]

[Page 62]

Election of a UK & Eire Service Delegate

The Chairman asks the GRs to vote to elect a Delegate. Only the GRs have a vote, thus maintaining the principle of one Group one vote.

1. Chairman asks each DR if they are prepared to serve as Delegate for three years. If so, they become a candidate. Because some Areas have few or no Districts, it is within the autonomy of the Area to widen the eligibility to include suitably experienced former GRs for the office of Delegate.
2. As suggested in Warranty Three, the voting process should be followed even if there is only one candidate.
3. The roll is called to ascertain the number of GRs present.
4. Candidates describe their suitability for the role before leaving the room.
5. A discussion may now take place following which votes are cast. Non-voting members are selected to collect and count the votes.
6. In the spirit of substantial unanimity, the first candidate to receive a two-thirds majority vote is elected.

[...]

From the floor

Q On page 7, could consideration be given to whether the words, 'Chairman' and 'Chairmanship' can be made gender neutral?

A While the word 'Chairman' is not in gender neutral language, it is also the title of a role. This will be taken to the Board for consideration.

MOTION 6 – Meetings and Conventions

To amend the text on pages 98-100 of the *UK & Eire Service Manual 2016* under 'Meetings' and 'Conventions' as follows:

(New text is **underlined and bold**. Strikethrough indicates deletion. Moved text is only underlined)

Current version as it appears in the UK & Eire Service Manual 2016 edition	Proposed amended version
(Meetings section pages 98-99)	(Meetings section pages 98-99)
<i>Locating Meetings</i>	<i>Locating Meetings</i>
Al-Anon and Alateen meeting information can be obtained by contacting Al-Anon Information Services and on the Al-Anon website www.al-anonuk.org.uk or by contacting GSO on 020 7403 0888	Al-Anon meeting information can be obtained <u>on the Al-Anon website www.al-anonuk.org.uk</u> <u>or</u> by contacting the <u>Helpline on 0800 0086 811</u> <u>between 10am and 10pm.</u> <u>Alateen meeting information can be obtained by contacting the Admin line 020</u>

between 10am and 10pm or on the Admin line 020 7593 2070.

Open/Closed Meetings

Closed meetings are for all Al-Anon members i.e. anyone whose personal life is or has been deeply affected by close contact with a problem drinker. Open meetings are attended by anyone interested in Al-Anon/Alateen. They are often attended by both members of Al-Anon and members of Alcoholics Anonymous. They provide an opportunity for health professionals to hear how families have experienced recovery.

Audio Recordings* and Podcasts

Occasionally, Al-Anon/Alateen meetings are recorded by members, but as a matter of courtesy, the person doing the recording should ask for permission. Al-Anon/Alateen meetings may be recorded with the following suggestions that:

- every member is aware and approves of the recording
- anonymity is carefully preserved.

7593 2070 between 9am and 5pm Monday to Friday. Alternatively contact your local Al-Anon Information Centre/Service in Dublin (01 873 2699) or Belfast (02890 68 2368).

Open/Closed Meetings

Closed meetings are for all Al-Anon members i.e. anyone whose personal life is or has been deeply affected by close contact with a problem drinker. Open meetings are attended by anyone interested in Al-Anon/Alateen. They are often attended by both members of Al-Anon and members of Alcoholics Anonymous. They provide an opportunity for health professionals to hear how families have experienced recovery.

What to Announce at Meetings

Generally those events put on by or connected to Al-Anon service arms are announced at our meetings, in newsletters, through registered Information Services and on the UK & Eire Al-Anon website. These events bring members together to connect through experiences and discussions.

Audio Recordings* and Podcasts

Occasionally, Al-Anon/Alateen meetings are recorded by members, but as a matter of courtesy, the person doing the recording should ask for permission. Al-Anon/Alateen meetings may be recorded with the following suggestions **provided** that:

- every member is aware and approves of the recording
- anonymity is carefully preserved.

(See 'Anonymity' section in the Policy Digest.)

Podcasts

Recordings of members' sharings may appear as podcasts on the UK & Eire Al-Anon website for PI purposes. A release form must be signed by the member, agreeing to Al-Anon Family Groups' ownership of the material.

Video ***Recording***/Photography/Film

<p>Video/Photography/Film In keeping with Tradition Eleven, videotaping, photographing and filming at meetings is not recommended.</p> <p>Podcasts Recordings of members' sharings may appear as podcasts on the website for PI purposes. A release form must be signed by the member, agreeing to Al-Anon Family Groups' ownership of the material.</p> <p>[...] (After end of section 'Alateen at Conventions', page 100)</p> <p>Films Sometimes films are used at large meetings and conventions for entertainment between meetings and workshops. Because of the Sixth Tradition of non-endorsement the use of Conference Approved films is suggested.</p> <p>Videotaping or Filming In keeping with Tradition Eleven, videotaping or filming at conventions is not recommended.</p>	<p>In keeping with Tradition Eleven, videotaping <u>recording</u>, photographing and filming <u>in any format does not occur</u> at meetings is not recommended.</p> <p>[....] (After end of section 'Alateen at Conventions', page 100)</p> <p><u>Al-Anon/Alateen Events with AA participation</u> <u>Al-Anon service arms may invite AA to participate in an Al-Anon hosted event. (See 'Al-Anon as it Relates to Others' for participation in AA conventions.)</u></p> <p>Films Sometimes films are used at large meetings and conventions for entertainment between meetings and workshops. Because of the Sixth Tradition of non-endorsement. <u>The use of Conference Approved films is suggested in keeping with Tradition Six.</u></p> <p>Videotaping or Filming In keeping with Tradition Eleven, <u>videotaping</u> <u>recording</u> or filming <u>in any format does not occur</u> at conventions, <u>workshops or other events since it is a violation of Tradition Eleven in safeguarding anonymity</u> is not recommended.</p>
<p>Proposed version as it will appear in the next edition of the UK & Eire Service Manual</p>	
<p>('Meetings' section, pages 98-99)</p> <p>Locating Meetings Al-Anon meeting information can be obtained on the Al-Anon website www.al-anonuk.org.uk or by contacting the Helpline on 0800 0086 811 between 10am and 10pm. Alateen meeting information can be obtained by contacting the Admin line 020 7593 2070 between 9am and 5pm Monday to Friday. Alternatively contact your local Al-Anon Information Centre/Service in Dublin (01 873 2699) or Belfast (02890 68 2368).</p>	

Open/Closed Meetings

Closed meetings are for all Al-Anon members i.e. anyone whose personal life is or has been deeply affected by close contact with a problem drinker. Open meetings are attended by anyone interested in Al-Anon/Alateen. They are often attended by both members of Al-Anon and members of Alcoholics Anonymous. They provide an opportunity for health professionals to hear how families have experienced recovery.

What to Announce at Meetings

Generally those events put on by or connected to Al-Anon service arms are announced at our meetings, in newsletters, through registered Information Services and on the UK & Eire Al-Anon website. These events bring members together to connect through experiences and discussions.

Audio Recordings* and Podcasts

Occasionally, Al-Anon/Alateen may be recorded provided that:

- every member is aware and approves of the recording
- anonymity is carefully preserved.

(See 'Anonymity' section in the Policy Digest.)

Recordings of members' sharings may appear as podcasts on the UK & Eire Al-Anon website for PI purposes. A release form must be signed by the member, agreeing to Al-Anon Family Groups' ownership of the material.

Video Recording/Photography/Film

In keeping with Tradition Eleven, video recording, photographing and filming in any format does not occur at meetings.

[....]

(After end of section 'Alateen at Conventions', page 100)

Al-Anon/Alateen Events with AA participation

Al-Anon service arms may invite AA to participate in an Al-Anon hosted event.

(See 'Al-Anon as it Relates to Others' for participation in AA conventions.)

Films

Sometimes films are used at large meetings and conventions for entertainment between meetings and workshops. The use of Conference Approved films is suggested in keeping with Tradition Six. Video recording or filming in any format does not occur at conventions, workshops or other events since it is a violation of Tradition Eleven in safeguarding anonymity.

Video Recording/Photography/Film

In keeping with Tradition Eleven, video recording, photographing and filming in any format does not occur at meetings.

From the floor

Q Delegates have been asked to spread the word to members to not use the 0800 0086 811 number but to use the old Helpline number for meeting details or the admin number when ringing GSO. Can we add this to the Service Manual?

A Conference decided that we should only publicise the 0800 0086 811 number but because the call cost is very high, the message to the members is to please use the old 020 7403 0888 number when phoning for meeting details.

MOTION 7 – Concept Five

To amend the text on page 147 of the *UK & Eire Service Manual 2016* under ‘Concept Five’ as follows:

(New text is **underlined and bold**. Strikethrough indicates deletion. Moved text is only underlined)

Current version as it appears in the UK & Eire Service Manual 2016 edition	Proposed amended version
<p>The Rights of Appeal and Petition aim to protect and make the best possible use of minority feeling and opinion.</p> <p>In the principle of the Right of Appeal, all minorities - whether from the members of the General Service Board, the Executive Committee, Standing Committees - should be encouraged to present minority reports whenever they feel a majority to be in considerable error. Furthermore, when a minority considers an issue to be so grave that a mistaken decision could seriously affect Al-Anon as a whole, it has the actual duty of presenting a minority report to the Conference.</p> <p>This traditional Right of Appeal acknowledges that minorities can be right; that even when they are partly or wholly in error, they still perform a valuable service when, by asserting their Right of Appeal they compel a thorough debate on important issues. The well-heard minority, therefore, is our chief protection against an uninformed, misinformed, hasty or angry majority.</p> <p>The traditional Right of Petition permits any person, whether paid or unpaid, to petition for the redress of a personal grievance, carrying his complaint, if he desires, directly to the General Service Board. He should be able to do this without prejudice or fear of reprisal. Though in practice this right will be seldom exercised, its very existence will tend to restrain those in authority from unjust use of power.</p>	<p>The Rights of Appeal and Petition aim to protect and make the best possible use of minority feeling and opinion.</p> <p>In the principle of the Right of Appeal, all minorities - whether <u>among the membership, the GSO staff,</u> from the members of the General Service Board, the Executive Committee; <u>or</u> Standing Committees - should be encouraged to present minority reports whenever they feel a majority to be in considerable error. Furthermore, when a minority considers an issue to be so grave that a mistaken decision could seriously affect Al-Anon as a whole, it has the actual duty of presenting a minority report to the Conference.</p> <p>This traditional Right of Appeal acknowledges that minorities can be right; <u>and</u> that even when they are partly or wholly in error, they still perform a valuable service when, by asserting their Right of Appeal they compel a thorough debate on important issues. The well-heard minority, therefore, is our chief protection against an uninformed, misinformed, hasty or angry majority.</p> <p>The traditional Right of Petition permits any <u>Al-Anon member</u> person, whether paid or unpaid, to petition <u>the General Service Board</u> for the redress of a personal grievance, carrying his complaint, if he desires, directly to the General Service Board <u>after having exhausted all avenues of resolution, beginning with the service arm that made the original decision and working through the links of service.</u></p>

<p>Surely our workers cheerfully accept the direction and discipline that go with their jobs, but all should nevertheless be confident that they need not silently endure unnecessary and unfair personal domination.</p> <p>[...]</p>	<p><u>GSO employees, members of the Executive Committee, the GSB or Standing Committees may also petition for the redress of a grievance.</u> He One should be able to do this without prejudice or fear of reprisal. Though in practice this right will be seldom exercised, its very existence will tend to restrain those in authority from unjust use of power. Surely our workers cheerfully accept the direction and discipline that go with their jobs, but all should nevertheless be confident that they need not silently endure unnecessary and unfair personal domination.</p> <p>[...]</p>
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Proposed version as it will appear in the next edition of the UK & Eire Service Manual

[...]

The Rights of Appeal and Petition aim to protect and make the best possible use of minority feeling and opinion.

In the principle of the Right of Appeal, all minorities - whether among the membership, the GSO staff, the General Service Board, the Executive Committee or Standing Committees - should be encouraged to present minority reports whenever they feel a majority to be in considerable error. Furthermore, when a minority considers an issue to be so grave that a mistaken decision could seriously affect AI-Anon as a whole, it has the actual duty of presenting a minority report to the Conference.

This traditional Right of Appeal acknowledges that minorities can be right, and that even when they are partly or wholly in error, they still perform a valuable service when, by asserting their Right of Appeal they compel a thorough debate on important issues. The well-heard minority, therefore, is our chief protection against an uninformed, misinformed, hasty or angry majority.

The traditional Right of Petition permits any AI-Anon member, whether paid or unpaid, to petition the General Service Board for the redress of a personal grievance, after having exhausted all avenues of resolution, beginning with the service arm that made the original decision and working through the links of service.

GSO employees, members of the Executive Committee, the GSB or Standing Committees may also petition for the redress of a grievance. One should be able to do this without prejudice or fear of reprisal. Though in practice this right will be seldom exercised, its very existence will tend to restrain those in authority from unjust use of power.

From the floor
No questions

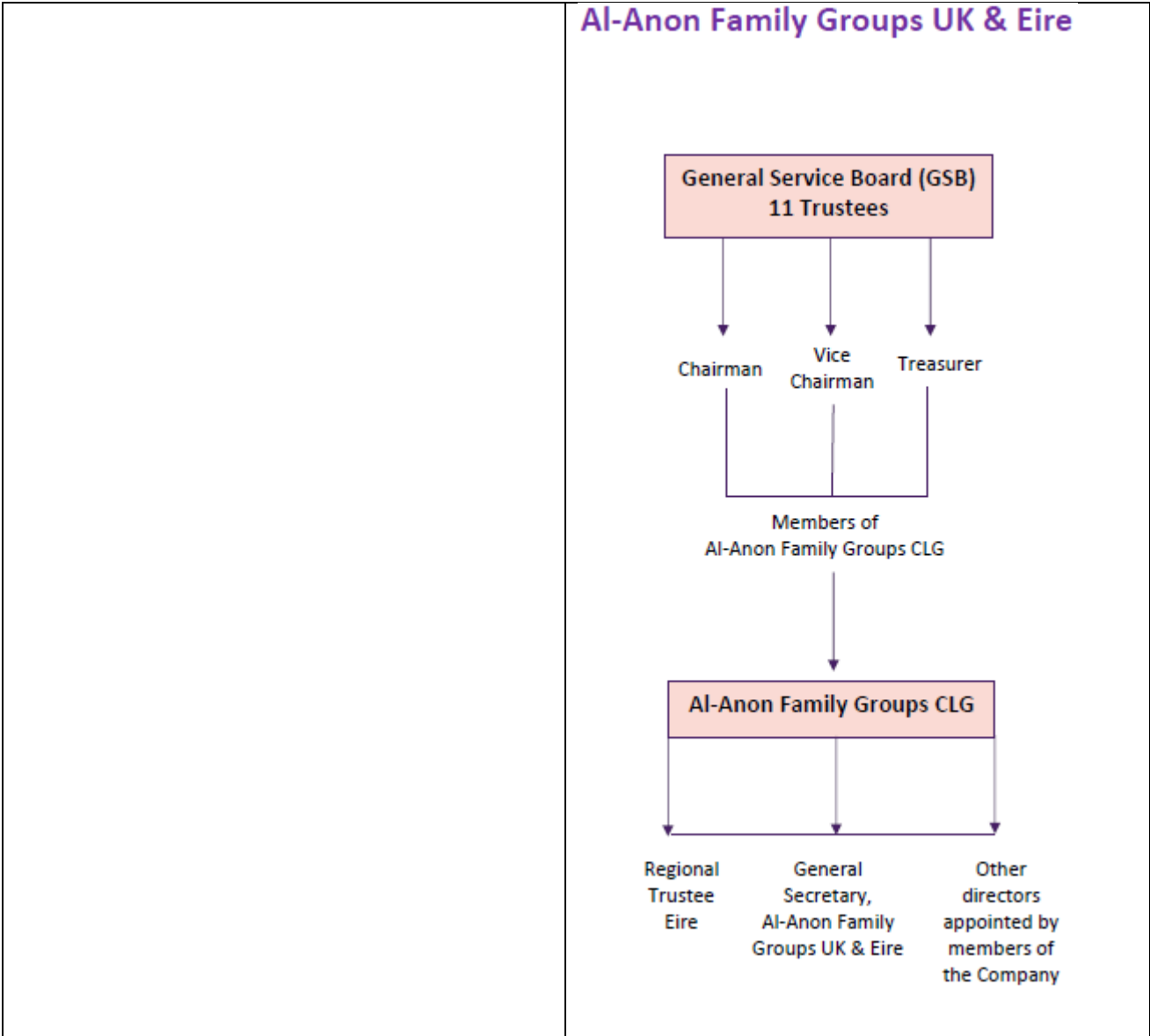
MOTION 8 – AI-Anon Family Groups Company Limited by Guarantee (CLG) IN EIRE

To add text to page 75 under '**Family Groups Ltd**', and page 127 under '**UK & Eire Company Registration/Taxation**' as follows, of the *UK & Eire Service Manual* 2016:

(All new text)

Relevant sections in the UK & Eire Service Manual 2016 edition	Proposed addition
(to follow section Family Groups Ltd , pages 74-75)	<p>Al-Anon Family Groups Company Limited by Guarantee (CLG) IN EIRE</p> <p>The enactment of the Charities Act 2009 and the appointment of the Charities Regulatory Authority (CRA) in 2017 made it a legal requirement for Al-Anon Family Groups UK & Eire to register as a charity in Eire. The company was incorporated in August 2019 and registered with the Revenue Commissioners in July 2020. Al-Anon Family Groups CLG was granted charitable status October 2021. The establishment of this charitable company means that the Al-Anon Family Groups UK & Eire Structure is two charities in one fellowship.</p>
(to follow section UK & Eire Company Registration/Taxation Family Groups Ltd. , pages 126-27)	<p>Al-Anon Family Groups Company Limited by Guarantee (CLG) IN EIRE</p> <p>The enactment of the Charities Act 2009 and the appointment of the Charities Regulatory Authority (CRA) in 2017 made it a legal requirement for Al-Anon Family Groups UK & Eire to register as a charity in Eire. The company was incorporated in August 2019 and registered with the Revenue Commissioners in July 2020. Al-Anon Family Groups CLG was granted charitable status in October 2021. The establishment of this charitable company means that the Al-Anon Family Groups UK & Eire Structure is two charities in one fellowship.</p> <p>Some of the features are:</p> <ul style="list-style-type: none"> • It is a requirement that Al-Anon Family Groups CLG have five Directors, four being resident in Eire. The fifth Director is the General

	<p>Secretary who is a permanent Director.</p> <ul style="list-style-type: none"> • All administration is provided by GSO under the management of the General Secretary, and the policies and strategies for both charities will be agreed at the UK & Eire General Service Board. • Every Group in Eire, registered with GSO, is listed as a member of the charity. This listing means that each Group has legal responsibilities to the charity. • Procedures for the control of and maintenance of financial information by Groups is a legal requirement. <i>UK121 Al-Anon Group Treasurer's Record Book</i> is provided for use by the Groups to meet this requirement. • The <i>Finance Policy</i> for Al-Anon Family Groups CLG and UKG25 the <i>Group Finance in Eire</i> guideline provide detailed information on the requirements and procedures to be followed by the Groups. • For audit reasons all Group donations in Eire must be lodged in the Al-Anon Family Groups CLG account. • Annual accounts are prepared and audited separately for the two charities. <p><i>NB. Al-Anon Family Groups CLG is registered in Eire under Company Law and Charity Law.</i></p>
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Proposed version as it will appear in the next edition of the UK & Eire Service Manual
(See above for table that will be included)

Al-Anon Family Groups Company Limited by Guarantee (CLG) IN EIRE

The enactment of the Charities Act 2009 and the appointment of the Charities Regulatory Authority (CRA) in 2017 made it a legal requirement for Al-Anon Family Groups UK & Eire to register as a charity in Eire. The company was incorporated in August 2019 and registered with the Revenue Commissioners in July 2020.

Al-Anon Family Groups CLG was granted charitable status in October 2021. The establishment of this charitable company means that the Al-Anon Family Groups UK & Eire Structure is two charities in one fellowship.

Al-Anon Family Groups Company Limited by Guarantee (CLG) IN EIRE

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registered with the Revenue Commissioners in July 2020. Al-Anon Family Groups CLG was granted charitable status in October 2021. The establishment of this charitable company means that the Al-Anon Family Groups UK & Eire Structure is two charities in one fellowship.

Some of the features are:

- It is a requirement that Al-Anon Family Groups CLG have five Directors, four being resident in Eire. The fifth Director is the General Secretary who is a permanent Director.
- All administration is provided by GSO under the management of the General Secretary, and the policies and strategies for both charities will be agreed at the UK & Eire General Service Board.
- Every Group in Eire, registered with GSO, is listed as a member of the charity. This listing means that each Group has legal responsibilities to the charity.
- Procedures for the control of and maintenance of financial information by Groups is a legal requirement. UK121 *Al-Anon Group Treasurer's Record Book* is provided for use by the Groups to meet this requirement.
- The *Finance Policy* for Al-Anon Family Groups CLG and UKG25 the *Group Finance in Eire* guideline provide detailed information on the requirements and procedures to be followed by the Groups.
- For audit reasons all Group donations in Eire must be lodged in the Al-Anon Family Groups CLG account.
- Annual accounts are prepared and audited separately for the two charities.
NB. Al-Anon Family Groups CLG is registered in Eire under Company Law and Charity Law.

From the floor

Q When will these changes come into effect?

A Immediately.

Q & A SESSION

Q Can the Detachment leaflet and Three Views of Al-Anon leaflet be incorporated into the Newcomers leaflet?

A WSO hold the licence to CAL, therefore we are unable to change literature.

Q When is the new daily reader being released and does it have a name yet?

A July 2023, the working title is Daily Reader.

Q Does role rotation affect the process of Eire becoming a charity or are the appointments for an extended period of time to facilitate a smooth transition? I'm not sure how the Directorships work.

A No. All three Boards CLG, FGLtd and the GSB are working very hard to ensure any role rotation doesn't affect the registration process.

Q A Group has been online throughout the pandemic and a decision taken to remain online by the majority of the Group. However, a smaller number of members have proceeded to notify GSO that the Group is being reinstated as face to face. The members have appointed a GR for this meeting despite having a current GR for

that meeting that was appointed pre-pandemic. The Delegates would like to know, is there any process of appeal to deal with this situation? And does the face to face meeting take precedence over any online option?

A This is really a matter for the Area to deal with. It would be helpful to know which new Group has registered with GSO and then the RT could help the Area Delegate assist the Group to find a resolution. Helpful literature to use: *UK100 Conflict Resolution* and *UK101 Conflict Resolution using our Twelve Traditions*.

Q Would it be possible to allow Alternate Delegates to attend as observers to Conference to accompany an outgoing Delegate and ensure a smooth transition? It states on page 66 of the *UK & Eire Service Manual* under Composition of the Conference that "...those attending with no voice and no vote....invited observers from the UK and Eire and other countries". Could this apply to Alternate Delegates?

A Whilst this sounds like a helpful idea, in practise it would increase costs to the Areas and stretch the resources at GSO. Conference is a closed meeting. Good Service Sponsorship will ensure a smooth transition. Pages 66-68 of the *UK & Eire Service Manual* can be helpful.

SPIRITUAL SHARES

Breda Walsh, Area 19 Delegate

When I was asked to do this share and saw the theme, I looked up the word "Evolving". It means developing. The dictionary also said evolving is done gradually. That is what I have been doing, and continue to do, in the Al-Anon program.

I am evolving through change. I know now that when I first came to Al-Anon meetings I did not want to change. I felt it was the alcoholic who needed to change, not me! I wanted to know how to stop this man from drinking but I did not get an answer. To this day he continues to drink.

I grew up in a home where my dad drank all his life. I now realise his drinking affected my mam, my siblings and me.

When I got to the Al-Anon rooms I had hit "rock-bottom". I began to learn a lot about alcoholism and its effects on families. Week after week I kept coming back. Every week I shared and began to feel that I belonged, though I was not sure why.

I listened as members spoke about changed attitudes, self-esteem and compassion. Members gave me a book called, *Courage to Change*. I loved that book, it gave me courage and helped me to change. I found out about the Twelve Steps, Twelve Traditions and the Concepts of Service, and I found a Higher Power.

A lot changed for me when I got a Sponsor. I began to share, to trust and believe in myself. I started to do Service which I looked at as giving back to the programme that helped me so much when I needed it.

I have learned so much more about the Al-Anon programme through doing Service. My self-confidence is so much better today, and I don't have too many doubts about myself. I am not afraid of life and all its challenges; not afraid as I used to be.

I work the Al-Anon programme in all areas of my life; at work and in my family. I do this a day at a time with my Higher Power's help. Today I am still "Evolving through Change". I know I will gradually be changing all my life. Today I have a Higher Power who loves me as I am, a group of people who listen when I need to talk, and an Al-Anon programme that works if you work it.

Pauric McMenamin, Area 14 Delegate

When I had a look at the three Al-Anon daily readers for some guidance on the theme 'Evolving through Change', it turns out there is nothing in the index referring to the word "evolve". So I checked the dictionary to see what the word actually meant! It is a Latin word meaning to go forth, to unfold, and to develop growth through maturity.

Of course, I found there are lots of pages with references about "change" in our books; we even have an entire book dedicated to the "courage to change"

I suppose that's what my overall journey has been in Al-Anon - to evolve and change.

In the beginning I was curious. I was listening to shares, hearing experiences I could really identify with. I felt good and they resonated and made me feel that I belonged. When I first attended Al-Anon I shared how bad things were, how frightened I was, how sad I was, until one day, after a meeting, an experienced member approached me and asked, "Do you want to change or do you just want to tell that sad story again?"

Little did I know, my Higher Power was already working for me. After that chat, I became drawn to listening to shares that focused on hope and began to let go of the past.

After a while I realised if I don't change then nothing else changes. I came to believe that it's up to me to do the changing. I became aware of alcoholism as a family disease and of its far reaching and long-lasting hidden effects; that this was a cunning, baffling and insidious disease. I read a lot about the disease and I started to attend open Al-Anon and open AA meetings.

I felt at home but then realised that I was just re-living the resentment that I had left home with. I was reared in this diseased environment, with an aggressive, alcoholic father and a deeply affected mother, who just tried to do the best she could in all the confusion, chaos and drama. She was pretty unwell and as a result had often taken it out on her children. Someone had to be blamed.

I became aware that the hidden effects of this disease were deep and long-lasting. How do I change? This was the big question. The answer was in the Twelve Steps poster that I had seen many times hanging on meeting walls. Numbered one to twelve – here was a process to go through.

At first, I worked the Steps on my own (a big mistake!). I was making MY sense of them as I was putting them through my old thinking filter that had been formed in the first 12 to 14 years of my life.

My next big change was to reach out to my Sponsor and start going through the Steps. I was guided to the wisdom of our programme by a caring and strong Sponsor. This brought about powerful evolving growth to my life, one day at time. I realised that the serenity we talked about was an inside job. Parts of my life were unmanageable, but I could come to believe in a power greater than myself, and trust in that power.

These Steps were making a huge change to my thinking and, as a result, to my everyday life. My programme became my great guide and bedrock of support; there was nothing I couldn't face with its help and guidance.

What an incredible gift and insight working my programme has been. There have been many challenging situations since joining Al-Anon. This wonderful programme has guided me through. All the guessing I used to do to cope is now replaced with guided action. Letting go of old traits - people pleasing, controlling, guilt - characteristics that served their purpose in my childhood and well into adulthood, are no longer helpful.

Al-Anon taught me how to change and encouraged me to evolve. It is, of course, a beautiful, gentle programme but after paying lip service to it for some time, it became apparent that I had to actually work it. I had to go

through the Steps, find a Sponsor, attend meetings, continue with daily reading of Al-Anon literature and get involved in Service.

I love the fact that my change has brought me terrific new relationships with all who are dear to me, including the family members who have chosen not to get any help.

What Al-Anon has given me most is choices. Before, I never thought that I had a choice. When a crisis arose, I felt I had to jump in. I was going to be a saviour - after all, hadn't this always been my role? Through working the Steps I realised that it was me that I was trying to save! This was a huge awakening for me. I was still people-pleasing, but now, however, I had a choice. I came to realise everybody has their own journey and everybody has their own Higher Power. What a revelation this was. This understanding helped me rid myself of my over-developed sense of responsibility.

I'm really enjoying the journey. I continue to evolve and change, one day at a time.

Nuala Carroll, Chairman General Service Board

My husband is the alcoholic in my life and is in recovery today for which I am very grateful. He was lucky to have been accepted into a treatment centre in Dublin which treated the family disease of alcoholism. When his time in the centre was up, we were then involved in their aftercare programme. However, in order to take part the requirement was that I attend Al-Anon meetings. I didn't want to go but at the time had no option.

When I came into the rooms of Al-Anon I met people I had been in school with and my first inclination was to run. I am glad I stayed but it hasn't been an easy journey. The early days were filled with my rage about my situation. Even though I was grateful for the sobriety I didn't know how to be a wife, mother or a friend as I had been so used to reacting to the alcoholic's behaviour on a daily basis. I was the lunatic in my home and my children were frightened of me and not of their alcoholic father. He was usually quiet when he came home and if there was to be an argument, I inevitably started it.

What I heard a lot was that in order to move forward I had to make changes in my life and I didn't know how to do that. It was also a bit scary letting go of my way of doing things and changing to make my life better, to bring some kind of serenity into my life. I didn't know what serenity was but I knew even after a short time and with some very small changes, my life was becoming better. I was able to sleep better at night and was less angry. Anger was one of my go-to reactions and even today it can come back when I don't like a situation I find myself in. Control was another tool I used on other people. I thought I could control everything, that it was my responsibility to control everything and everyone around me. Sometimes I even felt powerful but really that was a myth. I wasn't in control of anything or anyone and that caused me frustration and anger as my life tumbled out of control. When I came into Al-Anon I thought my life hadn't been too bad, but the reality was something different. I felt totally alone and scared and didn't know how to ask for help. I thought we had hidden the chaos and madness we lived in very well but as we came to understand in the fellowship, we were the last people to realise there was a problem. We tumbled from one disaster to the next and managed to do plenty of geographicals along the way, so we brought the chaos with us. As I don't come from an alcoholic home I still don't understand how I could have lived that life and not realise it was totally dysfunctional.

By coming into Al-Anon, staying and getting involved as much as I could, I began to recover. I still keep coming back because this is a journey for me which will never end. I am so grateful for that. People in Al-Anon allowed me to participate in the Group Service with no judgement or instructions on how I should do the job. My self-esteem was slowly recovering and I felt able to take on tasks I would never have thought possible.

I was evolving through change without even knowing it. I was recovering through Service without knowing it but my life was changing and I certainly am not the same person who came into my first meeting terrified as to what people would think of me. I had no option whilst following the suggested Al-Anon programme and using

the tools but to make changes in my life. It became uncomfortable to continue to live in dishonesty, resentment and anger. Change was inevitable – scary but necessary. Today I look at change in a more positive way. I can still be frightened of change and the unknown, but I know today that when I make changes and something doesn't work out then I can choose to make other changes. I can ask for help and can see more clearly where change needs to happen and how to go about it. It doesn't happen quickly as I still get stuck in the "what ifs". Sometimes I think I don't want to change but to just sit and be in the victim mode which is like a comfort blanket. In reality I don't want to go back to that again and in my experience any changes I have made in my journey through recovery have been positive experiences for me. I will continue to embrace the concept of evolving through change a day at a time.

UNFINISHED BUSINESS

Please send shares for Al-Anon Today to editor@al-anonuk.org.uk or via the link on the website. These shares are also used for social media.

In response to feedback given in past evaluation forms, alternative Conference venues are being considered.

The General Secretary reminded Conference about the AA 75th Anniversary Celebration. The flyers are on the Al-Anon al-anonuk.org.uk and AA AA75.co.uk websites.

TRUSTEE APPOINTMENTS

DRAWING OF LOTS FOR MEMBERS OF THE REGIONAL COMMITTEE ON TRUSTEES (RCT) GRADING IN 2022

The two Delegates drawn by lot from outside the Region will be part of the RTC and grade the applications in 2022 for Regional Trustees starting in 2023.

England South & East – Area 8 and Area 30
Scotland - Area 14 and Area 16

TRUSTEE AT LARGE APPOINTMENTS

Angela Lidster was selected as Trustee at Large, Treasurer (two years and second term).
Liz Pritchard was selected as Trustee at Large, Chairman, Executive Committee (three years and second term).

REGIONAL TRUSTEE APPOINTMENTS

Miriam MacGraith was selected as Regional Trustee, Eire (two years and second term).
Isobel Durbidge was selected as Regional Trustee, England West & South Wales (three years).
Sue McDonald was selected as Regional Trustee, England North & North Wales (two years).
Heather McKaig was selected as Regional Trustee, England South & East (one year).
Michael Donnelly was selected as Regional Trustee, Ireland North (three years).

CLOSE OF CONFERENCE

The Conference Chairman asked all retiring Delegates and Trustees to raise their virtual hand. Conference then showed its appreciation for these members' service with a round of applause. The Chairman of the Board expressed her appreciation for the work done by the Chairman of Conference and the Conference Committee team.

*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.*

LIST OF MOTIONS DISCUSSED BY THE 2021 UK & EIRE SERVICE CONFERENCE

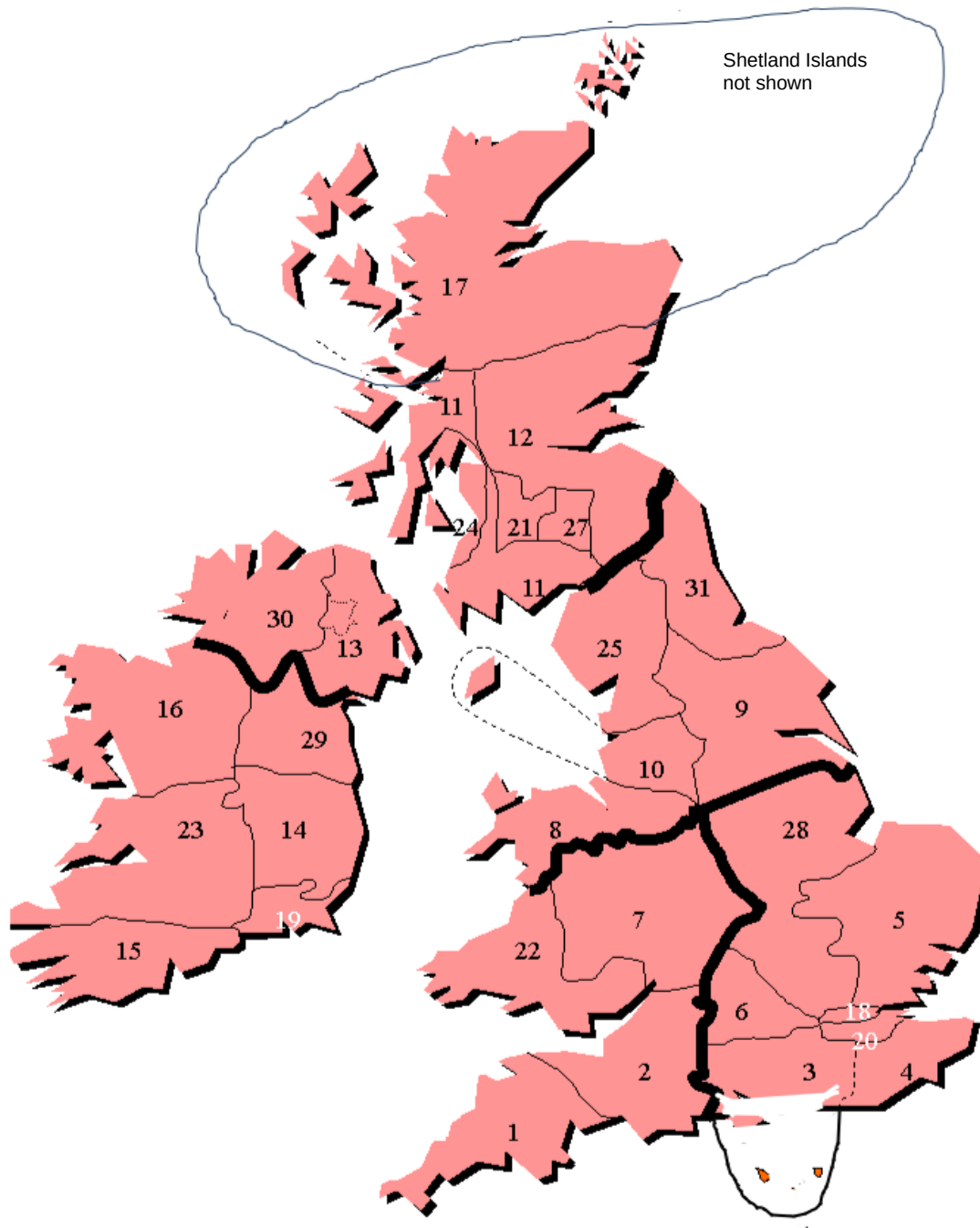
- | No | Motion |
|----|--|
| 1 | <p>to approve the Annual Reports of the Service Arms for the period 1st April 2020 to 31st March 2021
 CARRIED: unanimous</p> |
| 2 | <p>to approve the Treasurer's Report on the Income and Expenditure Accounts for the year ended 31st March 2021
 CARRIED: unanimous</p> |
| 3 | <p>to approve the amendments to the Budget for the financial year 2021-2022
 CARRIED: unanimous</p> |
| 4 | <p>to accept the proposed Budget for the financial year 1st April 2022 to 31st March 2023
 CARRIED: unanimous</p> |
| 5 | <p>to amend text on pages 49-63 of the <i>UK & Eire Service Manual</i> 2016 under 'Part 2 – UK & Eire Service Handbook'
 CARRIED: 38 yes; 1 abstain</p> |
| 6 | <p>to amend text on pages 98-100 and 117-118 of the <i>UK & Eire Service Manual</i> 2016 under 'Meetings and Conventions'
 CARRIED: 35 yes; 3 no; 1 abstain</p> |
| 7 | <p>to amend text on page 147 of the <i>UK & Eire Service Manual</i> 2016 under 'Concept Five'
 CARRIED: unanimous</p> |
| 8 | <p>to add text on pages 75 under 'Family Groups Ltd' and page 127 under 'UK & Eire Company Registration/Taxation', of the <i>UK & Eire Service Manual</i> 2016
 CARRIED: unanimous</p> |
| 9 | <p>to approve the appointment of Angela Lidster as Trustee at Large, Treasurer for a two-year term
 CARRIED: unanimous</p> |
| 10 | <p>to approve the appointment of Liz Pritchard as Trustee at Large, Chairman, Executive Committee for a three-year term
 CARRIED: unanimous</p> |
| 11 | <p>to approve the appointment of Miriam MacGraith as Regional Trustee, Eire for a two-year term
 CARRIED: unanimous</p> |
| 12 | <p>to approve the appointment of Isobel Durbidge as Regional Trustee, England West & South Wales for a three-year term
 CARRIED: unanimous</p> |
| 13 | <p>to approve the appointment of Sue McDonald as Regional Trustee, England North & North Wales for a two-year term
 CARRIED: unanimous</p> |
| 14 | <p>to approve the appointment of Heather McKaig as Regional Trustee, England South & East for a one-year term
 CARRIED: 38 yes; 1 abstain</p> |
| 15 | <p>to approve the appointment of Michael Donnelly as Regional Trustee, Ireland North for a three-year term
 CARRIED: unanimous</p> |

Voting Strength: 39 seated. Certain Trustees needed to leave for voting on their position, so voting strength was 38 for Motions 9, 10 and 11.

ACRONYMS USED AT CONFERENCE

AA	Alcoholics Anonymous
AFG	Al-Anon Family Groups
AFG CLG	Al-Anon Family Groups Company Limited by Guarantee
ARC	Annual Record Check
CAL	Conference Approved Literature
CMA	Current Mailing Address
CRA	Charities Regulatory Authority
DBS	Disclosure and Barring Service
DLP	Designated Liaison Person
DR	District Representative
ECPM	Executive Committee for Property Management
EZM	European Zonal Meeting
GASDS	Gift Aid Small Donations Scheme
GR	Group Representative
GSB	General Service Board
GSBNC	General Service Board Nominating Committee
GSO	General Service Office
HSE	Health Service Executive (Ireland)
IAGSM	International Al-Anon General Services Meeting
ICR	Information Centre Representative
ISR	Information Service Representative
OOH	Out of Hours
PI	Public Information
RCT	Regional Committee on Trustees
TEAM	Together Empowering Al-Anon Members
TEC	TEAM Events Committee
WSC	World Service Conference
WSO	World Service Office

MAP

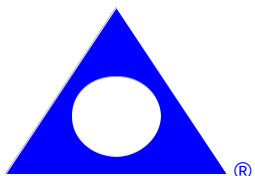


Areas

1, 2, 7, 22
 3, 4, 5, 6, 18, 20, 28
 8, 9, 10, 25, 31
 11, 12, 17, 21, 24, 27
 13, 30
 14, 15, 16, 19, 23, 29

Regions

England West & South Wales
 England South & East
 England North & North Wales
 Scotland
 Ireland North
 Eire



Al-Anon Family Groups UK & Eire

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