

2022-2023 Alateen Training

Alateen and the roles of the AMIAS

Oregon



Alateen is. . .

- ...part of Al-Anon Family Groups.
- ...a fellowship of young people whose lives have been affected by alcoholism in a family member or close friend.

(from the Alateen Suggested Preamble)

Alateen is not...

- A program for young people seeking sobriety.
 - A therapy program.
-

Alateen Members

- Are members of Al-Anon Family Groups who are seeking recovery from the effects of someone else's drinking.
- Share their experience, strength, and hope with each other.
- Are generally teenagers; may include younger family members.



Oregon Area Alateen Safety & Behavioral Requirements

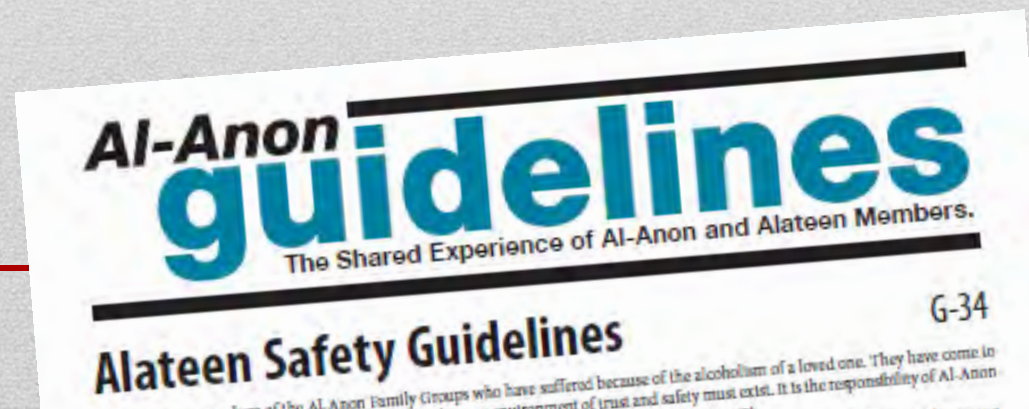
- Additional Oregon Area Safety and Behavioral Requirements address:
 - Parental Permissions
 - Roles of an AMIAS
 - Conferences, Conventions and other Alateen Events
 - Alcohol / Drug Use
 - Reporting suspected child abuse
 - Email, texting and social media
 - Oregon Area Alateen Safety and Behavioral Requirements reviewed by counsel



Responsibility Statement

“AMIAS are to provide direction to assure that emphasis is placed on the Al-Anon/ Alateen program of recovery and, to the best of their ability, maintain an atmosphere that will protect the Alateen members from physical and emotional harm.”

The Responsibility Statement can be found on the WSO Alateen Safety Guideline, G-34, available on the Members' Web site, anon.org/members.



Safety Checklist

Al-Anon Members Involved in Alateen Service:

- Work their own Al-Anon program.
- Use their personal and service Sponsors.
- Participate in local/Area Al-Anon/Alateen events.
- Avoid one-on-one interactions with Alateens.
- Know when to step down as an Alateen Group Sponsor.
- Attend district and Area service meetings whenever possible.
- Participate in Alateen Sponsor Workshops.
- Stay informed—connect with the Area Alateen Coordinator.
- Use all their resources!

Talk to each other, reason things out with someone else...

Alateen Members

- Share their experience, strength, and hope with each other
- Take responsibility for the group, the meeting, and their own behavior
- Support the actions of their Alateen Group Sponsor(s) to help keep their meeting safe
- Serve as personal Sponsors to each other



Role of Alateen Group Sponsors in the Alateen Meeting

- Provide direction to assure that emphasis is placed on the Al-Anon program of recovery
 - To the best of their ability, maintain an atmosphere that will protect the Alateen members from physical and emotional harm
 - Maintain appropriate adult behavior
 - Encourage Alateens to keep order and take responsibility for themselves and the meeting
 - Work with others for the good of Alateen
 - Maintain their own Al-Anon recovery
-

Role of Alateen Group Sponsors

At events/service meetings in the district/Area

- Take responsibility for the Alateens in their care
 - Work with Area/district events to be sure there is a plan in place for Alateen safety in compliance with Area Requirements
 - Become familiar with Area Requirements and all WSO and Area Alateen Guidelines
 - Communicate with district and Area Alateen Coordinators
-

The Alateen Meeting

Safety and Behavior

- Alateen Group Sponsors set safety parameters for the meeting. Safety matters are not subject to group vote or approval.
- Alateen Group Sponsors encourage the group to set their own behavioral guidelines and what the consequences of violations will be.
- Participation in setting the rules can increase support of them.

Resources:

- *Alateen Safety Guidelines* (G-34)
 - Area Requirements (including state/ provincial laws regarding minors)
 - *Al-Anon/Alateen Service Manual* (P-24/27)
-

The Alateen Meeting

Procedures

- Alateen members chair the meetings and assume responsibility for being Group Representative (GR), Secretary, and Treasurer.*
- Alateen Group Sponsors may assist or coach members in leading the meeting when the group is new.
- Alateen Group Sponsors help to keep the meeting on track by gently guiding the discussion to stay on Al-Anon/Alateen principles.

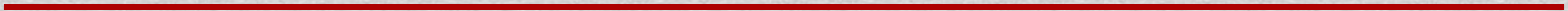
*an Alateen Group Sponsor should hold the group's funds.

Parents and the Alateen Group Sponsor

- What is said in an Alateen meeting is confidential. Just as in Al-Anon meetings, “Whom you see here, what you hear here, when you leave here, let it stay here” applies.
 - Group Sponsors keep Alateens’ confidences and do not interfere in parent/child relationships or challenge parental authority.
 - Alateens and Al-Anon members can share with parents how Al-Anon can help them, and encourage parents to try Al-Anon meetings themselves.
-

What Parents Need to Know about Alateen

- Who is with their children
- What safety measures are in place
- When parental permission forms are required
- Information about Alateen events



Safety/legal issues

Mandatory reporting

- “Child abuse laws relating to mandatory disclosure usually refer to individuals performing in a professional capacity, and not as volunteers. It is advisable that the laws in each state/province/country be investigated because they do vary from place to place. Where reporting is required, there is no choice but to comply with the law.” (*Alateen Safety Guidelines*, G-34)
 - **If reporting is mandatory, how do we prepare the Alateens?**
If a mandated reporter is present, the Alateens must be made aware of this at every meeting, before sharing begins, so that they have a choice in the subjects they share. If it becomes necessary to report something, do it as an interested and concerned adult, not as a representative of Al-Anon or Alateen.
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Safety/legal issues

Finding the balance among Concept Three and Traditions Two and Four

Concept Three: The right of decision makes effective leadership possible.

This tells us the right of decision makes effective Alateen Group Sponsorship possible: within the framework of their job description, it should be traditional for Alateen Group Sponsors to decide which matters they can handle on their own, and which they will report, consult others, or ask specific direction.

Safety/legal issues

Finding the balance among Concept Three and Traditions Two and Four

Tradition Two: For our group purpose there is but one authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants—they do not govern.

- The Al-Anon solution to group problems is found in **Tradition Two**, which refers to “trusted servants.” Alateen Group Sponsors are trusted servants to the Alateen group and to the Al-Anon fellowship. **There is accountability.**
 - Alateen Group Sponsors do not govern or own their Alateen groups.
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Safety/legal issues

Finding the balance among Concept Three and Traditions Two and Four

- **Tradition Four:** Each group should be autonomous, except in matters affecting other Alateen and Al-Anon Family Groups or A.A. as a whole.
 - Know what the Tradition means.
 - What types of matters fall under group autonomy?
 - What matters might affect other Alateen groups as a whole?
 - Al-Anon Groups as a whole?
 - A.A. as a whole?
 - How can we determine the difference?
-

Safety/legal issues

Keep the focus on safety

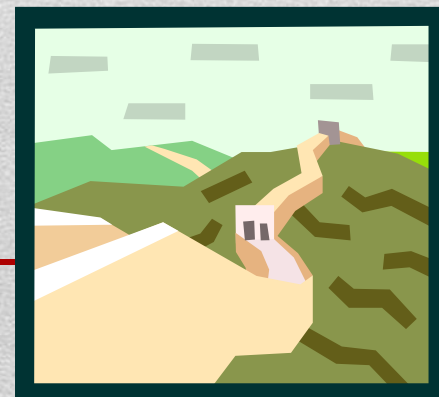
What are some common sense ways to keep the focus on safety?

- Transport Alateens in a group and with another adult
 - Do not transport Alateens without parental permission
 - Obtain permission/medical care forms when required
 - Be gender & number conscious
-

Behavior problems

Setting boundaries with Alateen members

- Treat Alateens with respect.
- Demonstrate Al-Anon principles with what you say and do.
- Do not accept unacceptable behavior.
- **How can we accomplish this?**
 - Use “I” messages, sharing our own feelings about the situation.
 - Don’t be afraid to ask a disruptive Alateen to leave the meeting.
 - Ask for help from other AMIAS.



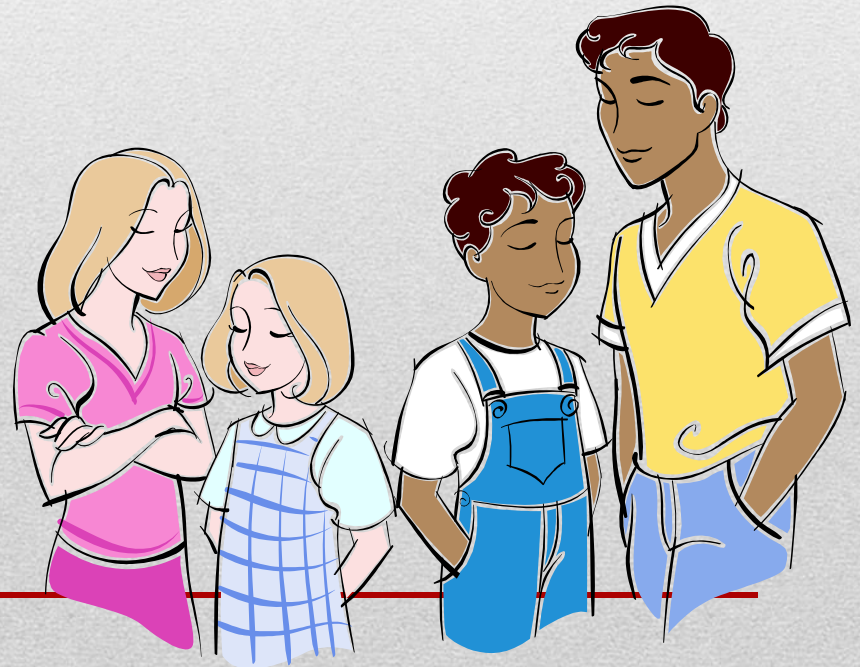
Behavior problems

Identify physical safety issues vs. group behavior problems

The group can set the rules before there is a problem!

Group problems might be:

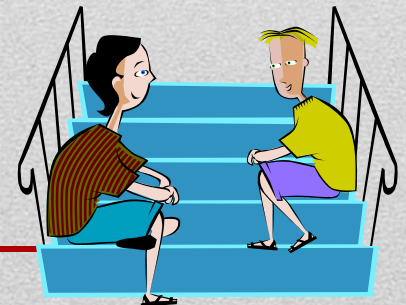
- Dominating the discussion in meetings
- Rudeness
- Getting off topic
- Lack of self-discipline
- Age differences



Behavior problems

Addressing a problem in the Alateen group

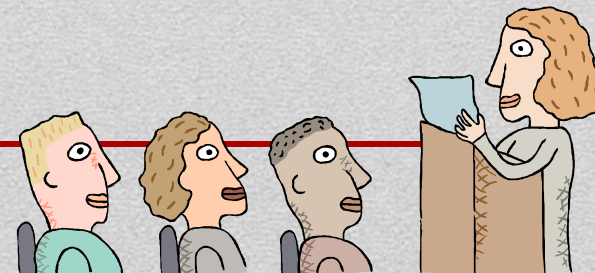
- When there is disruptive behavior in the group, both group members and Alateen Group Sponsors can ask members to stop.
- If attempts to resolve a behavior issue directly with the individuals have not worked, the behavior may need to be discussed by the group.
- For example, the group might discuss, “how will we handle use of cell phones and texting during our meetings?”



Behavior problems

Addressing a problem in the Alateen group

- **Say the Serenity Prayer.** Then either the Alateen Group Sponsor or an Alateen member may share the problem in a general way with the group, inviting discussion.
- Encourage the Alateens and Alateen Group Sponsors to **apply the Traditions** to the situation and to stick to Al-Anon/Alateen principles.
- The group may decide to update their behavior guidelines, including actions to take with violators.
- The group may decide a group inventory would be helpful.



Alateens and Difficult Situations

Topics teens bring up could be:

- Living with physical violence
- Running away
- Peer pressure
- Abuse
- Sex & sexuality
- Suicide

You might notice these behaviors:

- Fidgeting or moving around
- Crying
- Seeming angry or confused
- Doodling





Difficult Situations

When you encounter tough stuff

- What can Alateen Group Sponsors do?
 - Let the child talk about it. Encourage members to find their own solutions.
 - Suggest a meeting topic to engage the group in general discussion on living with violence or anger.
 - Know your local laws, especially regarding mandatory reporting. Keep a list of community resources to provide to Alateens if needed.
 - Talk to other Alateen Group Sponsors and your Service Sponsor. Share your concerns without violating the Alateen's anonymity.
-

Difficult Situations

Detaching from things you hear in Alateen

- Alateens may share family matters that are disturbing. Remember they are only sharing one side of the story. It is important that the Alateen Group Sponsor not place themselves between the child and the parent.
 - The Alateen Group Sponsors' or AMIAS' role is not to “fix” each Alateen's problems.
 - Alateen group meetings and events are a safe haven for the Alateens.
 - Alateen Group Sponsors and AMIAS need to keep their focus on their own recovery, and not let others' problems become overwhelming.
-

Difficult Situations

Avoiding Sponsor burnout



Alateen Group Sponsors need to take steps to avoid burnout, as Alateen sponsorship can be stressful and emotionally draining.

- Attend additional Al-Anon meetings.
 - Attend or chair a meeting on “laughter”!
 - Attend Alateen Sponsor meetings/weekends in your district/Area.
 - Use your personal and service Sponsors.
 - Put your emotional and spiritual needs first.
 - Take a break from sponsoring.
-

Interacting with Parents

When parents ask questions

- Alateen recovery is about learning to keep the focus on oneself, just as Al-Anon members do.
 - The Alateen Group Sponsor and the other Alateens are bound by our Tradition of anonymity. In the same way, we respect parents' confidentiality and do not share what they say with the Alateen member.
 - Never come between a child and their parent, or undermine the parent's authority. The Alateen Group Sponsor only has responsibility for the child while the child is in the Alateen meeting or event. The parent's decisions must be adhered to—whether you agree with them or not.
-

Anonymity



- It is important to discuss the meaning of anonymity and confidentiality with the Alateen group (Traditions Eleven and Twelve).
 - Alateens and Alateen Group Sponsors need to understand the importance of “Whom you see here, what you hear here, when you leave here, let it stay here.”
 - Alateen Group Sponsors protect Alateen confidences when talking with others.
 - Review section of this presentation on “Safety/Legal Issues” on reporting.*
-

Types of challenges in Alateen service

Part A:

- Safety/Legal matters
- Behavior problems in the group

Part B:

- Conflict
- Alateens in difficult situations (“Tough Stuff”)
- Interactions with parents
- Public Outreach—building attendance
- Broken Anonymity
- Finances

Part C:

- Understanding the Area Alateen Requirements and Process
 - Minimizing Challenges
-

			Jan 1 - Mar 5, 23	Budget	\$ Over Budget	
1	Income					parenthesis = under budget
2	Revenue					
3		Group Contributions	\$ 4,989.66	\$ 19,600.00	\$ (14,610.34)	
4		Assembly Registrations	\$ -	\$ 1,200.00	\$ (1,200.00)	
5		Cash Carried Forward	\$ 29,438.13	\$ 30,000.00	\$ (561.87)	
6		Total Revenue	\$ 34,427.79	\$ 50,800.00	\$ (16,372.21)	
7	Total Income		\$ 34,427.79	\$ 50,800.00	\$ (16,372.21)	
8	Expense					
9	Delegate Fund					
10		WSO ETF	\$ 2,687.10	\$ 2,687.10	\$ -	
11		Extra Day	\$ -	\$ 225.00	\$ (225.00)	
12		Delegate Meeting	\$ -	\$ 400.00	\$ (400.00)	
13		Delegate Travel	\$ -	\$ 1,000.00	\$ (1,000.00)	
14		Delegate Miscellaneous	\$ -	\$ 500.00	\$ (500.00)	
15		Total Delegate Fund	\$ 2,687.10	\$ 4,812.10	\$ (2,125.00)	
16	Working Fund Expense					
17		Archive Rent	\$ 195.00	\$ 800.00	\$ (605.00)	
18		Area Travel Fund	\$ 151.27	\$ 2,000.00	\$ (1,848.73)	
19		Communicator	\$ -	\$ 50.00	\$ (50.00)	
20		SSM Advance	\$ -	\$ 1,500.00	\$ (1,500.00)	
21		Assembly/AWSC Rent	\$ 2,364.00	\$ 7,170.00	\$ (4,806.00)	\$2180.00 2022 exp
22		Insurance	\$ -	\$ 2,050.00	\$ (2,050.00)	
23		Zoom Subscription	\$ -	\$ 150.00	\$ (150.00)	
24		Total Working Fund Expense	\$ 2,710.27	\$ 13,720.00	\$ (11,009.73)	
25	Assembly Allowance/Meal/Lodging					
26		Officers	\$ 342.65	\$ 5,400.00	\$ (5,057.35)	
27		Audit/Budget	\$ -	\$ 2,700.00	\$ (2,700.00)	
28		Coordinators	\$ 169.23	\$ 4,500.00	\$ (4,330.77)	
29		Past Delegates	\$ -	\$ 2,700.00	\$ (2,700.00)	
30		Total Assembly Allowance/Meal/Lodging	\$ 511.88	\$ 15,300.00	\$ (14,788.12)	
31	Officers Expenses					
32		Alternate Delegate	\$ -	\$ 50.00	\$ (50.00)	
33		Chairperson	\$ -	\$ 50.00	\$ (50.00)	
34		Secretary	\$ -	\$ 50.00	\$ (50.00)	
35		Treasurer	\$ -	\$ 75.00	\$ (75.00)	
36		AAPP Expenses	\$ -	\$ 50.00	\$ (50.00)	
37		Total Officers Expenses	\$ -	\$ 275.00	\$ (275.00)	
38	Assembly Expenses					
39		Assembly Workshops	\$ -	\$ 300.00	\$ (300.00)	
40		Alateen Projects	\$ -	\$ 150.00	\$ (150.00)	
41		Archive Projects	\$ -	\$ 50.00	\$ (50.00)	
42		CPC Projects	\$ 80.25	\$ 600.00	\$ (519.75)	
43		Forum Projects	\$ -	\$ 150.00	\$ (150.00)	
44		Group Records Projects	\$ -	\$ 25.00	\$ (25.00)	
45		Literature Projects	\$ -	\$ 150.00	\$ (150.00)	
46		PI Projects	\$ -	\$ 600.00	\$ (600.00)	
47		Technology Projects	\$ 649.01	\$ 1,000.00	\$ (350.99)	
48		Website Projects	\$ -	\$ 500.00	\$ (500.00)	
49		Total Assembly Expenses	\$ 729.26	\$ 3,525.00	\$ (2,795.74)	
50	Coordinator Expenses					
51		Alateen Coordinator Expenses	\$ 104.93	\$ 1,000.00	\$ (895.07)	
52		Archives	\$ -	\$ 50.00	\$ (50.00)	

53		CPC Coordinator	\$ -	\$ 25.00	\$ (25.00)	
54		Forum	\$ -	\$ 25.00	\$ (25.00)	
55		Group Records	\$ -	\$ 25.00	\$ (25.00)	
56		Literature	\$ -	\$ 25.00	\$ (25.00)	
57		Public Information	\$ -	\$ 25.00	\$ (25.00)	
58		Technology Coordinator	\$ -	\$ 50.00	\$ (50.00)	
59		Website Coordinator	\$ -	\$ 260.00	\$ (260.00)	
60		Total Coordinator Expenses	\$ 104.93	\$ 1,485.00	\$ (1,380.07)	
61		Northwest Regional Delegate Meeting				
62		Past Delegates	\$ -	\$ 1,200.00	\$ (1,200.00)	
63		Total Northwest Regional Delegate Meeting	\$ -	\$ 1,200.00	\$ (1,200.00)	
64		Other Expenses				
65		Alateen Sponsor Workshop	\$ -	\$ 600.00	\$ (600.00)	
66		Audit Budget Extra Day + Exp	\$ -	\$ 100.00	\$ (100.00)	
67		Contingency Fund	\$ -	\$ 1,082.90	\$ (1,082.90)	
68		Equipment Supplies	\$ -	\$ 100.00	\$ (100.00)	
69		Handbook Update	\$ -	\$ 100.00	\$ (100.00)	
70		Transition Fund	\$ -	\$ 100.00	\$ (100.00)	
71		WSO Donation	\$ -	\$ 400.00	\$ (400.00)	
72		Total Other Expenses	\$ -	\$ 2,482.90	\$ (2,482.90)	
73		Total Expense	\$ 6,743.44	\$ 42,800.00	\$ (36,056.56)	actual \$4563.44
74		Cash Balance as of 3/5/2023	\$ 27,684.35	\$ 8,000.00	\$ 19,684.35	
75		Ample Reserve	\$ 8,000.00	\$ 8,000.00	\$ -	
76		Available Cash	\$ 19,684.35	\$ -	\$ 19,684.35	
		Remember to put all three items on checks:	Donations payable to Oregon Area AFG			
		District Number	Send to:	Barb Baumer		
		WSO Group Number		21745 SW Columbia Dr.		
		Group Name		Tualatin OR 97062		



**HELLO
HOLA
BONJOUR**

Oregon Area AFG

**MARCH 2023
DELEGATE'S
REPORT**

Joanne C.

Delegate, Panel 62

'It started with a shoe.'

Northwest Regional Delegates Meeting

NWRD Meeting is next weekend March 24 thru 26 in Pasco, Washington. I will be attending virtually.

Past and present delegates from Northwest region

Northwest region includes Washington, Montana, Idaho, Wyoming, Nebraska, North Dakota, South Dakota, Alaska and Oregon.

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WSO Updates



New Transfer Forms

- Forms to transfer from the Global Electronic Area (GEA) **to** a geographical (physical) Area & to transfer **from** a geographical Area to the GEA
- Oregon will be ready year-end
- Task force for more info

Global E Meeting Search Page

- Launched, last Friday, the 10th, .displays meeting times based on user's browser time zone and also translates to their language
- 18 different languages

2023 Al-Anon International Convention

June 29 to July 2, 2023
Albuquerque, New Mexico
al-anon.org

Convention Add-ons:

- Day of Connecting
- Trailblazers Breakfast on Route 66!

Some Events Offered Virtually



World Service Conference (WSC)

April 20th thru 23rd, 2023 in Virginia Beach, Virginia.

I would love to get emails, ecards, or cards while I am there.

My email address is ordelegatejc@gmail.com or go to the contact page on oregonal-anon.org

Another good option is to contribute to WSO.

World Service Conference (WSC)

Mail cards or letters to:

To: My Name (Hold for WSC 4/20- 4/23, 2023)

The Founders Inn & Spa

5641 Indian River Road

Virginia Beach, Virginia 23464

Arrive after April 15th, 2023

Use Return Address:

Joanne Collins

1035 SW 163rd Ave. Apt. 305

Beaverton, OR 97006



World Service Office

What Is The World Service Conference (WSC)?

The World Service Conference is the annual business meeting of Al-Anon Family Groups. The Conference provides guidance to the WSO in service matters brought to its attention.

“The World Service Conference makes the group conscience available and effective for all Al-Anon. It is the practical means by which the group conscience can speak; it is the voice of world Al-Anon and the guarantee that our world services shall continue to carry on under all conditions.

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

—2022/2025 Al-Anon/Alateen Service Manual, “World Service Handbook” section pages 164 and 170

WSC Attendees

- Delegates from the United States and Canada
- The Board of Trustees, the Executive Committee, and the World Service Conference WSO Staff who also have voice and vote
- International Representatives are chosen and financially sponsored by their structures and have voice, but no vote

There is a total of almost 90 attendees

January 2023 Chairperson Of The Board Letter



COB Letter

- Road Trip! You and Your Board Connect
- Diversity Workshop - Diversity, Equity, and Inclusivity (DEI)
- WSC 2024 Thought & Task Forces
 - Personal & Service Sponsorship Task Force
 - Eliminating Regional Trustees Thought Force
 - Revitalizing Alateen Task Force
- 2023 Strategic Projects
 - Transforming Electronic Groups
 - Refresh Mobile App
 - Alateen E Group Feasibility
 - Online Store Improvements
 - Collaborating to improve CAL globally

Updates

Conference Leadership Team

- The Conference agenda is developed by the Conference Leadership Team (CLT),
- Arranged a Conference members visit to WSO

Policy

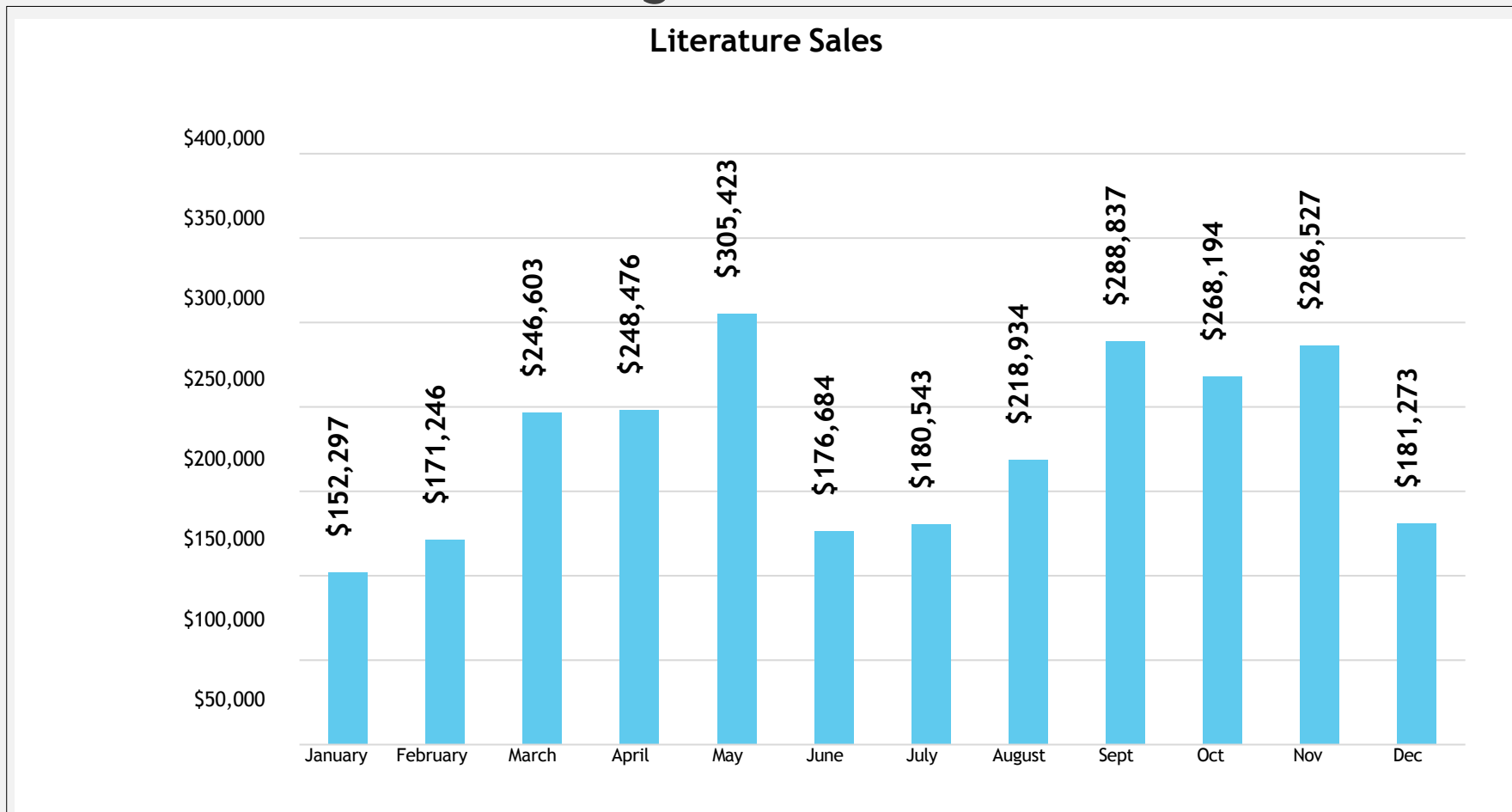
- Discussing making changes to the Information Services, Registering Multiple Meetings and Choosing a Group's Name sections in the Service Manual

2022 Year-End Financial Information



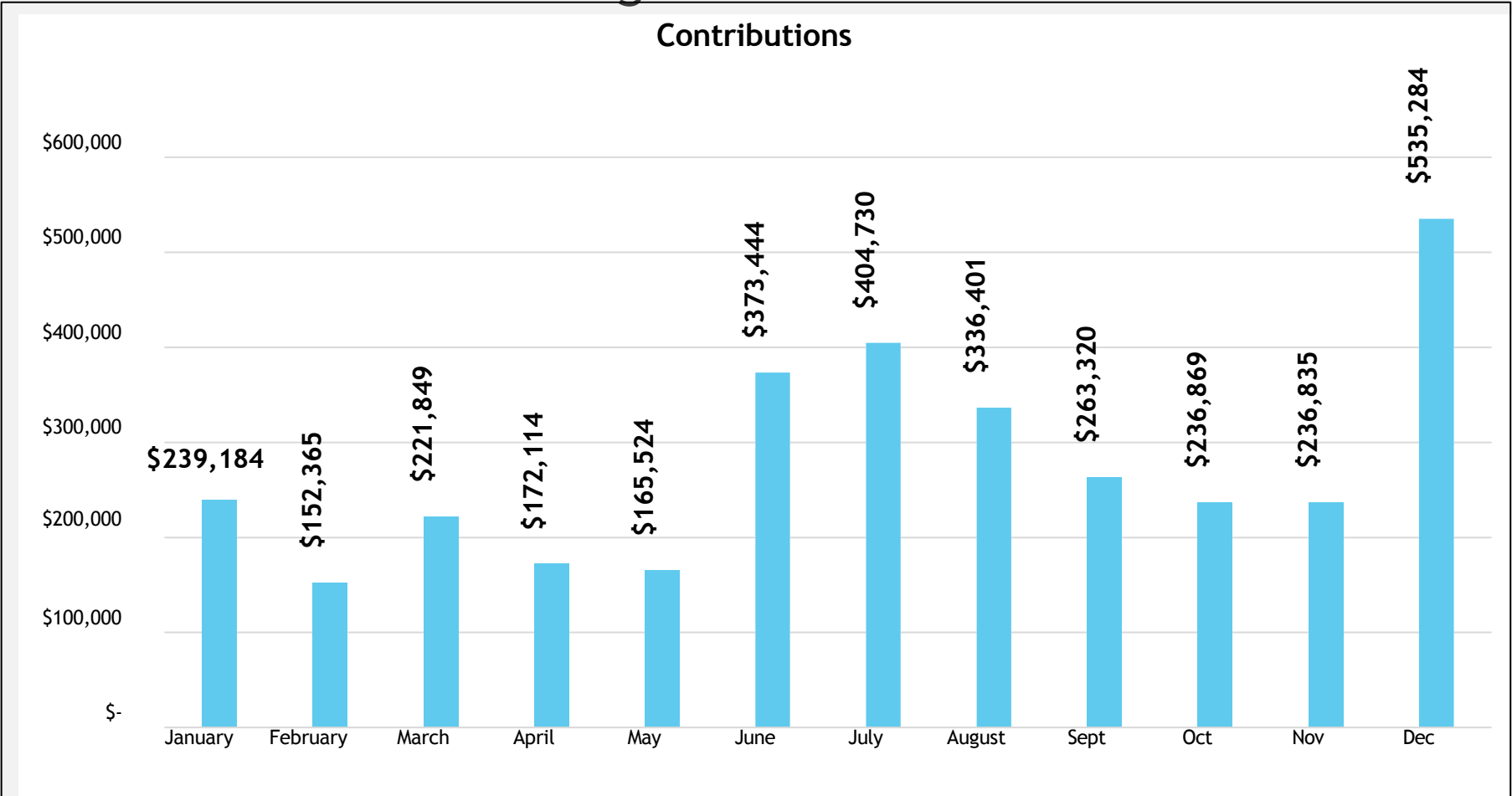
2022 Year-End Income-Literature Sales

Through December 2022



2022 Year-End Income-Contributions

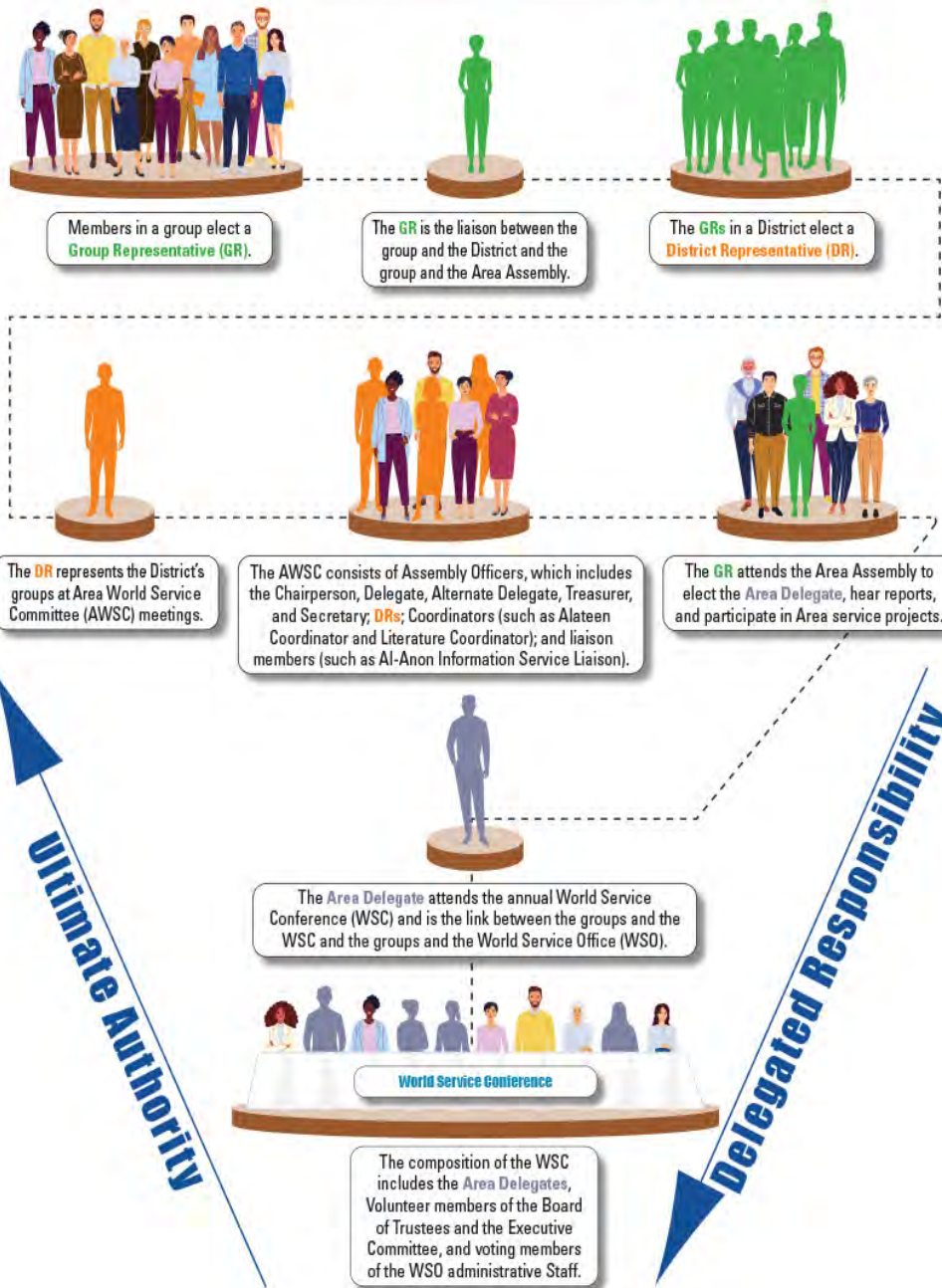
Through December 2022



Year To Date 2022

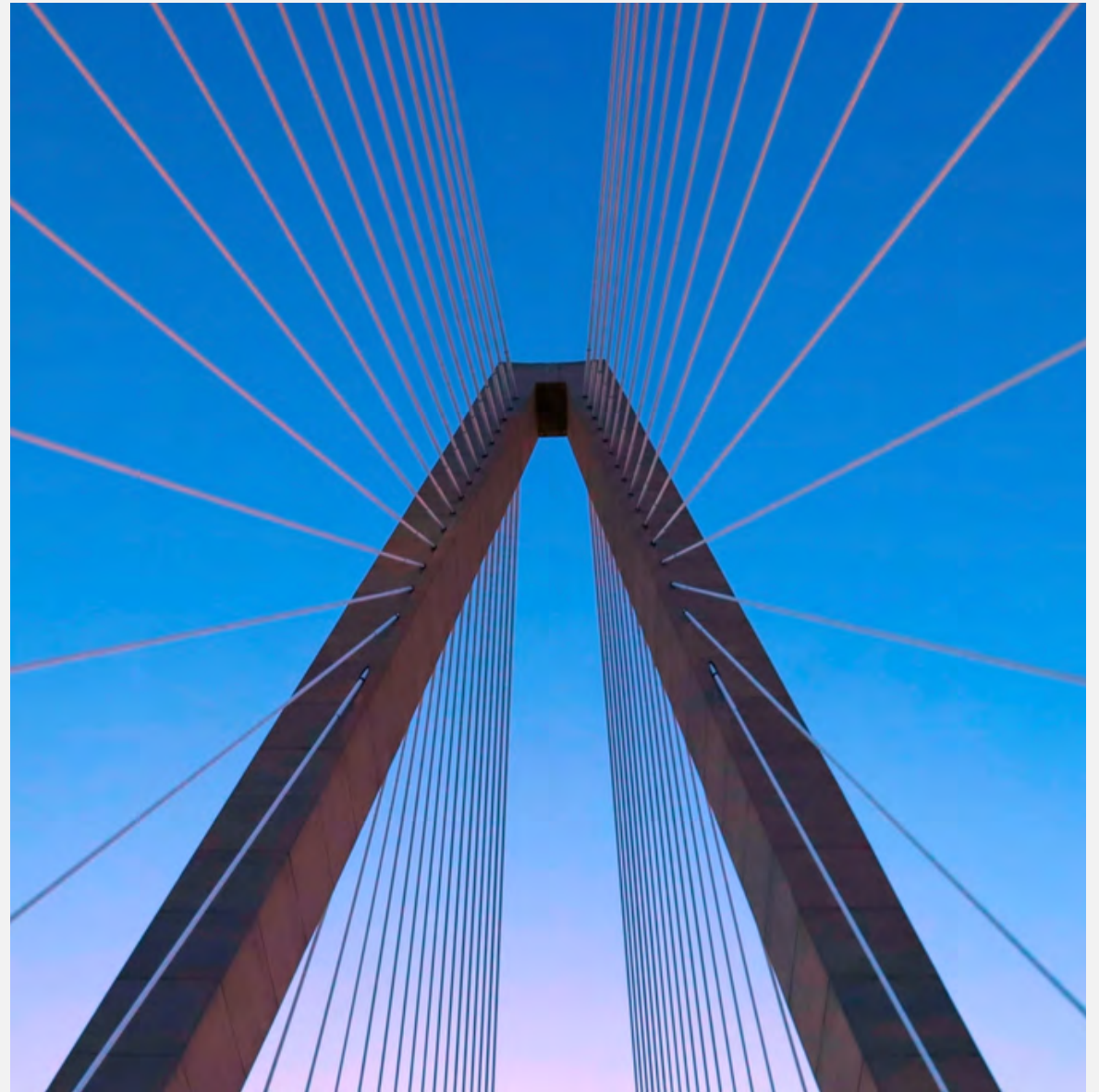
	YTD Actuals	YTD Budget
Revenue		
Literature Sales- net	\$2,099,850	\$2,156,210
Contributions	\$3,337,919	\$2,917,980
Other income	\$247,738	\$546,600
Total Revenue	\$5,685,507	5,620,790
Total Expenses	\$5,729,984	\$5,953,516
Net Increase/(Decrease)	(\$44,477)	(\$332,726)

World Service Conference Structure Graphic



Thank you

Joanne Collins
ordelegatejc.com



Diversity, Equity & Inclusivity

**Conflict Workshop
Using Al-Anon Twelve
Concepts and/or Traditions**

Conflict: a disagreement where parties perceive a threat to their needs, interests, or concerns

Resolution: a solution to a disagreement

What is your first reaction or response in a conflict?

Take ten minutes to write out a recent conflict you have experienced?



AI-Anon Literature Available to help

Tools for Conflict Resolution using the 12 Traditions

Conflict Resolution using our Twelve Traditions S-72

Talk to Each Other-Resolving Conflicts within AI-Anon-S73

Concepts of Service

‘Dealing With Conflict’, How AI-Anon Works, pg. 98

AI-Anon to the Rescue With the Concepts

From How AI-Anon Works, page 127.

"The Twelve Concepts of Service make AI-Anon's continued existence possible by showing how Twelfth Step work can be carried throughout the world. By applying the Concepts, all members can learn to relate better to each other, to other groups, and to work with a greater sense of unity throughout the entire service structure to help carry AI-Anon's message to all those in need of it. These same Concepts can also help us to relate better to our families, friends, coworkers, community, and people in general."

What do the Concepts have to do with Conflict Resolution?

For Conflict Resolution the following Concepts help to, '... conduct the business of our worldwide fellowship using the same principles found in the 12 steps and 12 traditions'. The 12 AI-Anon Concepts of Service create a foundation, beginning with Concept 1, to round out the third of the Three Legacies (Steps, Traditions, and Concepts). Concepts teach us how to serve and 'practice these principles in all our affairs,' that we learn from Step 12. We have chosen the first five to share with you today that could help you and your group solve conflicts.

AI-Anon Concepts of Service 1-5

Concept 1. The ultimate responsibility and authority for AI-Anon world services belongs to the AI-Anon groups. World service belongs to US. You, me, the people who have been in for many years and the newcomers. We ARE the World Service - the AI-Anon groups.

Concept 2. The AI-Anon Family Groups have delegated complete administrative and operational authority to their Conference and its service arms. We can rely on others to get the work done. We can delegate, maintain a dialogue which ensures accountability and strengthens understanding.

Concept 3. The right of decision makes effective leadership possible. We do have the right to think for ourselves. and make appropriate decisions for our lives. Mutual Trust.

Concept 4. Participation is the key to harmony. Everyone can play a part, serve somehow, with their talents and skills, in their way. We work together with Mutual Respect.

Concept 5. The rights of appeal and petition protect minorities and ensure that they be heard. All opinions must be heard. We agree to listen to each other. It ensures harmony.

Situation Fictitious Conflict

Simon and Francis are members of Serenity Wednesday Night group. They have been coming to meetings for a few months now. They frequently bring up politics while sharing and include news sources they view as credible. Last week Simon agreed with Francis stating, “Politics Now is the best and only reliable station. All the other channels just spread lies about what’s really going on in the world.”

Our meeting has frequent newcomers. Lately, they come once but don’t return.

Some longtime members are uncomfortable and concerned sharing news sources is an outside issue.

Talk it over and reason it out...

What steps could the group take at their next Group Conscious Meeting?

QR Code to Documents



Link to Files

https://www.canva.com/design/DAFdVZ6BIBI/U_vJYFdpJkcxVR6jn8YUuQ/edit?analyticsCorrelationId=f92ff3c1-a2dc-4098-b6c3-5a5f5010bdef

Tools for Resolving Conflicts links

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:405cd6db-48fc-43f7-afc1-c0c96c13cfda>

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:2af4e1fa-2bf1-4ff2-9f57-2cb5492208b6>

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:4ca17f95-e21a-43d6-b380-37f1832a8dde>

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:6b484883-884c-488c-814a-2ce35239c89e>

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:6f769d34-e3b4-4aca-a167-b61d8834642b>

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:1b8d40dc-d936-4404-a827-6bff1ad3ff31>

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:ef4f74d8-1d90-476f-b8e1-e5d345212b71>

Break out into groups.

Discuss resolving the fictional conflict.

You will need one scribe to share your groups solutions.

When time is up, let's share.



HEALTHY MEETINGS WORKSHOP

Do Your Meetings Demonstrate a
Healthy, Thriving Group?

CHARACTERISTICS OF HEALTHY MEETINGS

01

**Welcoming
Atmosphere**

02

**Al-Anon/
Alateen
Program is
Shared**

03

**Members
Participate in
Group Service**

Three Obstacles to Success in Al-Anon

01

Discussions of Religion

Everyone is welcome, no matter what affiliation or none.

02

Gossip

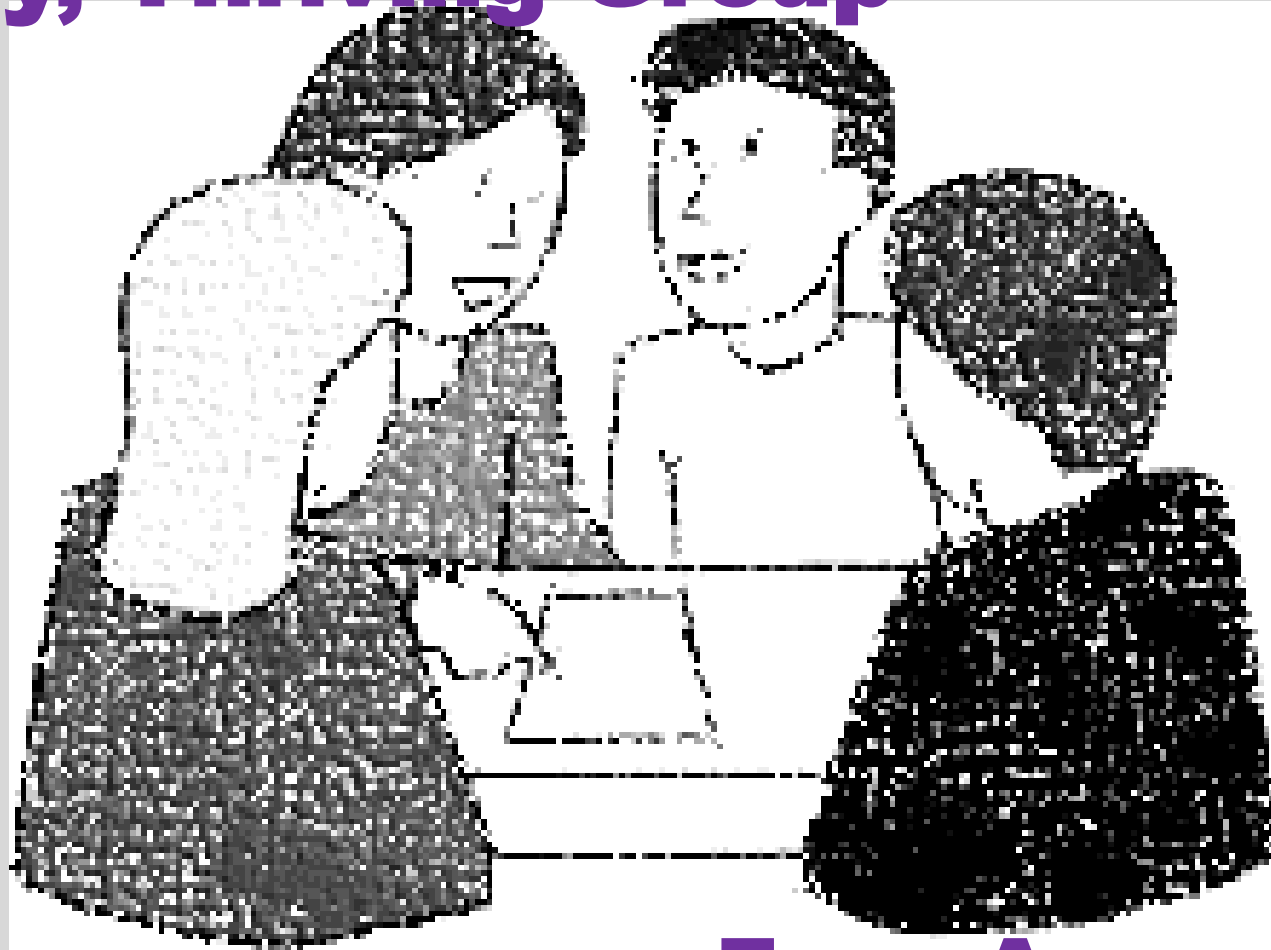
Our dedication to anonymity gives people confidence in Al-Anon.

03

Dominance

Our program is based on suggestion, interchange of experience, and rotation of leadership.

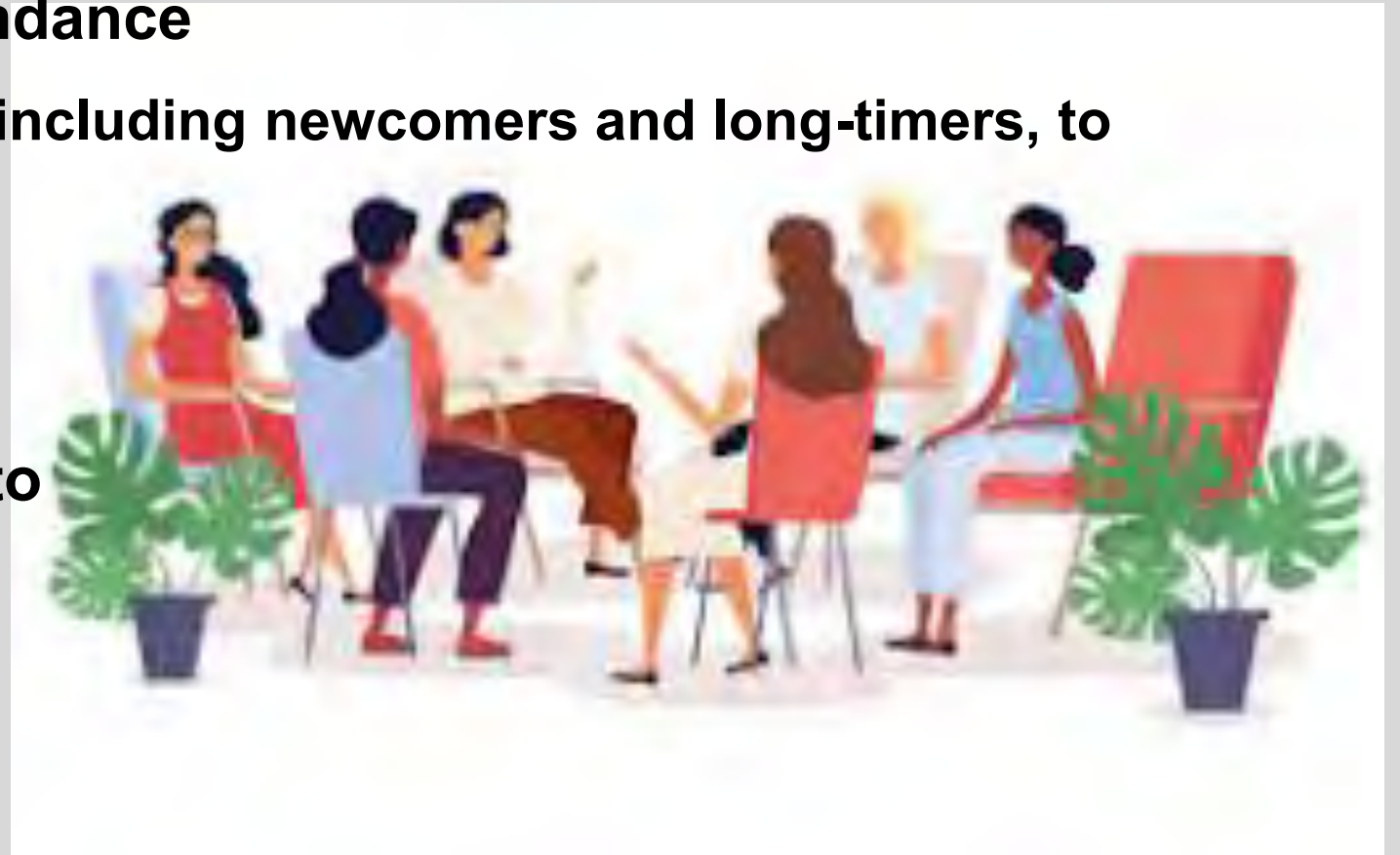
Practices that Demonstrate a Healthy, Thriving Group



Four Areas to Review

CHARACTERISTICS OF MEMBERS

- **Show up early and/or stay after the meeting**
- **Commit to weekly attendance**
- **Encourage all members, including newcomers and long-timers, to return**
- **Encourage the use of sponsorship**
- **Willing to be available to newcomers**
- **Avoid outside issues**





MEETING PROTOCOLS OR PRACTICES

- **Structured weekly group format**
- **Uses Preamble, Opening, Closing**
- **Practices 7th Tradition**
- **“Al-Anon spoken here”**
- **Maintains anonymity of group members**
- **Mindful use of acronyms, especially with newcomers**
- **Enthusiastic about service work**
- **Rotates service positions**
- **Holds regular business meetings**
- **Practices Tradition Four**
- **Literature available for variety of group members**
- **Use wealth of Conference Approved Literature**

MEMBER PARTICIPATION

- **Share experience, strength, hope**
- **Keep sharings focused on recovery**
- **Support Alateens transitioning into Al-Anon**
- **Listen actively and attentively during member sharings**



GROUP PROBLEM-SOLVING

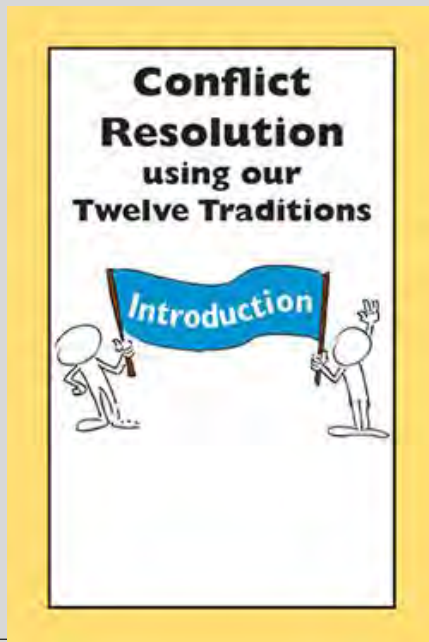


CONFLICT: a disagreement where parties perceive a threat to their needs, interests, or concerns

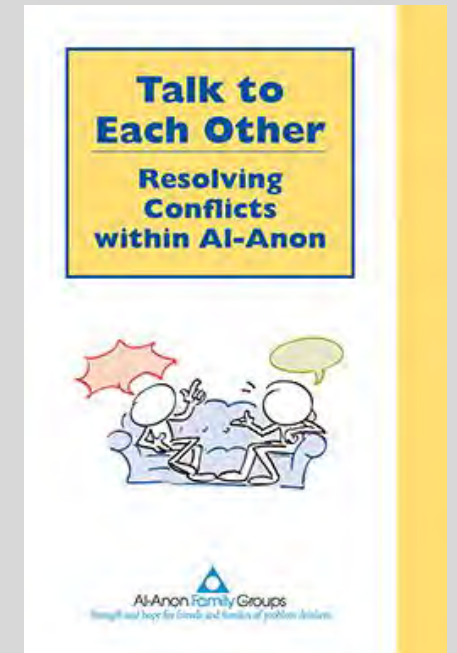
RESOLUTION: a solution to a disagreement



• Is there an unresolved conflict in my life that I could be working on?



- Use group conscience process in decision-making
- Conduct group inventories
- Use available CAL
- Review the Three Obstacles to Success
- Practice principles above personalities



Al-Anon Guidelines

GROUP INVENTORY

- **Step 4:** Made a searching and fearless moral inventory of ourselves (Courage)
- **Tradition 1:** Our common welfare should come first; personal progress for the greatest number depends on unity. (Unity)
- **Concept 4:** Participation is the key to harmony (Harmony)

The District Representative (DR) is an important link between the groups and the Area Assembly. The District is a geographical segment containing a number of groups, located relatively closely to one another. The DR represents the District at Area World Service Committee (AWSC) meetings and conveys information back to the groups. The DR chairs regular District meetings for groups in the District.

Requirements

The DR should be a member of A.A., be a member of the District at AWSC meetings and Area Assembly meetings, and who is not also a member of A.A., is eligible to serve as DR. A DR should have basic knowledge of Al-Anon and its Concepts of Service, and how to provide service. See the "World Service Handbook," section of the *Al-Anon/Alateen Service Manual* (P-24/27).

The GIs in the District elect the DR. The DR assists the Delegate in providing information about World Service Office (WSO) and AWSC.

Acronyms

- Group Representative: GR
- District Representative: DR
- Area World Service Committee: AWSC
- World Service Office: WSO
- World Service Conference: WSC
- Public Outreach: PO

Term of Office

DRs are elected for a three-year term, usually coinciding with those of Area officers and the Delegate. The election of the DR and Alternate DR usually takes place in the fall of each year. The election procedure is outlined in the "World Service Handbook," section of the *Al-Anon/Alateen Service Manual* (P-24/27).

Dates to Remember

- District meeting, Area World Service Committee meeting, and Area Assembly
- Al-Anon Commission, Alateen Conference, World Service Conference

Information DR Needs to Know

The DR should be familiar with the following information: the Al-Anon website, the Al-Anon/Alateen Service Manual, and protected communication platforms. For access, be sure to provide an email address to WSO.

You will need to know the names, addresses, phone numbers, and email addresses of the:

- Group Representatives
- Area Delegate
- Area officers
- District officers and coordinators
- Area Coordinators (Alateen, Archives, Group Records, Forum, Literature, Public Outreach, Web)

DR Responsibilities

The DR is responsible for the following:

- DO help groups understand Al-Anon is a worldwide fellowship and help them understand the structure of their Assembly and WSO. (See "World Service Conference Structure" chart in the "World Service Handbook" section of the *Service Manual*.)
- DO encourage GRs to visit the Al-Anon website: al-anon.org. There are many resources for members and groups on the website, including the complete *Service Manual*.
- DO become familiar with the WSO Online Group Records (available to DRs as "read only") and regularly provide groups with group detail reports to verify accuracy.
- DO urge groups in your District to follow the Area process to complete and promptly return the groups' annual update sheets sent out by the WSO.

Time to Practice: A Mock Group Inventory

- **Break out into groups by counting off by number and moving to the designated area for your Group number. ZOOM participants will break out virtually.**
- **Select a person to take notes on the group's discussion and to report back to the larger group when we come back together.**
- **We will ask two sample inventory questions, one at a time. Keep in mind your experiences at meetings you attend in your home district when answering the questions.**
- **You will have approximately 10 minutes for group discussion.**
- **After report backs, we will open it up to the room for any comments or questions that stood out for you while doing the exercise.**

Present- Annie Literature/Forum Coordinator, Barb AIS Liaison to the Oregon Area/Treasurer, Kathy Alateen Coordinator, Maureen CPC/PU, Meredith Group Records, Nancy Oregon Area Communicator/Archives, Dawn B Oregon Area Chairperson, Bunny G Oregon Area Secretary, Coordinators are responsible for communication information from WSO to AIS, districts, groups related to our positions.

Coordinators would like to meet with DR's during breakout at each assembly or AWSC to give a brief report. Kathy will be responsible for working with DR's at the June ASWC. Working with DR's is a main link of service for the coordinators. Question came up regarding resources available for coordinators related to links of service. There is a bookmark passed out last panel and the Service Manual pg. 176-177. Today at Assembly a banner will be presented highlighting the links of service.

There was discussion regarding coordinators inviting themselves to district meetings instead of waiting to be invited. Oregon Area website lists when every district has their meeting.

The amount of email from AFG connects can be overwhelming.

Controlling the amount of email one receives from AFG connects.

- 1) Go to communities
- 2) Email notifications- options are real time, daily digest, once per day, no email.
- 3) Can choose for self when to check AFG connects once per day or weekly.

Coordinator brief happenings of what they have or are working on:

Mary AAPP-connecting with DR's, training at assemblies.

Kathy-Alateen coordinator: learning the, job working with district 7.

Trish: Website/Technology needs support, an assistant for the rest of this panel. This person could work with Trish now and then take over position next panel.

Maureen-attended bi-annual meeting with WSO/other CPC/PU coordinators around US and Canada. Working on task force related to ad on LinkedIn. Delivered AI-Anon Faces Alcoholism in English and Spanish to OHSU Hillsboro hospitalist. They will give to families/friends of patients with drinking problems. Wrote article for the communicator.

Brought up working with AIS and importance of responding to professionals in timely manner. AIS was not aware it is their responsibility to keep PU/CPC materials on hand and to distribute them when requested. A suggestion was made to develop a flow sheet to help both service arms (those districts with AIS and or Oregon Area) to discern who is responsible for CPC/PU.

Annie Literature/Forum- First year was learning the job. Would like to hold a Forum Workshop. She will work on getting password for AFG connects.

**Task Force: Identify, Gather and Present Practices
that Demonstrate a Healthy, Thriving Group
2015 World Service Conference**

Practices that Demonstrate a Healthy, Thriving Group

Define a healthy, thriving group and gather and present the material, in a format for groups to use, on the practices that those groups may use to be healthy and thriving.

A Thriving Al-Anon/Alateen Group

“Thriving” as defined by merriam-webster.com: Characterized by success or prosperity <a *thriving business*>. Synonyms are: flourishing, going, prosperous, triumphant.

Members join local groups, which have a welcoming atmosphere, where the Al-Anon/Alateen program is shared and where members participate in group service. Al-Anon and Alateen members usually consider one group as their “home group.” By regular attendance, friendships are established, and growth is acknowledged. In a home group, members and newcomers find a place where they feel accepted, no matter what. There may be time before the meeting where all members and newcomers are greeted as the room is being set up; refreshments and beverages may be available; and time after the meeting for more conversation and sharing on a one-to-one basis. Tradition Five ensures the group will be safe, friendly, welcoming, and non-judgemental. And always, our Higher Power is present in all meetings.

- Characteristics of members:
 - Show up early and/or stay late.
 - Commit to weekly attendance.
 - Encourage all members, including newcomers and long-timers, to return.
 - Encourage the use of Sponsors.
 - Willing to be available to newcomers.
 - Avoid outside issues.

- Meeting Protocol or Practices:
 - Has a structured weekly group format.
 - Use the Preamble, Opening, and Closing from the “Al-Anon Alateen Groups at Work” (P-24).
 - Remember that “Al-Anon is spoken here” – members of other Twelve Step programs leave those programs at the door.
 - Maintain the anonymity of group members at all times.
 - Encourage enthusiastically service work and is self- supporting though members’ voluntary contributions in order to cover rent, purchase of literature, support of trusted servants and Al-Anon’s service arms, and rotates the service positions on a regular basis.
 - Has regular business meetings at times chosen by the group.
 - Practice Tradition Four; “Each group should be autonomous, except in matters affecting another group or Al-Anon or AA as a whole”.
 - Has literature available for a variety of group members.
 - Is mindful of the use of acronyms, especially when talking with newcomers or members who are fairly new. (Ex. *One Day at a Time*, instead of ODAT.)
 - Use the wealth of Conference Approved Literature and service materials available.

- Member Participation
 - Share their experience, strength, and hope about recovering from the effects of loving and living with alcoholics.
 - Keep their sharings focused on their recovery in the meeting, and may share details with their Sponsors or others on a one-on-one basis.
 - Support Alateen members transitioning into Al-Anon groups.
 - Listen actively and attentively during member sharings without other distractions.

- Group Problem-solving
 - Use the group conscience process to make group decisions.
 - Conduct group inventories at regular intervals.
 - Use available Conference Approved Literature, i.e. (K-70)
 - Review the “Three Obstacles to Success in Al-Anon.”
 - Practice principles above personalities.

What do you see in your Areas that demonstrate Thriving Groups? Is there information you would like to see added?

March 19th 2023 comments from the following Two Brainstorming session

1. Share on experience of being in person
2. Share on DEI

- ▲ #1 Dawn **introduced the topic of sharing what the experience of being in person, vs being on virtual meeting at assembly.** See the feed back in the documents
- ▶ Started as a new GR on virtual meeting which was grinding and was going to quit if it continued.
 - ▶ In person was the best experience but being handicap not able to travel outside my area.
 - ▶ The fellowship is so different when we meet in person strengthen my spiritual program and my relationship with the people I work with.
 - ▶ Zoom can't provide hugs.
 - ▶ Meeting new people, sharing new ideas, lot of enthusiasm and excitement to serving.
 - ▶ The people you meet and the great interaction, don't get this virtual.
 - ▶ Loved seeing the Alateen members in person.
 - ▶ In person - I was present body and mind in the same place - Not at home doing laundry or doing dishes.
 - ▶ Saving a lot of money but we are here to do the business of Al-Anon.
 - ▶ The meeting in car, going and coming. Interaction with each other and the fun.
 - ▶ Human contact is important but hybrid is important if you are unable to travel. I think it is a choice. Inclusive and options of both.
 - ▶ Hybrid reduces barrier-free-access to the program.
 - ▶ It's a blast to meet in person. Learn how to sit and listen to conflict – not all conflict is bad and I am not going to hurt.
 - ▶ The fellowship is the most important part of my recovery program.
 - ▶ Assembly are business meeting and business happens through relationships so in person is important to me.

March 19th 2023

#2 Diversity, Equity and Inclusivity discussion. Joanne is going to have a agenda item at the World Service Conference and would like some input and perspective from the Oregon Area. Is this an outside issue?

- ▶ Do members feel comfortable when going to meeting when people don't look like them, talk like them, identified with them.
- ▶ Do we feel different when your language is different or nationality is different.
- ▶ We are being inclusive when we do hybrid at our assembly.
- ▶ One member believes this is an outside issue due to our primary purpose. But as a total subject I believe we all belong due to Al-Anon's purpose. Everyone has different experience when going to a meeting and their perspective should be honored. However, the only requirement is to help families of alcoholics (Tradition 5)
- ▶ I have had some experience in going to meeting that had some populations that didn't come out of the Christian culture, ie Jewish or Buddhist and it made me realize that as I read our current literature from their point of view how steeped it is in the Christian culture. I needed to look at it through somebody else's eyes in order to realize how it affected them.
- ▶ I don't think it is an outside issue as I look around and see people in this room who are the same color. Glad to see us reaching out to other cultures like the Native American Al-Anon Conference and the Spanish community. We need to learn more about those members who are different ie: color, gender identity, language, perception needed on both sides. I grew up in white privilege so we need to respect those who are different. Al-Anon started in the states but felt unwelcome coming from other country and Al-Anon is for all not just 60-year-old white women.
- ▶ The goal is all to be on the same page no matter how different we all are. Its going to take time with dealing with the differences so we come across as friendly. In our hearts we are but maybe not in the way we communicate. Sometimes its not how we perceive other but how other perceive us. It goes both ways.
- ▶ In our meeting we always talk the 3 obstacles to success in Al-Anon – discussion of religion, gossip and dominance. We always mention to newcomers to try 6 different meeting (not 6 times) because each meeting has a different flavor and different experience.
- ▶ How do we apply the “everyone is welcome” How can we provide more access to the target population and keep on track with our mission.
- ▶ Times are changing and Al-Anon needs to change with the times. This subject is out in the media a lot so it is being discussed quite a bit.
- ▶ I started in India where I didn't feel excluded. I felt like it was a community for me to grow both spiritual, emotionally and intellectual. Then I came to the US where Al-Anon started but crosstalk that happened when I shared was really not safe for me. This was in the mid-eighties. I wanted to feel welcome but did not so stayed away. It took some time for things to change. Are we there yet? At least where I am I can say 90% of the time.

Meredith: Group Records-Some double headed management occurred this created extra work for her. If districts have questions, she requests direct referral to her. She is on a task force looking at incorporating electronic meetings into the Oregon Area. First Town Hall related to this is coming up.

Nancy: Reporting on looking at location for archives, having them centrally located within the state would be ideal. She brought up idea of working with an LDC or AIS to permanently house documents. If members are interested in reviewing archives could visit location with the archivist.

Rent for archives is \$75 80 per month. Presently rent is paid through July.

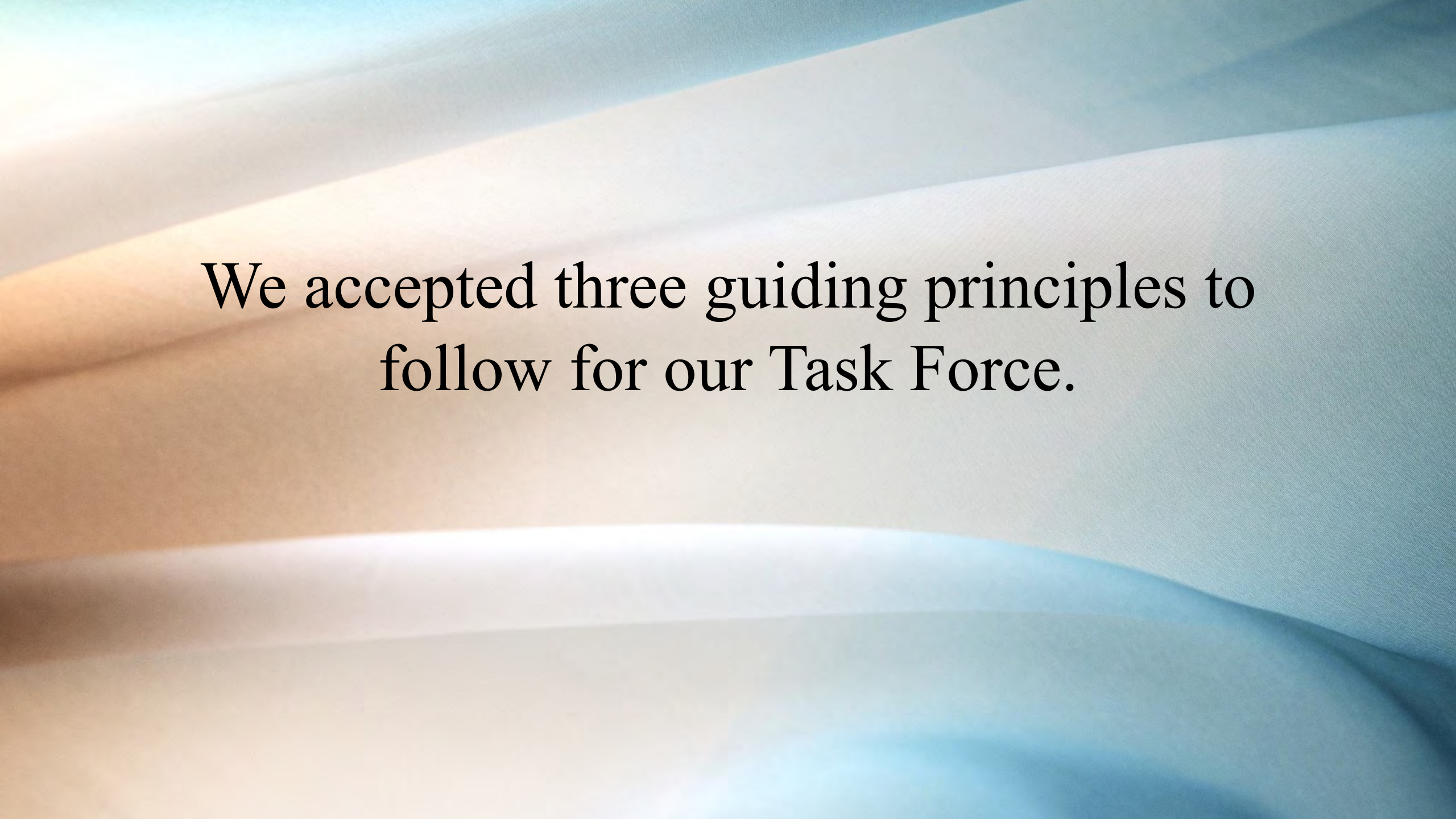
Judy gave Nancy a bin of previous Oregon Area Communicators going back to the 1970's that she is coordinating by panel.

Nancy is looking at digitizing archives; someone in district two is willing to help. Concern about anonymity given some of the material has member's full names and or address.

**ACCEPTING ELECTRONIC
GROUPS
IN OREGON AREA
TASK FORCE
MARCH '23 ASSEMBLY REPORT**

The task force currently consists of
Troy D11, Carol D6, Bonnie D10,
Gayle D10, Meredith D5,
Stephen - Alternate Delegate and
Joanne – Delegate (ex officio member)

Our list of topics to discuss is much more involved than we realized to draft a suggested policy and procedure the Oregon Area may approve.
We meet once a week for an hour.



We accepted three guiding principles to follow for our Task Force.

1. The policies developed by the Oregon Area should follow the policies of the WSO.

2. The policies developed by the Oregon Area should support the Traditions and Concepts of Al-Anon.

In particular:

Tradition 1: Our common welfare should come first; personal progress for the greatest number depends upon unity.

Tradition 5:

Each Al-Anon family group has but one purpose: to help the families of alcoholics. We do this by practicing the Twelve Steps of Al-Anon ourselves, by encouraging and understanding our alcoholic relatives, and by welcoming and giving comfort to the families of alcoholics.

Concept 12 Warranty 5:

In all proceedings, the WSC of Al-Anon shall observe the spirit of the Traditions. That though the Conference serves Al-Anon it will never perform any act of government [that could curtail Al-Anon's freedoms]; and that like the fellowship of AFGs it serves, it shall always remain democratic in thought and action.

Our current tentative timeline is -

- March Assembly: give a progress report
- April 4th: Hold 1st Town Hall
- June AWSC: present first draft
- Early July: 2nd Town Hall to present first draft for questions and input

Continued:

- July Assembly: present revised 1st draft for questions and input
- August: finalize draft
- October AWSC present final draft
- October: 3rd Town Hall to preview final draft

Continued:

- October: email out to DRs to review with GRs
- November Assembly: present final draft for vote
- December: Implement policy

So far, the Task Force has been discussing:

- Knowledge Based Decision Making Questions
- Our Guiding Principles
- Our Task List and Timeline
- How to register and assign electronic groups to Districts

Continued:

- Creating an electronic District
- Electronic groups either choosing to join a physical District or choosing to join the electronic District
- Electronic group members serving their group, the District and Area



Town Hall Meeting

Accepting Electronic Meetings into the Oregon Area

April 4, 2023 7:00-9:00 PM

Zoom Meeting: 780 157 0631

Password: concept4

Dial in +1 253 215 8782

The Task Force on Electronic Meetings in the Oregon Area is holding an open forum to discuss how to proceed in developing a policy and process for registering Electronic Meetings and admitting them into the Oregon Area Service Structure.

The committee really wants to hear your ideas, opinions, and feedback.

All Al-Anon and Alateen members are welcome to join.

Contact: alternateoregon-delegate@oregonal-anon.org