

# Delegate's Presentation of the 2025 World Service Conference (WSC)

Presentación del delegado  
de la Conferencia de Servicio Mundial (CSM) 2025

May 17, 2025  
Southern California World Service (SCWS)  
Area Assembly  
17 de mayo de 2025  
Asamblea de Área  
del Servicio Mundial del Sur de California (CSMA)



*Investing in Each Other to Preserve Our Legacy*  
*Invertir los unos en los otros para preservar nuestro legado*  
–2025 World Service Conference (WSC) Theme  
–Tema de la Conferencia de Servicio Mundial (CSM) de 2025

## What is the World Service Conference (WSC)?

From the 2022-2025 Al-Anon/Alateen Service Manual, page 143 (World Service Handbook section):

*“The Al-Anon fellowship is represented annually at a World Service Conference (WSC). It is attended by one elected Delegate from each Assembly Area, the Board of Trustees, the Executive Committee, and the voting members of the World Service Office administrative Staff. Representatives from non-panel Areas (those not yet electing a Delegate) and countries other than the United States and Canada may attend with voice but no vote.”*

This was the 65th Annual World Service Conference  
Held at the Marriott, Hartford/Windsor Airport Hotel  
in Windsor, Connecticut





This picture was taken during a quiet moment when hotel staff took a break from setting up the conference room the evening before it began.

The completed set up:

Imagine a room full of Conference members, electronics, notebooks, water bottles, some with small rolling luggage or totes spread out across the room in an organized fashion. Everyone had their service manual - paper or digital.



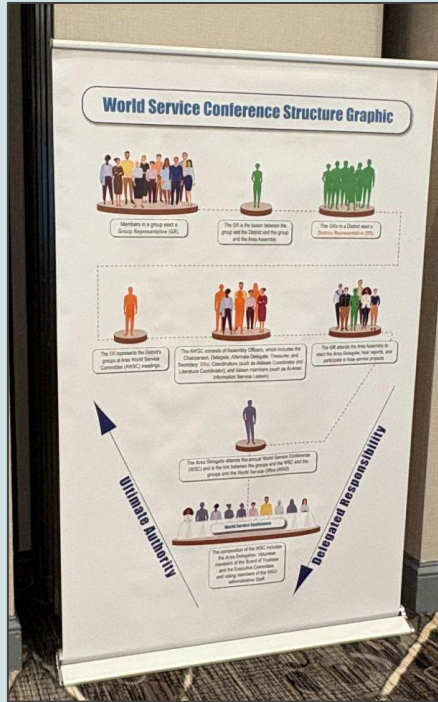
Voting members: Delegates, the Board of Trustees, the Executive Committee, and voting members of the World Service Office Staff (Directors and Associate Directors).

Jayme C.: Conference Chairperson (a former CA-S Delegate)  
Kathi M. : Chairman of the Board (former Alaska Delegate, resident of So. California).





A ❤️ heartfelt ❤️ thank you to the individuals and groups that sent cards and love gifts from all Areas - your support and love was greatly appreciated, and will always be treasured. Love gifts to be shared, I hope, at a future Assembly - mind you I had limited space, although I brought an extra small piece of luggage!



## DISPLAYS

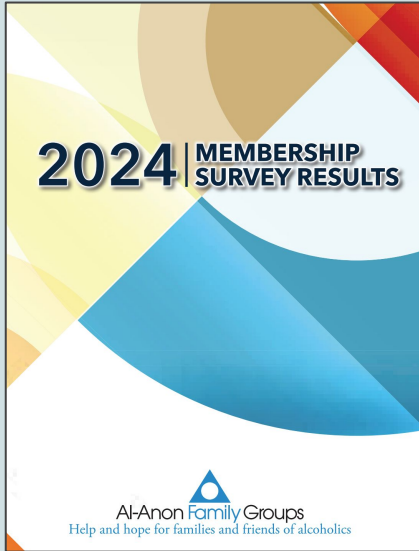
Left Picture, World Service Conference Structure,  
Right picture, Group Services/International table.



The food each day was served buffet style except for two boxed lunches The food was a lot better this year! YUM!



# Information from Conference



## Click below to see the 2024 Membership Survey Results from Al-Anon Family Groups

<https://al-anon.org/pdf/2024-Membership-Survey.pdf>



### The Many Faces of Al-Anon

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



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



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



## The 2028 Al-Anon International Convention

- 14 Area Delegates and Areas submitted bids
- Delegates and WSO Volunteers kept the site selection presentations confidential, and they did an amazing job at that
- Reasoning behind the decision included:
  - Rotating where WSO events take place
  - Cost considerations of travel dates
  - Venue access to airport, restaurants, transport

If you haven't already heard - the location will be:



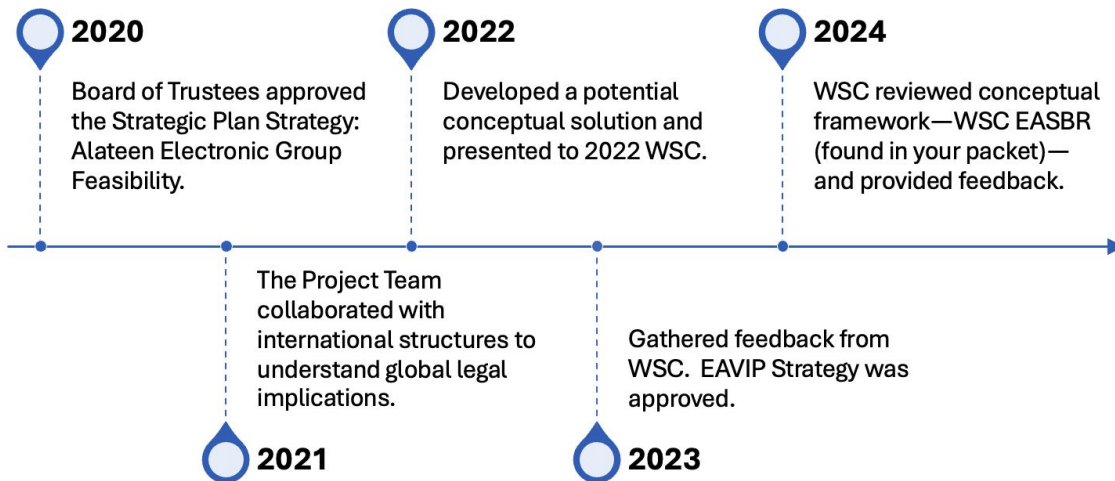
**In Minneapolis, Minnesota  
July 20-22, 2028**



**The Future of Electronic Alateen Groups  
in  
World Service  
and in Our Area -  
Update**

## The Future of Electronic Alateen Groups in World Service and in Our Area

### Tracking our Journey: How we got here



## Laying the Tracks: Implementation Planning

### AFG Records Tracking

- Tracking system for additional certification

### Develop Training Modules

- Update training modules to include electronic information
- Create training materials on how to implement the WSC EASBR

### Communication Rollout Plan

- Build a communication rollout plan to implement the WSC EASBR for our structure



## The Future of Electronic Alateen Groups in World Service and in Our Area (Continued)

The electronic vision of Alateen is *not quite ready*, but it is definitely closer than we thought. I shared the draft version of the Alateen Safety and Behavioral Guidelines - Electronic ASBRs supplied by the World Service Office (WSO) with our current Area Alateen Process Person, Alateen Sponsor Coordinator, Alternate Delegate, and Area Chair for their information.

The soonest we (or any Area) might consider implementing this, and there are a lot of steps our Area would go through in between, would be to let the World Service Office know sometime in July 2026.

### What we know:

- If an Area chooses to add Alateen-Electronic to their Area, there would be several steps before a presentation and vote at an Area Assembly - and the WSO's ASBR-E section would be added to the Area's own ASBRs, that additional section could not be amended.
- AMIAS-E (for Electronic Alateen) would be required to be mandated reporters and go through special training. More will be revealed.

### Something to Consider:

- We might keep the emphasis on rebuilding our local in person Alateen and address this in the future.

# The International Coordination Committee

## INTERNATIONAL COORDINATION COMMITTEE: BACKGROUND



## INTERNATIONAL COORDINATION COMMITTEE:

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

### 2024 CAL Translation & Reprints:

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

### First-Time Translations:

- Mongolian, Latvian

### Collections of Groups - 70

- China
- Zimbabwe

Al-Anon Information  
Services - 13

### Evolving Structures - 6

- Iran
- Lithuania

### General Service Offices - 40

- Australia
- Mexico

## Choosing a Group Name Policy Update

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After much discussion and vote - it  
was voted on to hit pause on the  
implementation: Why?



# From Digest of Al-Anon and Alateen Policies: Choosing a Group's Name

## PAGE 85-86 VERSION 2 (no changes made in v3)

### Choosing a Group's Name

*"Having an appropriate group name is very important because it is included in local and online meeting directories and may be a potential member's first impression of Al-Anon. The group's name should be inviting to all and reflect Al-Anon principles. A group's name should not imply affiliation with any other Twelve Step group, self-help group, commercial venture, agency, religious group, rehabilitation facility, or other outside enterprise even if the name is associated with its location—e.g., "the \_\_\_ Church AFG" or "the \_\_\_ Hospital AFG."*

*To help avoid confusion with other entities, it is suggested that groups spell out their full name and include the letters "AFG" for Al-Anon Family Group.*

*The WSO will review proposed group names for adherence to Al-Anon principles. (See "Considerations When Starting Either an Al-Anon or Alateen Group": "Naming the Group" in the "Groups at Work" section of this Al-Anon/Alateen Service Manual.)"*

## PAGE 85 VERSION 4 Choosing a Group's Name

From the v4 available downloadable replacement pages  
for the 2022-2025 Al-Anon/Alateen Service Manual

### Choosing a Group's Name

When choosing an Al-Anon or Alateen group name, consider the welcoming and comforting focus of Tradition Five. Anyone affected by someone else's drinking is welcome at an Al-Anon meeting. It is vital that group names are inviting and attractive and that they avoid public controversy. Our spiritual growth has its roots in the principle of anonymity to enhance the sense of belonging and unity.

A group's name may be a person's first impression of Al-Anon. Consider the lasting impact the group name can have on newcomers, members, the public, and professionals. The group's name and meeting information may appear on local meeting lists, printed materials, websites, and other venues

To download a full copy of the 2022-2025 (v4) Al-Anon/Alateen Service Manual, go to:  
<https://al-anon.org/for-members/members-resources/manuals-and-guidelines/service-manual/>

## PAGE 86

### Choosing a Groups Name (Continued) VERSION 4

From the v4 downloadable replacement  
pages for the 2022-2025 Al-Anon/Alateen  
Service Manual

for sharing public information (see “Publicizing Meeting Locations” in the “Policies” section of this *Al-Anon/Alateen Service Manual*).

Members weigh the guidance of the spiritual principles found in the Twelve Traditions when choosing a group name:

- Common welfare for the greatest number in Al-Anon depends upon unity.
- Al-Anon does not affiliate with or endorse any outside enterprise, such as other Twelve Step groups, self-help groups, religious groups, rehabilitation facilities, or commercial businesses.
- The only requirement for membership in Al-Anon is that there be a problem of alcoholism in a relative or friend.
- The name does not affect another group or affect Al-Anon or A.A. as a whole.
- Al-Anon has no opinion on outside issues.

The Policy Committee and the World Service Conference have delegated authority and responsibility to the WSO to review proposed group names for adherence to Al-Anon policies and principles.

(See additional guidance found in the “Al-Anon and Alateen Groups at Work” section.)

## Start the Conversation:

### Does Your Current Group Name Honor the New Policy?

- Is your group welcoming to all Al-Anon Family Group Members affected by someone else's drinking - does the group name reflect this?
  - Is the group name in keeping with Tradition Three and Tradition Five
- What other steps does your group take to welcome all newcomers and new members?
- Some Ideas For Discussion
  - Participant categories. They are optional, to provide more information about the meeting, but do not in any way restrict attendance. Does your group want to add or change their categories/participants?
  - When Al-Anon Family Groups are registered they agree to abide by all the traditions.
  - Why are the traditions particularly 3 and 5 important?
  - How does your group name affect other groups in Al-Anon in our Area and in the World Wide Fellowship?

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

A more detailed letter was sent out by the Policy Committee Chairperson, a Trustee and an Al-Anon member on May 9, but this statement along was shared at the World Service Conference:

***“As the Policy Committee Chairperson, I want to reinforce that it was never the Policy Committee’s intention to one day direct the WSO Staff to enforce this Policy on existing groups – EVER!”***

The summary is this, misinformation about the policy update to Group Names and the issue was about the implementation. Some existing groups thought they had to change their name, if they changed anything at all about their group. This was not accurate, but sometimes misinformation passes along quickly. Because of the confusion, and letters that were sent in, and the lengthy and spiritually principle based discussion at the World Service Conference, the request was made to bring this discussion back to our Areas and discuss **with our Areas** what this policy update was intended for.

## World Service Office (WSO) Understandings Achieved Through Conversation (from letter)

- We are all committed to presuming goodwill, share the same intention to serve the best interests of Al-Anon Family Groups as a whole, and recognize that even a thoughtful group conscience may not satisfy everyone.
- Delegates are aligned in wishing to ensure all groups and members in their Areas are aware of and understand the significance of Tradition Three in terms of welcoming all those struggling with the family disease of alcoholism to their groups, regardless of their group's names or participant designation.



## Is Your Group Welcoming - Discussion Suggestions



Having a plan in place to welcome newcomers and visitors to your group throughout the year helps newcomers and members alike.  
Here are a few things to keep in mind for your group's "Welcoming Checklist":

- |  |  |
|--|--|
| <p><input checked="" type="checkbox"/> Ensure that your meeting information is accurate in all locations, including:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The facility in which the meeting takes place</li> <li><input type="checkbox"/> Anywhere the meeting is listed within the community or online</li> <li><input type="checkbox"/> Al-Anon Information Service/Intergroup</li> <li><input type="checkbox"/> Area website</li> <li><input type="checkbox"/> World Service Office</li> </ul> | <p><input checked="" type="checkbox"/> Provide specific meeting location instructions on meeting schedules and flyers:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Are parking instructions needed?</li> <li><input type="checkbox"/> Are there special requirements to gain access to the building or does it require special sign-in for visitors?</li> <li><input type="checkbox"/> Does the facility's contact know the day, time, and location of the meeting?</li> <li><input type="checkbox"/> Does the facility have a way to publish your meeting information?</li> <li><input type="checkbox"/> Are special instructions needed for late arrivals, e.g., "After 7:00 pm, ring buzzer by door."</li> <li><input type="checkbox"/> Are instructions clear enough for out-of-town visitors not familiar with your community?</li> </ul> |
|--|--|

- ☒ Help people find the meeting room and feel welcome.
- |   |   |
|---|---|
| <p><input type="checkbox"/> Are there signs pointing to the right room for the meeting? Have you gained permission from your facility to display the signs?</p> | <p><input type="checkbox"/> Does your group have a "greeter" to welcome those attending your meeting?</p> |
|---|---|

- |  |
|--|
| <p><input type="checkbox"/> Does your group have enough Newcomer Packets and literature on hand?</p> <p><input type="checkbox"/> Does your group have current meeting lists on hand?</p> |
|--|

- ☒ Consider discussing in a group business meeting if the meeting format should be revised when a newcomer or visitor is present.
- |  |  |
|--|--|
| <p><input type="checkbox"/> Discuss the role of the chairperson when new people are present.</p> | <p><input type="checkbox"/> Is there an optional reading in Groups at Work (P-24) that the group would like to read to offer support and hope?</p> |
|--|--|

**We want everyone to feel welcome in our Al-Anon and Alateen meetings!**

## Things to Discuss in Your Groups / District Meetings / With Your Delegate and in Our Area:

- Does your group welcome anyone who comes to your group who is in affected by the family disease of alcoholism?
- Has anyone in your group ever turned someone away? Why or why not?
- How does your group welcome new members?
- How does your group deal with members new to the group but not new to Al-Anon?
- What positions does your group think are most important? Which do you think in your service position now?

findable/printable as a free download here from al-anon.org:  
<https://al-anon.org/for-members/members-resources/literature/downloadable-items/>  
 - look for Welcoming Checklist

**When we submit a New Group  
Registration or submit a Group  
Change for our Registered Groups,  
what are we agreeing to?**

## New Al-Anon Group Registration

Registration with the World Service Office ensures a connection with worldwide Al-Anon. The WSO will register any group designating itself as an Al-Anon Family Group with the understanding that it will abide by the Traditions, welcome anyone whose life has been affected by a problem drinker, and have no other affiliation as a group. Upon registration, the group can count on the WSO for ongoing support including monthly and quarterly postal and electronic mailings.

### Group/Registration Overview

Group names are visible to members, newcomers, professionals, and the public. They are the first chance a group has to offer help and hope. They reflect Al-Anon principles and are inviting to all. The WSO reviews all proposed group names and reserves the right to delay registration when meeting names are not in keeping with Al-Anon spiritual principles. Contact your Area Group Records Coordinator or the WSO for further information.

Copied with permission from <https://al-anon.org/for-members/group-resources/group-records/>  
New Group Registration / Group Change forms (for both Electronic and In-Person)

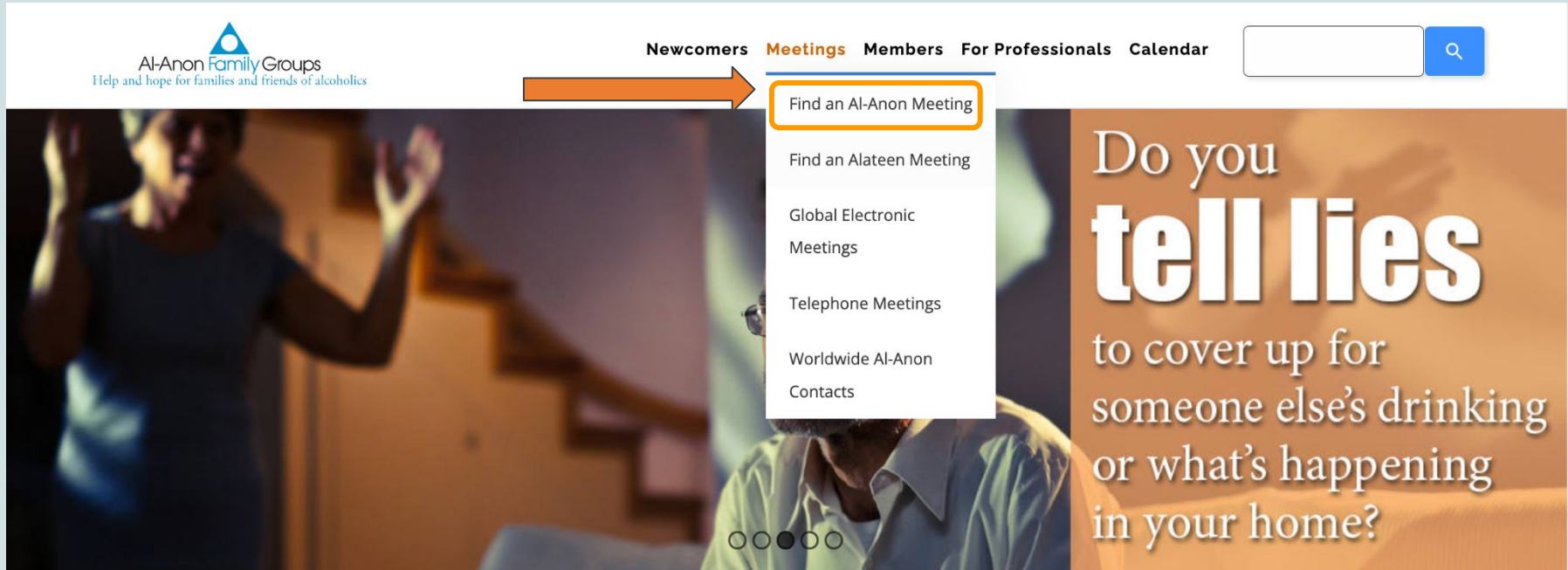
**This is written on  
Group  
Registration and  
Group Change  
submittals for all  
Groups.**

By registering as an Al-Anon Family Group with Al-Anon Family Group Headquarters, Inc. (AFG, Inc.), a group is granted permission to use the Al-Anon trademarked name and logo without modification for the purposes of Public Outreach as well as AFG, Inc. copyrighted materials for the sole purpose of conducting its meetings. Al-Anon copyrighted materials are limited to:

- Suggested Welcome, Suggested Closing, Suggested Preambles to the Twelve Steps, the Twelve Steps, Twelve Traditions, and Twelve Concepts of Service as they are found in the current version of the *Al-Anon/Alateen Service Manual* (P24/27), without alteration or modification.
- Conference Approved Literature (CAL) screenshots or printouts, when accompanied by copyright acknowledgement and limited in scope to content possible to be shared and discussed during one meeting.

This permission is granted for as long as the group continues to hold meetings; remains in compliance with AFG, Inc. intellectual property policies and instructions; refrains from distributing or posting permanently, in a public forum, copyrighted materials; and remains an Active registered group with AFG, Inc. These materials may not be modified and permission to use these materials may not be transferred to anyone without prior written approval. The group shall not use the materials in any way that could damage the reputation and goodwill that has been established in the materials.

**How the World Service Office  
(WSO) lists Meetings  
Connected to Geographical  
Areas - like Ours!**



This is the home page of [al-anon.org](https://al-anon.org) with the drop down image captured - the box and arrow are added for effect. Use this drop down to search for your group - is the meeting information accurate? These listings are the groups that meet in person and the local electronic groups. Hybrid groups are in person groups with electronic access to them.



[Newcomers](#) [Meetings](#) [Members](#) [For Professionals](#) [Calendar](#)[Al-Anon Meetings](#)

Dear Families and Friends of Alcoholics,

The groups listed on this page may be meeting in-person, in-person with electronic access (hybrid), or electronically. **We encourage newcomers and members planning to attend these meetings to check the meeting details and map pin for guidance on how members can attend each meeting.**

Are you concerned about someone else's drinking? You may attend ANY **Al-Anon** meeting listed. While some groups choose to have certain Attendees selected, they will welcome anyone looking for help.

**Find a Group Meeting:**[My Location](#)

Glendale, CA, USA

**Search Radius** 10 miles **Meeting Details****Group Type**☒ Al-Anon ☐ Alateen**Meeting Language**☒ English ☐ Español ☐ Français ☐ Other Languages**Meeting Day**☐ Sunday ☐ Monday ☐ Tuesday ☐ Wednesday ☐ Thursday ☐ Friday ☐ Saturday**Special Needs**☐ Child Care ☐ Fragrance Free ☐ Handicap Access ☐ Sign Language ☐ Smoking Permitted**Participant**☐ Families, Friends, and Observers Welcome ☐ Families and Friends Only ☐ Adult Children ☐ Beginners ☐ LGBTQIA+ ☐ Men ☐ Women ☐ Parents ☐ Young Adults ☐ People of Color

*Note: The 'Advanced Search' is it is no longer a separate 'option,' the information is combined. WSO listens/discusses/and may implement members suggestions.*



[al-anon.org/al-anon-meeting/find-an-al-anon-meeting/](https://al-anon.org/al-anon-meeting/find-an-al-anon-meeting/)

### [From Survival To Recovery AFG](#)

Saturday 6:00 PM

Windsor Club

123 W. Windsor Rd, Glendale, CA, 91204,  
USA

In person. Second floor

**4.7 miles away**

#### Filters

Al-Anon

Families, Friends, and Observers

Welcome

English

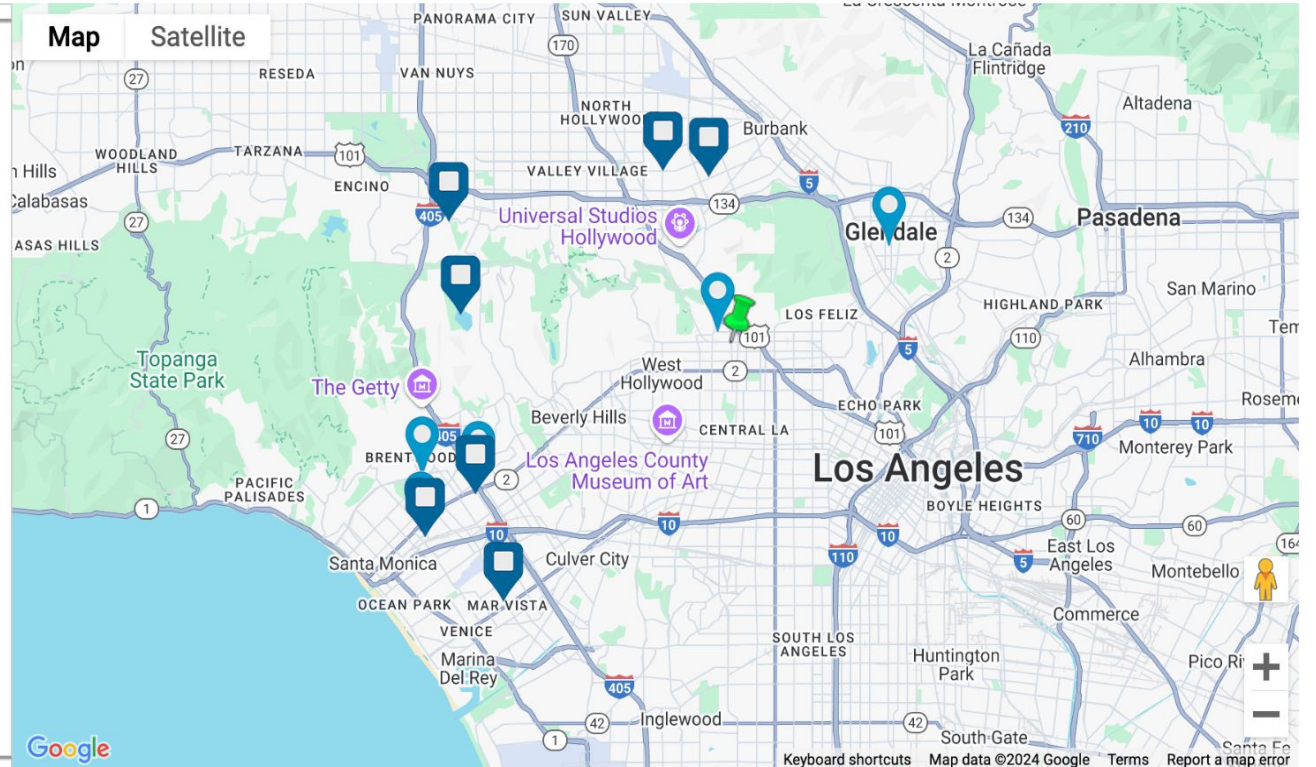
Saturday

Adult Children

Handicap Access

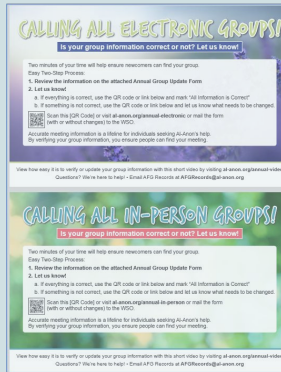
WSO ID 66931

[Report Problem](#)



# Be on the Lookout for a brand new Annual Al-Anon Family Group Verification process!

Group Mailings go out in Southern California the month of *June 2025* (*February 2026 for our Spanish Speaking Groups*).



- ★ No more paper forms to mail back (members may mail them if they want to)!
- ★ Faster updates to AFG Records
- ★ More accurate group records
- ★ Easy reporting of no changes

ALL Current Mailing Address (CMA) contacts for registered Al-Anon Family Groups will receive the Annual Update Sheet, as they have in the past, however, the new process includes:

- QR codes and short links to online forms to easily confirm or change group information
- A video tutorial

Let's *increase* our formerly low return rate! The World Service Office wants us to aim for 100%.

Don't throw the forms away until you respond!

Remember, even if the group's information is accurate, *verification* of the information is vital!

The value is reliable meeting information

The impact on newcomers is that accurate meeting/contact information is crucial for those seeking Al-Anon's help

Contact our Area Group Records Coordinator at [grouprecords@scws-al-anon.org](mailto:grouprecords@scws-al-anon.org) for assistance

## FINDING A LOCAL MEETING - Our Other Connected Al-Anon Directories



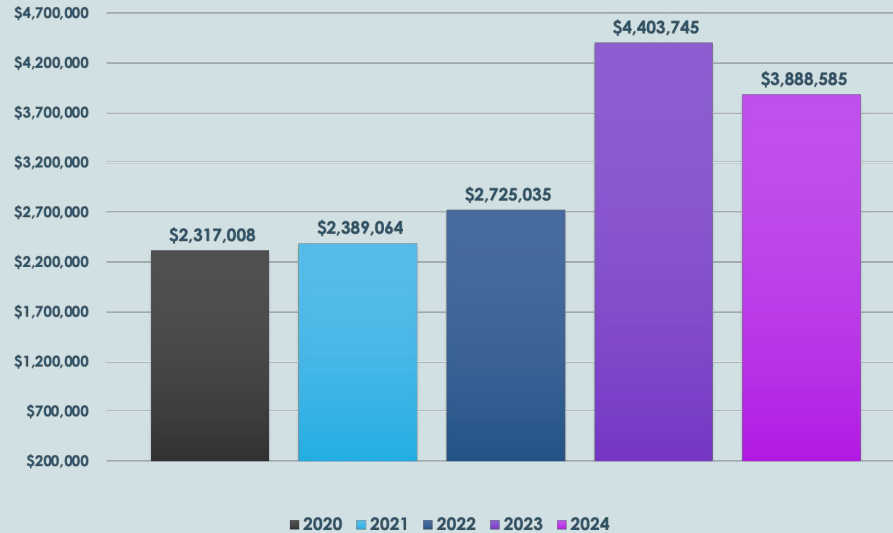
There IS discussion about the future “Next Generation” Group Records to provide a better ability to interface with local Al-Anon Information Service (AIS) Websites - plus District Websites that do not have a combined Al-Anon Information Service (AIS) Website to list meetings:

- Inland Empire, Los Angeles, Orange County and Greater Long Beach, San Diego, Spanish Intergrupal, and more, we appreciate you and our Counties that don’t have a combined AIS/Intergroup.

We are asked to all be patient.

# LITERATURE

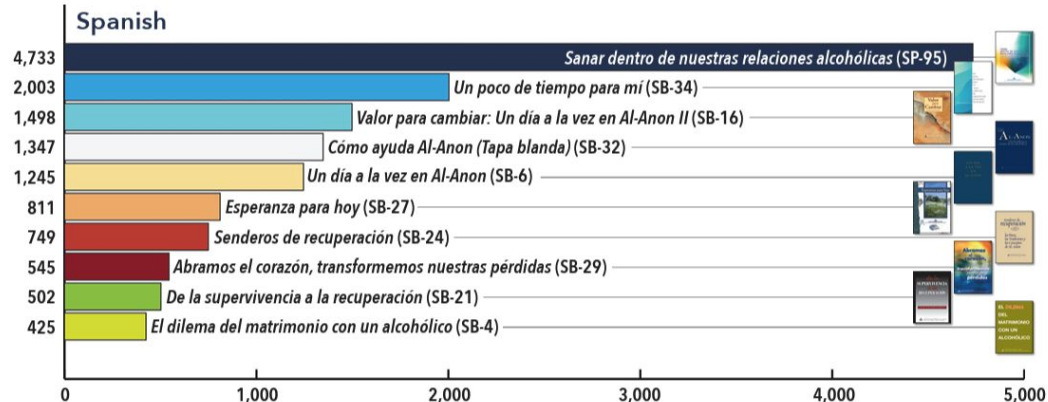
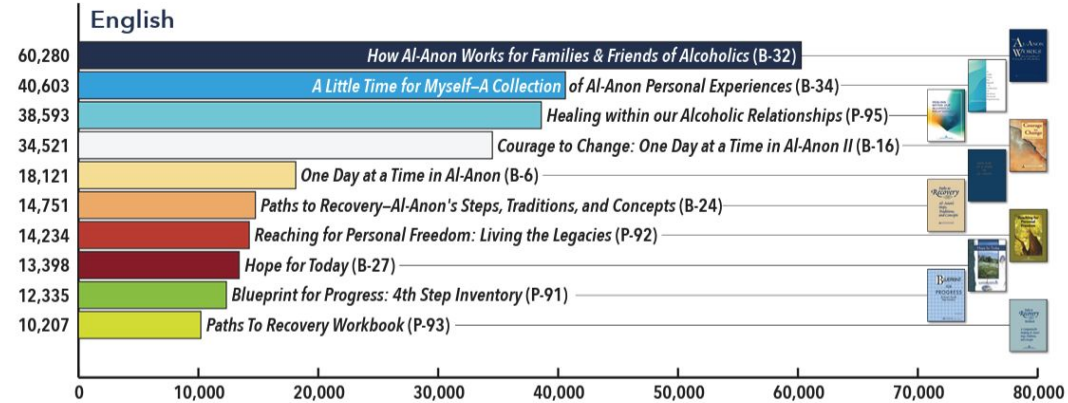
## Five Year Chart of Literature Sales - Lower Last Year as No New Significant Piece of Literature Was Released



# The 10 Top Selling Books in 2024 in English and in Spanish

## Top 10 Selling Books/Booklets of 2024

The top selling books and booklets listed by the number of books sold in each language





## Please Share in Writing on Sponsorship and Service Sponsorship

The 2023 World Service Conference gave conceptual approval “to develop a comprehensive piece on sponsorship and service sponsorship using personal stories from Al-Anon members.” Please share your experiences with sponsorship—the benefits as well as the challenges—so we can all learn from each other how to effectively use these important recovery tools.

### Please consider answering any of the following questions:

- How soon did I get a Sponsor? Become a Sponsor?
- What, if anything, has kept me from finding or becoming a Sponsor?
- What qualities do I look for in a Sponsor?
- What impact has having or being a Sponsor had on my recovery?
- Were the parameters of my sponsorship relationship a good fit for both of us?
- Have I studied the Steps, Traditions, or Concepts of Service with a Sponsor or someone I sponsor?
- What have I learned from having or being a Sponsor?
- What did I do if my needs were not being met by having or being a Sponsor?
- Which of Al-Anon’s spiritual principles apply to having or being a Sponsor?

- Why do (or don’t) I have a Service Sponsor? Why am (or aren’t) I a Service Sponsor?
- How is my Service Sponsor different from my personal Sponsor?
- How am I different as a Service Sponsor than as a personal Sponsor?
- Which of Al-Anon’s spiritual principles apply to having or being a Service Sponsor?

### Please keep the following guidelines in mind:

- Share personal experience from the heart, focusing on yourself, not the alcoholic or others.
- Write in the first person singular—“I.” Please avoid the use of the pronoun “you.”
- Avoid generalities, outside issues, treatment center language, and religious philosophy or doctrine.
- Kindly observe Al-Anon’s Twelve Traditions when sharing.

If printed, your sharing will remain anonymous, but please include your name and postal or email address so that we can acknowledge receipt.

If not used, your sharing will be forwarded to the *Forum* Editorial Advisory Committee for review. If published in *The Forum*, you will be notified by letter and receive a complimentary copy of the issue in which your article appears.

Note: All sharings become the property of Al-Anon Family Group Headquarters, Inc., and may be used in whole or in part to develop Al-Anon/Alateen printed or electronic material.

**Please photocopy and distribute locally.**

**Please mail, fax, email or submit your completed sharing to:**

Al-Anon Family Group Headquarters, Inc.  
1600 Corporate Landing Parkway  
Virginia Beach, VA 23454-5617  
Attn: Sponsorship Piece

Fax: 757-563-1656  
Email: [wso@al-anon.org](mailto:wso@al-anon.org) (Please put “Sponsorship Piece” in the subject line.)  
Online: [al-anon.org/sharing](http://al-anon.org/sharing)

**Please share this information!**

**Consider submitting a writing that may be used for one of our new pieces of literature -**

**Sponsorship and Service Sponsorship**

<https://al-anon.org/pdf/Sponsorship-Writing-Guide.pdf>

**and on the next page -  
Your Relationship with Finances  
in Al-Anon Recovery**

<https://al-anon.org/pdf/Finances-in-Recovery.pdf>

**For other sharings, including for the Forum, CAL Corner, & AFG Magazines:**

<https://al-anon.org/for-members/members-resources/literature/literature-resources/>

# PLEASE SHARE

## in Writing about Your Relationship with Finances in Al-Anon Recovery

The 2024 World Service Conference gave conceptual approval to create a piece of literature about our relationship with finances in Al-Anon recovery. The family disease of alcoholism impacts us physically, emotionally, and spiritually, and every relationship is affected, including our relationship with money. Financial responsibility is often not taught in alcoholic homes, but it can be learned.

So that we might learn from one another, please share your experience of using Al-Anon principles to develop a healthier relationship with finances.

<https://al-anon.org/pdf/Finances-in-Recovery.pdf>

  
Al-Anon Family Groups  
Help and hope for families and friends of alcoholics

### Please consider answering any of the following questions and sharing specific examples from your experience:

- How were finances handled or discussed in my alcoholic home, either growing up or as an adult? What was the impact of that and how is my financial life different in Al-Anon?
- How have I applied any of Al-Anon's Twelve Steps, Traditions, or Concepts of Service to my finances?
- What fears have I had around money, and how am I overcoming them?
- What foundational skills have I needed to develop regarding finances?
- What practical tools and suggestions have I received that have helped improve my relationship with finances?
- What Al-Anon principles help me cultivate an attitude of abundance?
- What spiritual principles guide me in deciding when to help or not to help a loved one suffering financial hardship?
- What is the connection between my financial situation and my trust in a Higher Power's care for me?
- What experience have I shared regarding finances and recovery with people I sponsor? As an Alateen Group Sponsor?
- How am I applying Al-Anon principles to finances in my romantic partnership or marriage?
- How am I applying Al-Anon principles to finances in my professional life?
- How has my Al-Anon group/District/Area handled its finances? What have I learned from this?
- In what specific ways have finances been managed in my service experience—for example, budgets, contributions, discussions about expenses, etc.?

### Some key words/topics to consider as they relate to finances and recovery:

- Fear/Trust
- Hoarding/Deprivation
- Abundance/Scarcity
- Self-worth
- Attitudes
- "Fully Self-Supporting" (Tradition Seven)
- "Prudence," "Ample Reserve," and/or "Sufficient Operating Funds" (Concept Twelve, Warranty One)
- "Unqualified Authority" (Concept Twelve, Warranty Two)

### Please keep the following guidelines in mind:

- Share your personal experience from the heart, focusing on yourself. Avoid giving advice.
- Please write in the first-person singular, using "I" or "me" statements. Avoid use of the pronoun "you."
- Avoid generalities, outside issues, treatment center language, religious philosophy or doctrine, and specific brand names, financial experts, or financial products.
- Kindly observe Al-Anon's Twelve Traditions when sharing.

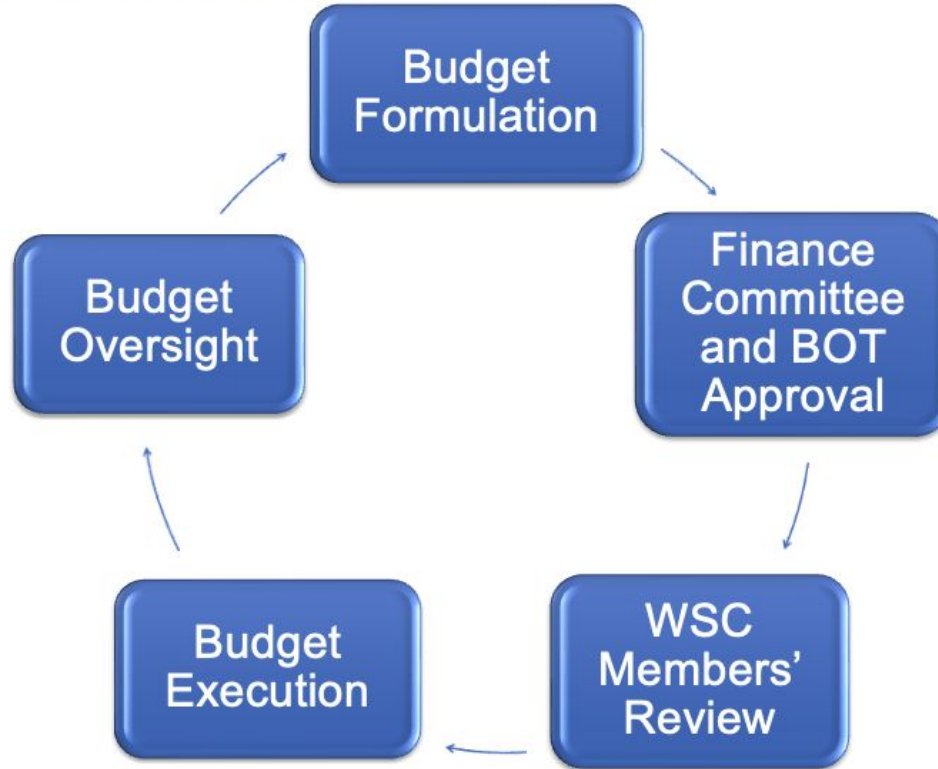
- If published, your sharing will remain anonymous, but please include your name and postal or email address so that we can acknowledge receipt of your submission. While there is no submission deadline, the timeline of publication depends on the volume and timeline of sharings received from the fellowship.
- If your sharing is not selected for publication, it will be sent to the *Forum* Editorial Advisory Committee for review. If it is published in *The Forum*, you will receive a complimentary copy of the issue in which it appears.

- **Please note:** All sharings become the property of Al-Anon Family Group Headquarters, Inc., and may be used in whole or in part to develop Al-Anon/Alateen printed or electronic materials.
- Visit [al-anon.org/sharing](https://al-anon.org/sharing) to submit online. You may also email your sharing to [wso@al-anon.org](mailto:wso@al-anon.org) or send via postal mail to AFG, Inc., 1600 Corporate Landing Parkway, Virginia Beach, VA 23454-5617.

Please share this information with fellow Al-Anon members.

**MONEY - INCOME,  
BUDGETING, SPENDING  
and SAVING**

# Budget Process



**BOT = Board  
of Trustees**



## FISCAL YEAR REVENUES - BUDGET/ACTUAL

REVENUE S	FY 25 BUDGET	FY24 ACTUALS	VARIANCES	COMMENTS
Literature Sales	\$3,737,021	\$3,888,585	-3.90%	Expected decrease in literature sales. Literature sales have been consistent, no planned increases.
Contributions	\$2,900,000	\$3,022,844	-4.06%	Contributions are consistent with historical trends, while 2024 had two large bequests that were not planned.
Magazine Sales	\$265,000	\$261,867	1.20%	Consistent with 2024 actuals
Fund Transfers	\$300,000	\$-	100.00%	Returned fund transfer in 2024 needed in 2025 to balance budget
Other Income	\$228,000	\$231,506	-2.00%	Subscription income budgeted to be consistent with prior year along with fluctuating market conditions for the general fund.

The Executive Director, WSO Staff and the WSO Finance Committee present a reasonable and comprehensive budget that make certain that services will be provided in all areas of the fellowship and progress the organization's Mission and Strategic Plan.

**BUDGET INPUTS**

<b>Programs</b>	<b>Finance &amp; Operations</b>	<b>Volunteer Governance</b>
<ul style="list-style-type: none"><li>• Communications and Community Awareness</li><li>• Literature</li><li>• Group Services</li><li>• AFG Records</li><li>• International</li><li>• Conference</li></ul>	<ul style="list-style-type: none"><li>• Technology</li><li>• Customer Service &amp; Warehouse</li><li>• Finance</li><li>• Publications</li></ul>	<ul style="list-style-type: none"><li>• Legal and Trademarks</li><li>• Human Resources</li><li>• Administration</li></ul>

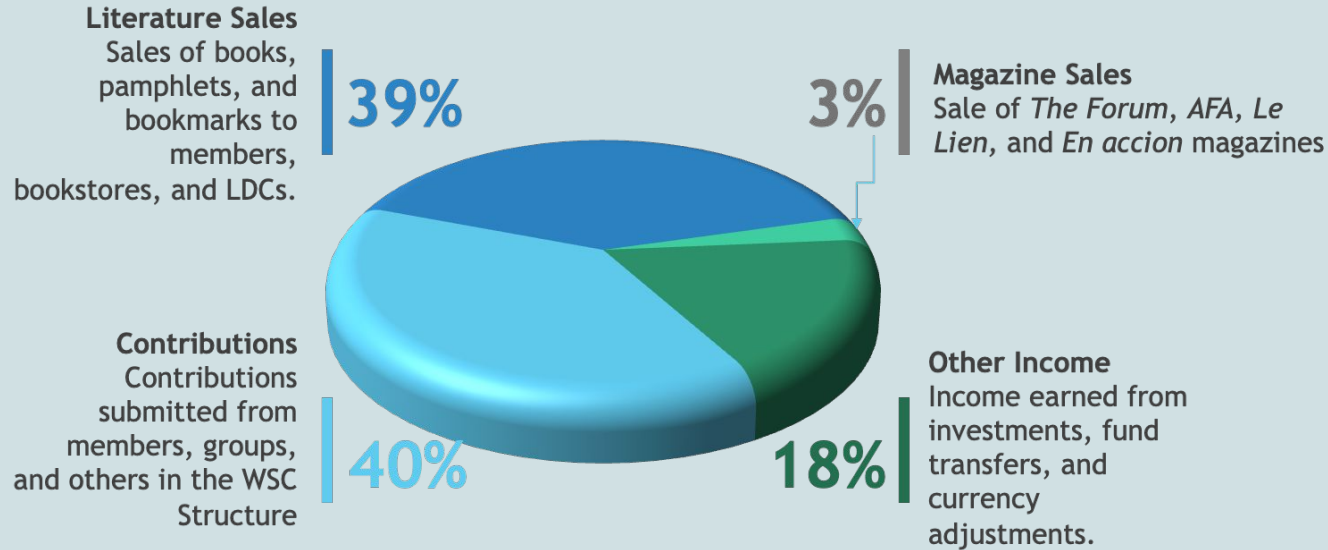
# Reserve Funds in Excess of WSO One Year's Operating Expense: Special Projects

## Requirement gathering:

- What are the needs of WSO Staff and fellowship uses? This phase is almost complete.
- Software Vendor(s) selection - *now beginning*
- Implementation & Development - configuring software, developing reports, testing the system and creating a rollout plan for new systems
- Rollout - with strong communication plan - it will occur most probably in phases

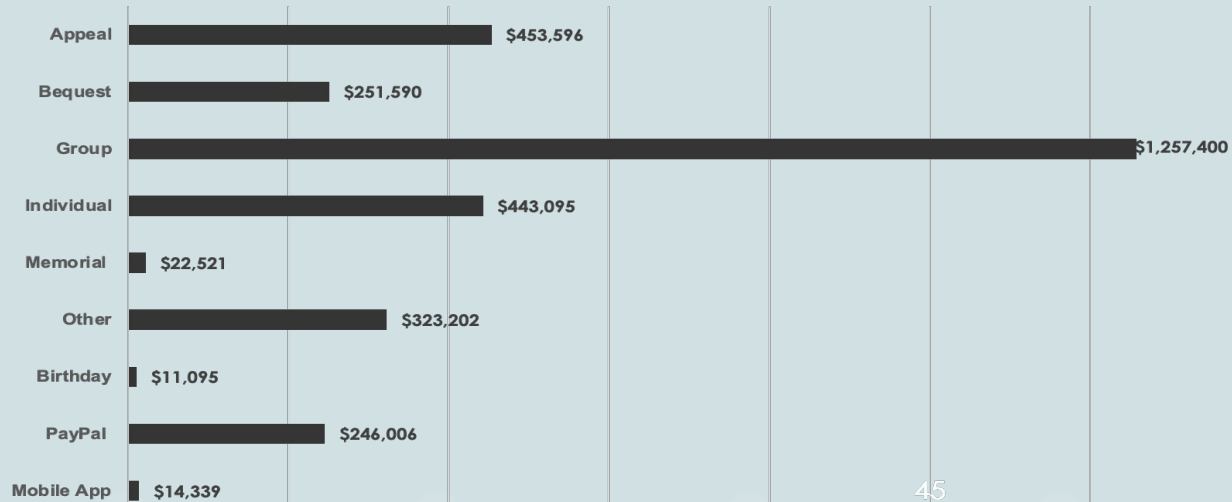


## VARIOUS SOURCES OF REVENUE



## SOURCES OF CONTRIBUTIONS

### Sources of Contributions



45

## WSO Investment Income - 2024



Due to favorable market conditions during the year, the organization experienced a gain of \$753,778



Yearly investment performance increases or decreases the Reserve Fund



Al-Anon continues to be invested in conservative, mature, and healthy equities and bonds



Finance Committee meets with fund manager twice a year - Davenport & Company



No organization is immune to market conditions

**Operating Expenses:**  
**Preliminary Budget/Revised Budget/Audited Actual**

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

	<b>2025 Preliminary Budget</b>	<b>2024 Revised Budget</b>	<b>2024 Audited Actual</b>
<b><u>Operating Expenses</u></b>			
Building Occupancy	<b>310,860</b>	311,640	318,435
Packing & Shipping (Net)	<b>(77,250)</b>	(85,000)	(63,750)
Postage	<b>181,600</b>	186,500	176,957
Telephone (Phone & Internet)	<b>58,200</b>	61,870	62,491
Stationery & Office Supplies	<b>46,360</b>	47,720	48,332

## Statements of Financial Position Overview

### Assets

#### **Total assets: \$15.7 million**

Assets represents what we own and what we have. Total assets increased in two major categories investments and cash. We experienced an increase due to a strong market performance and continued member support.

### Liabilities

#### **Total Liabilities: \$1.3 million**

Liabilities represent money we owe to people. Liabilities decreased overall due to changes in post-retirement and lease liability.

### Net Assets

#### **Total net assets without donor restriction: \$14.4 million**

## RESERVE FUND

Reserve Fund provides annual transfer to General Fund

Literature sales and contributions alone would not support our work

Board of Trustees must approve any transfers out of the Reserve Fund

Board Objective—not to exceed 12 months of operating expenses (ample reserve—Warranty One)

**Cost per Group \$337.53**

100% of registered groups  
(Al-Anon and Alateen)  
are using WSO Services

62% of all groups  
contributed in 2024

\*CA-S groups contributed 65%

## SERVICES USED

Getting  
your group  
registered

Reading from  
our CAL at  
meetings

Calling WSO  
to find a  
meeting

Using the *Mobile  
App* for a Zoom  
meeting

PSAs  
playing on TV  
stations

\*CA-S Contributed  
an Average of \$204.94 per group

Digital  
Communications  
\$83.79

Community  
Awareness \$17.45

Conference &  
Events \$23.72

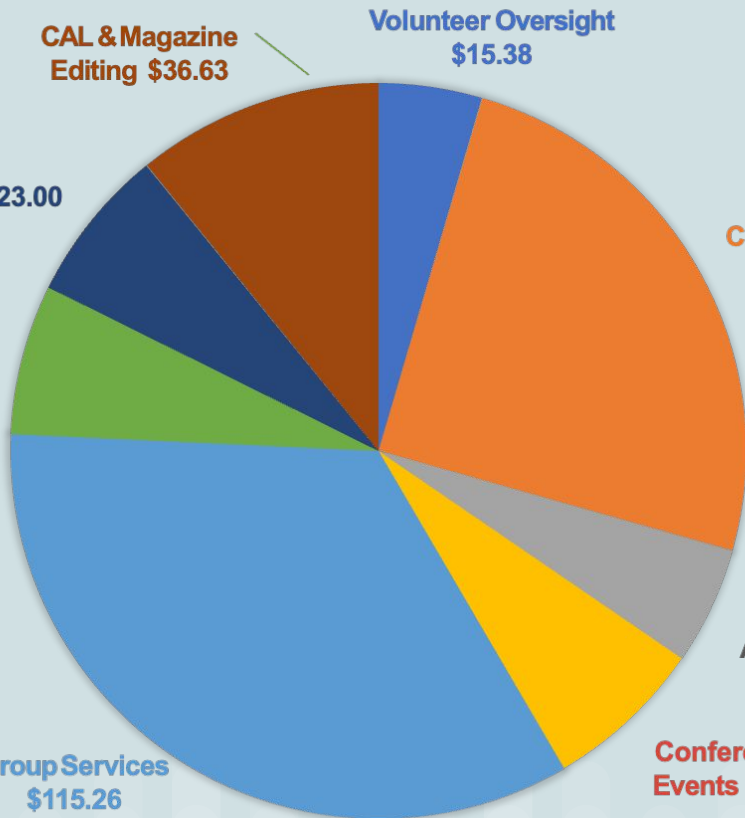
Group Services  
\$115.26

Volunteer Oversight  
\$15.38

CAL & Magazine  
Editing \$36.63

Translation \$23.00

International  
Support \$22.30

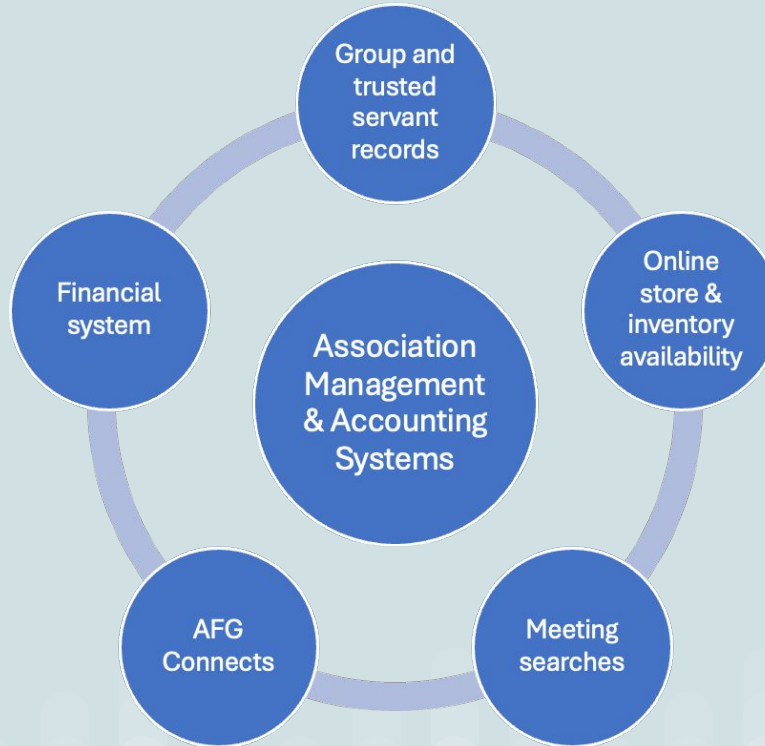




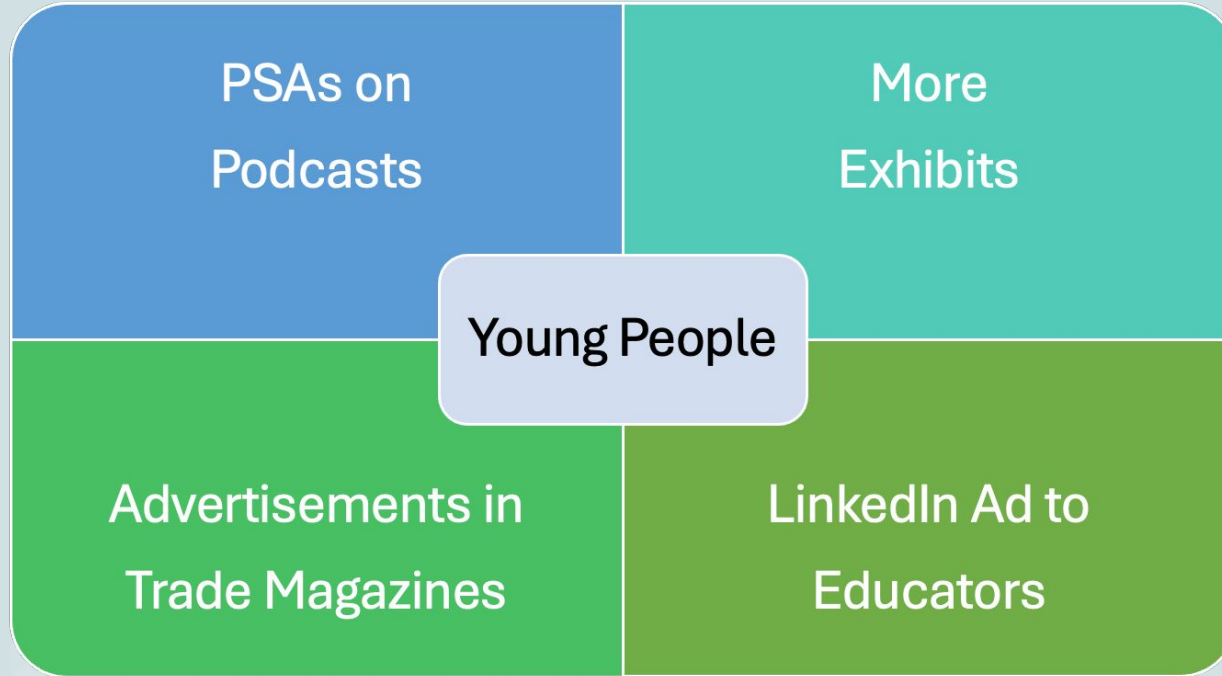
# WSO Core System Overhaul

## Multi year project:

- Assess Requirements
- Procure software/vendor
- Implementation and Development
- Rollout



## Professional Outreach – Young People



## 2024 ANNUAL AUDIT

Each year, an independent firm is hired to perform an audit of Al-Anon Family Groups, Inc. For the 2024 year, the audit was completed by Brown Edwards LLP. A “clean opinion” was issued, indicating no significant concerns about the accuracy of the financial statements.

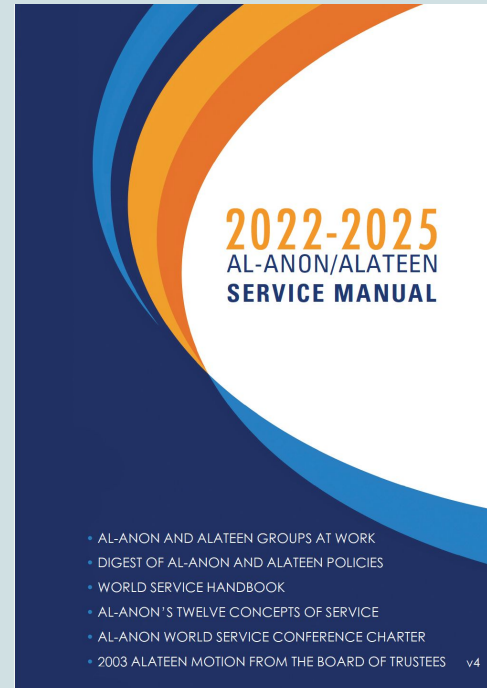
## EXCITING Announcements

To update your **printed** copy of the *Service Manual*, please download the replacement pages, print, trim to size, and insert over

V4(A) REPLACEMENT PAGES

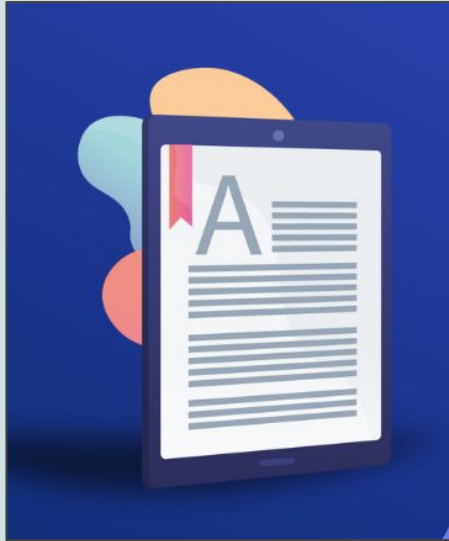
V4 REPLACEMENT PAGES

V3 REPLACEMENT PAGES



<https://al-anon.org/for-members/members-resources/manuals-and-guidelines/>

The 2026-2029 Al-Anon/Alateen Service Manual will be coming out early next year - watch for it - and you will be kept informed. There will be a free download, but do purchase it from your local Al-Anon Information Service/Literature Distribution Center!



## EBooks Globally Strategy:

The eBooks team has finalized their selection of an *ebook platform vender*. This is on a six month pilot program with hopes to continue if successful. The first book to roll out, and they will do this slowly is: “Intimacy in Alcoholic Relationships” (B33) in all three languages by the end of May! Let’s watch for it in “In the Loop!”

Thank you to our amazing WSO Staff.

And Finally...NEXT YEAR the World Service Conference (WSC)  
will be held April 20-24, 2026 in Newport News, Virginia

A 75th Birthday Celebration of Al-Anon Family Groups  
will be held on April 25, 2026

This will be a golden celebration - with details still to come,  
but what an amazing event it will be.

They are planning on an Open House at the World Service Office (WSO) in Virginia Beach,  
followed by a banquet back at the hotel, with a speaker or two, and  
plenty of tickets so members can come to celebrate together.

Mark your calendars!



## **Stepping Stones**

### **Home of Bill & Lois Wilson**

Stepping Stones is a separate non-profit tax-exempt organization and has no affiliation with Al-Anon Family Groups.

It was chartered by Lois Wilson in 1979. She wanted the members of the fellowships, AA and Al-Anon which could not receive the property, to continue visiting for generations to come.

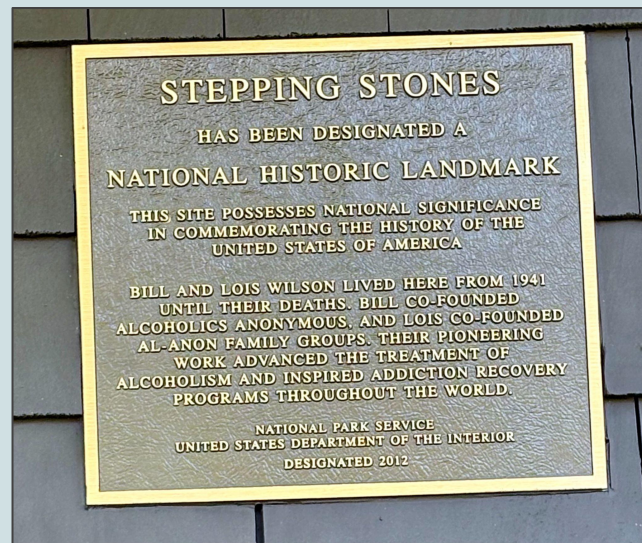
**It is located in  
Katonah, New York  
(upstate)**





## Stepping Stones

Home of Bill & Lois Wilson (not affiliated with Al-Anon Family Groups)



Located in Katonah,  
New York (upstate)

## Stepping Stones



Whits End - Bill's Cabin

**Stepping Stones, a separate non-profit, was the historical home of Bill and Lois Wilson - Bill W., the co-founder of AA, and Lois W. the cofounder of Al-Anon Family Groups. They lived in this home together for 30 years, moving in and living and working here beginning in 1941 and Lois lived here until her passing in 1988, for a total of 47 years. Lois passed away at the age of 97 ½.**



## Stepping Stones



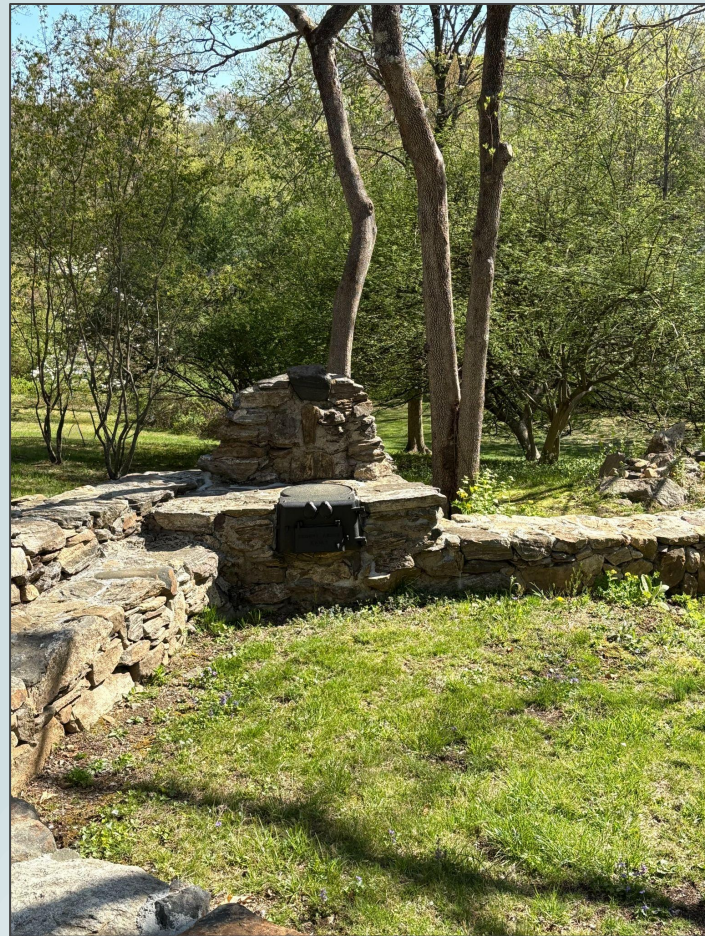
The twelve steps leading to “Wits End,” the view from upstairs, and another image of the house and gardens.





The repaired original fountain and the the BBQ!

## Stepping Stones



## Stepping Stones



Lois Wilson's Desk - as it was when she passed away in 1988. Only three places inside the house and cabin are permissible to take photos of.

All items throughout the house are inventoried and catalogued.

# RESOURCES

Visit [al-anon.org](https://al-anon.org) to read:

- Past World Conference Summaries (click on summary archives)  
<https://al-anon.org/for-members/world-service-conference-wsc/world-service-conference-summary/>
- The 2023 Annual Report <https://al-anon.org/for-members/wso/annual-report/>
- Watch for the 2024 Annual Report to come out soon.
- Sign up, if you haven't, and read In The Loop [al-anon.org/emailme](https://al-anon.org/emailme)

Watch for it:

- The 2026-2029 Al-Anon/Alateen Service Manual and 2026-2029 Groups at Work (this is the first part of the Service Manual) will also be coming out early next year! Check with your local Literature Distribution Center - and a free download of the Service Manual will also be available.