

**Northern California
World Service Area Newsletter**

September 2011

Volume 47 Issue 2

Northern California World Service Area (NCWSA)



ASSEMBLY
October 7-9, 2011

Hotel Reservation and Assembly Pre-Registration information

An Election Assembly / New Delegate / New panel of Area Officers / Any Al-Anon eligible for service beyond group level can stand for an Area Coordinator or Alternate Coordinator/ Agenda in 12 Stepper this fall /www.ncwsa.org

The Village at Squaw Valley
1750 Village East Road, Olympic Village
Olympic Valley, CA 96147

Reservation cutoff date is September 9 Reserve early!

**Call: 888-767-1907 (room rate code: NCWSA) or online:
www.thevillageatsquaw.com (rate code: 40A9RJ)**

All rates are per night and have a \$12.00 resort fee, which covers high speed internet, parking in heated underground garage, use of the fitness center, and conference services. The group rates are good two (2) days prior and two (2) days following this event. Check In: 4 p.m./ Check Out: 11 a.m. Rates: 1 bedroom with village view-\$129; 1 bedroom w/den-\$149; 2 bedroom with village view-\$229; 2 bedroom w/twin beds-\$229; 3 bedroom suites -\$299.

Pre-Registration cutoff date: FRIDAY, SEPTEMBER 23

One registration per person / \$20.00

Please complete one application per registration and
Mail to: Karleen H., Pre-Registration Chair, P.O. Box 60333, Sacramento, CA 95860-0333

Al-Anon ___ and Certified Alateen Sponsor ___ Alateen ___

GR-Home Group _____ DR-Dist _____ Officer/Coordinator _____

Name: _____ (Please Print)

Address: _____ City: _____ Zip: _____

Amount enclosed: _____ (check or money order payable to: NCWSA, please NO cash! - \$20.00 per person) No GR will denied registration.

For more information contact: Patrick B. at chairperson@ncwsa.org or Debbie O., at facility@ncwsa.org

The October 2011 Assembly Abides by the NCWSA Alateen Safety Guidelines

**Tentative Agenda NCWSA October Assembly
(Including Election Assembly)
Friday, October 7 - Sunday, October 9, 2011 – Squaw Valley, CA**

Location: The Village at Squaw Valley, 1750 Village East Road, Squaw Valley, CA

The following agenda is tentative and subject to change. A lot depends on how long it takes to elect our next panel of Officers and the Delegate. If you would like to suggest an additional topic for the agenda, please email chairperson@ncwsa.org.

FRIDAY

3:00 pm **Assembly and Voting Registration Open**
8:00 pm **GR Orientation** - Johanna M. M. and Connie F.
Information Session on Service Opportunities at the Area:
Coordinators and Alternates Elected Saturday Evening
Officers and Delegate Elected Saturday Afternoon
Current Coordinators, Officers and Delegate will be available to answer questions of those considering standing.

SATURDAY

8:00 am **Opening:** Serenity Prayer, Traditions, Concepts, Warranties, Alateen Safety Reading
Chairperson's Welcome - Patrick B.
Committee Roll Call and District Holler - Johanna M. M.
Review Voting Procedures, Voice & Vote, Voting Member Count - Connie F.
NCWSA Secretary's Report – Johanna M. M.
Approval of Minutes from October 2010 Assembly
Approval of Minutes from May 2011 Assembly
(Minutes can be found on the www.ncwsa.org website, in the "Service" section)
NCWSA Treasurer's Financial Report – Carol G.

9:15 am **District Reports** - 2, 5, 8, 11, 14, 17, 20, 23, 26 (5 minutes/District)

10:00 am **Break**

10:15 am **Preview of Budget Discussion/Q & A** (Budget approval is after lunch) - Joan W.
10:30 am **ELECTION of AREA OFFICERS and DELEGATE** - Chaired by Sandi C.

Noon **Break for Lunch**

1:00 pm **Area Officer and Delegate Elections** *Continued*
7th Tradition

2:30 pm **Coordinator Reports (3)**
Bylaws & Insurance - Bruce H./Joyce D. (10 minutes)
Facilities – Debbie O.
Archives – Chris M.
Convention - Chris D.

Work Force Report - Rotation of DRs - Patti R.
Intergroup Reports (5 minutes/Intergroup)
District 6 - 10 - Kellidee L.
Northern California Hispanic Intergroup - Julietta D.
Spanish Intergroup East Bay
Santa Clara Valley - Peter P.

- Healing Through Service - Leticia V.
- 3:00 pm** **Purchase of Audio/Visual Equipment for the Area Budget** - Joan W.
- 3:30 pm** *Break*
- 3:45 pm** **District Reports** - 3, 6, 9, 21, 24, 27 (5 minutes/District)
- 4:15 pm** **Diversity Thought-Force: Report-out/Next Steps**
- 5:00 pm** **Dinner**
- 7:00 pm** **NCWSC Meeting** - Election of Area Coordinators and their Alternates

SUNDAY

- 8:00 am** **Opening:** Serenity Prayer, Traditions, Concepts, Warranties
Committee Roll Call and District Holler - Johanna M. M.
Chairperson's Report – Patrick B.
Delegate's Report – John S.
Alternate Delegate's Report - Joan W.
Executive Committee Report - Peggy P.
Assembly Evaluation Review - May 2011 One-day Assembly
Long Range Planning Committee - Claudia M.
- 9:00 am** **Coordinator Reports (6) 5 minutes/Coordinator**
 Diversity – Janie L.
 12 Stepper – Denice E.
 Website – Jim S.
 Group Records – Connie F.
 Public Information/Cooperating w/the Professional Community – Brenda W.
 Literature – Sandy S.
 Institutions - Louise M.
Discussion - Wording of the Steps (15 minutes)
- 10:00 am** *Break (Check out of hotel)*
- 10:30 am** **District Reports** 1, 4, 7, 10, 12, 13, 15, 16, 18, 19, 22, 25 (5 minutes/District)
Coordinator Reports (5)
 Alateen – Carla G.
 Alateen Liaison Report - Karena R. (N), Emily T. (C), Kayla F. (S)
 NoCAC Chair Report – Alicia H.
Area Process Person Report – Bonnie M.
- Noon** *Break for Lunch*
- Successes of This Panel/Hopes for Next Panel**
Thought Force Reports
Old Business
New Business
Ask-it Basket
- 4:00 pm** **Closing** (*Approximate*)



The Northern California World Service Area

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The 12 Stepper

The 12 Stepper is the newsletter of Northern California World Service Area (NCWSA). A free copy is mailed to all Al-Anon Family Groups (AFG) groups registered with NCWSA, and to the Delegate, NCWSA officers, coordinators, Liaisons and District Representatives (DRs). A limited number of copies are shared with other AFG areas across the country; all others are sold on a subscription basis. A subscription form is included at the back of this issue.

Typically, each issue is published shortly after the three NCWSC committee meetings held in February, May and July of each year. Below is a list of items typically appearing in each issue of the 12 Stepper:

- **April Issue** – This issue typically includes the Annual Financial Report, One-Day Assembly agenda, and May through August announcements and reports.
- **September Issue** – The August issue includes prior Assembly Minutes, the next year's budget, reports, and announcements of special AFG events happening September through December.
- **December Issue** – The December Issue includes information on the yearly Al-Anon Convention, committee and district reports from Assembly, and announcements of special AFG events held January through April.

Editors' Corner

What a rewarding and interesting experience this has been for both of us! In this last published edition of the Stepper, we'd like to extend a thank you for everyone who assisted in getting reports in on time, our wonderful editing committee members Art B., Johanna MM, Joan W., Sandi C., and Bruce H., and would also like to apologize to anyone for a misspelling of a name or address in the contact information at the back of each published Stepper. A huge thanks to Connie F., who sees the Stepper arrives at your doorstep each issue. We look forward to greeting all of you at the October Assembly!

Love in Service,

Denice E., 12 Stepper Editor

Kathy H., Alternate 12 Stepper Editor

Submitting Material to the 12 Stepper

All members are invited to contribute inspirational items and District news, and committee members, officers and coordinators are asked to submit reports and information on upcoming events. The editor reserves the right to edit submissions in order to facilitate formatting, and submissions must adhere to guidelines consistent with the principles of the Al-Anon program. Please include your name, address, phone number and email address. The deadline for the next issue of the 12 Stepper is November 15. Please submit articles in word format electronically to Denice E. at delder4926@aol.com and Kathy H. at kathyann825@gmail.com. All other items may be sent to the 12 Stepper at 5314 Nelson Street, Sacramento, CA 95820.

Donations to NCWSA

Please send donations to: **NCWSA Treasurer, P.O. Box 277771, Sacramento, CA 95827-7771**. Don't forget to include your group's WSO #.

Fellowship Events Calendar 2011

Please see http://www.ncwsa.org/cal-2011_Events.html for latest calendar.

Date	Event	Location	Information/Contact
September 16-18, 2011	2011 Alateen Sponsors R&R	Westminster Wood, Occidental, CA	Carla G. Chair (925) 586-8021 or alateencoordinator@ncwsa.org Bonnie M. Co-Chair (209) 996-5282 or aapp@ncwsa.org
October 1, 2011	NoCAC's 2 nd Fundraiser	Ygnacio Valley Presbyterian Church, 2140 Minert Road, Concord CA, 94518	Alicia H., Chair, nocacchair@ncwsa.org or Melanie F., Sponsor, (408) 309-3623
October 7-9, 2011	NCWSA Assembly	The Village at Squaw Valley 1750 Village East Road, Olympic Valley, CA 96147	Patrick B. at chairperson@ncwsa.org or Debbie O., at facility@ncwsa.org
October 28-29, 2011	NCWSC Committee Meeting and Turnover meeting	October 28: Shepherd of the Valley Lutheran Church, 604 E. Street, Galt, CA 95632 October 29: Littleton Civic Center 410 Civic Drive, Galt, CA 95632	Debbie O., at facility@ncwsa.org
November 11-13, 2011	NoCAC 2011 (Northern California Alateen Convention)	Holiday Inn 5090 East Clinton Way, Fresno, 93727	Melanie F., Sponsor, (408) 309-3623
April 20-23, 2012	NCWSA Convention 2012	The Village at Squaw Valley near Lake Tahoe	Chris D., Chair, (650) 593-3241 or cd314sp@sbcglobal.net

Contacting NCWSA

You may contact NCWSA at <http://www.ncwsa.org>. More contacts are at the end of the printed version of this newsletter.

Contacting WSO (World Service Office)

- Web - <http://www.al-anon.org/>
- Calendar of Events-<http://www.al-anon.org/members>, Publications, Forum
- Members' Web – <http://www.al-anon.org/members>
- Email – wso@al-anon.org
- Meeting Information: 888-4AL-ANON
- Physical Address:

AFG, Inc.
1600 Corporate Landing Pkwy.
Virginia Beach, VA 23454-5600
1-757-563-1600

Officer Reports

Delegate

Since the May Assembly, I have revised the Delegate's Job Guideline, spoken at one district event, and have been invited to speak at two more events.

The report and PowerPoint from the Assembly are on the web site for anyone to review, thanks to Jim and his team. I am now going through my closet cleaning things out and trying to decide what is worth keeping and what to get rid of. I seem to have kept flyer for years. This feels good as a form of letting go and it is also sad to let go of a wonderful experience. I was looking at my WSO notebooks and thinking do I need them any longer? Am I ready to give them to archives? I am not sure, but I suspect by October I will be ready to let them go.

This panel has been a joy to work with and as we work on rewriting our guidelines I am again excited to work with this team to improve our area. It feels as if we have made real progress and set in motion a process for improvement for the future.

Thank you for letting me serve,
John Stafford, Delegate, Panel 49, CA (N) Area 03

Alternate Delegate

It has been a great privilege to serve Northern California as your Alternate Delegate. I have learned much and continue to enjoy the opportunities to grow. I am grateful to all the people who have helped me in my journey and to the Delegate and Officers for being such a great team. The three years seem to have flown by and AI-Anon Service during that time has been rewarding.

The job of Alternate Delegate is to be there if the Delegate cannot fill their duties, assist the Delegate if needed, chair the Budget/Audit Committee, serve on the Long Range Planning Committee (LRPC) and be willing to conduct workshops and share experience, strength and hoe when invited. A great job for anyone who enjoys the challenges and joys of service. Attending the Southwest Regional Delegates Meetings (SWRDM) has given me pleasure and knowledge. The workshops there have been very helpful in both my service and personal life.

I've conducted workshops on Service, Conflict Resolution and, will be leading one on Sex and Intimacy for District 14 in September. I always enjoy the interactions among the participants and seeing those light bulb moments happen. Presented the budget pre-assembly, conducted the GR Orientation at Assembly, spoken at districts, served on an AIS committee and been active in my own district. Helped coordinate the

TEAM event, recorded several podcasts for the WSO and hosted a workshop for the Delegate and Officers on Finances 101 and prepared a power point for the Budget Presentation at Assembly. I also serve on the 12 Stepper proofing committee.

Our WSO 2011 Theme "Expanding our Community ..." has given me lots to think about in my life and service journey.

"Yesterday's foundations"- Before An-Anon I hadn't thought kindly about my father whose drinking bothered my entire family, but, I started to see him in a more positive light and remembered he always told me "There is no such thing as a stupid question" – this has served me well my entire life especially answering the Area Budget and Financial questions.

"Today's successes" – Learning to do a Budget Power Point and receiving very kind evaluation marks...it encourages me to continue risking.

"Tomorrow's possibilities" – Hoping that the voting assembly together with my H.P. will be there for me when I stand for the position of Delegate.

I am fortunate that I am retired and have the time to devote to whatever my higher power has in store for me in the future. My late husband (AA member) always encouraged me to do what made me happy and I certainly have found that in service to NCWSA. I have a lot of gratitude.

The proposed 2012 Budget is in this Assembly Issue of the 12 Stepper. Our Budget/Audit committee has been so great in their commitment to the responsibilities and commitment to be accountable to you. We will have time to have your questions answered and hopefully you will not be too confused.

Looking forward to beautiful Squaw Valley this October.

Love in Service,
Joan

Secretary

This is my last report to this Assembly, and I'm having to write it 2 months ahead of time. This has been a position of growth for me. I have come to appreciate the workings of AI-Anon in Northern California. The officers I've served with have been excellent companions and role models. I hope to keep serving in the next panel as well, because I like being with the winners.

I'm sure I will have had a lot of help getting the packets together for Assembly, but at this time that's in the future. Having a packet-stuffing party worked well last year, so I intend to do it again. This year I'll also prepare for Elections, including written ballots.

I've completed all minutes to date, and by the end of the panel the Motions Passed and Failed should be completed for both the Assembly and the Committee. I revised my guidelines and multiple forms assigned to the Secretary. I've kept the Roster and the Yahoo group up to date. My last big job will be to prepare a list of the new Officers for the Delegate and for WSO.

This has certainly been a bigger job than I anticipated, and in my revised guidelines I have suggested several ways that various assistants could help the Secretary. I encourage the next Secretary to ask for help right away; I wish I had. That said, it has been a pleasure to serve you.

Johanna MM

Treasurer

Please see the NCWSA Financial Reports in this issue beginning on page 57.

Chairperson

What I did on my summer vacation (or since the May Assembly, anyway):

- I signed the paperwork to renew the Area's D & O and Organization Liability insurance policy. Thank you to Joyce D. for submitting the paperwork.
- I attended a District 23 business meeting to talk about the role of a GR, the upcoming Election Assembly and service opportunities available at the Area level. It was a fun, inspiring and the members of District 23 were great hosts!
- I have also been invited to attend the District 14 business meeting for a similar purpose the first week of August.
- I have been working with Sandi C. and Debbie O. as part of the Thought Force that is looking into whether the Area should purchase its own audio/visual equipment. We have done some research into pricing on different pieces of equipment, what the Area has paid to rent the equipment in the past and how open hotels are to groups bringing their own equipment. We will report on our findings this weekend.

Speaking of technology, well, sort of, it doesn't look like we will be able to hold a meeting using technology this panel. We simply did not have enough time to work out all of the logistics. Hopefully, the research that the committee has done can be put to use during the next panel.

Many committees though, are adopting the practice of using conference calls, instead of meeting in person. Conference calls have become so popular that we are

finding the need to come up with a process to share our conference call number...You may have noticed this item on the agenda.

Like many of you, I've been working to update my Guidelines. I have also been working with the Officers and our Delegate on proposed updates to the NCWSA Assembly and NCWSC Guidelines (another topic on the agenda). Still to be updated are the NCWSA Convention Guidelines. This may need to wait until next panel. Updating Guidelines is not an easy task and it is good to remember "progress not perfection." Thanks to Bruce H. for inspiring us to undertake this project. It is nice to know that we will be able to provide updated Guidelines to the next panel of officers and coordinators, hopefully easing the transition.

Another thing we are doing to ease the transition from this panel to the next is we are holding a NCWSC/Turnover meeting on October 29th and 30th in Galt. The idea is to have a Committee meeting, with the opportunity for incoming and outgoing officers, coordinators and DRs (if elected by then) to attend together. We will spend some of the time conducting regular business and some of the time focused on turnover activities. Mark your calendars and let your incoming DRs know to mark theirs.

I'm planning the agenda for the Election Assembly in Squaw Valley. More will be revealed in terms of specific agenda items, but I can tell you that we will hold the elections of officers and the Delegate relatively early on Saturday. We will also have a mini-NCWSC meeting on Saturday night after dinner. This is so we can elect the next panel of coordinators and be ready to reconvene the Assembly on Sunday morning. We will have a GR orientation on Friday night. We will also have an activity designed to inform people about the service opportunities for which people can stand on Saturday...Unfortunately, we won't have time at this Assembly for workshops or guest presentations.

Finally, I had my third and final interview with the Executive Committee. It was a great experience, once again. As I have said before, I appreciate the EC's thoughtful questions and the opportunity to reflect.

Respectfully in Service,
Patrick B., NCWSA Chairperson

Alateen Area Process Person

I'd like to thank all the District Representatives, District Alateen Process Persons, District Alateen Coordinators and Al-Anon Members Involved in Alateen Service for your efforts in completing the certification renewal process. It takes all of us to accomplish this task each year. We have 273 AMIAS who renewed their certification and I expect several more that missed the deadline will submit paperwork to be recertified. And

we currently have 87 registered Alateen Groups and two more groups in the process of becoming registered. The recertification process is so time-consuming that I am, again, really behind in processing new applications and group updates. My goal is to have an accurate update to each DR and DAPP soon.

In my home district, as part of our AMIAS training, we recently read and discussed the B-17 Requirements for Alateen Member Safety and it was a terrific meeting. We all learned, discovered things we are doing well and things we can improve. I believe the list of forms at the end of the document can be revised without Assembly approval and will make some changes. I also suggest that form A-22-11, Request for Live Scan Service be removed from the web-site. Since that version is incomplete, it can cause confusion; AMIAS candidates should obtain a copy of the correctly filled form from their DR or DAPP.

Thank you for the opportunity to serve our teens and our Area.

Love in Service,
Bonnie M., NCWSA AAPP

Coordinator Reports

Alateen

See May 2011 Assembly minutes in this issue.

Archives

There have been no new developments since the May Assembly. I prepared for the first summer Archives Party on July 9th. There were several cancellations so no one was able to make it but it helped motivate me to get things ready. Yvonne joined me that weekend and we reviewed the Alateen and 12 Stepper archives which was very interesting and prompted the idea to create a CD or PDF file of old Steppers which were full of fun and interesting stuff. I started thinking about format and content for the last 10 years of Area History and I spoke to Art. I invite each DR to prepare a summary of highlights within their District for the last 10 years to be included in the area history journal.

In addition, I started planning for the end of the panel and I spoke to Johanna about gathering all the reports and minutes electronically to create a CD for the Archives to supplement the written copies on file. Most of this will be found in the Steppers.

I am looking forward to the next Archives party on August 13 from 10-3 in Santa Cruz. I'm anticipating quite a turn out from the RSVPs so far so it will be fun and productive. We will continue to inventory some of the Area Archives, have lunch and fellowship and begin

another area display and begin work on the history project.

Thanks again for the opportunity to serve and grow,

Having a Blast from the Past!
Chris M., Archives Coordinator

Bylaws and Insurance

See May 2011 Assembly minutes in this issue.

Convention

See May 2011 Assembly minutes in this issue.

Facilities Report

Since our last meeting I have been working with the District 6-10 committee on making sure our October Assembly will be a wonderful event. AND IT WILL BE...

October NCWSA Assembly: The original Assembly room was to be the Palisades Room right off the main lobby at Squaw Valley. As I didn't make it to the walk through I was unable to give input on what the committee saw, and was unable to answer some of the questions I have answered at other events.

The room we will be using is the Olympic Valley Lodge, which is a 5-minute walk unless you want to drive across the complex. Ann, who is the sales manager at Squaw wants to assure everyone feels comfortable with the new room. Not to promote but it has been remodeled and was the original Lodge for the 1960 Winter Olympics. While we will be there making history, know others came before us. Our Higher Power knows best.

When I checked with them at the first of the month we only had 113 room nights of our 120 on our contract, I checked last week, we are WELL over our commitment. I am confident we will have a lot of members here to be of service to the next panel.

Turnover Meeting: I was asked by the Officers to search out a place in the Galt or Lodi area to hold our turnover meeting on Oct 28-29, 2011. I did book the Littleton Civic Center for Saturday Oct 29, 2011, 410 Civic Drive. Galt, CA. 95632.

I went to the Friday Night Al-Anon Meeting in Galt at The Shepherd of the Valley Lutheran Church, and met some wonderful family members who are willing to help. So thank you to Mary F. and Anita C. for stepping up and going to Galt Parks and Recreation Department and got us a \$200.00 discount on the room rate of \$600.00 as a resident in the town.

We have the site from 7 AM for set up to 6 PM for clean up. We have use of a full kitchen and the PA System, but it's not on the contract unless we need it. (the PA system I mean, the kitchen is ours.)

I did book the..

Comfort Inn and Suites for Friday Oct 28, 2011
10380 Twin Cities Rd., Galt, CA. 95632
Phone # 209-744-7800. And as always ask for NCWSA

Room Accommodations

Double or Single Beds.\$ 85.04 per night
double occupancy, if extra rollaway is needed it is
\$10.00 extra.

Room rates include a hot deluxe breakfast.

Cut off date is Sept 30, 3011

NOTE: If at least 20 Standard rooms with Two Queen
Size Beds are occupied under this group block on the
night of Oct 28, 2011, the nightly rate will decrease to
\$80.32 per night plus tax.

Friday night Committee Meeting Oct 28, 2011

The Shepherd of the Valley Lutheran Church, 604 E.
Street, Galt CA. 95632. We have the Social Hall, which
includes the Fireside Room. We have access to their
kitchen area as well but not book as yet.

We have the meeting space for 6:30 PM to 10 PM. If
you get there early the regular AI-Anon Meeting is from
5:30 to 6:30PM. So please be courteous to the meeting
or join in.

I have updated the Facility Coordinator guidelines and
submitted them to Bruce for formatting and he has
forwarded them on to Patrick. I did bring 70 copies for
Officers and Coordinator meeting.

How can one be happy and sad at the same time, I
don't know, I don't care, I am just grateful to know I can
do it today. Participation is the Key to Harmony.

Debbie O., Facility Coordinator

Group Records

Happenings in Group Records

WSO and NCWSA are making exciting changes
regarding registering new groups, updating existing
records and availability of reports.

My goal:

To maintain one group record data base (WSO's) that
would service not only our group record needs but link
maintenance to our web group listings as well as a
Google type map showing our groups. I have been
working with the web site committee and WSO to
implement changes.

New Group and Group Change Updates:

Area Group Records Coordinators are now able to
update WSO group records for their areas and register
new groups. At this time I am maintaining both data
bases with the anticipation in the near future to be able
discontinue the NCWSA group data base. We would
still need a data base for Alateen Groups, NCWSA
Committee Members (Officers, Coordinators, and
District Representatives) and 12 Stepper Subscriptions.

In the spirit of electronic progress NCWSA has again
made a great change. A16 form is available on line by
fill in the form and email to NCWSA Group Records
Coordinator to update or add your group. These were
giant steps towards reducing the work load and
speeding up the registration and updates of groups.
Thank you Mike M and Web Committee for your
service.

What this means to you today:

**Groups can register and make changes via
electronic form A16.** If you prefer you may continue to
mail A16 to your group records coordinator. **You no
longer need to notify WSO of registration of new
group or changes to existing groups, NCWSA will
update WSO data base.** Questions or problems –
notify your area group records coordinator.

For a detailed report please contact your District
Representative.

Thank you for taking time to read my report. This year
has been rewarding and exciting. Thank you so much
for letting me serve NCWSA.

As for general housekeeping: I am current on all data
entry updates, report requests and other miscellaneous
Group Record Coordinator responsibilities.

Total Registered groups 813: = 21 Women; 37 Study;
15 Men; 34 Adult Child; 82 Spanish; 67 Alateen; 18
Parent; 29 Institution.

Connie, NCWSA Group Records

Institutions

Greetings! We at Institutions appreciate all the help
and donations which all you groups are giving us.
WSO just recently printed the soft cover copy of How
AI-Anon Works and we are happy to say that all the
inmates at Soledad, Solano, and Tracy that are in our
AI-Anon program have their own copy of the book. We
are still waiting for San Quentin inmates to get theirs. I
have also distributed copies to Juvenile Hall here in
Santa Clara County and to the county jail. Some How
AI-Anon Works also went to Sacramento for the jails
and for the recovery homes there. I am in the process
of getting together an order for the recovery homes in
the Placer area and the jails in the Santa Cruz area. I
just received a shipment of AI-Anon literature that I will
be sending out to various places (got to get those boxes

out of my front entry way of my house before I lose a husband.)

We are on the waiting list for Chowchilla the women's prison. We are also waiting to hear from Mule Creek State Prison which is near Stockton. Sometimes we have to wait for a room to hold our meetings, a time, and a staff person from the prison.

I am submitting a separate account of expenses and income this past year. NCWSA has helped me with travel expenses but I did not submit all of it. Up to July 28th, I had put 8815 miles on my car going to Tracy, Solano, San Quentin, Soledad, Folsom, and Mule Creek

Again thanks for your contributions. We could still need volunteers. Join us for a great service opportunity.

Love in Service
Louise M NCWSA Institutions Coordinator.

INSTITUTIONS PARTIAL FINANCIAL REPORT

H & I CONFERENCE

Income

66 paid registrations	\$660.00
Hospitality donations	11.66
7 th tradition	108.89
	<u>\$780.55</u>

Expenses

Donation for room to AA	\$350.00
Joan W speaker	196.50
2 rooms – Error! Reference source not found.	

and speakers	465.92
Room other speaker	117.12
Treat bags	42.88
Meals including speakers	155.76
Decorations	100.22
Gifts for speakers & panelists	152.32
Flowers	<u>32.68</u>

TOTAL **\$1,613.40**

Donations

Total deposits to 7/28/11 **\$9,638.80**

Literature, Order & Paid \$8,592.71

Miscellaneous Expenses

Mailing	\$ 197.57
Printing	622.49
Tolls for bridges	125.00
Meetings Solano	2,116.00
Meetings San Quentin	30.00
NCWSA	240.00
Mileage for Modesto, Sacramento, Mule Creek, Folsom, Fresno	1,084.00

Planning meeting Redding 254.00

Literature/Forum

Greetings NCWSA. It's an honor and privilege to serve as your Literature/Forum Coordinator. My alt is Kim H. I'm excited to be a part of this year's Assembly.

LITERATURE REPORT:

Al-Anon's newest book, *Many Voices, One Journey* (B-31) is available. The price is \$16.00. This inspiring book is the story of the growth and recovery of the fellowship and its members over the past 60 years. *How Al-Anon Works* is now available in soft-cover (B-32). The price is \$5.00. Remember—when you buy from your local Literature Distribution Center, you support your local services. For a list of LDCs please go to: <http://www.ncwsa.org/ldc.html>.

FORUM REPORT:

The Forum is a bigger part of our shared recovery as members of Al-Anon Family Groups. Everyone's recovery is stronger when we reach out to a wider circle of support and participate in Al-Anon beyond the group level. *The Forum* can keep our group meetings fresh with stories and discussion topics shared by Al-Anon members from across the US, Canada, Bermuda, Puerto Rico and around the world. Our challenge is to help members understand how *The Forum* can be relevant to their recovery. In order to do that, we have to first make *The Forum* more visible to the fellowship as a whole.

Our first job is to make sure that every group in our Area takes advantage of the complimentary copy of *The Forum* that they receive from the World Service Office each month. It's a new Al-Anon content that adds to the wisdom found in our daily readers, other books, and pamphlets. Many groups are not making use of their free copy; other groups never even see it. Our second job is to encourage groups more members to make *The Forum* a part of their personal Al-Anon program—by reading the magazine and by writing for it. When more members read *The Forum*, we help each other to discover that special statement that is "It's just what I needed." When more members write sharing's for *The Forum*, we discover new ways to the Al-Anon principles to today's challenges. Reminder: GRs are the *Forum* Representative to their group. Please refer to *Seventh Tradition Pamphlet* (S-21), *Al-Anon Group Representative* (G-11) and our *Service Manual* (page 45).

Thank you for allowing me to be of service,
Sandy S., Literature/Forum Coordinator

PI/CPC

The last few months have proved busy for me in this position but I have enjoyed them extremely! (It's okay, I

can still be a person of extremes & in fact sometimes going to the extremes is the only way for me to learn where the middle is).

At our one-day assembly in May, I conducted a public outreach workshop aimed at giving Group Representatives some ideas of projects their districts or groups might do. Karleen DR District 9 spoke to us as a group for about 5 minutes about a project her district had done in the past. Then we broke into smaller groups and initiated brainstorming sessions using ideas from the "Best of Public Outreach" handbook published by World Service Office. We had about 30 people attend this workshop & even though the amount of time we had to work with was fairly limited, I was pleased that the discussions were thought-provoking and involved everyone in the room. I haven't heard feedback if anyone tried to actually try to implement these public outreach ideas "back home" but I would love it if that happened.

In June I received a request from the Veterans Administration of Palo Alto for Al-Anon speakers at a professional conference. Al-Anon was one of a number of community groups invited to address the professionals, mostly psychologists and social workers from the Bay Area. With the help of Chris D., Dist. 13 DR, I arranged to have two speakers make a very brief presentation during the June 30 professional panel. Past Delegate Art B. gave an overview of Al-Anon (who we are, what we do) and Dave O. (a member from my home district) shared on a more personal note his story of coming to Al-Anon initially because of a veteran in his life. I understand the presentations were well-received and followed by questions afterward. I provided some handout material (pamphlets and 2011 Al-Anon Faces Alcoholism) to professionals and Chris also provided some literature, I believe. My one regret for this event is that I was not able to attend. Would love to have been there.

Due to both of these events, I will be turning in several more requests for reimbursement this weekend. But that's the price of having PI/CPC become more active. That has been the direction from this body – and I am only too happy to comply. Thanks again for letting me be of service!

Brenda W., PI/CPC Chair

Website Report

Many thanks go to the Web Site Committee Members who are Art B., Mike M., Lori K., Chris D. & Errol S. Thanks to the other volunteers at the District/AIS level who keep the Independent and Separate web sites updated.

- ▲ We have had two Web Site Committee Meetings in the past 3 months on April 14th in person and a July 14th Teleconference.
- ▲ Demo of experimental interactive Google Map of Meetings in Northern California.

- This map can be filtered by district, city, zip, day of week, meeting focus, etc.
- This is a Google Map interface so it can zoom and provide directions to a meeting.
- Currently the information populating this map is a snapshot of the WSO Group Records Database. We are working on a closer to real time update from WSO before it will be ready for the Al-Anon Membership.
- Emphasis on Group Records Change Form A16 is only sent to your local DR and the Group Records Coordinator and not to WSO.
- Many thanks go to Connie F., Group Records, Chris D. and Mike M., Web Site Committee.
- ▲ In the works is a new NCWSA Web Site look and feel. We will try to get something out before the October Assembly.
- ▲ Thank you for sending flyers though Bonnie M., AAPP, when mentioning Alateen on a flyer.
- ▲ Alateen last name, phone number or e-mail cannot appear in the flyer, please use an Al-Anon Sponsor contact.
- ▲ All Alateen Meetings posted or linked to the NCWSA Web require a current WSO Number, current registered meeting address and Certified Sponsors. This includes Dependent, Independent and Separate Web Sites connected to www.ncwsa.org.
- ▲ 2.8 Million Total Hits on our Area Web Site for the last 12 months.

Usage Statistics for ncwsa.org: Summary Period: Last 12 Months Generated 26-Jul-2011

Summary by Month				
Month	Monthly Totals			
	Visits	Pages	Files	Hits
Jul-11	20,341	55,291	190,709	239,209
Jun-11	25,504	89,989	237,529	294,007
May-11	23,563	66,998	213,231	269,559
Apr-11	17,206	59,602	184,106	234,023
Mar-11	18,822	61,069	196,146	250,752
Feb-11	16,191	46,433	164,211	212,395
Jan-11	18,186	58,415	195,034	250,425
Dec-10	15,844	48,804	159,746	204,635
Nov-10	16,410	44,998	163,128	210,612
Oct-10	16,748	48,424	175,725	228,065
Sep-10	16,288	46,746	173,260	227,828
Aug-10	16,096	49,450	178,250	229,969
Totals	221,199	676,219	2,231,075	2,851,479

Yours in Service,
Jim S., Website Coordinator

Committee Reports

Budget Committee

See May 2011 Assembly minutes in this issue.

Alternate Delegate/Audit/Budget Chair

See May 2011 Assembly minutes in this issue.

Executive Committee

Officer Evaluations: The interviews again provided a favorable outlook on how this panel is working together as well as individual growth of each member. The current process undertaken to update the guidelines for each service position is acknowledged as important in passing along the experience, strength and hope. Some additional awareness came out of the interviews and the EC is suggesting the following:

1. The monthly conference calls continue to be very beneficial and the EC suggestions this practice be placed in policy to continue for the next panel.
2. The Facility Coordinator and the Assembly Chairpersons should be on the NCWSC conference calls once each quarter, preferable the first call of the quarter.
3. The growth of AI-Anon would be greatly enhanced if the PICIP and Diversity Coordinators were provided with additional encouragement and support from the panel.
4. The Secretary be provided with a debit card to pay for copying and other related expenses.
5. The Assembly Guidelines be updated to have the hosting District support the Secretary by receiving all materials for the Panels folders no later than the Friday of the week prior to the Assembly. It is further suggested that the forms be emailed to a local print shop in the hosting District to save time and postage.
6. The Secretary be given four weeks (currently two) to complete typing the minutes of any NCWSA Assembly or committee meeting and to send them out to the panel.
7. The Secretary send all documents destined for the folders at the Assemblies to the host District committee no later than the Thursday of the week prior to the event. The suggestion of emailing the documents to be printed at the hosting District may be one solution to accomplish this task.
8. The tool of Knowledge Base Decision Making (KBDM) leading toward a group conscience continued to be utilized on all levels of the NCWSA.
9. All NCWSC expenses be submitted to the Treasurer on a timely basis in order to have a timely closing of the financial records.
10. That all charges or the estimated costs be submitted to the Treasurer no later than November 1st of each year. It is important to reliably project the year's expenses by including estimated expenses for November and December to support the budget process and all of the trusted servants involved.

11. The new treasurer should receive the financial records only when the books are completed for the end of the panel.
12. The Assembly guidelines include that the host committee work with the NCWSA Secretary in preparing and placing all forms and reports in the NCWSA folders.

The EC is responsible to the GRs and the DRs. In this light the EC will continue to review all participant evaluations of the assemblies, workshops, Team event or any other Area events that includes an evaluation. This action is in addition to the Chairperson reviewing all evaluations for his/her purpose(s).

There was a number of suggestions made in the EC report at the February 2011 NCWSC meeting are still in progress. They are:

- The EC will have one if its member provide a management audit at no cost to review and inspect to see if NCWSC is conducting all legal requirements (corporate activities) as required by State and Federal law. In addition emphasis will be focused on the Corporate timeline and check lists as means to ensure legal compliance is kept on a timely basis. A report will be given at the October 2011 Assembly.

The EC is continuing to:

- Review and update the EC Binders
- Review and revise the EC Guidelines
- Draft Financial Assistant Guidelines, with the emphasis of cash management process.

Long Range Planning

The Long Range Planning Committee uses the conference phone service on the 2nd Tuesday of the month. Our meetings start at 7 PM and usually end at 8:00 but if we need more time 8:30 PM at the latest.

At the July committee meeting we had a brainstorming session on ideas for Public Information projects for the future. If anyone wanted to add to the list you can send those ideas to me and we will incorporate them at our next LRPC meeting. These are ideas for the Area, Districts or Groups.

Thank you,
Claudia M., LRPC chair

District Reports

District 9

I would like to thank the members of District 9 for the opportunity to serve as the District Representative for the past three years. This service position has given me

many opportunities to stretch and grow. I want to thank the many members of District 9 for their support and participation in this journey.

The two fundraisers we hold each year continue to be well supported with volunteers and attendees. The fundraisers are a great opportunity to financially support the district as well as to offer fellowship, recovery and fun!

The district has held workshops on Sponsorship, the Fourth Step, Conflict Resolution, and Alateen. We have one scheduled in November for Understanding Alcoholism and Step 11. Thank you to all who have attended, shared, facilitated, and contributed to make these happen.

Our bi-monthly speaker meetings hosted by each meeting in our district continue to have great attendance. Thank you to the groups who continue to support this and to the speakers who come to us to share their experience, strength and hope.

Our bi-monthly District 9 Business meetings continue to be well attended and offer great ideas for our district. I would like to give a special thank you to our district for their support in hosting the NCWSC meeting in El Dorado Hills in July 2011. Having the support of the members in the district made it possible for me to have another opportunity to serve.

The past three years have been a growing and learning experience for me. I have enjoyed meeting an extended Al-Anon family and learning more about how Al-Anon works. I have had opportunities for personal growth as well as opportunities to apply what I have learned. I have learned about finding my voice and speaking my truth. I have learned this can be a challenge for me and I have continued to practice the process. Participating in Assemblies and Committee Meetings has grown to be a safe place to express my opinion and feel heard. I have been able to practice expressing my opinions and beliefs without being attached to the outcome. Thank you again for this opportunity to serve.

Love in Service,
Karleen H., DR District 9

NCWSA Assembly Minutes DRAFT October 9-10, 2010 Santa Clara Marriott

Note: The meeting minutes for this meeting are not chronologically ordered. In an attempt to make the minutes more easily used as a reference, the minutes will be in a topical order.

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Motions

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Other Business

Motion 1010.1: Approval of minutes from October Assembly 2009

Peggy O. moved, Tom K. seconded. Passed with Substantial Unanimity

Motion 1010.2: Approval of minutes from May Assembly 2009 with correction.

Correction: On page 42, Debbie O. is incoming Convention Chair.

Diana C moved, Martie S seconded. Passed with Substantial Unanimity

Motion 1010.3: Approval of the Budget as Presented

Carolyn moved, Beth K seconded. Passed with Substantial Unanimity

Motion 1010.4: Move to Adjourn

Denice moved, Gloria seconded Passed with Substantial Unanimity

The meeting convened at 8:00 am with a moment of silence followed by the Serenity Prayer. The Traditions (Claude D), Concepts (Judy A), and Warranties (Beth W) were read. We adjourned for the day at 5:00. On Sunday, we reconvened at 8:01 with a moment of silence followed by the Serenity Prayer. The Traditions (Jane D), Concepts (Drew), Warranties (Teresa) were read again. We adjourned with the Al-Anon/Alateen Declaration at 4:30 PM 10/10/10.

Saturday morning voter count: 208

1:35 PM Voter count: 213+4 in box=217

Sunday morning voter count: 185

Chairperson's Welcome: Patrick

There will be only one 2-day Assembly left in our term after this. How many new GRs are here? (about 30). If new, feel free and talk to people who have been there before. The Agenda is in the 12-Stepper. He has the only copy of the tweaked agenda, with coordinator reports shifted a little. There is seating for 300. Please fill out the evaluation form: we do want your feedback. There was a workshop last night. We have two projector screens. Ask-It Basket questions; during breaks we will try to answer some questions. We're using round tables; we hope you like that. There are two microphones on the floor. If there is something you want to say, please come to the microphone. The Secretary needs to be able to hear and record comments, and also so people on the other side of the room can hear you.

Chair thanked Chris A-C, Rhonda, and all the people who helped put on this Assembly, stuffed packets, etc.

The Secretary took Roll, explained who has voice and vote at Assembly, and gave her report.

Chairperson's Report: Patrick B.

I attended SWRDM (South West Regional Delegate Meeting), it made more sense the 2nd time around. I do think it's a good idea to send the Chairperson and Alternate Delegate. There is an Area Chairperson discussion group that I am a member of. I will take more advantage of that now that I am not planning a wedding. Next year I get to go to Hawaii for SWRDM.

Signed insurance forms, in cooperation with Joyce.

Attrition issue from 2009. We are in that hotel now. 2009 Convention we committed to a certain number of room nights, which we did not fulfill. There was a \$14K attrition penalty. They cut it in half for this Assembly being held here. We held a Holiday event which lost money, but 40-50 people had a great time. At the end of this event, the attrition issue will be in the past. TEAM is in Livermore, at a location that works well for us. District 16 is heavily involved in TEAM. Thanks to Joan for stepping in for me. Next one will be even better, but I think this one will be good.

I reviewed the Assembly evaluation forms. We tried to make changes that we hope are paying off this year. We also look at the one-day assembly evaluations. There was very good feedback overall, so we will continue to focus on the Delegate's report and workshops. Will participate in a committee looking at the evaluation forms, so we can get the most information out of that, who looks at it and how it is disseminated.

Joan did a Financial 101 for officers.

We've been using ad hoc committees, and this seems to be working well. Privacy committee is an example of one that worked well. There are other committees as well.

We had a condensed Committee meeting the night before the 1-day Assembly, but that did not work very well. We are looking at another meeting that will use technology. We'll let you know how that goes.

Secretary's Report: Johanna M-M.

I asked for help in putting the Assembly packets together: that is growth for me. When Service work is shared, responsibility is divided, involvement multiplies, awareness is added, and a good time is had by all. The monthly officers conference call is helpful; many of us feel the lack of alternates. The minutes are the bulk of my report. I appreciate everyone who gives me reports electronically.

Treasurer's Report: Carol G.

Some pre-registration checks were written incorrectly: need to be made out to NCWSA or NCWSA Treasurer.. Thanks to Claude for the Convention report. Any questions on Financial Report?
+GR: 12 Stepper Subscriptions? It is possible, even desirable, for individuals to subscribe to the 12 Stepper.
+Alateen Coord: Sponsors R&R, \$8711 income (line 14), \$8363 expenses, leaves \$300 for next year.
+GR: Retained earnings, opening balance. Opening balance equity is what we start with for the year, what is negative retained earning?-the history of our financial affairs.
+Thanks to Carol for financial Report.

Alternate Delegate: Joan W.

I've enjoyed participating with TEAM planning.
Budget committee: has been streamlined to be more user-friendly. There will be questions, but I hope the process will be less painful.
LRPC/Diversity, glad that we will be proceeding with Diversity Thought Force.
I have appreciated the chance to grow in service

Area Alateen Process Person: Bonnie M.

We now have 276 AI-Anon Members Involved in Alateen Service (AMIAS) and 80 registered Alateen groups. Sponsors R&R keeps getting better. We have formed a Yahoo group for AMIAS. I've posted Alateen Safety Guidelines for events on that site, and we now have guidelines to follow at Area Assemblies and Committee meetings. Thanks to the District Process Persons who do their part in recertifying AMIAS; I plan to clarify a step-by-step process for them. WSO is getting stricter on names for Alateen groups. I have a volunteer to translate our Alateen and sponsors materials into Spanish; I'll need proofreaders also. +She also asked for a volunteer to sync our list with WSO's list: Sandi C volunteers.

Thought Forces and Task Forces

Work Force on DR/GR Rotation--Patti. R.
Because we are so large, having all 27 DRs coming in at once seems unwieldy. We did look at how it might work, but several people have said that they were not in favor. Only 1 meeting, but she plans on another. We would need an adjustment for GR term, but it is not certain.
Chair: DRs please talk about his within your district; would people want to do it,. If not generally in favor, should not do it. Perhaps discuss at DR phone call. Will be on agenda for next Committee meeting.
Q&A:
+GR-mentorship is very important in program.
+Immediate Past Delegate-this came up from LRPC to be looked at, last year of last panel. California-South does it, WSC does it.

+GR-instead of having a whole districts GRs rotate at once, this could be done within districts as well..
+GR-Last year I saw a lot of deer-in-headlights faces. More people feel excited this year, and understand. Likes idea of rotating.
+GR-likes idea
+D11-DR-they generally like it. A little scary and freaky when everyone new, but got service sponsor when I first went to Committee. In district, there are new people all the time.
+GR-each of us can take the responsibility to get our own protégé and teach them what they need to know
+DR-did not have a district for a few years, all new, steep learning curve. We have a district service sponsor in Irma C. Keep it simple.
+Former Delegate-we've been thinking of this as all or nothing. It seems DRs need to be a panel of 3 years, but there's no reason GRs can't rotate

Privacy Committee Report-Art B.

At the February Committee meeting, the Chairperson created an ad hoc committee to report what our practice is concerning full names, addresses and other information collected in the course of NCWSA business. Members who have volunteered to serve on this committee are Art B., Past Delegate and Chair of the ad hoc privacy committee; Bruce H., Bylaws and Insurance Coordinator; Chris D., representative of D-13; Deb H., representative of D-10; Jim S., Web Site Committee; Yvonne DeG., representative of D-14. The committee found what is currently collected and prepared two documents: Privacy Statement and Privacy Implementation. The Statement outlines what we do with information and the steps we take to protect privacy. It is to be posted on the web site. The Implementation document has been added to the NCWSC Guideline and has been added to the Guidelines section of the web site.

Anonymity is maintained at the level of press, radio, films, and TV. We treat the web site as similar to the other media listed. We protect even more the anonymity of Alateens. We encourage adult members of Al-Anon to have email addresses that do not disclose full names and we provide aliases for the Delegate, officers, coordinators and committee chairs. Our exceptions to maintaining anonymity are the officers who are leaders of a public nonprofit corporation. Their names must be publically available but we allow them to use the corporate office for their address. AMIAS and those who do service in jails must give full name, driver's license and other data; NCWSA keeps that information only long enough to receive approval for the proposed function. In addition, the USPS required last names on mailings, so we use last names on the *12 Stepper* mailing labels. However, Al-Anon is not identified on the outside of the mailing.

Q&A:

+Web Site Coordinator: Some of the independent web sites sell literature online: do they need to follow

guidelines re keeping credit card info? -- We have no responsibility for separate web sites. Dependent web sites, all we do is put their meeting schedule up. Independent web sites, no responsibility because they maintain their own.

+GR: Photographs: is the only way we can use photos by using models? Can someone waive their right to not have photo published. -- The Forum is publishing pictures of partial faces, which does seem to help show emotions, but may violate privacy policy, except that they do use models.

+Insurance Coordinator: emails indicating company address makes her very uncomfortable.

+Diversity Coordinator: is this policy available in Spanish? -- Looking for a translator.

+GR: We need to not let anonymity hamstring us in getting information out about our program.

+DR: Comment about fully identifying email addresses/advised to use email that does not use full name. Does the area reject flyers that use full name? -- Can't post on website or in *12 Stepper*.

+AAPP: not using full name at the public level is a spiritual principle, based on 75 years of 12-step recovery.

+GR: Name and phone number appear on things like call waiting (but that is not at the public level).

Committee Reports

Executive Committee-Peggy P

The EC did finally meet and elect a Chair and Secretary. I have been elected Chair and David was elected Secretary. Although off to a slow and belated start, we discussed and confirmed our commitment as members of the EC and are all looking forward to doing this service and to whatever service and recovery opportunities it brings us. Going forward, the EC will meet monthly via conference calls.

The Financial Assistant for the Assembly has been interviewed and approved.

The EC serves as the Board of Directors for NCWSA. Each member serves an 18-month term. NCWSA is incorporated, thus must have a BOD. They have the overall duty to manage the business affairs of NCWSA, authorize expenditures in excess of budget, and supervise the officers. This EC will be reviewing and revising the timelines. We are here to serve you.

Long-Range Planning Committee - Claudia M.

I accepted the job as chair of the LRPC sometime after last years Assembly. The committee started with nine members and is currently at seven. (Ask to stand) Those members are Connie F., Chris D. (fabulous note taker), Debbie O., Irma C., Joan W., and Peggy P. Our purpose as a committee is to bring ideas and research them for the Area to focus. We are not in a hurry and we take our time to thoroughly research the agenda items. Here is a summary of what the Long

Range Planning Committee (LRPC) has discussed this year with our recommendations.

Evaluation of Assembly Surveys

Several requests were made during the previous panel for other individuals or groups to be involved in reviewing the surveys in addition to the Chair. We reviewed the surveys from the October 2009 Assembly to see what type of information is available in the completed surveys and recommended that the NCWSC discuss this further at the July committee meeting to determine next steps and confirm whether a Thought Force or Action Committee should be responsible for taking this on. Our second recommendation was to revise the survey to take advantage of the opportunity to obtain information and input from the GR's on behalf of our members.

Executive Committee Term

We looked at changing the term of the EC from 18 months to 24 months. Upon reflection we determined that although issues with a particular EC may arise, they do not seem to be particularly related to the length of the EC Term. The LRPC reviewed the issues facing the Executive Committee and spoke with past and present members of the EC, and do not find that there are substantial problems resulting from the current 18 month EC term. The LRPC therefore will retire the issue of the EC term from our rolling agenda at this time.

NCWSA Info at a Glance Dashboard (previously "Dashboard")

The LRPC made a recommendation that the NCWSC form a "thought" task force or committee to explore the feasibility and potential designs for a new, unified and simplified set of visual charts and reports to reflect NCWSA finances and status. This set of reports to have the tentative name "NCWSA Info at a Glance Dashboard". We shared our research with the newly formed committee.

NCWSA Meeting Map

The LRPC recommended that the NCWSC form a "thought" task force or committee to investigate the feasibility of mapping and maintaining group data on NCWSA.ORG. The LRPC shared the information and suggestions that it has made with the thought force. In all we have a hard time staying within the bounds of our committee because we seem to want to jump into the solution but alas we come to our senses. The last item is Diversity and I will turn this over to Peggy.

LRPC (Long Range Planning Committee) Diversity

Report for October 2010 Assembly-- Peggy P

How can NCWSA broaden its membership, i.e. by age, ethnic and/or cultural background, etc.?

This is a fairly long report because it addresses what was identified as an issue in our Area. Since it was the membership via the GR's (and that's you!) who confirmed diversity as an issue in our Area, we want to provide a comprehensive report back to the

membership. I think you will find it interesting, thought-provoking, challenging, and an exciting opportunity for growth.

In order to better understand the issue of diversity and what it means to our members, the LRPC developed a Diversity Survey and distributed it to GR's and NCWSC members at the May Assembly and also via our listserv. We received 70 responses from 20 of the 27 districts. A number of the responses were clearly based on GR's taking the survey to their meeting and getting the group's input.

The results show there is a strong consensus that the lack of breadth of diversity *is* a problem within our Area and there is definitely room for improvement. There was also agreement and gratitude for the work we *are* doing on diversity and for the work Janie, our current Diversity Coordinator, is doing. I'm going to provide an overview of the responses and close with the LRPC recommendations.

In developing this survey, one of our primary interests was to get a better understanding of what this issue means to our membership. As stated in our first question - What does diversity in AI-Anon/Alateen mean to you? Overall, the responses indicate diversity in seen in a very broad scope. Here are some of the responses:

A willingness of members to reach out to those who don't believe AI-Anon is for them, especially because of cultural, ethnic or language difficulties.

Fellowship reflecting the whole community

Everyone feels comfortable

Inclusive of all

Acceptance, unity, and inclusion regardless of real or perceived differences

Openness and non-bias to diverse opinions...respect and honor in thoughts, words and deeds Serving our community - meeting the unique needs of each area of society.

A colorful sea of about equal representation of males and females

AI-Anon would look as diverse as the community it exists in.

When anyone, anywhere reaches out for help, let the hands of Alateen and AI-Anon always be there, and let it begin with us.

It was interesting that some of the suggestions for improvement indicated passive actions, as in being welcoming, being willing, being accepting. This leads to the question - How can we help members become more welcoming, willing, and accepting? Other responses indicated active actions, as in doing, changing, reaching out. The question here is - How can we help members do, change, and reach out? Bottom line, there is a lot of opportunity for improvement and many ways to accomplish that improvement - our members will be

able to find a way that is comfortable for them. Here are some of the suggested improvements:

Workshops / Training:

- Workshops/training to encourage others to step into service that could be expanded into under-served areas,
- Teach folks how to welcome people not like themselves
- Train people at workshops about cultural differences
- Recruit members from underrepresented populations to train and present the program and its benefits to their communities and support them in getting information and materials to fledgling groups,
- Topics for Convention and suggestion to districts on expanding outreach
- Investigate what keeps minorities from attending or from service
- Invite guest speakers to talk about the needs and cultural differences in their diverse populations
- Invite professionals and professionals-in-training to open meetings
- Have regular open workshops throughout the Area targeted at professionals and publicize them
- Outreach
- Feature stories in the media,
- Public information - be everywhere!
- Regular, ongoing outreach campaigns - don't stop, they're always needed!,
- PSAs in racially and ethnically focused media outlets (newspapers, magazines, radio, TV, web),
- PSAs for younger people,
- Take advantage of ever-evolving web and electronic technologies,
- Post literature in other languages in ethnic grocery stores,
- Cross-reference the new NCWSA map with census data to identify gaps in Spanish meetings. Focus outreach efforts on increasing the number of Spanish meetings in the identified underserved communities.
- Bus stickers in various languages that read "Are you troubled by someone else's drinking?" with phone #'s and HELP@ncswa.org, and/or "Al-Anon - for men, women and teens whose lives have been affected by someone else's drinking."
- Billboards, bumper stickers (this could be fun!),
- Reach out to youth coalitions; Partner with community coalitions,
- Presentations to training programs that serve the communities we want to target, including low income

- More basic outreach to schools, PTA's, religious organizations, Chamber of Commerce organizations, health fairs, county fairs, interfaith councils, county service, county employment connections, corporate EAP's (Employee Assistance Programs),
- Begin with focus groups in targeted communities/populations,
- Plan events that focus on diverse groups and get the word out to them!
- Other
- Both English and Spanish translation headsets,
- Set a specific goal, i.e. 10% improvement in a specific way on a specific diversity issue,
- Encourage non-standard meetings to send GR's that represent their diversity,
- Switch meeting venues to locations that may attract more diverse membership,
- Have meeting in public service organization buildings,
- More meeting places accessible to bus lines,
- Make service attractive. Sponsors should encourage sponsees to become involved in service,
- Create an updated image of Al-Anon - less Betty Crocker and more Oprah.

The final category of questions was how improved diversity could or would affect our Area and its members. Here too, there were very thoughtful and thought-provoking responses:

- There would probably be more interaction with the community. This would stimulate further outreach. It would also provide the potent possibility of having principles infiltrate in many work, government, and community sites. The entire community could potentially benefit from such a shift.
- Growth in the number of meetings,
- Richer ESH, wider fellowship, more diverse topics, new approaches to recovery,
- More wisdom from people I may not usually hang out with,
- Al-Anon is an interdependent group - more diversity means more health,
- New perspective, new look at tools
- Our circles would be enriched. It would give us a variety of points of view on life itself. As we seek to understand, we learn more about ourselves.
- It would be a wonderful opportunity to experience that our intense differences actually bring us to a deeper awareness of how truly alike we are.

Overall, the survey has provided us with valuable insights and information about how our membership feels about diversity, suggestions for improvements,

and the anticipated value of improvements. We are grateful for the responses we received and feel they will provide the basis for positive change in our Area. We would like to extend our thanks and appreciation to everyone who took the time to complete and return a survey.

The LRPC has now completed its discussion of this topic and makes the following recommendations: The LRPC recommends that NCWSA form a Diversity Thought Force. The various diversity problems and challenges cannot all be solved immediately. The LRPC recommends that this Thought Force reviews the survey responses, delves into the suggested improvements and does any additional research it deems necessary in order to make recommendations about which diversity issues can and should be addressed in our Area; and that they bring back to the Assembly a list of proposed actions, goals, and timeframes to address those diversity issues. The LRPC further recommends that NCWSA then form whatever Task/Action Forces are necessary to develop and implement the proposed activities and action items. The LRPC recommends that the Thought Force and Task Forces be comprised of members from all levels of Al-Anon, particularly the participation of GR's and group members. The LRPC recommends that the Thought Force and Task Forces members strive to be both creative and practical in their approach and to always remain open to guidance from their Higher Power. The LRPC is eager to see our Area grow in diversity and is excited by the possibilities ahead of us.

Chair: Let's develop a Thought Force on Diversity: Show of hands (about 20) Sign-up sent around. Sandi: meetings will be held by conference call. Peggy: will be available for the first meeting. Jess: It's all about outreach, public information. 51 people signed up to be on the Diversity Thought Force: Does anyone want to be the convener of the 1st meeting? Volunteer: Susie D (D2)

NoCAC Committee - Meghan

The Committee has revised a few guidelines. No lewd or disrespectful behavior. Last Chance Dance – dress as superhero – please bring your support. NoCAC is at the Crown Plaza in Milpitas Nov 12-14, 2010.

Convention Committee – Debbie O.

I am grateful to be you 2011 Convention chair and look forward to making the event a wonderful place for all the family members to come together for a great weekend of Recovery, Service and Unity.

"This Side of Heaven in 2011" will be on April 29, 30, May 1, 2011 at the Embassy Suites Monterey Bay-Seaside 1441 Canyon Del Rey Seaside, CA. 93955. Info re accommodations was given.

I am looking for Alateen Sponsors, both Male and Female, and Alateen Chairs-Male and Female so if you know some teens looking for a job.

We need someone for Donations, which has a Co-Chair, and Diversity.

Please step up for service it is a great way to see the bigger picture of our Recovery in Northern California. Make new friends, and Lifelong relationships that I could have never dreamed of having.

I would like the members of the committee to stand and be recognized, because you are the ones doing the work making my job a pleasure. Chris D, Jauneta G, Ruth W, Jo I, Sandi C, Amparo M, Lisa B, Kim H, Chris AC, LouAnn S, Beth K, Jan C, Gina R, Laura K, Terry v, Arlene O, Karen L, Kathy H, Lupe O, Staci R, Karleen H, Pleas S, Shannon J, Rhonda D, Linda B, and last but not least our AA chairs JR H, from Pollock Pines, and Charlie A from the Monterey area are working hard on the AA portion of our program.

The 2012 Convention will be on April 21-23, 2012 in Squaw Valley, so this can be a starting place to see what you want to do on Chris's Committee.

Coordinator Reports

12 Stepper Editor – Denise E.

Thanks to Kathy H, who could not be here this weekend, Also Art, Johanna, Bruce, Joan, who are good about letting us know where we screwed up. Also thanks to Connie and her committee. Looking for your input, send it in. ASK-It Basket: didn't get 12 Stepper soon enough: didn't get mailed out quite by the deadline, but it was on web site 45 days before Assembly. Will have to look at options. Next issue includes reports from this Assembly. Deadline October 24. Needs to make amends for not bringing extra copies of 12 Stepper; they are still in her living room. Check information on your voting card; that's where we send the 12Stepper.

Alateen Coordinator - Carla G.

Thanks for the opportunity to be of service. Since my last report, I have been involved in the NoCAC Bash in August which was at a beautiful setting. The committee and I received feedback from a parent so we have looked at some of our guidelines. I spoke at the District 12 Speaker meeting on August 8. There were 55 attendees at the Sponsors R&R, with outstanding speakers; the event was fully self-supporting. I support the NoCAC Chair and Committee; please come to the Last Chance Dance in Pleasanton on October 16, dressed as your favorite superhero. I've been working with District 14 for their Speaker Meeting speaker, Bonnie C from Florida, to hold an afternoon workshop on Alateen sponsorship before the evening speaker meeting October 23. Shawn A. has been working on a sponsor version of the Alateen Express. Future plans include convening a small committee to further discuss Alateen Behavioral Guidelines for NoCAC and continuing to further the growth of Alateen in Northern California.

Alateen Liaisons:

Central: Cat. I went to Woods and some Woods committee meetings, NoCAC committee meetings, NoCAC guideline revisions, and I've gone to a lot of District Speaker Meetings,.

Archives Coordinator – Chris M.

Recognized participants in Archives party. There are new archives displays here. We have reviewed about 2/3 of the existing archives, and we created 2 new displays: on Al-Anon's co-founders and Al-Anon trivia. I'll keep having archives parties. Remember the Archives Starter Kit is available online. I have information for Groups to research their own history. I can also bring displays to your events if you ask me soon enough. Keep giving us more information, use Archives Acquisition form A21 as a cover sheet so I can properly record it. Please ask someone in your district with 25 years or more to answer the long-term member questionnaire. Have a blast while you assemble the past!

Bylaws and Guidelines – Joyce D. for Bruce H. and herself

Bylaws are up to date and no issues have been raised. We have been trying, unsuccessfully, over the last 1½ years to get the guidelines updated. Insurance: at the July meeting the NCWSC voted to add sexual abuse and molestation coverage to our General Liability policy. The coverage is effective this month and covers anyone under the age of 18. It has been difficult getting our agents to understand how Al-Anon works and that we don't have a set facility where they can review our procedures. There is confusion about what insurance coverage means. All our meetings are covered and it does include childcare. Some facilities want a certificate showing that we are insured, and I can provide that, but you are insured whether or not you have a certificate. She also reviewed the web site and how to find forms A26A for regular meeting and A26B for special events.

Facilities Coordinator – Debbie O.

I have the rest of the events for the panel booked through the end of 2011. I will start to look for a site for the February 2012 Committee meeting, which should be in the Northern section, District 1-10. The May Conference Assembly should be in the Central Section: D11-17, 25&26. The July Committee meeting is slated for the Southern section, D 18-24, &27. Our next event is the TEAM event and I hope I'll see you all there. She went over accommodation details for the TEAM event in Livermore November 5-6, the Committee meeting in Aptos February 4-5, 2011, the Convention April 29-May 1 in Seaside, the Conference Assembly May 21 in Santa Rosa, and the July 29-30 Committee meeting in El Dorado Hills. The Fall Assembly (and Elections) will be held October 7-9 at the Village at Squaw Valley, hosted by members from Districts 6-10. Phone number

is 888-767-1907: ask for NCWSA. Cut-off date is September 9, 2011. Details are available at the Calendar section of the website.

The 2012 Convention will also be held at the Village at Squaw Valley with Chris from District 13 as your Chair. The cut-off date for reservations will be March 21, 2012.

This position has been great, and I'm looking forward to turning it over so someone else will grow also.

Group Records - Connie F.

As your Group Records Coordinator I am responsible for keeping our groups contact data up to date. I am current on all change requests I've received. I have submitted reports containing group information to coordinators as well as labels for mailing the 12 Stepper. I also prepared required documents for assembly registration and voting purposes. Periodically, WSO sends data for update verification, which along with NCWSA data sheets I forward to your DRs (District Representatives) for review and correction as needed.

This has been challenging and exciting. There are changes coming from WSO including the possibility of eliminating our database and using WSO's. Be sure the use the change form, A16.

There are 767 total active groups which include 60 Spanish, 15 parent focus, 62 Alateen and 19 Institutions.

Institutions – Yvonne for Louise M.

We are going into San Quentin for the first time ever on October 16! Thanks to all the volunteers who helped. At Solano we are planning our first birthday celebration: we are not using literature money because that is used only for literature. The inmates are taking extra literature for families and friends and they are having meetings between our visits. In our groups we are studying the Steps. Some of the members have been granted parole; at least one in meeting with the parole board shared how important making amends was for him.

Many thanks to David B. our point person for Soledad prison. We now have 45-50 members.

H & I Conference will be May 6-8 at the Radisson Hotel in Fresno. Don't forget to turn in the Inmate Correspondence Form if you are willing to write to inmates. If you don't have a pink can, take one.

+GR: It seems to take a long time for WSO to act on an offer to do inmate correspondence. A: WSO checks everything out, and all correspondence goes through them, not directly between inmate and correspondent.

Literature Coordinator – Sandy S.

The new Service Manual is expected to be shipped in November; make sure your CMA is correct! The new M76 bookmark is available, as is the World Service Conference Summary (P-46). In October we celebrate the 55th anniversary of our 1st book, The Al-Anon Family Groups-Classic Edition (B-5). WSO is preparing a new

book about our history that should be out in April. WSO is encouraging members to share on any of the three legacy blogs found on the Members web site (www.al-anon.org/members); sharings will be considered for use in the Legacy workbook in development.

FORUM: Our speaker (Regional Trustee Karen R.) did a great job talking about the Forum: we got 14 new subscriptions and I'll take more. WSO wants GRs to make the Forum even more visible to your groups: use it in group discussions, give it as gifts, give a subscription as a donation drawing prize, etc.

PI/CPC – Brenda for Patti M.

This has been a great Assembly. We are the link from WSO to Area, to GRs who are the point of contact. Pg 44 of Service Manual (2007-2009): GR works through district to help initiate Public Outreach. Without the GRs, not much would get done. Page 52-53 of Service Manual has info, and P-90 is a great resource—you can do just part of it. This can be the job of the Alternate GR. Give people something they can do, maybe just a small part. Page 133, Pages 98-100 has more info.

Web Committee – Jim S.

Web Site Committee members are Shannon J., Alternate Web Site Coordinator, Art B., Mike M., Lori K., Bruce D. & Chris D. Other volunteers at the District/AIS level keep the Independent and Separate web sites updated. Thank you for your Service on the NCWSA Web Site. There are 13 Independent/Separate sites and 8 Dependent Districts. Send all flyers through the AAPP when mentioning Alateen. Remember that Alateen last name, phone number or email cannot appear on a flyer; use the Sponsor's contact information. All Alateen meetings appearing on the web (even Independent Sites) must have a WSO number. He also gave a summary of what's on the site and usage statistics.

Delegate's Report: John S.

Today I start looking forward to my last year in this service. This year's conference will be April 11-15, 2011; Al-Anon's 60th birthday celebration is April 16, 2011. Everybody come to Virginia Beach. Next year's conference theme is Expanding Our Community of Hope by Embracing Yesterday's Foundation, Today's Success and Tomorrow's Possibilities. It will be good and sad.

I had the joy of leading an afternoon of service in District 26. I led a workshop and then had 1.5 hours of Ask the Delegate.

Thought forces: Alateen Advisory. Instead of having standing committees, WSO is moving to thought and task forces, which last 6 months to 2 years. They have created a thought force on Area structure, to see how they can accommodate the migration of the population.

In 2008 California-South asked WSO to allow them to split. New England combined has fewer meetings than we do.

TEAM event: November 6, Livermore, Doubletree.

Evaluation form to ask how Trustee did: please complete it.

Thank you for allowing me to do service for you. It has been a growth experience.

District Reports

See December 12 *Stepper*; most districts will have new reports in the Assembly issue of the 12 *Stepper*.

Intergroup Liaisons

AIS District 6-10 (Sacramento area)—Denice for Kellidee

Kellidee says prior commitment interferes. Solano County, Sacramento area, etc. Over 100 Al-Anon meetings, 11 Alateen meetings, prison meetings. Former chairperson stepped down. Service above the group level is eye-opening. Thanks to committee, they have been supportive. Posting intergroup meeting minutes and agendas. Bylaws committee has been busy. Thanks to the SCV Intergroup for sharing their expertise. Institutions coordinator is a real go-getter and pursuing others to get into institutions. Outreach has lots of idea, not all of which we can pursue.

Santa Clara Valley Intergroup—Anita

I am bringing Chris up to do report with me. Chris is our chair. Rhonda has worked very hard to put this Assembly together. She has brought this together and worked very hard. Thank you Johnny and Ann, who to facilities and literature. We sold a lot of literature and made money from you. Cindy D22 has done a lot for intergroup, including adding more Al-Anon groups, her district contributed money to hospitality room, did love bags, balloons, cookies. Cathy brought all the stuff and organized hospitality room. Chris got volunteers for Registration. Bylaws process started 2 years ago, with a great committee and Art as consultant, Cecilia and my husband wrote it all up. There is a copy on SCVAFG.com. We have changed the rotation of leadership to make it more balanced. I am going to have to step down to take the last year of my position. You have been so supportive. We have 107 meetings, 96 plus 12 newcomer, 16 Spanish, 1 newcomer and 1 Alateen. We will support SCV Spanish intergroup. Oct 23 is our DIA 10:00-4:30 with exciting topics (Sex & Intimacy), sponsorship, grief, and food potluck for dessert and salad (Intergroup presents main dish). Lisa is reviving D21. What I have learned is being loved and known, being a servant in Al-Anon, lets HP be the guide. Amazing time, lots of conversations with Chris

AC, you guys have an amazing capacity to love, being in service above Group level is an amazing experience and I look forward to being able to do it in future.

Northern California Hispanic Intergroup—Julieta

I continue to grow in service, thank you for letting me grow. I spoke at District 23; I participate in outreach. Intergroup office is open one day a week, Wednesday 1-5 PM. We are located in South San Francisco. There is a new intergroup in the San Jose area—they used to serve in Northern California Hispanic Intergroup, but they are now serving locally. Thank you for letting me serve.

Spanish Intergroup East Bay—Lupe

The Intergroup is growing with more members coming to our 1st Sunday of the month meetings. The Intergroup has 20 AI-Anon groups, 8 AI-Anon Adult Child groups and 3 Alateen groups, giving a total of 31 groups. We provide service in Public Information, Institutions, Records, Alateen, Hospitality, and we have a literature depot.

Other Business

Budget Pre-discussion: Joan W.
Started with a presentation on Financial Prudence. Look at Concept 12, Warranty 1. Real prudence is neither hoarding nor profligacy. There are strong connections between money and power. What is the Budget? You give us a budget that allows us to carry the message. We may not exceed the budget except by getting permission from the Executive Committee.
Process: each year Budget Committee reviews requests from each officer and coordinator. It is presented to NCWSC at their May meeting and discussed again at the July meeting. GRs are given a summary budget and are asked to approve.
Estimated income, estimated expenses. Income: interest from prudent reserve, Events, Donations. 12 Stepper Contributions, Miscellaneous (e.g. Institutions Literature cans)
Expenses: Delegate, Officer and coordinator expense. Area will pay for the Delegate, an Officer, or a Coordinator to come to your district. Delegate expense to WSC, SWDRM, and other conferences if approved. Coordinators have expenses. Committees have expenses. Events-like to have them balanced (income and expense), NoCAC-we give them seed money. Institutions literature. 12 Stepper, Corporate expenses included AMIAS screening, insurance, CPA costs, archives, storage of corporate records, licenses and permits.
We present a balanced budget.
Presented the budget, and introduced members of the budget committee.
Q&A
+GR: why no budget for Literature for Institutions? It's donations, with donations being the limit on that is spent.

+GR: Can you post the presentation? Art B says it can be posted in FAQ. on the web site.
+GR: do we do a forecast for annual amount? No, doing a forecast is really hard.
+GR: Insurance questions-deferred to Joyce

BUDGET: Joan W

See December 12 Stepper for the Budget for 2011
We were able to replace all the money into our Prudent Reserve.

Questions:

+GR wants to commend Joan and the committee for keeping it simple and clear.
+GR from D16: have we been realistic about donations expected? -- Lots of Trusted Servants have asked for more money, and we find that the Area has stepped up to the need.
+Alt. Coordinator: Total Committees has jumped: we want to put more programs in place.
+GR: Literature is empty for both income and expense – we no longer have an Area LDC (Literature Distribution Center).
+DR: does not like presenting a budget with a loss for an event: H&I budgeted for \$1500 in, \$2000 out.. Former Delegate commented that in the past we lost \$700 every year for H&I.
+Coordinator: there will be an Election Assembly-will we do a separate assembly? -- Plan on rolling into October Assembly
Moved, Seconded, and Passed the budget (see Motions)

TEAM (Together Empowering AI-Anon Members) Event-John S.

There will be five topics. WSO supplied 2 topics: Giving, and Trustees. The others are ones we asked for: Diversity, GR Boot Camp, Service in Action (Sharings of people's service experience, including WSO: Ric B., JP (trustee), Marcia W. (International Director). It's a one-day event, but Friday night is starting with speaker Judy K.—delegate from Nevada, an AA speaker, an Alateen speaker, and entertainment. It's at the Livermore Doubletree. There will be breakouts but not for every session.

Q&A

+Facilities Coordinator-cutoff date was October 5, but she thinks they will extend that.
+Will it be recorded? –no answer
+Only for people in Service?--No, everyone can come. This is service outreach. For instance, GR boot camp will cover the relationship between the group and the GR. Lots of GRs don't know what is NOT their job.
+No preregistration.
+Alateens: this is a wonderful opportunity for them. To promote Alateen participation, could we set up rooms for them? They like to hang together.
+Consider providing child care-our insurance does cover it.

Workshop by Karen R, Regional Trustee on the Forum

This Assembly is great: you are having a wonderful time.

Sandy S (our Literature/Forum Coordinator) gave a report about the forum here in addition.

Pictures in the Forum—all are models. Some people DO like the pictures, some DO NOT like the pictures.

People connect with other people, which is why they use them. Even though they are models, we don't show them full-face.

Q&A-

+Alt Del: my meeting does 1st Thursday Step meeting, but Forum rarely gets them before the meeting—Karen will take that back to WSO

+Hispanic Representative: Forum is only presented in English. A: There is En Accion, in Spanish, and LaLing in French, but they are not full Forums.

Registered groups, registered as Spanish or French speaking group, get the copies, one free copy.

+Alt PI/CPC: does WSO offer a special rate for professionals? Karen does not know.

+GR: Forum and Conference Summary are approved in concept, and can be used in meetings.

+GR: how long should a share be? A: 1 sentence to 3 pages. You don't have to determine what section it is for.

+GR: Why are there a disproportionate number of teachers in AI-Anon. A: Helping professions are attracted to AI-Anon.

+EC Chair: We have two representatives from WSO here; the WSO is NOT way up there somewhere—they are real people.

+DR: Thank you for jogging our memories, do steps, get a sponsor; I would like to see more of our material available to people with visual problems. Library of Congress can put things in Braille and on audio a lot easier than WSO can. A: We did try something that didn't work, but it's talked a lot about at Board level. When you have ideas or needs that are not being met, write a letter to WSO or have your delegate take something to WSC. The more they hear about it, the more likely it is to be fixed.

+GR: there are machines that read the printed word.

+GR: when are they going to put books on line? A: It's been talked about, and still being discussed. AI-Anon material IS copyrighted and trademarked.

Ask-It Basket Questions

Ask-It Basket Questions and Answers
Fall Assembly, October 9-10, 2010

*How can I tell what was changed in the new Service Manual?

Answer: At the left margin there is a vertical line that indicates where text was changed.

*Observation: Coordinators should have perhaps 10 minutes; they have more to report...they seem to be being cut off before all their reports are reported and

their information is important for GRs and DRs to take back to their groups. Five minutes for DRs is fine.

Chairperson: When a coordinator has a specific topic, that gets more time, and if they request more time, I give it to them. They also submit written reports.

*Can we use photographs of 1) models (with the risk that the public viewer will think that anonymity has been breached)? 2) members of AI-Anon who sign waivers/model releases (in both cases using the disclaimer printed on the publication that the images are of models)?

*Concerning photos of members: is it OK to take pictures of each other at conventions and/or events for personal memories?

Answer: The Forum uses pictures of models, but still does not disclose full face views, in case someone would fear their anonymity would be breached. For personal mementoes, it is permissible to take pictures of people who give permission to have their pictures taken. It is practical to take photos only between meetings to avoid disturbing the meeting.

*Why are there a disproportionate number of teachers in AI-Anon?

Regional Trustee: I think you will find that there is a disproportionate share of all helping professions in AI-Anon.

*At what percentage of GRs who are non-English speakers be in attendance for all materials be in that language: example, Spanish as well as English. A que percento de los RGs presente in esta Area quen son espaniol no abla, ni les English. Because a Spanish AI-Anon family "Nuevo Dia" received 12 Stepper in English causing disinterest of having their GR at this Assembly. This was not answered at the Assembly.

*Why are we spending so much time on the business details of NCWSA? This is business that should be handled by the EC and/or DRs. Reviewing a detailed budget in a room with 200 AI-Anon GRs is crazy. The assembly agenda is enabling 200 control freaks to nitpick everything. Only 90 minutes of agenda is helpful to the GRs and their groups. At the current rate I will barely have the emotional energy to drive.

Chairman/other officers: We present a summary budget for approval by the GRs, after we have worked out the nitpicking details in the Budget Committee and the NCWSC (Committee of DRs, coordinators, and officers/delegate). This is the annual business meeting of NCWSA, a corporation. It is required by our Bylaws that the Assembly approve the budget, the minutes, and any motions made. We have tried to add elements of recovery, but this is at base a business meeting.

*How many meetings do we have in California North?

Group Records Coordinator: 774 meetings, 63 Spanish, 16 Parent-Focus, 62 Alateen, and 19 Institutions.

*What happened to the thought force on dual member voting capability? I know they reported ways dual members **can** serve, and at last October's Assembly when the change was voted down, John recommended keeping the conversation going in a thought force. Is it still going?

Clarification by Secretary: See pages 36 and 15 (Motion #0910.04) of the September 2010 12 Stepper for more info.

Chairperson: I will check into the current status of that Thought Force.

*What is the amount by which the Prudent Reserve fund has been replenished in the last 2 years?

Alternate Delegate: \$12,000, bringing us back to where we were before we borrowed from it.

*How is the order of the district reports determined?

Chairperson: I've tried various ways to do it, including trying to get them all done on Saturday, doing them by thirds in order. This Assembly I've tried doing every third district. Next time I might do them backwards. We make changes based on requests, but it's impossible to make everyone happy about the order.

*Why can't there be some social mixer during this Assembly next year? Why don't you ask how many of us want a social mixer with music and dancing for next year?

Chairperson: We've tried various things to improve the format. This year instead of having a GR Orientation that was largely repeated the next morning, we had a workshop on Friday night, followed by an AI-Anon meeting. We usually have a Recovery Speaker on Saturday night, and it would be difficult to do both that and a mixer and get us up the next morning to continue our business. We keep trying to meet the GRs' needs and desires.

*The 2011 Proposed Budget has an item entitled "NoCAC Grant". Can you explain why group funds cannot go toward aiding members in financial need but the NCWSA can provide this grant? See pages 40 and 88 of the 2006-2009 Service Manual.

Answer: This has been approved by the groups annually at the NCWSA Assembly.

Secretary's addition: Supporting the Alateen convention is different from supporting an individual. Although we generally try to have each event be self-supporting, it is less reasonable to expect Alateens to come up with the money to be fully self-supporting than is true for the adults.

*Please explain the difference in purpose between District and Intergroup.

Answer: Intergroups and AISs provide local services on behalf of groups in a geographic area. Districts deal with questions about policy, changes in service manuals, anything with the messages of AI-Anon.

History: Intergroups started before there were Districts. Some larger Districts function as AIS/Intergroups.

Some smaller Districts within Intergroups deal mostly with group issues, and the AIS handles Meeting Lists, Public Outreach, Alateen, etc., and may have a Literature Distribution Center.

*Part I: Why are the names of meetings getting restricted? I.e., "growing pains" is a cultural idiom that precedes the situation comedy—isn't that public domain? *Part II: Does AI-Anon actually get sued (and/or get named in a suit)? Where is the fear or concern coming from?

AAPP: I: The concern as expressed to me was that "Growing Pains" was a sit-com about teens and that could be confusing to new members. II: I have not heard any fear of lawsuits, just a concern that there be **no** confusion about affiliation or outside issues.

*How do I share my AI-Anon problem with someone outside of AI-Anon without breaking my alcoholic's anonymity?

Delegate: This question assumes that the alcoholic is your primary relationship. You can present your program without discussing which relationship led you to AI-Anon, or describe another relationship which has affected you.

*Where can groups find guidance regarding a meeting's closing prayer? Specifically, the Lord's Prayer as a barrier to inclusiveness and diversity.

Answer: 2006-2009 Service Manual Page 24: "It is suggested that groups close in a manner that is agreeable to the group conscience. Many groups say the AI-Anon declaration after their closing."

*Is there a way I can verify if my group's donations to NCWSA and WSO were submitted? A person volunteered to send the money and we haven't seen him since then to ask.

Treasurer: I'll need to look through my paperwork—call me to give me some information. (She also admitted that she has not sent thank-you notes since she became treasurer and formed a committee to help with that.)

Former Delegate: the WSO sends a thank-you note to the Current Mailing Address.

*I have been in several meetings that have "The Promises of AI-Anon" taken from the book "From Survival to Recovery"—is or is not that Conference Approved. It has been taken out of a conference-approved book but I have been told they aren't actual promises per se.

Former Delegate: Reading Conference Approved Literature is always acceptable. The book does not state that the referenced material is "promises".

*What is the simplest way to open a bank account for a non-profit? Is there a particular institution that offers a streamlined process for our new AI-Anon group?

Former Delegate: 2006-2009 Service Manual, page 40: Bank Accounts

The WSO cannot give its non-profit number to local groups [nor can NCWSA] because the WSO has no authority over local group funds. To open a bank account, groups in the US and Canada may need to submit a copy of the minutes from the group's business meeting that authorizes a designated representative permission to open the bank account. Groups in the United States are required to obtain an EIKN (Employee Identification Number) from the IRA to open a bank account. Banking requirements may vary in other countries.

Secretary: it is easy to obtain an EIN. I believe the form number is SS-4. I strongly recommend **against** using a personal SSN for a group bank account.

Former Delegate: We cannot endorse or affiliate with any particular bank, which is an outside organization.

*Why aren't we called Alanonics? Sound right to me.

Former Delegate: The original name approved by the original groups in 1951 was "AA Family Groups". AA vetoed this choice since they would not lend the AA name. Bill and Lois coined the name "Al-Anon family Groups" using "Al" from Alcoholics and "Anon" from Anonymous. The dash was added because there were "Alanon" clubs already organized in the U.S. Bill wrote to these clubs and asked them to drop the "N" to be named "Alano." Most but not all complied with his request.

*I didn't get my 12 Stepper in a timely manner. My group meets on Saturdays, and we did not have it for review before I can to assembly this Saturday (had not yet received by 10/2/10). Can it be mailed earlier so all GRs can fully represent their groups here at assembly?

12 Stepper Editor: The mailing was late due to delays in receiving reports from the July Committee meeting and previous assembly meetings; we didn't quite make deadline. We are looking at not including the July reports in the 12-Stepper. However, the 12-Stepper without contact information is posted online at www.ncwsa.org long before it is mailed, at least 45 days before Assembly. I need to make amends for not bringing extra copies of 12 Stepper; they are still in my living room. Check information on your voting card; that's where we send the 12 Stepper.

*I have a blind member who is new asking about audio versions of the literature. My group is currently in discussion about having an audio library with Al-Anon speaker takes and I have offered to be a reading buddy for her, but it would be great not only for the blind, but people with learning disabilities. I'm not blind, but I find with audio versions I'm able to retain the Al-Anon message more than if I read.

*May I get electronic copies of literature for Al-Anons who are visually challenged?

*SCVIG ordered a bunch of CTC audios, but could not play in car CD players; can only play on computer.

That was a big complaint.

Literature Coordinator: You can download S-14, Directory for Al-Anon/Alateen members with special needs. Page 48 of the September 2010 12 Stepper answers this question. The CD-ROM of Courage to Change is meant to be played on a computer (Windows, not Vista and not Mac), not in a CD player. It should be possible to make MP3 files on your computer, though. Also, it is permissible to photocopy pages of CAL, with enlargement, so long as it is for personal use only.

*Can we put food addicts and AA information on our literature table and can we put Al-Anon info on their tables?

Immediate Past Delegate: No. Check Tradition 5, and Tradition 6.

Tradition 5 states that we have one purpose which is to help families of alcoholics It does not say anything about helping alcoholics or food addicts, therefore the answer is we do not do this.

In addition, Tradition 6 states that our Family Groups ought never endorse, finance or lend our name to any outside enterprise We can cooperate, but do not put our name, literature, etc. on their tables or vice versa.

A good example of cooperation is our convention. We hold the Al-Anon Convention annually and invite an AA to serve on our committee and set up their AA program and speakers. However, we do not sell their literature at our event. The same would hold true with an AA event that invites Al-Anons to speak or attend. They do not put out our literature at their event either.

*Each group is autonomous. I would like to know if it's OK for a member to read the steps and/or the traditions differently than how they are written at a meeting because when (the member reading) has a problem or feel uncomfortable with God being referred to as male.

Former Delegate: The World Service Conference, which is traditional, and AFG Headquarters Inc, which is legal, made an agreement on how the World Service Office would be run and where the authority for various functions resides. It is called the Conference Charter and it can be found on pages 152 - 156 in the 2006 - 2009 service manual.

On page 153, this statement: No changes are to be made in the Al-Anon or Alateen Traditions, the Steps, the Concepts of Service (except the descriptive text), or the General Warranties of the Conference Charter (Item 12) without written consent of three quarters of the Al-Anon Family Groups."

While someone said the groups are autonomous during the discussion at Assembly, I believe changing the

wording of the S, T, and Cs is not within autonomy of the groups since they are the keys to maintaining unity of AFG. These are the only words in our program where changes have been so seriously protected.

As individuals we have the right to change whatever we wish in order to recover. As groups we also have the right to change what we wish unless it affects other groups or Al-Anon as a whole. We can often disagree on where that line resides. I believe that when a group changes the S, T, and Cs, they should call themselves something other than Al-Anon Family Groups.

Announcements:

- Restaurant List is available.
- A few people still need to go change their checks at the PreReg Table
- Serenity in Yosemite, weekend before Thanksgiving. AA/Al-Anon/Alateen conference. Cold but fabulous
- Growing Together Weekend, 29th Annual, May 20-22, 2011. Westminster Woods.
- DR Rotation Committee will meet for lunch.
- Conference call to talk about DR stuff. Next 10/19
- There's a new Spanish Intergroup in the South Bay-Bertha. D21, starting San Jose Intergroup. Meeting 2nd Sunday of the month
- Diversity Quilt Flyer; more available
- Small group from Fresno willing to go into Chowchilla, so Louise working on that.
- Vicki clarifies: AA literature IS copyrighted, it is just not trademarked
- McGraw/Hill HAS Textbook lists the AFG number
- I you are a GR and your meeting does not have a pink can, take one. If you are a DR, take 1-2 to your district
- Feb 12 D14 DIA, Dawn C from Chicago. (Susie D from D2, thanks for taking on Diversity.) Our theme is on the Road to Joy Fulfillment and Wonder. Hispanic workshops all morning long, big in Alateen, Sex and Intimacy, Spiritual value of money, Parents workshop, Bill's place, Violence, Diversity.
- Yosemite Summit always weekend before Thanksgiving, great opportunity for family recovery, AA, Al-Anon, Alateen.
- PRAASA: AA with Al-Anon participation, Honolulu in March. Was in Vancouver. When travel, Al-Anon is always with us. Visit other meetings while you travel.
- D9-January 15 fundraiser in Shingle Springs, Having Had a Spiritual Awakening
- Last chance dance for NoCAC is next Saturday 4-10, Trinity Lutheran Church in Dublin. Raised \$1200 yesterday. Registration \$180, sponsors \$220.

- SCV IG 10/23 event: Lynette will be main speaker, John H (Vicki's husband) will be AA speaker, Roxana Alateen speaker. Lots of workshops all day. Donation drawing.
- Convention in May
- Soledad having 1-yr anniversary. Simple bookmarks, love gifts.
- D23 holiday luncheon and craft faire Dec 4 Soquel, speakers, fellowship.
- D6-Spring Fling AA with Al-Anon participation, Sacramento, Feb 11, 12 13. Doubletree. Karen R will speak. SacSpringFling.org
- D24-DIA Feb 19, Monterey.
- Help recycle for NoCAC

Contributions were collected for 7th Tradition and for NoCAC.

NCWSC Assembly Minutes DRAFT May 21, 2011 Sonoma County Veteran's Hall

Note: The meeting minutes for this meeting are not chronologically ordered. In an attempt to make the minutes more easily used as a reference, the minutes will be in a topical order.

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MOTIONS

Motion to adjourn, Barry S, Second Charlene R.
Passed with SU
Other than a motion to adjourn, there were no motions.

ROUTINE BUSINESS

The meeting convened at 10:00 am with a moment of silence followed by the Serenity Prayer. The Traditions (Kathleen), Concepts (Stacy), and Warranties (Amy) were read.

The Chairperson (Patrick B) welcomed all to Assembly, made sure everyone has an agenda-we put them at every seat. We are very interested in your evaluation of this Assembly; please make notes as the day goes by. We're interested in knowing what workshops you would like to see. This is all about you. This is the third Conference Assembly of this Panel. I guess that means we're having fun. How many GRs are here for the first time? How many Alateen GRs?-One. The purpose of this Assembly was originally to hear the

Delegate's report from the World Service Conference, which happens in April. This is geared toward getting the Delegate's report and some workshops, not much business. We probably won't do much voting. However, we do cover some important business. Today we want to prepare for the elections in October. GRs and other AI-Anon members are eligible to stand for coordinator, and we want to have the people interested in standing for Delegate and Officers to introduce themselves, so you can get to know them. The Agenda is packed, but I'm going to try to get out of here between 4 and 5. Rushing may cause us to lose our purpose. There will not be time for coordinator reports. There will be written reports given to the DRs. Thanks to District 5, Peggy and her committee. Thanks to Debbie O for securing this space. Please come to the mike to speak. Acoustics allow us to hear all the side conversations.

Peggy, DR for DR5: Welcome. Lunch tickets available for purchase: sandwiches and salads, and an AI-Anon 60th Birthday Cake.

The Secretary took Roll and several Hollers were given. The Secretary (Johanna MM) gave a brief report.

Chair reviewed who has voice and vote at Assembly: GRs are the voters here, not the Committee members.

Count-Off (after lunch): voting GRs present: 144 . Plus in box: 3= 147 voting members.

The Assembly closed at about 4:30 p.m. with the AI-Anon/Alateen Declaration.

DELEGATE'S REPORT:

2011 AI-Anon World Service Conf – John S.

To all Northern California AI-Anons, I have had a difficult time writing this report, not because there isn't a lot to say, there is; not because this year's conference wasn't memorable, it was; but because it means my term as delegate is almost at an end. I am so grateful that you gave me the opportunity to serve you in this way. I have grown so much in so many ways. I have been changed in ways I could not have imagined.

This year was the year the conference would normally be held in Stamford, Conn., so that everyone could go to Stepping Stones, the home of Lois and Bill Wilson. But because of the 60th birthday party of AI-Anon held in Virginia Beach, only my panel, 49, went to Stamford, and we went before the conference started. I got to Conn. Saturday morning May 9 and on Sunday May 10, our panel was bused to Stepping Stones. There were only about 30 of us so we really got a private special tour. We got to see the newly developed visitor center (the old garage) as well as the guided tour by several volunteers. The experience was very moving, seeing the home where Lois lived while AI-Anon was born and created. I was surprised to learn that the property had been put in her name and she

created the foundation to preserve it. She also spent the last years of her life cataloguing and labeling everything, from pictures to rocks collected on their travels helping to start AA and AI-Anon meetings all over the world. Her collection of dinosaurs was both surprising and delightful. I felt as though her spirit still permeated the home. Bill's office, a small outbuilding which she called Wits End, has the desk on which he wrote the AA big book. I got my picture taken at both Lois and Bill's desks.

After Stepping Stones we were bused back to La Guardia airport for our 5:00 pm flight to Virginia. Thus began another adventure for panel 49. We arrived at the airport at 2:30 and parked in the food court just down from our gate. Most of us were on the same flight. At about 4:00, we were notified that our flight was delayed. In this electronic age, many members were getting texts from the airline about the delays. As the postponement continued, we became more and more frustrated, so at 7:30 we did what any bunch of AI-Anons would do. There in the food court of La Guardia, we held an AI-Anon meeting and the chosen topic was patience. It was a very good meeting. We finally got out of La Guardia at 9:30 that night, but we had a good time and became even closer than before. There's nothing like shared suffering to forge a bond.

Needless to say, we were not worth much on Monday for our assigned tasks forces. But we made it, and the conference began Monday night. I met my mentee Monday afternoon, and then got to welcome him formally at the opening night banquet. He is the new delegate from Nebraska.

Tuesday was all business. We were presented with the budget, financial reports, reports from the finance, policy, Public Outreach committees. There were also reports and discussions from the task force on supporting and strengthening our structure, and group services thought force.

WSO proudly presented the new book *Many Voices, One Journey* (B-31), a compendium of how AI-Anon came to be. It is a wonderful addition to our literature. Then they announced what we in Northern California have been demanding, a soft cover version of How AI-Anon works, priced at only \$5. Their intent is to offer this book so that meetings can afford to give them to newcomers. We have asked for this for the last few years for our prison outreach. Now we have it.

The literature committee presented several new ideas for literature, some were approved, one not. Those that were approved were a piece on Intimacy, and a piece for the families of those who are in treatment; the one that was not approved was suggested by an outside author who wanted to do a book interviewing long time members – 40+ years. The concern expressed on this idea was that it would be about personalities not program.

On Wednesday, we heard the thought force from the policy committee on 'Do not Refer', which topic means how can WSO respond to the Areas' concern about meetings that the Areas think are unhealthy. Can

WSO set up a 'Do Not Refer' flag on those meetings for phone referrals? This was a lively discussion as many Areas are having problems with pyramid sponsorship meetings. This particular issue seems to be spreading and finally WSO is trying to respond.

Then we heard about electing and training trustees, and re-elected our Southwest regional Trustee Karen. Then we voted on the chairman of the board and elected Karen. It is amazing to think that she is now the chair of Al-Anon's board of trustees. She will do a wonderful job.

Then another thought force presentation on restructuring.

At last, an international speaker, Rose from New Zealand. She spoke about the development of Al-Anon in New Zealand beginning in 1955. She is the Executive director there. I had met her last year when her husband attended the conference and spoke.

After she spoke we bused out to the WSO office for a tour and demonstrations of the new web site and showing of the new Public Outreach DVD.

Thursday was a day of presentations and workshops. The topics were property ownership, guidelines for memorial donations, Leadership workshops, how to deal with groups that do not consider Al-Anon as a whole, and a professionally lead workshop on diversity. This was the day I gave my 3-minute talk, a 3rd year delegate's goodbye. The last presentation was on how dual members can serve Al-Anon under the current policy. This was followed by an open Policy Committee meeting on the same topic. The Policy Committee made it clear that they were not discussing the policy itself, but how Al-Anon members who are also AA members could serve in Al-Anon. The discussion was very interesting and a lot of history and ESH was shared. The conclusion was that the committee needed to review the wording in the Policy Digest to make it clearer and less confusing. One point I had never considered, on why we have a policy and AA doesn't - AA has one purpose and it is completely focused on sobriety. Al-Anon is about relationships and therefore it is up to us to set any boundaries.

That night we heard the representative from Mexico speak, and she spoke in English. This was her first year as the director of Al-Anon in Mexico.

Then we voted on Motions: And voted to end the trial of the property ownership and make it permanent, 95 yes, 1 no. Al-Anon has a permanent home, and we have already paid for it.

On Friday, surprise, surprise, more thought force presentations – how to help areas show how service helps you grow, how to select agenda topics by delegates.

Then the Public Service Announcement was shown. That is always exciting to me, as they are always moving to me. That we can afford to produce such quality PSAs to reach out to those who still suffer in the family disease. Our PSAs are in the top 5% of PSAs shown but are not shown at all in some major market areas. WSO suggested that members call their local

stations and request that they show them. We have more PSAs shown on Spanish stations in the USA than on English ones. Faces are shown in these PSAs but everyone in them are professional actors. The purpose of showing the faces is to acknowledge and overcome the fear of going to a meeting.

Marsha then presented the report on the International Service Conference. She came out for our TEAM event in Nov. The ISA was held in Virginia Beach this year, as it is every other year. She and Carol presented their trip to Northern Europe: Sweden, Finland, Lithuania and Poland. Sweden founded their GSO in 1976, but they had no money and could not print literature. Lithuania has had meetings for 20 years but no GSO. Two members attended the European Zonal meeting to ask questions about how to set up their structure. In Poland, they celebrated their Al-Anon 30th anniversary in 2010. They published the Polish language 12X12 in 1990. In 2011, WSO is going to Slovakia, Russia, Ukraine and Slovenia. This outreach to help other countries build their structures is a big part of the WSO's international work.

On Saturday morning was the open Board of Trustees meeting. I went because I wanted to hear the Board approve the property ownership motion. These motions are not legal until approved by the board. They approved all of the conference's motions, and elected their new slate of officers.

At 3:00PM at the WSO office there was a mortgage burning ceremony where Ric Buchanan, the executive director and Karen R., the newly elected chair of the board burned the mortgage. The rain and tornadoes held off until after the ceremony. However, within an hour it was raining, and we were under a tornado watch. Back at the hotel, I was watching the news, and my childhood home county in NC made the news as two tornados touched down there, one in the same place where there had been one when I was about 5.

That night we had the 60th Al-Anon Birthday banquet. It was a fun event with dinner and speakers. There was a countdown and the longest member who attended her first meeting in Oct. 1951 gave a copy of the new book to the newest – less than six months. The next day as I was waiting for the shuttle to the airport I spoke to the lady for Roanoke with 60 years in Al-Anon and thanked her for coming to the banquet. She said she was starting an institutions meeting in her local hospital that month. Amazing, what we do, who we are.

I know that this written report is long and probably tedious to read, but I wanted to try and share some of what happened at conference. So much was shared I could never say it all. It was intense, long hours, exhausting, but exciting, fun and full of laughter and joy. Thank you again for giving me this opportunity to serve.

John Stafford. Panel 49, CA (N)

John also brought Love gifts from other Areas for the GRs to take. The following info was given verbally.

The Conference co-chairs were Harriet and our own Vicki. New website is very wonderful. www.al-anon.org. Can get to members' web site from home page. French and Spanish web sites not ready. All financial reports will be on web site. Most of the income comes from literature sales. 457 groups contributed \$46K: 61% of groups contribute about \$101 each on average.

For the International Convention in 2018 they are asking for bids: shall we put in a bid? John has the bid forms, due by 12/11/11

WSO is separate from the Building Management Committee; each reports to the Board of Trustees. A skills questionnaire is on the website; the WSO is looking for members wherever they are to serve on short-term thought forces and work forces.

John brought back How Al-Anon Works in soft-cover, 10 for each District; perhaps they could be used for public outreach.

OFFICER REPORTS

AAPP - Bonnie M.

It's Alateen renewal time again. I've emailed this year's "recertification letter" to each District Representative and District Alateen Process Person along with a list of currently certified Al-Anon Members Involved in Alateen Service (AMIAS) and a list of the currently registered Alateen groups in the district. I did not make paper copies for the District folders this year but did put the WSO group printouts for the Alateen groups in your District folders. Please let me know if you see any discrepancies with your district records.

Please remember that I need to receive the recertification forms for all AMIAS who wish to remain in service to Alateen by June 1 so that I can complete my part by the WSO cut-off. WSO has reiterated – there will be no exceptions to meeting their deadline. I must submit all our renewing AMIAS as a complete package and, if it is not received by WSO by their deadline, there will be no Alateen in Northern California. I've already received the renewal paperwork from a few Districts! You know who you are and I thank you.

We currently have 87 registered Alateen Groups and 320 certified AMIAS. I thank all the AMIAS serving as Alateen Group Sponsors and as Alateen Group contacts for updating their groups' records. Between family commitments, other Al-Anon obligations and a very full load at my paying job, I've gotten badly backed up again and have a number of new AMIAS applicants to submit. I think I'm caught up with email and with approving flyers. Please let me know if I've missed something.

I did revise the AMIAS application and renewal forms, adding a space for renewing AMIAS to include their WSO ID number. And we're making slow progress getting the A-22 forms and the B-17 requirements translated into Spanish. We have a volunteer willing to do the translations and a suggestion has been made to hire a professional translator for the B-17 guidelines.

The biggest delay has been in getting proofreaders once the translation is done.

Thank you for the opportunity to serve our teens and our Area. This job is demanding but gratifying. I get every flyer.

- Contact info for Bonnie?—it's in the 12-Stepper and on Roster.

Alternate Delegate – Joan W (report presented in writing only)

I have enjoyed serving in this capacity. I thank all of you who have given me suggestions and support. I loved SWRDM and the workshop on KBDM. We also experienced a tsunami warning. I will be handing a workshop today on how to handle conflict and difficult suggestions. I continue to enjoy working with the other members of this panel.

Chairperson – Patrick B.

Amazing that we are almost half way through the third year of our panel and preparing for an Election Assembly! As they say, I will probably REALLY know how to do my job by the end of my term. If that is the case, I will do my best to share my experience, strength and hope with our next Chair. As it stands, I have learned a lot and grown even more in the last two-plus years. I am very proud of what we have accomplished so far and I look forward to what is next.

I had my second interview with the Executive Committee (EC) in November (the EC has oversight of the Chair, so I meet with the EC at least once per year). The interview gave me a chance to reflect on my service and how things have been going within the Area. I was also inspired to think about what I might do differently moving forward. The most prominent thought that I came away with is that, while we have business to conduct, we are mainly here to carry the message of Al-Anon and to give each other the opportunity to grow through service. Service may be challenging, stressful and even boring sometimes, but I should still enjoy it enough to want to come back. If not, maybe I am taking on too much, taking things too seriously or taking things too personally. I was also reminded that sometimes things happen slowly in Al-Anon and part of the reason is that we are all volunteers doing the best we can...Thank you to the EC members for asking such thought-provoking questions!

In November, we had our first TEAM event. I enjoyed the opportunity to work with John S., Joan W. and Karen H. A. to plan this event with Ric B., Marsha W. and J.P. M. from the World Service Office (WSO). Overall, I would say the event was successful, although I think we learned a lot about how to interact with WSO and how to plan and promote the event. My recommendation is that the Area establish a planning committee two years prior to the next TEAM. This will ensure that the Area has enough time to plan and have a clear idea about what it wants to get out of the program before meeting with WSO.

Before the February NCWSC meeting, I made

several attempts to contact our PI/CPC Coordinator, who had missed the previous NCWSC meeting and the October Assembly, with no communication to the Area. Because outreach to the community is such an important part of what we do, I asked Brenda W., the Alternate PI/CPC Coordinator, to take step in for the remainder of the term. Happily, she was willing and will be presenting a Public Outreach workshop at this Assembly!

March 11 - 13, 2011 I attended the South West Regional Delegates' Meeting (SWRDM) in Hawaii. I attend, as the NCWSA Chairperson, so that I will be prepared to attend World Service Conference (WSC) in case the Delegate and Alternate Delegate are not able. Attending also gives me the opportunity to share experiences with the other Area Chairs in our Region. This year we had the opportunity to work with Knowledge Based Decision Making (KBDM) as we discussed revisions to the SWRDM Guidelines. In addition, I was asked to report on our TEAM event.

In addition to the above, I have:

- Participated on a panel with Sandi C. and Irma C. on the topic of "Service Beyond the Group Level" at the District 10 Speaker Meeting
- Continued to hold monthly calls with the other Area Officers and the Delegate
- Worked with our awesome Facilities Coordinator, Debbie O., and various event chairs to plan the logistics for various Committee meetings, Assemblies, etc.
- Made myself available to a couple of Districts/DRs who had questions/issues to resolve
- Participated on a Thought Force that is looking into the possibility of the Area purchasing its own audio/visual equipment...we are looking to see if it would be worth the expense
- Reviewed and updated the NCWSA Chairperson Guidelines, pending review and approval by EC
- Partnered with the Facilities Coordinator to schedule a NCWSC/Turnover meeting in Galt on October 29 - 30, 2011 (we are trying a new approach for turnover of NCWSA Officers and Coordinators)

Secretary – Johanna MM

Minutes for October 2010 have been prepared but, as they were not included in the 12 Stepper, approval will be put off until our October Assembly.

I've been busy keeping up with Roster changes. I found out there is another Intergroup way up in District 1, Del Norte Al-Anon Intergroup. I've added a folder for them in the bins, making 61. I don't expect in-person participation, but they would, of course, be welcome.— *subsequently realized that as an Intergroup entirely within a District, they are not members of the Committee*

Bruce has been helping with the Motions Passed/Failed document, B28. By the end of the panel, I hope this will be completely up to date.

Treasurer's Report: Carol G.

As most of you know, I do NOT like writing reports. This is my very first one since being elected as your Treasurer. I am finally beginning to feel semi-competent in this role in our organization. Things are going better for me now that my term is almost over. I'm still having difficulty asking for help. I had some wonderful people volunteer to get all the past due "thank you" notes done, but didn't know how to start. I'm still trying to do things perfectly. So, to every individual, group, district and intergroup who have so generously given to Area 3, my sincerest thank you.

I am pleased to say that I survived my annual audit. My higher power let me know in a "not so subtle" way just how important the annual audit is. It's way down the list of importance compared to a loved one being diagnosed with Cancer. I am also grateful to the members of the committee who were so kind and helpful with their suggestions on ways I can improve the next one.

We inherited quite a financial "challenge" when our panel began. So it seemed only prudent to make sure that everyone got the benefit of a second Assembly (which would focus more on workshops & the Delegates' Report) without incurring a huge expense. To make that happen we decided that the groups, districts and Area would only be responsible for reimbursements of mileage and lunch so that it wouldn't such an additional burden on anyone. I think it has been a success and a great savings to the Area.

Thank you for your continued support. I look forward to finishing this position and waiting to see what my Higher Power has in store for me.

The Treasurer also presented the Balance Sheet and Income/Expense Sheets as of 3/30/11.

- Questions about the numbers?—great job. No questions.

COMMITTEE REPORTS

Audit Report – Joan W (Chair for Audit Committee)

Acknowledge members of the committee: Carol K, Sandi C, Patti R., Jauneta G., and the help of Carol. Thanks to Carol, improvements over the term. Thanks to all who are reimbursed by the area for submitting accounts. All deposits and checks were entered without error. Three journal entries were incorrect. Some checks were never cashed. Cannot file tax return until we have information from NoCAC. Recommends treasurer keep two sets of envelopes, one for checks written and one for deposits, just to make it easier, and another for the bank statements. None of the signatories can sign a check to themselves. If you do not want to take all of your expenses, you can donate them back to the Area; that's entirely your choice. We have not received paperwork on equipment we own; in the future when we purchase equipment the information be sent to Treasurer. Data: checking acct

\$20,950, one reserve \$6219, one reserve \$12,538.
\$461 in advances outstanding.

+Q&A: Alateen coordinator asked about NoCAC records: they were handed over at February Committee meeting, Joan says she just got an envelope of materials jumbled together. There was a spreadsheet emailed; Carla says they will send it again. Joan says it was not a complete recap: Carla asks for a template. +Everyone appreciated the budget 101 Joan did: thanks for that, and we will continue to do it.

Executive Committee Report- Peggy P.

The EC is the Board of Directors of NCWSA, accountable to the GRs.

EC Action Items

2010 Officer Evaluations: EC members serve for 18 months. This EC was elected in July 2010; so 2010 officer interviews were conducted in the second half of 2010. We were unable to report on them at last fall's Assembly since they were still being conducted at that time. Overall, the EC was favorably impressed. Everyone is doing a good job.

Officer teamwork and the monthly officer conference calls were acknowledged and appreciated by NCWSA members on the Assembly evaluations, by each officer in their interview, and by the EC during Area meetings, from e-mail communications, and also from the interviews.

The EC was glad to hear that all the officers are experiencing personal growth and recovery in their Area service. Every officer stated they need to continue to work on asking for help, delegating to others, and letting go. Based on our interviews, we agreed with these self-assessments. Their positions provide unique opportunities and challenges for growth in this area and we encourage them to take advantage of the opportunity. By asking for help and delegating to others, other members are offered the opportunity to experience growth and recovery in service.

Assembly evaluations reflected an obvious awareness and appreciation for the way this officer panel is open to the membership and to each other, for being open to input, information, and suggestions, for how they have worked through issues as a group and then presented and communicated them, and for their style of communication, which was found to be transparent and grounded on KBDM. The membership appreciated their efforts to Keep It Simple.

Coming out of the 2010 officer evaluations, the EC has a number of recommendations and follow-ups. The EC has given them all careful consideration and deems them all to be of vital importance either in ensuring the continued health of our organization, in assisting in the work being done by our trusted servants, or in meeting the corporate requirements for NCWSA.

1. The EC found the Assembly evaluations to provide important input from NCWSA members as part of our officer evaluation process and requests that the EC

continue to have the opportunity to review them after each Assembly.

The EC found the monthly officer conference calls to be a successful model and recommends they be added to the Chair's guidelines to ensure that future panels continue the practice.

The EC feels the Treasurer's duties are more than one person can handle and that this does not have anything to do with the individual but with the scope of the position as described in the Guidelines and Bylaws. We believe this puts NCWSA at risk and that the position requirements should be assessed and potentially revised. The EC strongly recommends:

- A. That the Treasurer's Guidelines and Bylaws duties be reviewed in order to determine the best course of financial management for both the corporation and for AI-Anon members providing service in this position.
 - B. That there be a minimum of two Financial Assistants (FA), two of them with specific responsibilities:
FA1 – Collect, deposit, and report donations.
FA2 – Send receipts and thank yous for donations and draft the annual appeal letter.
 - C. That basic requirements, such as some type of financial or accounting experience and familiarity with financial software, and desirable qualities, such as time mgmt, people mgmt, and ability to delegate, be identified for this position.
 - D. That software training be provided to incoming Treasurers as needed.
 - E. A Thought Force of NCWSC members has been formed to address recommendations A-D. However, we feel additional participation by non-NCWSC members would be valuable. If anyone is interested in participating, please contact Deb H at debhesse@comcast.net.
 - F. That an external financial audit be conducted during the last year of every panel. This will provide the incoming panel the assurance that they are receiving proper records and confirm the integrity of the records (clean slate). This will also identify any issues that may need to be addressed. We recognize there is a cost issue involved and request that a Thought Force be formed to research the feasibility, scope, and cost of such an audit and to report back at the October Assembly.
4. Based on numerous favorable comments in the Assembly evaluations, the EC found the Budget 101 presentation and abbreviated budget report format to be a successful model and recommends they be added to the Alternate Delegate's guidelines to ensure that the practice is continued on an annual basis.
 5. In order to best serve NCWSA members, the EC recommends the following election requirements for officer candidates and that this information be communicated to the Assembly membership so our elections are based on KBDM.

- A. Review both the guidelines and position duties stated in the Bylaws prior to standing for the position.
 - B. Have a service sponsor.
 - C. Provide basic information - *NCWSC to draft a form*
 - i. Length of time in AI-Anon
 - ii. Previous and current district and Area positions
 - iii. Statement of why they are interested in this position and/or qualifications and/or what they can bring to the position.
6. The EC has discovered there are a number of corporate activities that are not occurring as required and have not for a while. Right now the various required activities are not contained in one document which makes it extremely difficult to identify them and confirm they are occurring. The EC strongly recommends:
- A. That a management audit be conducted to identify the required activities for NCWSA to operate in California. This audit is an opportunity for the Area to conduct a 4th and 10th step inventory of its practices and policies.
 - B. That a corporate checklist be created that can be used by the EC to confirm that all required activities are occurring.
- C. Several members with professional experience conducting such audits have volunteered to conduct this management audit of NCWSA at no cost as a service to the Area. A report on this audit will be given at the October Assembly.

The 2011 officer interviews and evaluation will be conducted and finalized in time to report the results at the Fall 2011 Assembly. We are currently in the process of scheduling those interviews.

Additional EC Action Items

The EC is currently:

- Revising and updating the Corporate Responsibilities Timeline.
- Reviewing and updating the EC Binders.
- Reviewing and revising the EC Guidelines.
- Conducting Financial Assistant Interviews as needed.
- Drafting Financial Assistant Guidelines, especially to outline a cash management process.

We are also available to Assist with Conflict Resolution – None has been requested so far. This is at the Area, District, and Group level. Please let us know if you need such assistance.

Respectfully and gratefully submitted by Peggy P, EC Chair and North Section DR, on behalf of the EC
 Diana S, Central Section DR
 David B, South Section DR
 Deb H, DR Member at Large
 Charlene R, DR Member at Large

Diversity Thought Force Update, Susie D (D2)

Task force assembled last Assembly—about 50 people signed up. Diversity is very important to us. We met 4 times via phone meeting. We have 4 categories of

recommendations. Final version includes 3 important attachments, which we hope to get into an upcoming 12 Stepper. Some of the questions and recommendations could be answered with current resources: literature, web site, coordinators. We need to educate ourselves first. Diversity checklist, which a group could use to check their own diversity. Lots of suggestions/recommendations. We would like NCWSA to set up a page on the website. There are lots of areas of diversity: don't stop at the obvious. The only way to make it work is to focus on ourselves. This is another opportunity to grow spiritually. Participation, service at the Area level is great.

Education and Events
 Develop and Build Partnerships
 It Begins with Me

+Chair: we will look at this more at the October Assembly and will constitute a Task Force.

COORDINATOR REPORTS

Group Records – Connie F.

Last 6 months, WSO implemented a lot of changes. GR coordinators are now able to update their database and add new groups. I expect that within a few months the NCWSA Database will be eliminated and I will only maintain the WSO record. Now when you complete A16 you do not need to send it to WSO. We have also put the form on the NCWSA website. At the bottom it has distribution list. Watch for instructions on how to fill it out. Shortly, the instructions will also be on the web site. Ncwsa.org>service>forms>A16. DRs please read the 3rd page of my report; I need to have a group conscience at our July committee meeting. Send feedback to me so we can do this before the committee meeting.

Voting cards have the current mailing address for your group. If it is incorrect, make the corrections on the voting card and I will be able to make the change without filling out an A16 form.

Total Registered groups 813: = 21 Women; 37 Study; 15 Men; 34 Adult Child; 82 Spanish; 67 Alateen; 18 Parent; 29 Institution.

Written Coordinator Reports that were not verbally presented at May Assembly are at the end of this report or elsewhere in this issue.

PREPARING FOR ELECTIONS

Thanks to all the Coordinators, and Alternates. These are service opportunities available to you and members of your districts and groups. On Saturday night of the Assembly, there will be a Committee meeting to elect the coordinators. If you are interested in standing for a position, be sure you are there Saturday night. You should have received information about these. There is also information in the website:

ncwsa.org>service>guidelines.

Each has the opportunity to answer **4 questions** (tell us if this helps): What moved you to stand for this position. How is it different than you expected? What makes you proud? What would you do differently?

Alateen -Carla G.

I had done service at the group level, and I wanted what you had. In 2008 I was asked to be the NoCAC cosponsor. I had been the DAPP, and learned the power of Alateen. I learned here not to have expectations, except that I was going to learn a lot. Reality is that there is a fair amount of work. If I can keep my focus on getting to do this rather than having to do it, my experience is wonderful. Service is a wave: sometimes I'm on the crest and sometimes in the trough. Proudest accomplishment is seeing people get bit by the Alateen bug. Being able to see Alateens and hear how much it means to them to have a weekly meeting or the big doses of Growing Together Weekend and NoCAC. I would read more, and breathe in the troughs more.

Archives Coordinator – Chris M.

Acknowledged Irma, who was the reason she stood for this position. I wanted to stay connected to the Area and help preserve our history. Really I did not have room to store archives, and asked for permission to rent storage space. It's up to me to create balance and ask for help. Organization is a strength, but detailed paperwork is not. Created Archive parties. I try to make service fun. I would have moved the archives sooner. I'm planning on starting an archives journal to continue the story from where Journey to Recovery leaves off.

Bylaws and Insurance

Bylaws/Insurance: they split the position.

Bylaws – Bruce H.

1) What moved me to stand for BI&I?

I have found that Al-Anon Area level service has been a rich environment of wonderful and talented people. There are a variety of problems and experiences which have been both challenging and rewarding. Bylaws reminds me of an idea that I think about and come to a conclusion about, but then someone comes along and asks a related question which reformulates my original idea. Bylaws work, and it affects on my Al-Anon life is an example of the miracles one finds in the program and I have been able to enhance myself and give back through this position. 2) How has the reality of this position been (similar or different) to what I imagined?

Volunteer means I knew something about BL&I but as they say, more, much more will be (was) revealed. My Higher Power has allowed me to see the richness of this position. But please understand the position isn't all, because working in the group of NCWSC has provided huge benefits to this person and for the position. The Bylaws makeup and the purpose are the best formulation of directions to guide this organization

to reach its stated goals. This was previously determined by wonderful thinking before me but it doesn't stop there. Because of time and the natural order of man where the ever changing thinking processes we all know occurs from day to day, means the Bylaws will gradually need to adapt to our new life situations as the future becomes the present.

3) What is my proudest accomplishment in this position?

To have the opportunity of working in this NCWSC panel with these people and to coordinate this work into two workable units for your Alternate, Joyce, and I to do together.

4) What is one thing I would do differently if this term of service started tomorrow?

It is a given that this work is an ongoing process. I have found that keeping in close touch with Area work: by reading reports, by reading the 12 Stepper and by keeping up with the on-line discussions with Bylaws & Insurance in mind will give you lots of opportunities to work on and contribute to the group. So don't just sit there. This position is a book of infinite pages and chapters and it has no ending. As one would expect I am completing this panel but it is apparent that more changes are needed in Bylaws. So there is much that is exciting and necessary for the new coordinator and alternate. I would wish to be the fly on the wall so as to watch the progress and changes that occur down the road.

Insurance – Joyce D.

Would everyone who doesn't like drama raise your hands: you don't qualify for this program. My group was paying money for private coverage. My service sponsor suggested I stand. Alternates expenses are paid to get to Committee meetings. Does not need to be done this way, but trying to do all the things in this position is a lot. This has been one of the most rewarding experiences of my life; it satisfied my codependent needs in a healthy way. Getting the certificate for today in 3 hours was my proudest accomplishment. My original meeting had to move because they could not afford insurance. I'm proud of the fact that many meetings don't have to do that. I've learned a lot.

Diversity - Janie L.

Lack of participation by Latino community led me to stand, but I have had an awakening about the breadth of Diversity. Greatest accomplishment is getting to know people of all walks of life, different diversity. Went to Gay and Lesbian festivity, which was exciting. It takes a lot of work and a lot of communicating. Started Diversity Quilt, but still not completed. Diversity has to work as well as communicate. Committee: Deb D18, Deb D10, vast area to communicate within. Being able to stand and speak in front of all of you is an accomplishment I'm proud of. I would try to be more aware of what I'm getting into; it's been a spiritual

awakening. I'm glad I ran; it's been a rewarding position.

Facilities Coordinator – Debbie O.

The thing that motivated me to stand for this position is my overwhelming desire to be apart of this recovery process. It was not my first choice; my HP had other things planned, I am learning to listen better, and be my own person not an image of the alcoholic. The thing I have received from this position is a greater sense of self. By listening to that which is greater than me. This position has taught me to do Let Go and Let God. In doing the requirements of the position and stepping back, I get to see other people grow and learn a better way to do things in their way. I have learned that a good leader walks beside, not in front or behind our fellows as the program states. Being a part of the bigger picture I am learning how to use the Traditions and Concepts better in my life. I am becoming a better person to myself and others, knowing I can't please everybody allows me to do the best for the greatest number. I have enjoyed getting to know members in different districts that I would not have met on my own. To see how far and wide the solution extends beyond my world has helped me to see I make a difference.

I would not change anything; I have done in this position, because of the hurdles I have learned that suggestions are something to appreciate. I know if I took on the job today knowing what I know today, I would do it differently because of what I have done. I have learned to reach out to those I am responsible to, and to expect the same in return. I think it is called "Not Doing it Alone".

Group Records - Connie F.

What moved you to stand for your position?

I had not served at NCWSA level for a few years and was interested in resuming service here. I reviewed the positions I had not served in and was reminded I always had an interest in how Group Records worked. I liked getting to know the GRs and thought it would be interesting to 'see where our groups were'. I do not mind data entry and detail work. So it seemed the job for me.

How has the reality of your position been similar or different to what you imagined?

Similar- good thing I don't mind data entry. I did get to communicate with GRs and DRs all the time and it has been great resuming a relationship with NCWSC.

Different - I underestimated the time involved. I discovered WSO has and is making major changes in Group Records and it has been great seeing this area evolve. When I started I was overwhelmed with software that didn't work, major data entry (all groups had new GRs) and my personal life my 'part time' job was 60-hour weeks. Recently, I have been working with the Web Committee and WSO to revamp our database

making it compatible to our Web Site's needs as well as Group Records. I had no idea the direction this position would go.

What is your proudest accomplishment in you position?

Just One? This is a question that really touches me. Being able to participate in Service for NCWSA and renewing friendships from previous panels has been my proudest moment because without AI-Anon I wouldn't have friendships to renew, energy or interest to be of service.

Aside from that, keeping current on records and being of service to the DRs and Coordinators to get the needed items to them timely and accurately always supports my sense of accomplishments. Being able to represent our Area in a 'Test' with WSO to bring the Areas Group Records Coordinators on line to make corrections to WSO database has been fun and challenging. Today we are near our goal of one database with link maintenance to our web group listings as well as a Google type map showing our groups. The job description for Groups Records has changed a lot and will continue before my rotation is completed.

What is one thing you would do differently if your term of service started tomorrow?

I don't know what I would do differently because so much has changed. I would have liked to have time to investigate Group Records and voting registration. There may be opportunity for improvement in that area. I am actually satisfied with my term of service.

Institutions – Louise

My service sponsor was prior Institutions Coordinator, and my passion to serve people who cannot go out to meetings. It's a new frontier, getting AI-Anon in state prisons. Getting into San Quentin has been my proudest accomplishment: it took about 5 years to get there. I would reach out for help more if I had it to do again. I want to thank Marin, Diana and Colleen, D 6 Teresa and ?, David from Monterey for Solidad, and Debbie H from Sacramento who does Folsom. We need more volunteers. Thanks to Yvonne; she has been invaluable to me. Thanks to you guys for donating to the pink cans, and for Jay and Tina for making the pink cans. New How AI-Anon works in softbound; we'd like to have one for every inmate, so please dig deep. Without you my job would be difficult.

Literature Coordinator – Sandy S

I was no longer working, so my sponsor told me I should stand for service. I was surprised I was elected. Being a part of NCWSC has been great. Nicer than I thought it would be. Gave me a chance to learn about literature and Forum. Ordering literature for Institutions has been great. Seeing the Forum subscriptions grow has been great. I was at H&I conference and met some of the inmates who we have helped with our literature. Would not do anything different.

PI/CPC – Brenda W.

I was drafted into this position; I started as the Alternate. Reality has been kicked up a notch. Coordinator position is a conduit; at the District level it is more on the ground. I have given some workshops, and I'm getting announcements from WSO. Feel like I get to play here: it's all about ideas. Glad I got to participate in TEAM and do a workshop. Never stand for Alternate if you don't want to be Coordinator. I got swept up in service fever at my District.

12 Stepper Editor – Denise E.

Attending Assemblies inspired me to serve at Area level. I wanted to be a part of it. I thought I would just cut and paste, but there was a bit more to it than that. Lots of people involved: subcommittee who review, printers, mailers, website coordinator. Requires a lot of people to get every issue out. Proudest accomplishment is to make it through the 3 years. Made changes to the process, so one of the issues is only on-line, which saved the Area money. Exceptional alternate. I would establish some guidelines for report: they come in lots of different fonts, types of software, etc. Would like to get rid of my procrastination.

Web Committee – Jim S.

Was already on the committee helping to update the web site. Today the majority of Districts and AISs maintain their own websites, which has lifted a lot of burden. I did have some background in coding on websites. At the end of this year, I will have been in this position for 6 years. Now more people have knowledge of HTML, so it's easier to have a committee to maintain the panel. Coming to Committee meetings is kind of like a reunion. I get a chance to practice my program. The only way to grow is being involved in service. All the emails from the website come to me, and 95% of them is spam. I was able to put some filters on that, so that now most of the emails are pertinent. Biggest challenge is to get committee members to help. Mike M does the calendar, Lori K does the meeting updates. This position is now mostly administrative; don't really need to know a lot about the technical part of the website. Facilitating is important.

Q&A:

- Expenses reimbursed, including travel
- Where are meetings held?-all over.-rotate
- Diversity could be a LOT of work; I don't understand how task force will take over job from thought force and work with diversity coordinator.—Coordinator says it's just a matter of working together, all important, thoughts united into one. If interested, I'm sure you find the challenge and rewards. Chair: Diversity has been a special focus. We will have a thought force, and the task force will then take those ideas, which might change the coordinators job, or just get more people involved. Coordinator is a conduit for implementing some of the changes.

Chairperson forms the Thought Forces and Task Forces from volunteers. All coordinators are supposed to have Alternates and can also form Committees.

- Is there coordination between the District websites and the Area website? Coordinator: Independent web sites can be autonomous, don't need to have the same look and feel. There has not been any talk about standardizing. There may be some overlap, especially flyers. We won't post onto the area website unless it has been passed through the AAPP, which the independent websites should also do.
- ImmPastDel: being a coordinator means to cause to happen, not to do. Lots of growth coming to Assembly and committee meetings.
- Thanks to Jim K for compiling the job descriptions and Joan for getting them printed.

Who is willing to stand for Delegate or Officers? Have to have been a District Rep.

Johanna MM, Secretary, D14: Alt Del or Chair
Joan W, Alt D, D9: Delegate
Bonnie, AAPP, D18: Delegate or Chair
Patrick, Chair, D14: Delegate or Alt Del
Tom K, D12: would like to be an officer or coordinator
Diana S, D11: Treasurer
Patti R., D26: Treasurer
Lisa, D23: Secretary
Charli D, D26: AAPP

There has been some discussion about changing the requirements to be a Treasurer, but the EC recommends that the person who stands have experience. Submit a blurb to 12-Stepper about your qualifications and desires.

INTERGROUP LIAISONS

No reports

OTHER BUSINESS

Assembly Bids

May 2012 (Central): Diana D11 DR—we're discussing but don't have a specific bid.

Chair: we've been discussing the bid process. If we don't have bids at Assembly, we don't get input from the GRs and the decision will have to be made by Committee or Facilities Coordinator/Chair. We're trying to get back to doing this with Assembly participation.

Clarified which Districts are in which section.

Assembly October 2012 (Southern). Chris D21, SCV, Milpitas, but not formalized.

David D24 says his district is also willing to make a bid. Karleen: please bring bids to Committee, especially for the May Assembly 2012. Same for October, especially if we don't have to sign before July.

Debbie, Facilities. Forms are available at

ncwsa.org>service>forms>A9. It walks you through the

steps of securing a site. It can be confusing but we're trying to make it part of the process again.

Workshops 2:45

- 1) Public Information/Cooperating with the Professional Community - Brenda W.
- 2) The Gifts of Alateen - Carla G.
- 3) Dealing with Disruptive People in Group Meetings - Joan W.

Seventh Tradition was observed, about \$280 collected

Written Reports, not given verbally:

Alateen – Carla G.

Welcome to Assembly 2011. What an amazing year it has been already. Alateen is alive and quite well in Northern California. I'm pleased to report that since the last committee meeting in February I have been able to participate in the following:

- Facilitate an Alateen Sponsor Workshop at the District 14 Day in Al-anon. Thank you Antioch Alateens for your assistance. You rock!!
- Spoke at the District 9 Workshop on Conflict Resolution and Alateen. Hopefully there will be new sponsors who say "yes" to Alateen service.
- Participated in the WSO conference calls in March for the Area Alateen Coordinators and the Area Alateen Process Persons (AAPP). Both calls were very informative, energizing, and motivational.
- Formed the committee and met with the Sponsor R&R planning committee for 2011. Event is scheduled for September 16-18, 2011 at Westminster Woods. The theme this year is Rejuvenate and Recommit. Please note that the NCWSA Guideline B-17 pg. 8 regarding Educational training and awareness programs states, "We recommend that Districts, Intergroups, AIS's and Conferences who have Alateen Groups, hold regular meetings with **AI-Anon Members Involved in Alateen Service (AMIAS)** to discuss issues that come up, utilizing the tools provided by the AI-Anon Family Group Headquarters and the NCWSA and other documents etc. which might be appropriate." The Sponsor R&R is an educational training and awareness program. Participants continue to share how valuable it has been to attend. Please consider supporting your district sponsors who might not be able to afford to attend on their own. This event is open to AI-Anon Members involved in Alateen Service and AI-Anon's thinking about becoming Alateen Sponsors. Registration packets are available on the website www.ncwsa.org "calendar" and in the District Representative bins at Assembly.
- Uploaded the WSO Modules for Alateen Sponsor training. There are currently 6 modules available. I have adapted Module I for NCWSA and have provided each of the District Representatives with a

copy to share with the District Alateen Coordinator. This Module is titled, "Alateen Overview" and is good for an introduction to Alateen and Alateen Sponsorship. I am working on having Module II available at the next NCWSA Committee meeting in July.

- Participate in and monitor the WSO eCommunities electronic billboard and information sharing hub for Alateen Coordinators throughout our worldwide fellowship. What an opportunity to see and hear what everyone is doing with Alateen.
- I have updated the Alateen Coordinator job description to include the tasks for this position. This is an amazing service position. I look forward to working with the person who feels called to stand for this position next October. Feel free to talk with me if you are interested.
- The Northern California Alateen Conference (NoCAC) Committee is in full swing. Please join me in supporting the efforts of Alicia, the NoCAC Chair and Melanie the NoCAC Sponsor for 2011. The event will be held in November. Monitor the website www.ncwsa.org for the registration package.
- I continue to support district representatives and individuals as issues arise regarding Alateen Sponsors and groups. The road is not always smooth, but there is always growth and the opportunity to reason things out with one another. Thank you for allowing me to be a resource and to learn from your experience, strength and hope.
- I attended the NCWSA conference and supported the Sponsors David and Jody who stepped up and provided a great experience the Alateens. Thank you for your service!!!

I will continue to work on the following:

- Modifying the WSO PowerPoint modules for Alateen for their use in trainings throughout Northern California. Reviewing the newly released and updated Alateen PowerPoint slides from WSO for use in trainings and presentations.
- Work with the Area and WSO to establish a Northern Alateen On-line Chat Meeting including identifying AI-Anon Members Involved in Alateen Service who would serve as sponsors.
- Attending the NoCAC Bash (Camping Trips) in June and August.
- Developing Sponsor Guidelines for NoCAC with input from the NoCAC Committee, Chris M. and past sponsors. There are guidelines for all of the teen roles in the NoCAC Committee, but not the Adult Sponsors.
- Convening and facilitating the planning Committee for the Sponsor R&R 2011 which is scheduled at Westminster Woods for September 16-18, 2011. The event is for Alateen Sponsors and potential sponsors. The workshops and fellowship are very valuable to supporting Alateen in our Area.

- Continue to collaborate and cooperate with the AAPP, Bonnie M. to connect sponsors, districts and potential sponsors with resources and support to get new sponsors and meetings through the registration process.
- Working with Shawn A., Alternate Alateen Coordinator to produce the next version of Alateen Express, the Northern California Alateen Newsletter. Check the NCWSA Website for the new version.

Thank you for the opportunity to continue to learn and grow through Alateen Service.

Bylaws & Insurance – Bruce H.

I am gratefully, Bruce H., NCWSA BL&I Coordinator with the following Projects:

- Formatting/Correcting NCWSC position guidelines that come to me. This has been #1 Project this Panel.
- I forward the completed guidelines which are placed in our Area Binder website; Committee Members are notified of this so they can update their NCWSA Binders.
- I want to thank Joyce D., Alternate for her expertise, time, and remembering all the details in dealing with NCWSA insurance
- In receiving insurance requests for groups and special events I correct the forms and Joyce D., Alternate BL&I Coordinator completes them with our broker (quick turnover).
- I am involved with making sure that our Insurance policies are paid up.
- I am responsible for our Corporate Time Line (located after B 18)
- I am working on updating our Assembly and Committee Meetings Motions, Pass/Fail, to be completed this panel.
- From time to time I assist in interpreting and correcting our Bylaws.

I sit on various ad hoc committees to contribute my position experience, e.g Long Term Planning Committee (on going), Sexual Abuse and Molestation Committee (completed).

Insurance – Joyce D.

We were contacted by Areas outside of Northern California for more information about how our policies work. Colorado wanted to know about our Officers and Directors Policy and Southern California needed information about the General Liability Policy and how it works to cover meetings. I put them in touch with our agent who is in Southern California and they have completed the application to get coverage. The scary part was that it meant people outside the Area were reading my reports. Glad I didn't make up stories. It is

a joy to give service to so many members of our fellowship because of what I have learned in this position and to be reminded that we are a World Wide fellowship. Thank you Area members for this gift and to our leaders who saw the need and found a solution back in 2007.

We learned that requiring a WSO# before we issue a certificate for a new Alateen meeting can make it hard to secure a location so a meeting can be started. We expect to introduce a motion at the next Committee meeting that will allow the Insurance Coordinator to issue a certificate so long as the Alateen Coordinator and AAPP are aware that a meeting is forming and certified sponsors are involved.

Intergroup for AIS 6-10, greater Sacramento area, has started the process of investigating how to cover their own meetings. I met with them in April to explain the need and ask for their help.

We have issued 16 certificates since our policy renewed in February. For the second year we have reissued all certificates for regular meetings that were requested the previous year. This has eliminated the need for meetings to redo the paperwork and reduced the work load to satisfy the requirements of the facility where they meet.

Please remember that all meetings are covered by our policy whether the facility has asked for a Certificate of Evidence or not. The number of facilities that are asking for one is increasing. If something happens to a member or the facility is damaged in some way, let us know and if necessary we can help. The good news is that our premium keeps going down because to date we have had no claims!

Facilities – Debbie O.

I am your outgoing Facilities Coordinator, I have the privilege of helping you our members find our meeting sites. It is my job to review all contracts, facilities with the help of the local committee to make sure all our needs are met. I review all contracts that are completed 6 to 8 weeks ahead of time to make sure all items are completed or in the process of being done before the event. If they are not completed we can be without a meeting place, and all our members waiting at the door.

I am looking for a District in the Northern Section to host the Feb 2012 Committee meeting for the first weekend of Friday Feb 3 and Saturday Feb 4, 2012. Keeping in the rotation so all areas have the opportunity to be of service. You can find the bid form at NCWSA.ORG select Service, then select Forms and the form A-9 that has the guidelines or the requirements we will need. So if you are in Districts 1 through 10 please contact me or submit the form with the bid in place.

The next event will be the Conference Assembly for 2012 with we are looking in the Central Section, being

mindful of other events, as this is a very busy month for our area. Taking into consideration the Delegate **needs** a couple of weeks to compile his or her information and be ready to present it to the Assembly. So if you are in District 11-17, 25 or 26 look for Schools, Senior Citizens center, any place that would allow us seating for 350 with tables, sound system, space to bring in lunch, see me for more information. The July 2012 Committee Meeting will be in the Southern Sections of District 18 through 24 and 27.

Our next meeting will be:

1. July 29-30 2011 Committee Meeting(Northern Section)
Holiday Inn Express, El Dorado Hills, CA. 95762
www.hiexpress.com/eldoradohills
Ph 866-833-8779 with a cut off date of July 14, 2011

I have updated room rates for the Oct Assembly, due to the economy which are in the highlighted area. If you haven't booked your room yet, now would be a good time.

2. October 7-8-9, 2011 Three Day Assembly Host (Northern Section)

The Village at Squaw Valley
1750 Village East Road
Olympic Village, CA. 96146
Phone #: 888-767-1907 ask for NCWSA

Or the website at www.thevillageatsquaw.com For online booking Code is 40A9RJ

Cut off date Friday September 9, 2011

Room Accommodations:

One Bedroom with Village View.....\$ 129.00
One Bedroom with Extra Den.....\$ 149.00

Two Bedroom with Village View.....\$ 199.00
Two Bedrooms with Twin beds.....\$ 209.00
Three Bedroom Suites.....\$ 299.00

All rates are per night and have a \$12.00 resort fee, which covers high speed internet, parking in heated underground garage, use of the fitness center, and conference services.

The group rates are good two (2) days prior and two (2) days following this event.

Check In time 4 p.m. and Check Out 11 a.m.

Important Note: Book early this facility is very popular and has no fudge space. If they are sold out which they do very often the other accommodations in the area are as well.

The Officers asked me to set a meeting site for our turnover meeting and the information is as follows:

3. October 28, 29 2011

Comfort Inn & Suites, 10380 Twin Cities Rd
Galt, CA. 95632, Ph 209-744-7800

As always ask for NCWSA Cut-off date Fri Sept 30, 2011

Room Accommodations:

Standard Single or Double Queen Bed\$85.04

Based on Double occupancy, each additional person per room is an additional \$10.00

Room rates include a hot deluxe breakfast.

Check in time is 3 PM, and check out is 11 AM

Note: If we book at least 20 Standard rooms with two queen beds being occupied under our contract the group rate for Friday Oct 28, 2011 will go to \$80.32 automatically.

Friday Oct 28, 2011 Committee Meeting 6:30PM to 10 PM

Shepherd of the Valley Lutheran Church, 604 "E" Street, Galt, CA. 95632

We will be using the Social Hall and the Fireside room.

There is a regular Al-Anon meeting at 5 PM in the fireside room, so if you need a meeting there you go.

I didn't book the kitchen, but Ed Lindquist just said let him know if we want it and it is ours.

Saturday Oct 29, 2011 Committee/ Turn Over meeting Littleton Community Center, 410 Civic Dr., Galt, CA. 95632

We have the site from 7 AM to 6 PM. with the site ready for use at 9 AM or whatever the committee decides. We don't have a PA System at this time, but can be added as the committee is working on purchasing our own system. This will need to be looked at and confirmed by July or Aug as to assure we have a PA System at the meeting.

We do have access to all amenities on site such as the kitchen. We do need a committee to organize, set up and break down both meeting sites to original condition. Galt is in Dist 8 so if you or someone you know from that district would like to take this on I am here to help.

I am looking forward to turning over my position and working more on my personal recovery. I have found that my life has grown leaps and bounds through service, and my family has grown beyond my wildest dreams. Now it is getting to be time to let someone else grow.

Participation is the Key to Harmony, Love in Service,
Debbie O

Institutions – Louise M.

Hooray! We are now in Folsom. We meet once a week on Thursday nights at 6:30 p.m. Mule Creek should be starting soon. We are now working with San Quentin to get us in on a week night and up "the hill" where we could have meetings with the lifers and other general population. Right now we are in "H" unit where the maximum jail time is 10 years and most are ready to be paroled soon. The population of inmates is not long term and we have inmates coming and going. We would like to get a core group going up the "Hill".

We are growing. We have four meetings on Sundays and three meetings on Tuesdays at Solano. At Soledad

we meet in the gym and the group has now grown to 90 inmates. The group has been divided into two groups and can now only meet every other week. We do not have another room nor time to accommodate the two groups weekly. We meet at Deuel Vocational Institute at Tracy once a month for perspective parolees. We are in county jails in Santa Cruz, Santa Clara, and Sacramento plus juvenile halls in Santa Clara and Salinas.. We still need volunteers to go in all the prisons so please check the flyer enclosed and contact Louise M or Yvonne D. In Solano the inmates have set up meetings within their buildings. One of the meetings had to narrow down membership to twelve as they don't want their meetings too large to handle. There are three meetings now run by inmates within their buildings.

The AA Hospitals and Institutions Conference with Al-Anon participation for 2011 was held at the Radisson Hotel and Conference Center in Fresno on May 6,7,8 2011. It was an extra-ordinary conference. Many thanks to Sheri W and Helen R as chair and co-chair. They did a marvelous job. The next H and I Conference will be up in the Redding area next year.

Please continue to pass the pink cans and send us your old Forums. It is your donations that help us spread the message. Our inmates take pamphlets and forums to give to their loved ones during visiting hours and also send them home. WSO has now printed How Al-Anon Works in paperback and will cost \$5.00. We are planning to buy each inmate in our prison meetings a copy of the book, so please be generous in your donations. Also if you cannot join us in the prisons, consider applying for the correspondence service which involves writing letters – men to men, and women to women (not a lonely hearts club.) All letters go through WSO. Please see your DR for more info.

T

hanks again for your donation and your support.

Literature/Forum – Sandy S.

It's an honor and privilege to service as your Literature/Forum Coordinator. My alt is Kim H. I'm excited to be a part of this years Assembly.

LITERATURE REPORT:

The books and pamphlets on the literature table are for display only, to show you how much Conference Approved Literature is available. The binders of the Forum are to show you the history of the Forum.

Al-Anon's Newest Book , Many Voices, One Journey (B-31) is available. The price is \$16.00. This inspiring book is the story of the growth and recovery of the fellowship and its members over the past 60 years. How Al-Anon Works is now available in soft-cover (B-32). The price is \$5.00. Just a Note: I have ordered 1317 copies from WSO, so we have a great head start of making this book a success. Courage to Change

CD-ROM (B-16 CD-ROM) has been dis-continued, it is available while supplies last, and the price has been reduced to \$5.00 US. This CD-ROM is for use in a PC computer. The format also doesn't allow coping or downloading.

I have brought with me today the 2011 Catalog (S-15) Remember—when you buy from your local Literature Distribution Center, **you support your local services.** For a list of LDCs please go to: (<http://www.ncwsa.org/lcd.html>)

FORUM REPORT:

The Forum is a bigger part of our shared recovery as members of Al-Anon Family Groups. Everyone's recovery is stronger when we reach out to a wider circle of support and participate in Al-Anon beyond the group level. The Forum can keep our group meetings fresh with stories and discussion topics shared by Al-Anon members from across he US, Canada, Bermuda, Puerto Rico and around the world. Our challenge is to help members understand how The Forum can be relevant to their recovery. In order to do that, we have to first make The Forum more visible to the fellowship as a whole.

Our first job is to make sure that every group in our Area takes advantage of the complimentary copy of The Forum that they receive from the World Service Office each month. It's a new Al-Anon content that adds to the wisdom found in our daily readers, other books, and pamphlets. Many groups are not making use of their free copy; other groups never even see it. Our second job is to encourage more members to make The Forum a part of their personal Al-Anon program—by reading the magazine and by writing for it. When more members read The Forum, we help each other to discover that special statement that is "It's just what I needed." When more members write sharing's for The Forum, we discover new ways to the Al-Anon principles to today's challenges. (Reminder: GRs are the Forum Representative to their group. Please refer to Seventh Tradition Pamphlet (S-21), Al-Anon Group Representative (G-11) and our Service Manual (page 45).

I've brought with me the Forum subscriptions order forms. If anyone would like to order the Forum today, please fill out an order form, along with \$11.00 made payable to AFG. I will be happy to mail all of them to WSO. There is a place on my literature table for you to place them in.

PI/CPC – Brenda W.

Al-Anon Faces Alcoholism 2012:

The WSO is now accepting orders for Al-Anon Faces Alcoholism 2012 (AFA) magazines. The deadline for placing your orders is 5 p.m. ET, Wednesday, July 6, 2011. I have attached a copy of the announcement, which includes tips on how to share this information. You can go to the WSO members website address at

www.al-anon.alateen.org/members and get order forms for your district. It's a good idea to put out a couple of reminders to your home districts and groups and one last reminder right before the deadline!

PI/CPC Coordinator gets connected to WSO – Since I became your coordinator in February, all of my contact information has been forwarded to the WSO. While it took some time to make this transition, I am pleased to announce that I now have access to WSO “Ecommunities” website and that I have been receiving all updates to that website which include announcements regarding Al-Anon and Alateen PSAs and press releases.

New DVD for sale especially for Public Outreach: I received a complimentary copy of this new DVD, AV-31, entitled *Al-Anon and Alateen's Role in Family Recovery*. Price is \$5. This video is a public outreach tool for members to show to three primary audiences: 1) Adults who might be affected by someone else's drinking 2) Teens who might be affected by someone else's drinking 3) Professionals who might be in a position to refer patients, clients, customers and students to Al-Anon and Alateen meetings. Each program on the DVD is 10-12 minutes long. You can play all three separately or mix-n-match. Be sure and review the options ahead of time before showing to your audience, especially if doing the mix-n-match. This DVD requires an alternate player other than Windows Media Player to run properly, but other than that, it plays on any equipment designed to run DVDs. Free software downloads of players can be readily found using internet search engines.

Please relay the following information to your groups: The **Monday May 23rd** and **Sunday June 5th** “Dear Abby” columns will direct readers to call Al-Anon for information about local Al-Anon meetings. It is possible some newspaper will not run the columns in their entirety but each column will appear full-length on the internet on each of those days and can be accessed by going to www.uexpress.com/dearabby/. (I tried to go in ahead of time, but I guess they leave it blank until the day of publication). It would be appropriate and helpful for members to send thank-you notes to newspaper editors who print Al-Anon contact information. However, just be sure if you write a letter that you ask to remain anonymous, since thank-you notes sent to “Dear Abby” may appear in print. *Just as an aside, Al-Anon has gotten quite a few mentions in national media lately. How Al-Anon Works for Families and Friends of Alcoholics was recommended reading by an actress in Oprah magazine in May and ABC's General Hospital daytime soap actors participated in a brief PSA on April 28th about Al-Anon and Alateen following a show where the plot included a fatal DUI.*

WSO has revised its website: Instead of al-anon.org, it's called www.al-anon.alateen.org. This new website

has a more dynamic style (pictures that change) and quick links to orient newcomers and help them find meetings. There are podcasts by professionals you can download and view and - of particular interest to those involved in public outreach - a link for permission to reprint Al-Anon information at the bottom of the website. **PI/CPC invited to conference call:** I have been invited to participate in DR conference call on June 14th at 7 p.m. and will do so!

Web Site – Jim S.

Included here are duties of the NCWSA Web Site Coordinator. This list is not meant to be all-inclusive. Know, follow and update the B30-NCWSA Web Site Coordinator Guideline located at http://www.ncwsa.org/pdf_files/B30-NCWSA_Web_Site_Committee_Guideline.pdf or www.ncwsa.org → sidebar Service → Guidelines → B30.

DUTIES OF THE NCWSA WEB SITE COORDINATOR

Chairs all committee meetings.

1. Sends notices of all web site committee meetings to the members of the committee.
2. Selects as many members of the web site committee as necessary to perform the duties.
3. Supervises the activities of the web site committee members.
4. Attends the area exchange meeting at both the beginning and end of the term of office.
5. May attend the NCWSA convention and NCWSA H&I Conference - there is no reimbursement for costs incurred.
6. Prepares a written report for all area committee meetings and assemblies, and provides a copy to the 12-Stepper Editor.
7. Prepares expense reimbursement reports and submits them to the Treasurer.
8. Approves expense reimbursement requests of web site committee members.
9. Prepares and submits an annual budget request to the Budget Chairperson.
10. Maintains communication between all officers and coordinators as needed between area meetings and assemblies.
11. Answers phone calls, e-mail questions and addresses problems as needed.

Respond to all e-mails sent to website@ncwsa.org, contactus@ncwsa.org, changes@ncwsa.org & info@ncwsa.org. These e-mails include:

- Calendar event updates. Currently maintained by Mike McT.
- Dependent District Meeting List updates. Currently maintained by Lori K.
- Forward Calendar update items to Mike McT. And Meeting List updates to Lori K. If an event flyer mentions Alateen forward to the AAPP (Area Alateen

- Process Person) for approval before sending for update to the calendar.
- Help find Al-Anon/Alateen Meeting's in Northern California for requesters.
 - Request help from Past Delegates and past Web Site Coordinators if the answer to questions are not readily available.
- Other areas of responsibilities:
- Pay Netwizards each quarter for use of their Internet Service Provider; submit for reimbursement to the NCWSA Treasurer.
 - Adding copies of the 12-Steppers.
 - Monitor Alateen Meetings listed in Dependent, Independent and Separate Web Sites in conjunction with the AAPP to be sure only certified and approved WSO Alateen Meetings are listed with a valid WSO#.
 - Maintain alias e-mail addresses for NCWSC Officer's, Coordinators and Delegate with Netwizards.
 - Updating all other areas of the website unless a committee member can take over responsibility for a task.

If there are any questions or would like more information about this position please contact me at: Jim S. jl-stewa@pacbell.net or website@ncwsa.org

Announcements:

Recycling bins in lobby by main doors, will benefit Alateens.

Don't forget to complete and turn in your evaluations. Turn your voting cards in.

If you got any pearls out of the workshops, please submit to the 12 Stepper.

Showed off Diversity Quilt. Diversity Quilt needs a few more squares but will probably be ready for October Assembly.

12 Stepper Editor: Assembly Edition cutoff date 7/24/11. Send material to both Secretary and Editor

Event D26 June 4, half-day in Al-Anon in El Cerrito

Convention 2012 Chair: Squaw Valley April 20-22, Theme but need logo: Steps up Slippery slopes. July 10 1st Convention committee meeting, in Belmont.

Literature/Forum Coordinator: encourage people to use Forum, write for it, subscribe, has collected 8 subscriptions today. CTC CD discontinued, will be selling for \$5 now until gone. Softcover B32. If you have a butterfly, she has a book for you.

DeDe, Serenity in Yosemite Al-Anon chair, hopes that everyone will come. Nov 18-20.
Facilities: changes for October, room rate changes, 2 bedroom, down to \$199/night, could be as low as \$40 per person. Get GRs there. October 7-9 is the 3-day

Assembly, which is the Election Assembly. Participation is *very* important, so arrange carpooling, room sharing, whatever will get folks there.
Archives: archives parties July 9 and Aug 13 in Soquel, inventory, lunch, displays, history continuation,

Insurance: all meetings are covered by insurance. Ask for certificate only if your facility asks for one. Yes, it covers childcare. NCWSA.org A26a for meeting A26b for special event.

Alateen coordinator: CD in DRs folders includes Alateen training, customized by Carla, as a way to stimulate interest. I'm happy to do training; just ask. Don't forget Sponsors R&R in September for anyone who is or might someday be a sponsor for Alateen.

PI/CPC: Al-Anon Faces Alcoholism 2012 deadline 7/6/11 5 PM EDT. Order forms on member website. New DVD especially for use in public outreach. \$5 cost. One for adults, one for teens, one for professionals who might be able to refer, plays 10-12 minutes each. Will not run on Windows Media Player, but a player it **will** run on is downloadable for free.

Jay: pink cans –ask him if you need it

Kathleen D17, DIA Sept 24, Fremont

Louise, Institutions, Yvonne and I will be glad to do training in your district.

Jauneta, DR 7, Quarterly speaking meeting July 30, El Dorado Hills, fundraiser for Alateen, Carla G speaking, 7-9 PM. She will also do a workshop later in August.

Debbie D5. Host committee, discussed Love gifts; take them home.

Candidates' Statements

Continuing My Journey Through Service

Greetings members of the Northern California World Service Area (NCWSA),

To continue my journey of service at the Area level, I will stand for Delegate and Alternate Delegate at our Election Assembly in October. I have learned a lot about the world-wide fellowship of Al-Anon and its service structure, as well as the issues that are important to the members of NCWSA over the last three years. I hope to continue learning and carrying the message in whatever capacity my higher power has planned. I have grown so much through service in Al-Anon and feel that my leadership and communication skills, as well as my curiosity, would be of benefit in either of these two positions. Whatever the outcome, I am grateful for the opportunity to put my name forward.

Love in Service,
Patrick B.

Candidate's Statement

Johanna MM

Candidate for Alternate Delegate or Chairperson

I've just celebrated 24 years in Al-Anon. Like most people, I came into the program expecting to stay for 6 months or so, but instead found a new way of life, and a family of choice. Service has kept me coming and kept me in contact with the winners in the program. I do not believe that anyone needs to do service; loving an alcoholic is all the dues we ever need to pay to belong. However, I want to do service to keep this program going for the newcomers; there are a lot of people out in the world who could use the Experience, Strength and Hope that we have to share.

I have served at most positions in my home group, including GR twice. I served as District treasurer and then DR, in a large district that serves as its own AIS (D14). For the last three years, I have been privileged to serve as the Area Secretary. Although I have not done a perfect job, I believe I have served the Area well. I have enjoyed being of service and working with the other Officers and the Delegate.

Someday, I want to be Delegate. I would love the privilege of representing this Area to the World Service Conference. However, I don't think the time is right in my personal life or my service life. Instead, I would like to spend another panel preparing for that, by serving as your Alternate Delegate or as your Chairperson. I am aware that Alt Del serves as the chair of the Budget and Audit Committee. I prepared budgets for the District and know my way around a spreadsheet. In my professional life, I have chaired many committees and organizations, and know how to prepare an agenda and run a meeting where everyone feels heard. I believe I am well prepared for either position and hope that you will vote for me.

If you would like to contact me or invite me to your district, my contact information is in the back of this Twelve Stepper. Thank you.



NOCAC'S 2nd FUNDRAISER!

OCTOBER 1st, 2011



Ygnacio Valley Presbyterian Church

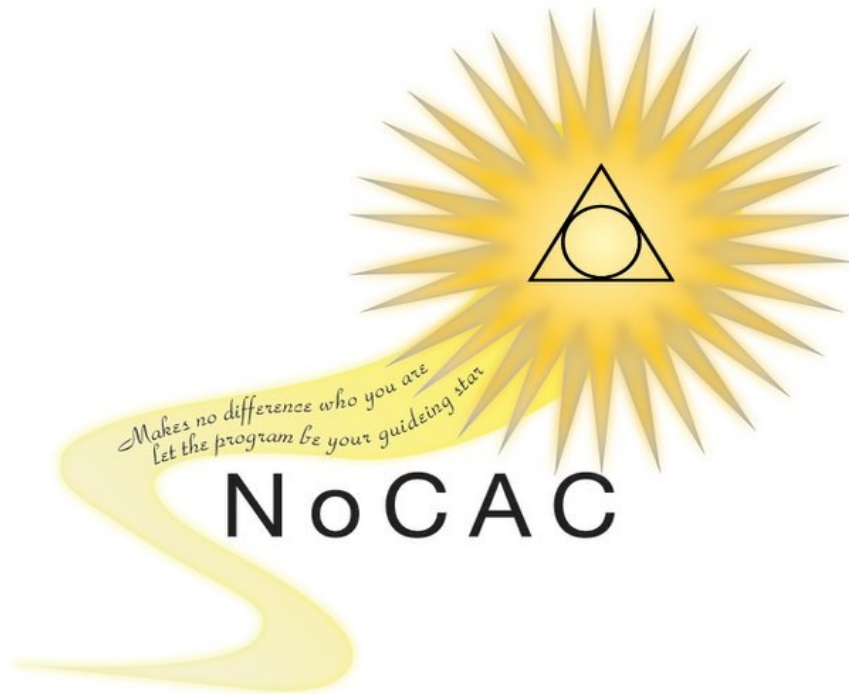
2140 Minert Road, Concord CA, 94518

*Come join us for a fall carnival with games, face painting, workshops, potluck and so much more!
Starts at 11 a.m. Remember to bring your favorite lunch dish!*

Suggested donation : Al-Anon \$7, Alateen \$5

IF YOU HAVE ANY QUESTIONS FEEL FREE TO CALL ALICIA H. (CHAIRMAN)
nocacchair@ncwsa.org or MELANIE F. (SPONSOR) (408) 309-3623

This event abides by the NCWSA requirement for Alateen member safety



Make a wish at the 33rd NoCAC!

November 11th, 12th, and 13th
Holiday Inn

5090 East Clinton Way
Fresno, CA 93727

**If you have any questions contact:
Sponsor: Melanie F. (408) 309-3623**

This event abides by the NCWSA requirement for Alateen member safety.

Scholarships

Scholarships are to send Alateens to NOCAC who may not be able to pay their own way. This weekend is a time for Alateens to get to meet new people and enjoy the program outside their own group. It is a weekend of love, new friendships, and growth. No Alateen should miss this experience.

Scholarships are 1/2 of the original price, which is \$87.50, and need to be requested in advance and no later than the *Last Chance Dance* on October 1st, 2011.

To obtain a scholarship:

Please write to:

NOCAC Scholarships
C/O Sly G.
1625 Howard Road, #305
Madera, CA 93637

Please include your Name, Address, and Phone Number

If you would like to donate:

Please write to:

NOCAC Scholarships
C/O Sly G.
1625 Howard Road. #305
Madera, CA 93637

Enclosed is the amount of \$_____ to be donated to the NOCAC Scholarship Fund.

A limited amount of T-shirts will be sold at NOCAC.

T-Shirts Quantity Size Price Total

S	\$20.00
M	\$20.00
L	\$20.00
XL	\$20.00
2XL	\$22.00
3XL	\$24.00

I wish to purchase a total of _____ T-shirts. I have enclosed \$_____.

Please do not send cash. Pay by cashier's check or money order.

To Be Carried While Traveling To and From
NOCAC
AUTHORIZATION AND CONSENT TO TREATMENT OF A MINOR
Complete this Form-Regardless of Age
(Please Print)

In case of an emergency,(I), (We),the undersigned parents (guardians) of _____, a minor, do here by authorize NOCAC as agent for the undersigned to consent to any x-ray, examination, anesthetic, medical or surgical diagnosis or treatment and hospital care which is deemed advisable by, and its tendered under the general and special supervision of any physician and surgeon licensed under the Medical Practice Act, whether such diagnosis of treatment is rendered at the office of said physician or at a hospital.

It is understood that this authorization is given in advance of any specific diagnosis, treatment or hospital care that might be required and is given to provide authority and power to the aforementioned physician in the exercise of his best judgment that may be deemed advisable.

This authorization is pursuant to the provisions of the Civil Code of the State of California. This authorization shall remain in effect from November 11-13, 2011, unless revoked sooner in writing and delivered to said agent.

.....
Signatures: Date _____

Mother: _____ Father: _____

Legal Guardian: _____

Emergency Phone Numbers: _____

Social Security Number _____

_____Please initial here if the NOCAC Committee may have permission to dispense aspirin or aspirin-free products.

Please list any allergies: _____
(include medicine such as penicillin, local anesthetics, aspirin, sulfa drugs, or sedatives)

Please list any medication currently being taken:

Medical Insurance Information:

Company: _____

Policy Number: _____

**ANYONE USING ANY MEDICATION IS TO REPORT THIS INFORMATION
TO THE NOCAC COMMITTEE UPON ARRIVAL AT THE CONFERENCE**

Al-Anon & Alateen Sponsor Registration Form

(Please Print)

Name: _____ Age: _____ Sex: M F (circle one)

Address: _____

City: _____ State: __ Zip: _____ Phone: () _____

Email: _____

Name of Group/City _____ Smoker: No ___ Yes ___

Vegetarian? Yes ___ No ___

Do you sponsor a group? Yes ___ No ___ If No, have you ever attended an Alateen conference before?

Yes ___ No ___ Willing to Sponsor at the event? Yes ___ No ___ Sponsor Certification # _____

of Years Sponsoring Alateens _____

Having read the behavior guidelines for NOCAC 2011, I understand and will abide by them. **I AM RESPONSIBLE.**

Al-Anon or Alateen Sponsors Signature

COMPLETING REGISTRATION

Registration is complete by sending in this form, the Authorization for Consent to Treat a Minor (EVEN IF YOU ARE OVER 18, IT IS AN EMERGENCY FORM) and a Cashier's Check or Money Order for **\$175** for a quad or **\$215** for a double. **NO CASH OR PERSONAL CHECKS.** Please make sure all lines on the forms are signed. Please make Cashier's Check or Money order payable to NOCAC. Because of hotel requirements, no registration will be accepted after October 1st, 2010. **Registration received after October 1st will have an addition \$25 late fee.**

Send Registration to:

NoCAC in C/O Sly G.
1625 Howard Road. #305
Madera, CA 93637

If you designate non-smoking you will NOT be able to smoke in your room!!! You must have proof of payment or your confirmation card to participate in NoCAC. **No exceptions will be made.**

TO BE MAILED IN WITH REGISTRATION

AUTHORIZATION AND CONSENT TO TREATMENT OF A MINOR

Complete this Form-Regardless of Age
(Please Print)

In case of an emergency(I), (We),the undersigned parents (guardians) of _____ a minor. do here by authorize NOCAC as agent for the undersigned to consent to any x-ray, examination, anesthetic, medical or surgical diagnosis or treatment and hospital care which is deemed advisable by, and its tendered under the general and special supervision of any physician and surgeon licensed under the Medical Practice Act, whether such diagnosis of treatment is rendered at the office of said physician or at a hospital.

It is understood that this authorization is given in advance of any specific diagnosis, treatment or hospital care that might be required and is given to provide authority and power to the aforementioned physician in the exercise of his best judgment that may be deemed advisable.

This authorization is pursuant to the provisions of the Civil Code of the State of California. This authorization shall remain in effect from November 11-13, 2011, unless revoked sooner in writing and delivered to said agent.

.....
Signatures: Date _____

Mother: _____ Father: _____

Legal Guardian: _____

Emergency Phone Numbers: _____

Social Security Number _____

_____ Please initial here if the NOCAC Committee may have permission to dispense aspirin or aspirin-free products.

Please list any allergies: _____
(include medicine such as penicillin, local anesthetics, aspirin, sulfa drugs or sedatives)

Please list any medication currently being taken:

Medical Insurance Information:
Company: _____

Policy Number: _____

**ANYONE USING ANY MEDICATION IS TO REPORT THIS INFORMATION
TO THE NOCAC COMMITTEE UPON ARRIVAL AT THE CONFERENCE**

Alateen Registration Form (Please Print)

Name: _____ Age: _____ Sex: M F (circle one)
Address: _____
City: _____ State: __ Zip: _____ Phone: () _____
Email: _____
Name of Group/City _____ Smoker: No ___ Yes ___
Vegetarian? Yes ___ No ___

I hereby grant permission for _____ to travel to and take part in NOCAC 2011 to be held at the Holiday Inn Hotel, Fresno on November 11-13 2011. The undersigned agrees to hold NOCAC, Alateen and Al-Anon Family Groups harmless from any injury, loss, or damage of any nature whatsoever, including but not limited to the body or any property, and the undersigned agrees to assume full responsibility for such loss, injury, or damage.

If for any reason it becomes necessary for your child to leave the conference before the completion of the conference, you agree to assume full responsibility.

Parent of Legal Guardian Signature

Having read the behavior guidelines for NOCAC 2011, I understand and will abide by them. **I AM RESPONSIBLE.**

Alateen's Signature

COMPLETING REGISTRATION

Registration is complete by sending in this form, the Authorization for Consent to Treat a Minor and a Cashier's Check or Money Order for **\$175/Quad. NO CASH OR PERSONAL CHECKS.** Please make sure all lines on the forms are signed. Please make Cashier's Check or Money order payable to NOCAC. Because of hotel requirements, no registration will be accepted after October 1st, 2011, at the Last Chance Dance. Look for details on ncwsa.org. **Registration received after October 1st will have an addition \$25 late fee.**

Send Registration to:

NoCAC in C/O Sly G.
1625 Howard Road. #305
Madera, CA 93637

If you designate non-smoking you will **NOT** be able to smoke in your room!!! You must have proof of payment or your confirmation card to participate in NOCAC. **No exceptions will be made.**

NOCAC Guidelines

Here at NOCAC, we can let our feelings flow: maybe you'll give a cheer, a laugh, or even a warm hug. Just be yourself! We wish to present you with a beautiful, loving weekend. Show care for one another and the weekend will be the best. The following guidelines are based on the Twelve Steps and Traditions adapted for Alateen/ Al-Anon Family Groups and adhere to the NCWSA Alateen Safety requirements. Everyone is expected to follow these NOCAC guidelines, including Sponsors and participant. When hugging an Alateen, Ask first. Please be respectful of their personal space.

1. The minimum age requirement for attending NOCAC is twelve(12) years.
2. All Alateen functions will be held in one area of the hotel. All other areas are off limits, except where specified.
3. Under no circumstances are Alateens, Alateen Sponsors or participants permitted to leave the designated hotel area during the conference. In case of an emergency, notify a NOCAC committee member.
4. For the benefit of everyone attending the conference, you will be expected to attend all Alateen functions. This includes meetings, workshops, the banquet, dance, and the talent show. **No exceptions will be made.**
5. Radios, CD players or MP3 players will be allowed in rooms and at a reasonable volume. They will **not** be allowed in the hallways or in the lobbies.
6. Appropriate dress will be left up to your own good taste. There will be a banquet and a dance. The banquet is a dress up occasion.
7. Possession of drugs and alcohol is **STRICTLY FORBIDDEN.**
8. Any weapons of any kind such as knives, firearms or fireworks are **forbidden.**
9. All Alateens must check in with their Sponsors and be in their rooms by 1 am. Absolutely **NO EXCEPTIONS.**
10. No boys in girls' rooms and no girls in boys' rooms. Sponsors and participants included, married or not.
11. Absolutely no changing of assigned rooms.
12. Under no circumstances is anyone allowed to place outside calls from room phones.
13. Nobody may damage or deface hotel property. You will be held financially responsible for all repairs and charges.
14. No smoking outside designated areas.
15. Committee members should be treated with respect, as well as all other attendees.
16. No lewd or crude behavior.
17. Sponsors will be assigned to Alateens to uphold the guidelines of the conference. Alateen sponsor should be respected at all times. Alateen sponsors must observe all NOCAC guidelines.
18. Anyone who deems it necessary to break or offend these guidelines will be asked to leave the conference at their own expense immediately.
19. Participants are not qualified Alateen Sponsors and therefore must avoid one on one contact alone with an Alateen outside group activities.

The legal smoking age in CA is 18. If you are under 18 and choose to smoke then that is your choice. If you are caught smoking while attending and are underage, NOCAC will not be held responsible. Please be aware of this and sign at the bottom.

Signature: _____

30th annual

Growing Together Weekend

Spring 2012



Dates TBD
Westminster Woods
Occidental, CA



- *Have you been to GTW in the last 30 years? If so, come back and share your experience, strength & hope.**
- *How long has it been? If you have to think about it, it's been too long.**
- *Have you ever been to GTW? Come experience a weekend of recovery unlike anything you have participated in.**

For more information please contact moriah_r@hotmail.com.

This event abides by the NCWSA Requirements for Alateen Safety Guidelines
What is *Growing Together Weekend* Anyway?

Over the last year I've thought to myself, "How many people in Al-Anon know what *Growing Together Weekend* (GTW) is all about?" So when I took on the challenge of publicity for GTW 2012 I thought I would share my experience and what it means to me. As I understand it, GTW is a way for Alateens, Al-Anons and AAs to share their experience with each other. Unlike most retreats I've been on, everyone is required to participate. This is done for the safety of our teens as well as each person attending to get the full experience of the weekend. We have speaker meetings, workshops, a dance, games, talent or no-talent required show and "Easy Does it Time." Yes, everyone loves "Easy Does it Time." You can choose from taking a nap, swimming, hiking, volleyball, fellowship, labyrinth and the list goes on.

Many of us involved with Alateen see how many of the teens have trouble with the transition to Al-Anon. When I look back to being 20 or 21, would I enter an Al-Anon meeting and think, "Here is where my peers are hiding?" NO WAY! I would think those old fuddyduddys don't know what my life is like. But a weekend like GTW, and I get to share honestly what I was like, what happened and what it's like now. The greatest gift for me is hearing these teens share honestly. I learn how to recover from growing up in an alcoholic home. My hope is that we all keep coming back, continue to have fun and learn from each other how to have more serenity in our lives.

If you still don't think GTW is for you, come to one of our fundraisers throughout the year. It's another way to be of service, fellowship and have a tremendous amount of fun. It's a great way to be "a part of," and all the money raised is used for scholarships for GTW.

In closing, I would like to say that the opinions expressed here are strictly those of the person who gave them. I in no way speak for the GTW, but am sharing my experience. If you would like to share your experience, please email me.

Moriah
Moriah_r@hotmail.com

Monthly District Service Meetings

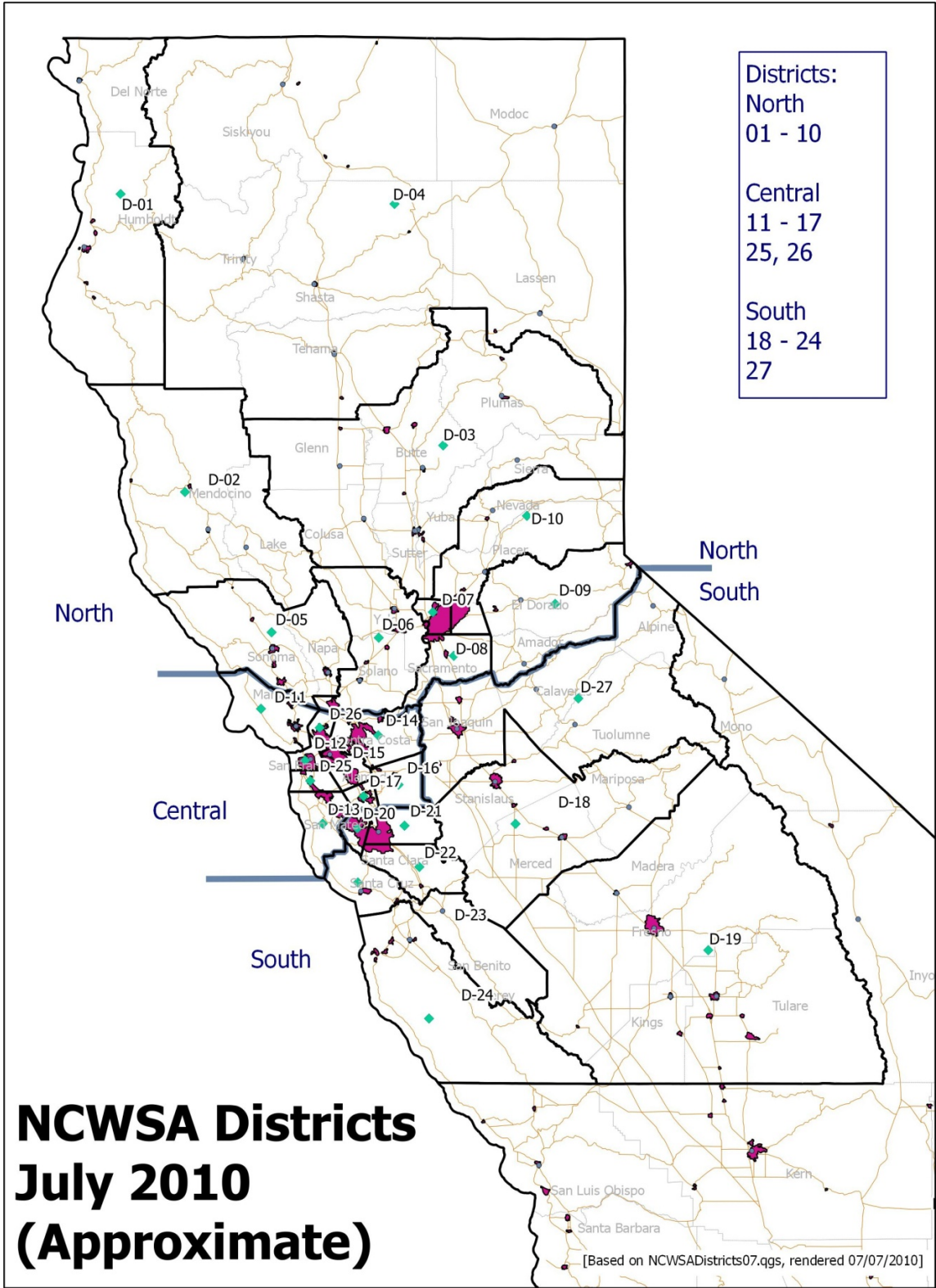
Dist 1	1 st Wed 7-8:30 7 th & K Sts First Christian Eureka	Dist 15	3 rd Sat 9-11:30 am 451 Davis St Leander School San Leandro
Dist 2	1 st Sat odd 3-4:30 Willits Library Willits	Dist 16	1 st Tue 7-9 pm 3350 Hopyard Rd St Clare Episc Ch Pleasanton
Dist 3	3 rd Sat 10-2 Qrtly (J,A, July, O) varies-Paradise, Chico, Yuba City	Dist 17	3 rd Sat, 3:30-5, Cedar Boulevard Neighborhood Church Newark
Dist 4	1 st Sat 10:30-12 even, Blood Source, 1880 Park Marina Dr., Redding	Dist 18	1 st Sun 1-3 pm 1441 Florida Ave Doctors' Hospital Modesto
Dist 5	1 st Tue 7-8:30 pm 1300 St Francis Rd Bethlehem Luth Church Santa Rosa	Dist 19	Last Sat 12:30-2:30 922 N. Van Ness D19 AFG Fresno
Dist 6	2 nd Sat 1-3 pm 1000 Nut Tree Rd* Vacaville Valley hospital Vacaville	SCVI (20-22)	2 nd Tue 7:30-9 pm 1 West Campbell Campbell
Dist 7	4 th Wed 7:30-9 pm Kaiser at Watt and Marconi, Sacramento	Dist 20	3 rd Wed 7-8:30 Immanuel Luth Church Saratoga*
Dist 8	1 st Tue 7-8 pm Bruceville Rd Sierra Vista Hospital Sacramento	Dist 21	1 st Wed 7-9 Christ the Good Shpd San Jose
Dist 9	3 rd Wed even 6:30 pm location varies monthly	Dist 22	4 th Wed SCVI Offices Campbell
Dist 10	3 rd Wed 7-8:30 Barton @ Rocklin Shepard of the Sierra Loomis	Dist 23	3 rd Sat odd months 610 Frederick St Solarium Room Santa Cruz
Dist 11	4 th Tue 7:30-9 pm Unitarian Church San Rafael	Dist 24	3 rd Wed 6:30 Marina Library, Marina
Dist 12	2 nd Wed 7-9 pm 1095 Market St #800 San Francisco	Dist 25	2 nd Mon 7, 377 87 th St Broadmoor Prsb Ch Daly City
Dist 13	2 nd Mon 7-9 pm 233 Topaz Redwood City	Dist 26	3 rd Sat 1:30-3pm 1744 University Ave Lutheran Church Berkeley
Dist 14	1 st Wed 7:30-9 Pleasant Hill Room, John Muir Concord	Dist 27	1 st Sun 11:15-12:30 Ravera Rd "Pershing" bldg Stockton

** Meets odd numbered months only*

AI-Anon Acronyms

AA	Alcoholics Anonymous - a fellowship of people recovering from the disease of alcoholism following the 12 steps, 12 traditions and 12 concepts of service.
AAPP	Area Alateen Process Person
ADAT	A Day at a Time - one of the Alateen daily readers
AFG	AI-Anon Family Group - a meeting of people recovering from the family disease of alcoholism who are following the 12 steps, 12 traditions and 12 concepts of service.
AIS	Area Information Service - PO Box and phone service for districts or areas. Often this is at the LDC (see below).
AMIAS	AI-Anon Member Involved in Alateen Service
CAL	Conference Approved Literature - our fellowship literature written by you and me and selected by the WSC (see below).
DAPP	District Alateen Process Person
DR	District Representative - a member of the fellowship who facilitates district meetings and attends NCWSC meetings.
GR	Group Representative - a member of the fellowship who participates in district meetings and attends NCWSC Assemblies.
H&I	Hospitals & Institutions - an AA term for outreach efforts to hospitals and institutions. AI-Anon participates in the annual A.A. H&I conference.
KBDM	Knowledge Based Decision Making
LDC	Literature Distribution Center - like a book store (non-profit) for CAL.
NCWSA	Northern California World Service Area - one of 68 WSAs in the USA and Canada.
NCWSC	Northern California World Service Committee - DRs, officers, coordinators and a few others who meet 3 times a year (Feb, May and October) and serve to keep meetings in touch with our worldwide fellowship.
ODAT	One Day At A Time - one of the AI-Anon daily readers
PI/CPC	Public Information and Cooperating with the Professional Communities (Out Reach)
RSS	Regional Service Seminar - Events where we can meet WSO staff, trustees and get charged up about service.
SWRDM	Southwest Regional Delegate's Meeting - An orientation meeting for incoming delegates held by current and past delegates from our 9 area region which includes NCWSA, SCWSA, Oregon, Hawaii, Arizona, New Mexico, Nevada, Utah, & Colorado.
TEAM	Together Empowering AI-Anon Members
WSA	World Service Area - each area is represented by a delegate at WSC.
WSC	World Service Conference - AI-Anon's annual meeting in April (see pg. 111 of the service manual)
WSO	World Service Office - AFG headquarters in Virginia Beach (see pg. 111 of the service manual).

Keep It Simple ABC



NCWSA BALANCE SHEET

As of June 30, 2011

ASSETS

Current Assets

Checking/Savings

101 · Citibank -	19,276.70
105 · 12 Mo CD-Acct #12	6,219.26
106 · Money Market - Acct. #7	12,538.74
107 · Pink Can Literature	9,079.74

Total Checking/Savings 47,114.44

Other Current Assets

110 · Advances	761.00
120 · Postage Account	1,000.00
130 · Prepaid Expenses	399.09
145 · Prepaid Facility Expenses	2,490.00
146 · Prepaid Convention	685.70

Total Other Current Assets 5,335.79

Total Current Assets **52,450.23**

Fixed Assets

150 · Computers & Software	7,202.05
152 · Accumulated Depreciation	-6,615.05

Total Fixed Assets 587.00

TOTAL ASSETS **53,037.23**

LIABILITIES & EQUITY

Equity

300 · Opening Bal Equity	43,472.00
3900 · Retained Earnings	1,636.77
Net Income	7,928.46

Total Equity 53,037.23

TOTAL LIABILITIES & EQUITY **53,037.23**

NCWSA
Profit and Loss Statement
January 1 through June 30, 2011

Ordinary Income/Expense

Income

10Z · Donations Income	
10A · Individual Donations	3,910.51
10B · Group Donations	32,376.80
10C · Mileage Contributions	653.42
10D · Expenses Paid By Others	358.30
10E · Expenses Given Back	<u>1,342.86</u>
Total 10Z · Donations Income	38,641.89
111 · Institution Lit. Deposits	10,070.26
12 · Stepper Subscriptions	23.00
6 · Assembly Income	1,478.39
7Z · Convention Income	
7E Pre-registration	4,587.00
7A · Tee-Shirts	215.00
7D · Convention Income - Other	1,789.00
7Z · Convention Income - Other	<u>5,583.83</u>
Total 7Z · Convention Income	12,174.83
9 · H & I Conference Income	<u>896.00</u>
Total Income	<u>63,284.37</u>

Expenses

17Z · Officers and Delegate	
19 · Alternate Delegate	418.13
20Z · Chairperson	
20A · Administrative	597.80
20B · Discretionary Fund	310.90
20Z · Chairperson - Other	<u>30.59</u>
Total 20Z · Chairperson	939.29
21 · Treasurer	328.85
22 · Secretary	<u>412.43</u>
Total 17Z · Officers and Delegate	2,098.70
24Z · Conferences(Officer/Delegates)	
26 · World Service Conference (WSC)	1,966.00
27 · SWRDM	
27A · SWRDM Officers & Delegate	2,090.18

27B · SWRDM Past Delegates	2,196.39
Total 27 · SWRDM	4,286.57
Total 24Z · Conferences(Officer/Delegates)	6,252.57
30Z · Coordinators	
31 · Alateen	260.98
33Z · By-Laws & Insurance	8.05
34 · Facilities	190.44
35 · Group Records	195.96
36 · Institutions	845.92
37 · Literature	
37 A · Literature Other and Shipping	8.00
37 · Literature - Other	17.41
Total 37 · Literature	25.41
40 · PI/CPC	1,247.79
42 · Alateen Liaison	100.51
Total 30Z · Coordinators	2,875.06
43Z · Committees	
46 · Budget Committee/Audit Comm.	206.25
49 · Executive Committee (EC)	82.01
50 · Internet Committee	250.00
51 · Institutions Committee Travel Prisons)	3,005.16
52Z · NCWSC Meeting	
52A · Facility Rental Expense	1,847.30
52B · Travel	1,546.54
52C · Lodging/Meals	1,619.43
Total 52Z · NCWSC Meeting	5,013.27
Total 43Z · Committees	8,556.69
54Z · Events	
55Z · Assembly	
55A · Committee Travel	1,563.96
55B · Facility Expense	848.00
55D · Committee-Lodging & Meals	437.27
55I · Assembly Misc	1,773.22
Total 55Z · Assembly	4,622.45
56Z · Conventions	
56A · Committee Travel	897.42
56B · Facility Expense	7,667.27
56C · Speakers Expense	1,586.74
56D · Convention Expenses-Other	1,043.17
56G · Supplies	696.21
Total 56Z · Conventions	11,890.81
58Z · H & I Conference	
58A · Committee Travel	293.26

58C · Speaker Expense	196.50
58D · Literature for H & I Conference	12.50
58E · Supplies Etc.	<u>1,550.14</u>
Total 58Z · H & I Conference	<u>2,052.40</u>
Total 54Z · Events	18,565.66
59 · NoCAC Grant	2,000.00
61 · Institutions Literature	9,956.23
62 · Stepper Expenses	2,164.00
67 · Sponsor Finger Printing/Background checks	244.00
70Z · Corporate Expenses	
72 · Insurance Expense	1,637.00
74 · License & Permits	205.00
76 · Taxes and Penalties	183.00
77A · Rent-Storage of Records	<u>618.00</u>
Total 70Z · Corporate Expenses	<u>2,643.00</u>
Total Expense	<u>55,355.91</u>
Net Ordinary Income	<u>7,928.46</u>
	<u><u>7,928.46</u></u>

NCWSA 2011 Proposed Budget		2010	2011	6/30/2011	2012
INCOME AND EXPENSE		Actual	Budget	Actual	Proposed
	<u>Income</u>				
5	CD/Money Market Dividends	90	225		75
6	Fall Assembly Income	7,964	7,000		7,500
6	Spring Assembly Income		2,000	1,478	1,500
		8,054	9,225		9,075
7Z	Convention Income	9,619	13,000	12,175	13,000
9	H & I Conference Income	1,322	1,000	896	1,500
10Z	Total Donations	52,911	55,925	38,642	59,000
12	Stepper Subscriptions	62	50	23	75
13	Sponsor R&R Weekend	8,712	8,000		8,750
15	TEAM Event	1,125			
14	Total Income	82,088	87,200	53,214	91,400
	<u>Expenses</u>				
	<u>Officers/Delegate</u>				
17Z	Total Officers/Delegate	2,493	4,650	2,099	4,500
24Z	Officer Conferences Total (WSC/SWRDM)	3,480	7,500	6,252	6,000
30Z	Total Coordinators	4,276	4,100	2,875	9,850
	Total Committees (Includes NCWSC Mtgs)	14,577	21,050	8,556	20,350
	<u>Events</u>				
55Z	Total Spring/Fall Assemblies	15,372	10,700	4,622	11,000
56Z	Convention Total	11,193	12,000	11,890	13,000
	H & I Conference Total	2,030	2,100	2,052	2,300
	NoCAC Grant	1,500	2,000	2,000	2,000
66	Alateen Sponsor's Weekend Total	8,485	8,000		8,750
	Total Events	43,815	34,800	20,564	37,050
66Z	Stepper Expenses	2,976	5,000	2,164	3,000
	<u>Corporate Expenses</u>				
	Corporate Total	9,821	10,000	2,887	10,500
	Miscellaneous Expenses		50		75
	Bank Adjustments/Fees	84	50		75
	Total Expense	81,522	87,200	45,397	91,400

Pink Can Collections Institutions Literature	27,463
Institutions literature purchased	(18,413)
Balance in Earmarked Fund	9,050
Purchase AV equipment for NCWSA	2,500

NCWSA 12 Stepper Newsletter

Subscription Form

Have you subscribed? Each registered group receives a complimentary copy. However, if a group can afford it, it is suggested that groups pay the \$6.00 fee to help the 12 Stepper be self supporting. Please help to improve the unity of our wonderful fellowship by giving the gift of communication.

Subscriptions also make an excellent gift as well. Perhaps you or your group would benefit from an extra copy.

Subscriptions are for three issues of the 12 Stepper, typically published in April and September of each year. The December issue is an on-line issue only.

Subscriptions are \$6.00 for 3 issues or \$11.00 for six issues. Please make checks payable to: NCWSA 12 Stepper

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Sacramento, CA 95827-7771

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P.O. Box 277771
Sacramento, CA 95827-7771

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