

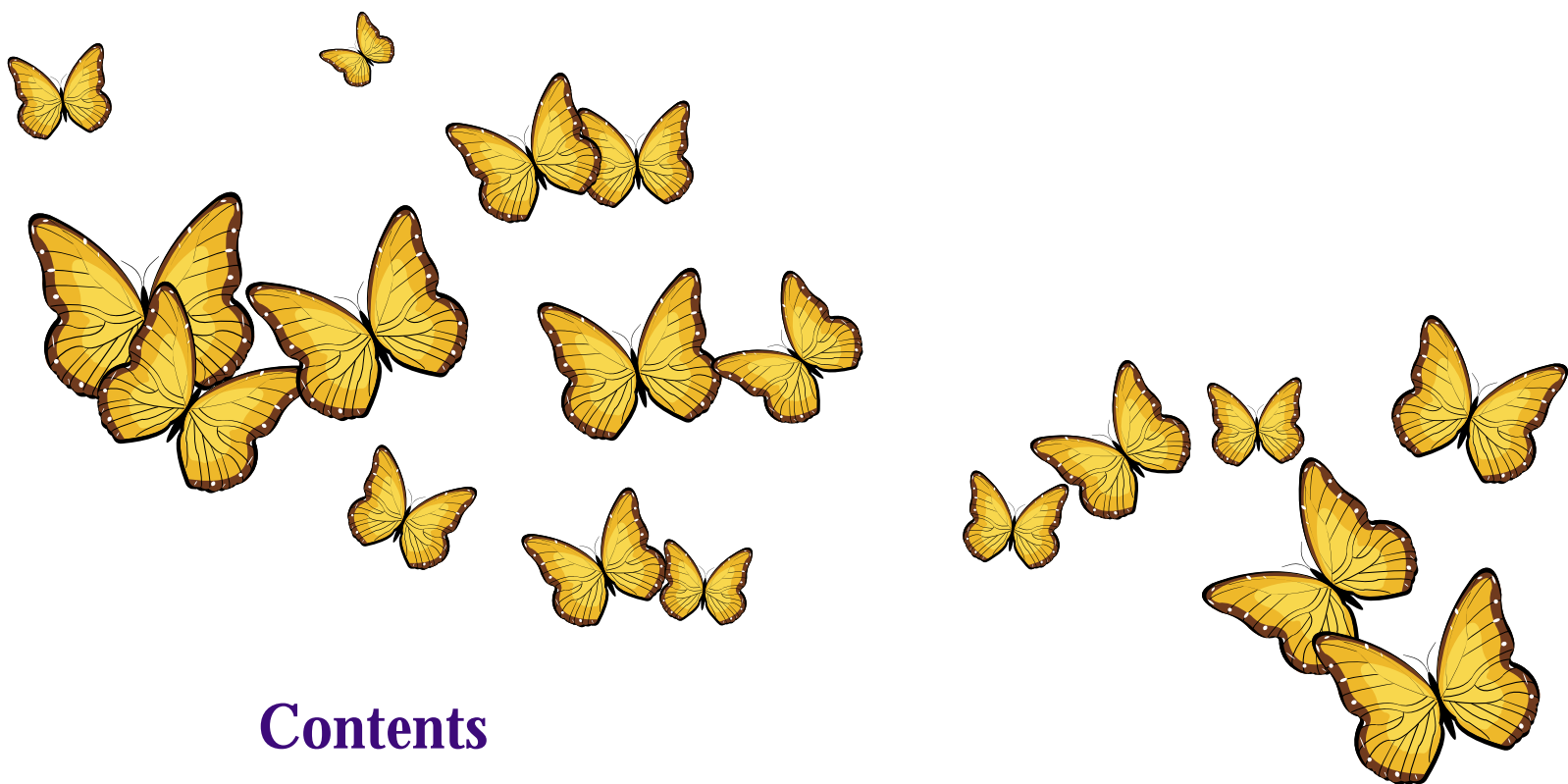
# Northern California World Service Area

## Newsletter

April 2001

*Annual Report Issue*

Volume 37 Issue 1



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# Event Calendar

Date/Time	Event	Location	Contact
April 21 Sat 9am-6pm	Al-Anon Institutions Seminar <i>Unity, Love and Service</i> (In cooperation with NCCAA)	Valley Oaks Grange 347 Fifth Street (at D), Galt	Teri H 916/334-3620, <a href="mailto:TERI7008@aol.com">TERI7008@aol.com</a>
April 21 Sat 9am-4pm	District 12 25th Anniversary and Day in Al-Anon	Temple United Methodist Church San Francisco	Alice 415/586-0430
April 28, Sat. 9 am-4:30 pm	District 16 20-year Anniversary 50th Anniversary of Al-Anon Day In Al-Anon. Father Tom	John Knox Presbyterian Church 7421 Amarillo Rd., Dublin	Barbara P 925/901-1794
April 28, Sat. 9:30 am-9 pm	8th District 13 Day In Al-Anon 50th Birthday Celebration Spkr June C, Bixby, Oklahoma	Belmont Congregational Church 751 Alameda, north of Ralston, Belmont	
May 5 Saturday 7 pm	50 Year Celebration and Birthday Party. Guest Speakers and Gratitude Tree Donation Drawing	St. Francis Episcopal Church, 11430 Fair Oaks Blvd, Fair Oaks, CA (near Fair Oaks and Madison)	Phyllis D 916/988-5126 AIS Office 916/334-2970
May 18-19	NCWSC Meeting	Occidental Lodge, Occidental	Rita McG 707/578-3114, <a href="mailto:rmg.fp@metro.net">rmg.fp@metro.net</a>
May 19 Saturday	Marin Day In Al-Anon	Sleepy Hollow Clubhouse San Anselmo	Aimee L 415/456-3015
August 10-12	Mary Pearl T Further info to be announced		
September 28-30	Let's Get Real Al-Anon Mini Conference	Montecito Sequoia Lodge Sequoia Kings Canyon Nat'l Park	Michelle 559/275-7696 Shirley G 559/222-3682 Joyce or Michael G 559/251-4368

# Regular Events

Date/Time	Event	Location	Contact
Every second Sunday 7 pm	District 12 Speaker meeting	Shepherd of the Hills Lutheran Church Diamond Heights @ Addison, San Francisco	415/626-5633
Every second Saturday 8 pm	District 16 Birthday/Speaker meeting	Tri-Valley Unity Church 6325 Sierra Lane, Dublin 94568	Ruth K, 925/828-9074
Every third Friday 8 pm	District 17 Birthday/Speaker Meeting	Fremont Hospital 39001 Sundale Drive, Fremont	Debbie S, 510/713-8436
Last Friday of even months 7:30-9:30 pm	District 20 Speaker meeting	Immanuel Lutheran Church 14103 Saratoga Ave., Saratoga	Edie D, 510/797-1387

## Contact information

Northern California Al-Anon Web <http://www.ncwsa.org/>  
 Al-Anon Family Group Headquarters  
 1600 Corporate Landing Parkway  
 Virginia Beach, VA 23456-5617  
 Web <http://www.al-anon.org/>  
 Email [wso@al-anon.org](mailto:wso@al-anon.org)  
 Meeting information 888-4AL-ANON



# Inside this issue

This is our Annual Issue because it contains the material NCWSA needs to publish as a California non-profit corporation. This includes the *2000 Financial Report* on p. 6. We're still working on the 2000 audit of NCWSA's books, so that should be in the next issue. The *2000 Assembly Motions* are on p. 5.

Our Delegate Marilyn attends the World Service Conference at the end of April. You can send her a note of thanks and encouragement at the Conference at the address she gives in *Delegate's Corner* on p. 4.

To find out what's going on in the Northern California World Service Committee (NCWSC), see the *Officers* and *Coordinator's* articles. In particular, Alateen has an in depth description, because this was one of the coordinator positions spotlighted at the February NCWSC meeting. For news from the Districts, AISs and Intergroups, see their section.

A few years ago, the World Service Office reorganized, and the areas were encouraged to consider doing this to parallel that new service structure. We've been thinking about that for Northern California



during this panel. In *Restructure Brainstorming*, you'll find candid responses from a session when we were contemplating this issue.

The *12 Stepper* is a resource for all members, so you'll find useful reference material here, too. The opposite page lists upcoming events throughout Northern California. Note that 4 Districts have speaker meetings every month or so in the *Regular Events* list. Do you want to talk to our officers and coordinators? Their contact information is at back of the issue. We'd really love to hear from you; if we weren't such helpful people, we wouldn't be in Al-Anon service!

I also encourage all members to submit articles of general service interest to the *12 Stepper*. You can find all the information how to do this just below on this page. If there's something you'd like to see in an issue, let me know that, too.

A fun and easy way to get published in the *12 Stepper* is to respond to the question in *Let's Talk to Each Other* on p. 14.

*Gary S*

## The 12 Stepper...

is the newsletter of the Northern California World Service Area (NCWSA) and is published three (3) times a year. A free copy is mailed to Al-Anon and Alateen Groups registered with NCWSA, NCWSA Officers, Coordinators, Liaisons, and District Representatives. A Limited number of copies are shared with other newsletters across the country. All others are sold on a subscription basis.

The 12 Stepper is mailed non-profit, third class bulk rate within the continental U.S., and is not forwarded by the U.S. Post Office. 12 Stepper mail lists are maintained by the NCWSA Records Coordinator, and are periodically updated upon receipt of a completed registration/change of address form. The 12 Stepper editor or staff cannot be held responsible for non-delivery or the statements and views of those contributing articles or letters.

*Remember that contact lists are Confidential and are for Al-Anon use only.*

## On-line and the Web

See the 12 Stepper and other NCWSA information on the NCWSA Web site

<http://www.ncwsa.org>.

## Submitting material to the 12 Stepper

All members of Al-Anon and Alateen are urged to contribute information about district, group news, fundraisers, and special events. Material submitted is subject to editing. Please include your name, address, phone number, and e-mail address if you have one. Names will be withheld, if requested.

***Submitting material in electronic form is preferred and looks a lot better in the Stepper!***

Send material via e-mail to [12Stepper@pdfdream.com](mailto:12Stepper@pdfdream.com) or regular mail (on white paper please!) to:

12 Stepper Editor, 2929 Granite Creek Road, Scotts Valley, CA 95066.

***The deadline for the Assenbly Issue is May 25, 2001.***



# Delegate's Corner



## Delegate

As usual my feet have hardly touched the ground, although I learned a valuable lesson about not taking time for myself. Between the first of November and the second week of December, I was gone every weekend someplace, and I did not take time off during the week, so I got sick. So now I am trying to take two days off each week for myself. Since I was last with you, I have visited 4 Districts, attended NoCAC 2000, attended the Yosemite Conference, and attended the Regional Service Seminar in Canada.

There are still some districts and intergroups that I have not visited. I would really like to visit; please talk to me so that we can schedule a time for me to come.

There are a number of plans to celebrate the 50th Anniversary of Al-Anon. World Service Office supports the celebrations, as it is an important date to all of our groups.

- The new History Book of Northern California went on sale in February. It was planned to be available at the Convention, but as I understand it the printer was faster than expected. Thanks to all who put many hours in to provide this book, Especially Art B and Gary S as they got it ready for the printers.
- The last celebration will be at the end of the World Service Conference on April 28, 2001. All interested members are invited to an Open House at the World Service Office in Virginia Beach, VA, followed by a banquet that evening. Current panel 40 Delegates will host the members attending on a tour of the World Service Office. If you are interested in attending, you can get a registration form for the banquet from me.

During the time I am at the World Service Conference, cards, letters, love gifts, etc. can be mailed to me at the following address:

Marilyn R  
AFG World Service Conference - April 23-27, 2001  
Ramada Plaza Resort Hotel (Attn: Rich Lindgren)  
5700 Atlantic Avenue  
Virginia Beach, VA 2345 1-2236

(PLEASE USE MY HOME ADDRESS AS THE RETURN ADDRESS.)

Some districts have volunteered to send love gifts to the Conference, Thank you very much for your support. Thank you also for allowing me to serve Northern California in this capacity.

*Marilyn*

# Officers

## Chairperson

A lot has happened since our October meeting. Specifically, Vic has resigned from his position as Alternate Delegate. Vic's reasons for stepping down were personal. I have asked Gary S to fill in temporarily. Gary has remained active in the budget committee this term and as the immediate past Alternate Delegate, I believe this to be an excellent match. Gary has graciously accepted this position.

Please spread the word that we will be holding elections at our next regularly scheduled Assembly in September for the position of Alternate Delegate. I will be asking at this February meeting as well as in May for all those willing and eligible to stand and encourage districts to continue last panel's lead in getting to know those people. Also, put the word out to eligible members that may not attend Committee this panel. They can put their names in the ring by letting their DR know or myself that they are interested. Or even by attending May's committee meeting if they feel so inclined.

Gina has stepped down as diversity coordinator. A great loss to that position—however, as DR she won't be going away! Another opportunity for someone else to step into service.

Sandi's husband is having health problems and she has enlisted the help of many Committee members in order to continue to carry out her position as Secretary. This is the Al-Anon service principle of "to do, or cause to be done" in action.

As I am typing this report, listing these changes and knowing there are more, believe it or not, I am comforted. I am comforted in the way that we all pitch in to cover any holes in our service structure. I am comforted to know that even though taking care of ourselves sometimes means stepping down from a commitment, it also means that there is probably someone else looking for a commitment to pick up. God works that way. Let us all put the word out so that that person can hear that their place has been opened up. Come join us. Or maybe it's you...

I will be attending the South Western Regional Delegates Meeting in Laughlin, Nevada in March. I will be checking in with those areas that have been functioning under their restructuring plans to see what is working and what is not and will report back to you in May.

Until then, "may the love and peace of the program grow in you one day at a time."

*Vicki H*



## Secretary

I regret that I could not attend the February NCWSC meeting, but had a family matter that needed my attention. My gratitude and thanks go to Charli and Beverly for their support in taking over for me at the meeting.

I've been very busy getting ready for this meeting. All committee members will receive copies of the 2001 Roster, the Calendar for February - April, and the October NCWSC minutes. I also updated the 2001 Northern California Calendar for the NCWSA Website and completed the Motions Passed/Failed for both Assembly and NCWSC Meetings for the year 2000.

*Sandi*

## Treasurer

This year has been a year of learning. Keeping books for someone other than myself is much more complex than I expected. Learning QuickBooks has been hard.

An email that Art sent had a virus attached to it. That infected my computer. It bypassed my virus protection program, then mutated a few times. So the only way to get the virus off was to totally reformat my hard drive. Because of problems with QuickBooks, it was necessary to download the files to one disk in order to be able to reload them. So I/NCWSC bought an external Zip disc drive that plugs into the printer port.

With that, I was able to save most data for reloading. I am glad to say now my computer is virus free. And most things have been reloaded.

I will be doing a appeal letter to groups shortly. I never got around to it last year, so that is why income was a little down.

We had two bounced checks since the last meeting. I have contacted one group and they will replace the check. The other was so recent that I haven't had a chance to do it yet.

Please remind your groups to put the group numbers on all the checks. That seems to be a ongoing problem.

Recently the bookkeeper and I met to clean up some of the categories on the Quick books program. That will hopefully simplify my work.

*Janice W*

## Alternate Delegate

At Chairperson Vicki's request, I agreed to re-up as Alternate until the next Assembly. No need to teach an old dog new tricks! Mary Ann H agreed to take over promoting the *Forum*, since it fits better with literature and the Literature Coordinator no longer has to manage a Literature Depot.

The main responsibility then is to chair the budget committee—as long as Mrs. Robinson remains energetic and in good health! Besides the Alternate Delegate, the budget committee consists of the Treasurer Janice, and a DR from each of the 3 sections: Jim S, Bruce H, and Harlan H. Jim S had already been working on the Budget spreadsheet, so we were able to present a first budget draft at the February NCWSC meeting. Drafts of the budget are presented for revisions at all NCWSC meetings before the Assembly's final approval.

The other budget committee responsibility is to make sure an audit happens. Though the committee actually performed the audit in years past, an Assembly motion now requires an independent CPA to perform a "review" of our books each year. In thoroughness, a review is between a compilation—a light overview of the books sufficient to do the taxes—and a full audit. We are in the process of hiring a CPA to do this. A full audit was made of the 1999 books; a preliminary report of this appeared in the last issue of the *12 Stepper*. My understanding is that the final report is exactly the same, though we are still trying to get the final report.

After the last NCWSC meeting in February, Janice, Jim, and I discussed how to make the Treasurer's financial report more consistent with the budget. Ideally, the financial report should contain the same categories as the budget, and the budget should contain the latest figures for the actual expenditures in any category. This would simplify understanding both of these! We are currently trying to create a spreadsheet from QuickBooks, the financial software NCWSC uses. To improve coordination, we may buy a copy of QuickBooks for the budget committee also.

*Gary S*

# 2000 Assembly Motions

**Motion # 0009.01:** That the Minutes of Assembly and Election Assembly for 1999 be approved as amended. Passed: Substantial Unanimity

**Motion #0009.02:** To Approve the printing and sale of Northern California History Book. Passed. For: Substantial Unanimity; Against: 0; Abstentions: 2

**Motion #0009.03:** To accept the 2001 Budget as presented. Passed by Substantial Unanimity; 4 opposed; 7 abstentions

**Motion #0009.04:** To have our Delegate take to WSO Conference floor that we modify amended text in Page 62 of the 1998-2000 Al-Anon/Alateen Service Manual, Policy Digest Section, First sentence to read: Recommended that there be two Alateen Sponsors, each of whom is a minimum of 21 years old, currently attending Al-Anon meetings and an active Al-Anon member for at least two years. Passed. In Favor: Substantial; Against: 15; Abstentions: 6

**Motion #0009.05:** That our Delegate recommend to WSO that God in the 12 Steps and Traditions be made gender neutral. This can easily be done by replacing the word "he" with "God", "his" with "God's" and "him" to "God". Failed. Yes: 22; No: 78; Abstentions: 13. Failed, however, Delegate will take back to World Service Conference.

**Motion #0009.06:** That Fifty Percent (50%) of any of the Year 2000 overage in the prudent reserve be donated to a NoCAC Scholarship fund to be distributed by NoCAC. Failed. In favor: 7; Opposed: Majority; Abstentions: 9

**Motion #0009.07:** To have our Delegate take to WSO Conference Floor the need to recognize "young" Alateen members (preteens) as full members of Al-Anon/Alateen with special needs, for instance literature. Passed: For: Substantial Unanimity; Against: 0; Abstentions: 2

**Motion #0009.08:** That we accept the presented changes to the Alateen Sponsor Guidelines with the discussed changes. For: substantial unanimity; Against: 0; Abstentions: 2



# 2000 Financial Report

02/01/01

NCWSA  
P&L Previous Year Comparison  
January 1, 2000 through January 1, 2001

	Jan 1, '00 - Jan 1, 01	Jan 1, '99 - Jan 1, 00
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
<b>Assembly</b>	3,350.48	3,404.31
Assembly(Election)	0.00	1,700.00
Rank Interest	1,040.22	968.85
Convention	10,268.24	5,730.97
Donations	30,494.40	34,652.06
H & I Conference	4.10	946.84
Literature	271.96	5,099.99
Misc Income	55.00	0.00
NoCAC Income	0.00	31,287.00
STEPPER	217.00	82.00
Uncategorized Income	0.00	24.90
<b>Total Income</b>	<b>45,701.40</b>	<b>83,898.92</b>
<b>Cost of Goods Sold</b>		
Cost of Goods Sold	1,348.13	5,690.56
<b>Total COGS</b>	<b>1,348.13</b>	<b>5,690.56</b>
<b>Gross Profit</b>	<b>44,353.27</b>	<b>78,208.36</b>
<b>Expense</b>		
Bad Debt Expense	0.00	533.71
Penalty Expense	49.11	49.11
Assembly (Election) Expenses	0.00	2,196.59
Assembly (Special) Expenses	0.00	3,974.13
Assembly Expenses	4,112.37	3,329.58
Committees	5,705.65	6,174.88
Conferences (Officer/Delega...	4,189.26	7,587.53
Convention Expenses	7,547.45	7,487.69
Committee (NCWSC Travel)	2,129.99	1,286.54
Coordinators	3,201.06	4,829.56
Corporate	3,493.88	3,172.89
H & I Conference Expenses	1271.62	1,937.02
Literature Expenses	0.00	712.65
NoCAC (NCWSA Expense)	45.97	1,189.74
NoCAC Accounts	1,009.00	34,540.00
Officers	8,689.10	6,212.87
Other Event Expenses	17.22	300.00
STEPPER Expenses	3,108.39	2,078.42
Uncategorized Expenses	0.00	280.00
<b>Total Expense</b>	<b>43,336.07</b>	<b>87,322.91</b>
<b>Net Ordinary Income</b>	<b>1,017.20</b>	<b>-9,116.55</b>
<b>Net home</b>	<b>1,017.20</b>	<b>-9,116.55</b>

# Coordinators Alateen

Let me start off by saying, when your Higher Power keeps telling you to slow down and you don't, open up your ears and listen! Trust me, I will listen very carefully from now on. I was blessed with a slow period in my life these last 2 1/2 months, as well as a time of pain, patience? learning, and tolerance. I sprained and broke a tiny piece off my ankle bone off while walking down my parent's driveway the evening of November 27. I was in a splint for 3 weeks, a cast for 5 weeks, and now I am walking again—slowly but surely. This experience taught me to slow down, appreciate the little things in life, and to learn to ask for and accept help.

As a result, not much has been happening with me on the Alateen front. However, I can report what has happened since October.

**NoCAC** NoCAC had their last chance dance Oct 21 with good attendance. NoCAC on thanksgiving weekend was a great success. There was a good attendance and we had 2 wonderful sponsor workshops on Saturday. The NoCAC 2001 committee has already gotten things rolling with the chair Augie getting hotel bids; his committee has formed and met twice already. Augie can fill you all in on his progress!!

**Alateen Liaison** After months of discussion, deliberation, and consultation with other Alateens and sponsors, John and I have selected an Alateen Liaison. I would like to introduce to you Joel H, your new Alateen Liaison. Joel can tell you more about his background; we felt he would be an excellent choice for this job. He is outgoing: always wants to help out and be involved, attends events, and has a good positive outlook on where Alateen can go.

**Sponsor Workshops** I conducted 2 sponsor workshops at NOCAC 2000 this year. Both were well attended. We discussed what was happening in their respective areas and what type of help they needed. Everyone signed a list with all their contact information and will be finally sent out to all that attended as a start of a support network for sponsors. I will be assisting with a sponsors workshop on 2/17/01 in Grass Valley.

**Speaking** Despite my injury and lack of mobility, I came and spoke at the District 6 Holiday Party in December last year. My mother graciously drove me to Vacaville, and we enjoyed the day at the event and I came home with 2 beautiful Teddy bears.

I know that without the love and support of this program, my mother, my family, and friends. I would have never made it through the last 2 1/2 months without going NUTS!!! So remember when your Higher Power tells you to slow down, LISTEN: I know I sure will from now on!!!

*Jennifer F*

## Alateen Coordinator Spotlight

### Summary of what I have been doing so far—

- conducting sponsor workshops/trainings in various districts, using the WSO Alateen Sponsor Preparation Guide to help recruit new sponsors as well as give some training and guidance to new sponsors and support to existing sponsors.
- attending various functions in the area to help spread the word

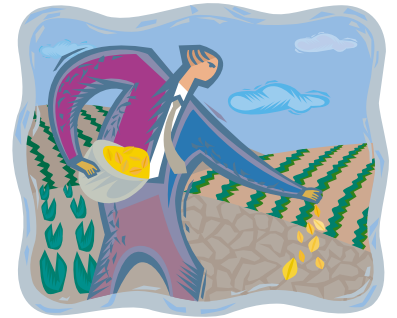
of Alateen and Al-Anon, such as Day in Service, Speaker meetings, etc.

- spreading the word about Alateen functions—NoCAC, Westminster Woods, fundraisers, dances, etc.
- receiving countless numbers of phone calls and emails from sponsors, district Alateen coordinators, and Al-Anon members, wanting information about Alateen events, needing guidance in solving group problems, answering questions, or want to know more information about Alateen.
- working with the NoCAC committee as well as the Alateen chair for the NCWSA Convention, in supporting them all in any capacity that I can.
- attempting to update all Alateen groups contact information.

It is hard to sum up all that I have done in this past year, however, I feel that what I have listed above, is a good representation of what I have done. Now on to what support I need now and what I need long term.

### What you can do to support your Northern California Alateen Coordinator—

- update all contact information for your district's Alateen meetings and make sure that your district Alateen coordinator has the current information as well as NCWSA and WSO. This is very important so that all the Alateen groups can receive all the valuable information that is sent out to all groups.
- announce local Alateen events at your district meetings, as well as Al-Anon meetings, and try to help arrange transportation for the teens to attend these events.
- support your local Alateen meetings to attend the various Alateen functions in the area—NoCAC, Westminster Woods, NCWSA Convention, dances, fundraisers, etc. Arrange transportation, donate scholarship money, etc.
- arrange to have a sponsors workshop/training in your district—please contact me and I would be happy to help in conducting one, or assisting with one.
- invite Alateens to participate in speaker meetings, local events, or have joint Al-Anon and Alateen meetings.
- post Alateen posters and literature in schools and other community centers.



### Long Term Goals for Alateen—

- to increase the number of Alateens in Northern California as a whole.
- to increase the number of Alateens participating in service beyond the group level.
- to increase the awareness of Al-Anon members as well as the public that Alateen exists and needs everyone's support.

How we can all achieve these goals can be summed up as follows: Support you local Alateens in whatever capacity you can. Alateens are the future generation of Al-Anon; show them the love and support you were all given when you walked into the rooms of Al-Anon.

*Jennifer F*

# Archives

In the spirit of Al-Anon cooperation and understanding, there is a new acquisition form to be used by those who plan to give records and material to the archives. Just let me know if you need one.

Considering Tradition Nine, it would be helpful to categorize the dated records into the various “departments” of Al-Anon and Alateen, before giving them to archives. It is important to attach notes to material showing any significant change in the methods of doing the job. There is a place on the form for both the donor and archives coordinator to sign.

It is still hoped that somehow NCWSA will make room for an Area Archives Committee to assist the coordinators, and to make decisions about archival concerns. To date I have not heard from district representatives who have discussed this with the group reps. I am looking forward to their response.

In the meantime NCWSA Archives has swollen from 17 storage boxes to 20 at the present time, with more to be filled after other material is categorized. Space is not a real problem to me yet, but I will be ordering more shelving sometime this year.

*Irma C*

P. S. Please remember to put a date on any material you are working on today!



- One concern is that we not devote too much attention to encouraging special interest meetings, in that the Al-Anon Family includes anyone affected. (Don't get me wrong, they certainly serve their members, see Tradition 4.) I just think that language is an obvious barrier to hearing the message, where just being different in color or lifestyle is a perceived barrier. Part of the healing is relating to the feelings despite the more obvious differences.
- The most important thing is letting these special interest/ethnic communities know about Al-Anon. By getting new members active in regular meetings, new meetings will naturally take off. (I only say this because it seemed like people were saying that 'we' should start meetings geared for certain peoples. Meetings start when one member reaches out to another, then they buy the coffee pot.)
- Over the course of the year, I have heard comments on 'why this type of person' and 'why this type of group' won't come to Al-Anon. It is helpful to understand cultural differences, but as we all know the un-biased nature of alcoholism, I encourage members to simply to carry the message and not get too caught up in presupposing who will, or will not, hear it. I will admit my own pre-supposition: that love also knows no boundaries and that all who are suffering will most likely respond to a warm, accepting, sincere welcome. My experience is that when people are suffering in the disease, and they truly want help, they will come to meetings— IF they know Al-Anon is available, IF they know where they can find us, and ONLY IF they feel the unconditional love of the program.

On a final note, NCWSC is opening its arms up to a new Diversity Coordinator. It is a fascinating position filled with lots of potential to make a real impact in others lives. Contact me, your DR, or GR to volunteer or find out more.

*Gina R*

# Diversity

The year 2000 was spent discovering what diversity meant to the fellowship. The result is in: It means a LOT! Members are very deeply concerned that others from different cultures, ethnic groups, and special interest communities know about Al-Anon. The question we began to ask ourselves at the last committee meeting was how to accomplish that.

**Here are some things I identified as far as direction for the diversity element of our outreach:**

- Draw attention to the need for diversity to be addressed in Al-Anon outreach. The survey helped in this (if a copy of the survey actually made it to the group). A possible “goal” would be for the Al-Anon membership to mirror the community population in terms of ethnicity or special interest.
- Encourage the groups to add questions about addressing diversity to their yearly group inventory. Or conduct a separate inventory.
- Next, contact and take flyers (eg., the Tornado poster) to places where those unique populations associate. Neighborhoods, churches, social service centers, grocery stores, international food stores, library, post office?, DMV?, etc. Advertise in ethnic or targeted local newsletters and newspapers. (This is where I guess with H&I and PI/CPC we can work together or, at least, could communicate.)

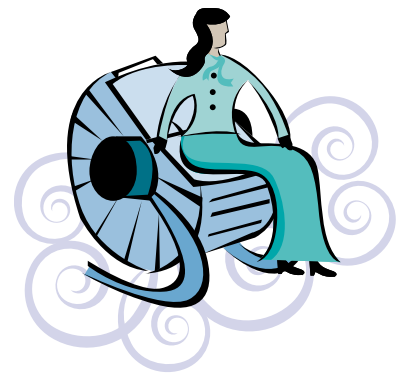
# Group Records

There hasn't been a whole lot going on with Group Records other than the ebb and flow of group information changes.

I'd like to thank all the District Reps who have already submitted their WSO update changes to me, and I also want to thank all the District Reps who are “thinking” about submitting their WSO update changes. Just as a gentle reminder, you are the conduit for the information going to your groups from WSO. Please encourage any group that hasn't registered with WSO to do so in order to get information from WSO.

Please let me know if there is anything I can help you with; I'm always open to suggestions, so feel free to pass them along.

*Beverly Anne S*



# Hispanic Liaison

Hi, everyone: I'm grateful to be here again to keep you informed of our Al-Anon activities and events for this year.

- We had our Mini-Convention in Alviso last October with a final balance of \$500 dollars, which was donated to the Hispanic Intergroup.
- I met with the Al-Anon members of the *Latino Americano* Group in Sacramento and put together the schedule of the meetings for the NCWSA Convention.
- We also accepted the 22nd CALIFORNIA HISPANIC CONVENTION OF AL-ANON/ALATEEN, to be held in the San Mateo Area in November, 2001. We have a contract pending with Marriott of San Mateo for the Thanksgiving weekend and with Clarion of Burlingame for the Oct. 28th weekend.
- We have our Convention Committee organized with most positions filled already and excited to work this year focusing on our 50th Anniversary Celebration. We hope to have your support, experience, strength and a lot of AL-ANON LOVE to continue in Recovery.
- I continue visiting Al-Anon groups in the area and out of the area as requested to share and support them with information, literature and, in some cases, problems that they have. They ask for guidance.

It's been wonderful to be learning from so many people and sharing positive and encouraging experiences that I get charged every time. I think I will keep coming back, SPECIALLY TO SEE YOU ALL !!!!!!!!!!!!!!!!!!!!!!! THANK YOU AND MANY BLESSINGS.

*Amparo M*

## Institutions

### Institutions Seminar at H&I Conference

I have been working with Phyllis D and Teri H to plan Al-Anon's one day seminar, Saturday, April 21, 2001 in connection with the NCCAA H&I Conference committee.

Like many Al-Anon members, I have not done much work in institutions. The seminar is designed to help Al-Anon members learn more about what is being done, how other members take our message to hospitals and institutions, and become more willing to do so ourselves. Attending the AA speaker meetings at the conference is an inspiration to try this work.

The conference is a year-long opportunity to practice cooperation with AA. Planning meetings are scheduled the third Sunday of each month in the town where the next conference will be held. An Al-Anon is needed to chair the Al-Anon portion each year.

### Softcover Book Project

Soft cover books that are appropriate for use within institutions are available. The project to place a soft copy of *Courage to Change* and a copy of *Courage to be Me* with each district was voted on at the October NCWSC meeting. Those were distributed to Districts in February. DRs were asked to:

- Read the material in the packets.
- Show the softcover books to the GRs at your next district meeting.

- Raise money to purchase more of these books.
- Distribute the books to appropriate institutions.
- If you can't use the books, give them to a district who can.
- Let me know how the books were used.

### How to get involved in Al-Anon Institutions

- Attend the H&I Conference.
- Report what Institutions meetings you have or other contact with institutions or hospitals.
- Share ideas and experiences you have had with this work.
- Consider chairing next years Al-Anon Institutions portion of the H&I Conference.
- Join a network of Al-Anons interested in hospital and institution work (includes senior centers, treatment homes, shelters, halfway houses as well as hospitals, and jails) on an ongoing basis. Contact the Area Institutions Coordinator.

*Charli*



## Literature

I have the new Service Manual available for all officers and coordinators. These are being provided by the Area as part of your important survival gear!

In January, I mailed CAL update information to 10 literature depots and AISs, people I don't normally come into contact with at Assembly or Committee meetings. I included a note asking for them to respond to my updates to let me know if they are helpful or redundant (if they are receiving the same info from their DRs). So far, I have received one response and one packet was returned due to a wrong address. I think that's a start and gives me something to work with. One, I need to find out if there is still an LDC in District 13 and check on the address; if someone can help with that I'd appreciate it; maybe we all need that info? Second, Will W at the SF LDC wonderfully responded with a note that my information was helpful, as he had not seen any of the updates I had sent. Thanks Will! I plan to try this again and see how it goes.

Last but not least, I have given all DRs a form asking how we are doing with our CAL library project. If you remember, you all received the information on this project at the last committee meeting—TWICE—once with my report and once with the Delegate's report. Please share with us if you have formed a committee and/or what their projects are. I'd like to compile a list of all the wonderful ideas and the contributions that are being made by our Northern California districts. I'll share my findings with everyone as soon as I have them together. AND I'd like to keep up with this project all year. This is a year long project—so expect to see this blurb again!

THANKS TO ALL OF YOU, Love and Hugs!

*Mary Ann H*

# NoCAC Chairman

My name is Augie S, this year's NoCAC Chairman. I wanted to let you all know of the great progress my committee and I have accomplished so far this year. Dale W is sponsor and Tommi R is co-sponsor. This year's co-chair is Megan McP, and our new treasurer is Mikee G.

We have already planned our first dance and both of our Bashes. The dance will be held in Sacramento on March 17. Our first bash is planned for June 22nd - 24th at Wild R Ranch. The second bash is planned around the end of August in Big Sur. Flyers for the dance and first bash have already been bundled, labeled, and sorted for a bulk mailing.

We have received a few bids for hotels and are expecting a number more, so soon we should be able to lock one down. We are also planning on having our audit for last year some time soon.

I would like to ask for the annual \$1000 grant that NCWSA provides for our general account. As always, NoCAC greatly appreciates your help. We look forward to working with you throughout the years as we plan out the 2001 NoCAC.

*Augie S*



## PI/CPC

*Attracting & Cooperating (it's free)*

and

*Celebrate the Best of Public Outreach (P90 / S3)*

Does your district use these publications?

Great tools to encourage Al-Anons and Alateens to participate in PI/CPC Service.

### PI/CPC ON THE MOVE

I am willing to come to your District Meetings and Workshops.

### Online

I am creating a list server for PI/CPC open to all Al-Anon/Alateen members wishing to participate. Interested in receiving communications when I get them? You do not have to be a PI/CPC coordinator... Let me know your email address.

Also creating a closed newsletter type list server for professionals—input? Suggestions? Help? Let me know.

### What's happening in your district?

I have lots of ideas and I really would like to encourage everyone to consider PI/CPC Service. It's something exciting, easy, and can be done individually, as a group, as a district. Contact me with what is working or what didn't. I will pass this info on to others.

### Adopt a Library

The Purpose of the Adopt-A-Library project is to help spread the Al-Anon message to libraries in communities, schools, colleges, churches. This is a great individual or group project. Opportunity to supply libraries with hardback books or maybe pamphlets. How about a poster! Everyone likes bookmarks—placed in recovery related books. Most libraries have community information tables that would be a great place for a schedule or *Are You Concerned about Someone's Drinking?* (M1) Lots of ideas... Check with your local PI, DR, or me to get more information.

Communication is the Key

### Are you a PI/CPC Coordinator or Professional?

LET ME KNOW WHOM YOU AND WHERE YOU ARE.....

*Connie F*

ACRONYMS	
AA	Alcoholics Anonymous
AFG	Al-Anon Family Groups
AIS	Al-Anon Information Service
AWSC	Area World Service Committee
CAL	Conference Approved Literature
CPC	Cooperating with the Professional Community
DR	District Representative
GSO	General Service Office
GR	Group Representative
H & I	Hospitals & Institutions
ISR	Information Service Representative
IAGSM	International Al-Anon General Service Meeting
LDC	Literature Distribution Center
NCWSA	Northern California World Service Area
NCWSC	Northern California World Service Committee
ODAT	One Day At A Time
PI/CPC	Public Information/Cooperating with the Professional Community
RSS	Regional Service Seminar
WSO	World Service Office
Check your <i>2000-2002 Al-Anon Alateen Service Manual</i> pgs. 26-27 & 99-103 for a complete list.	

# Committees

## Executive Committee

The primary functions of the Executive Committee (EC) are 1) to assure that the corporation (NCWSA) meets the state and federal laws governing non-profit corporations and 2) to supervise the officers. I believe it is our function as an EC to find difficulties and help in their resolution before a crisis is created.

The EC is required by vote of the Assembly to report on the status of conflicts that have come to the attention of the Executive Committee. Since our last report, the EC has received no complaints about any officer, and there are no conflicts pending.

We have met twice since the last NCWSC meeting and accomplished the following.

1. Reserve Fund: The Assembly voted to authorize the Executive Committee to remove funds from the reserve fund when necessary. Previously, only a vote of the Assembly could remove funds from the reserve fund. We changed the Executive Committee guidelines to reflect the actual circumstances under which the EC approves changes to the reserve fund. These changes identify who may request the removal of funds, that either the assembly or the EC approves the request, and the manner in which the EC notifies the groups and the assembly. The new guideline has been given to the Bylaws Coordinator for distribution to holders of the NCWSC Guidelines Handbook.

2. Conflict Resolution Guideline: The Executive Committee reviewed the current Conflict Resolution Guidelines to make certain actions clearer. We propose that a single page "Conflict Resolution Form" be used to summarize the circumstances of the conflict when a conflict is presented to the Executive Committee. This form is designed

to give the person making the complaint an opportunity to summarize the complaint and to list the efforts made to resolve the complaint prior to petitioning the EC for resolution. We believe this form will serve as the basis for any announcement to the Assembly, should the conflict not be resolved by mediation or intervention of the Executive

Committee. We will submit our proposed changes to the NCWSC for their consideration review and approval.

3. Resume for Area Position: At the chairperson's request, the EC developed a "Resume for an Area Position". This resume was based on the form used by the World Service Office for Trustees and other WSO volunteers who wish to serve the WSO. The form was given to the chairperson after our January meeting.

4. Corporate Time Line: In order to help the EC in determining what actions and deadlines are required by law, Charli D has distributed a draft of a time line for corporate events to the officers for their review. Once completed, the time line will be made available to the NCWSC.

*Art B*



# District, AIS, & Intergroup

## District 8

Our District still needs a District Representative and Alternate, but most of the regular functions still get accomplished. A few faithful Group Representatives attend monthly business meetings and carry on the business of the District.

The October speaker meeting in Rancho Cordova was held on a rainy night and we were locked out of our meeting room, but with much improvisation, the meeting was held and everybody enjoyed the evening.

Our big fund raiser *The Soup Etc. Workshop* was held on Jan 13, and it was a great success. The 8 Panelists and the homemade soups and chilis were a hit with all that attended. We are all ready looking forward to our next one next year.

Our District is also supporting the NCWSA Convention held in Sacramento on March 2-4, the Institutions Conference to be held in Galt in our District on 21 Apr, and the Spring Fling/Summer Bash to be held in Sacramento on July 7-9.

*Phyllis D*

## District 12

I would love to go to Virginia Beach April 28<sup>th</sup> to celebrate Al-Anon's 50<sup>th</sup> birthday at WSO on the East Coast, wouldn't you? But I am unable to. If you also cannot go to the East Coast, I would like to invite you instead to celebrate Al-Anon's 50<sup>th</sup> birthday in San Francisco on April 21 at District 12's 25<sup>th</sup> annual *Day In Al-Anon* here on our beautiful West Coast. There will be fellowship and recovery in the city where you left your heart.

Our District office building has been sold and we have a coordinator to work on figuring out what to do when we have to move out at the end of this year.

Alateen is struggling with only 1 preteen meeting in the city, but we have a new Alateen coordinator for our district. Five Al-Anons spoke at a health class in Lincoln HS about the family disease of alcoholism and have been invited to return next semester. There is a new position in the San Francisco school district entitled "Wellness Center Coordinator". This person is interested in getting Al-Anons to speak to health classes throughout the city to talk about the family disease of alcoholism. So there is hope that we may start some new Alateen meetings if we get enough volunteers involved.

For the record: We have our District meeting 7-9 PM on the second Wednesday of each month, and we have a speaker meeting 7-9 PM on the second Sunday of each month except in May when it is held on the first Sunday to avoid having it on Mother's Day night (see [ncwsa.org](http://ncwsa.org) meeting list or call (415) 626-5634 for details).

*Tom K*

# District 21

We had a wonderful Winter Event featuring Bob and Goldeen from Sun City, CA and Tomi R from San Leandro on December 16. This turned out to be a great time to have an event. With the madness of the holidays approaching, everyone enjoyed the respite. There was a turnout of 100 people or so. Many came from the AA program, because the Chairperson, Chris A, thoughtfully sent flyers of our event to the local AA district. We had mile long burritos from *Una Mas* and the Alateens sold beverages. (We served instant coffee as an encouragement to the Alateen fund raising efforts.) The Alateens also did a great job reading the opening statements in their very special Alateen way. Ya' just had t'be there. We had a need-not-be-present to win donation drawing for 3 prizes of Sharks tickets, movie passes, and a restaurant gift certificate. All other donated items were drawn for the folks present at the event. It was really fun selling the donation drawing tickets ahead of time in meetings, and we made some good money to cover the event costs as well.

The district is also very excited to have Bob D as our new intergroup representative, which is a vital addition to our regular group of 6 representatives.

Our next event is slated for June.

*Gina R*



## Santa Clara Valley Intergroup

Santa Clara Valley AFG Intergroup is proud to announce 68 Al-Anon meetings, 5 Alateen, 12 Spanish Al-Anon, 1 Spanish

Alateen, and 2 Institutions meetings. We have elected our new officers and coordinators and we have only two openings—Facilities Co-coordinator and Alateen Co-coordinator. Our new chair is John F, and we have three new Service Board Representatives—Rose W, Rochelle M, and Dan W. We had our first Service Board Meeting of the year on January 30, and we are excited about working together. Our first newsletter for this year was due to come out in February. Our literature depot is busy and most of the time slots for booksellers are filled. We could always use more volunteers, however.

Our Special Event in October of last year went very well, and we are gearing up for our next Special Event. Intergroup is faced with new challenges this year with the possible rise in rent due to the energy crisis and also a rise in insurance costs. We also have the problem of lower literature sales because of members being able to purchase literature on line. However, the Service Board is confident that we will be able to face these problems since we have a healthy prudent reserve in Certificates of Deposit. We are also looking for solutions to help increase membership in Alateen and increase volunteers for service in our hospitals and institutions, particularly Juvenile Hall. We will communicate with our groups to work toward sustaining Intergroup in the challenges of this new year.

# AIS Districts 6-10

The nonevent *Fill the Pumpkin* last October and November was a very successful fund raiser for our Al-Anon Office. Plastic pumpkins were passed at meetings for a month and the donations collected were sent to the AIS Office.

On December 9<sup>th</sup>, we held a Volunteer Recognition Party and Open House at the Al-Anon Office. Tokens of appreciation were given to the faithful volunteers who have given their time to the office. It was also an opportunity for others to come and see what happens at the office and Literature Depot.

In December, Chris H had to resign as Chair of the Intergroup. We are still looking for somebody to fill the last year of her second term. We are also looking for a replacement for our Treasurer, who has to spend a lot of time out of the area because of work commitments.

A beautiful Quilt was made by many loving Al-Anons and is our present fund raiser. It will be raffled off at the 50th Al-Anon/Alateen Birthday Party to be held on 5 May. The main speaker will be Larcine G from Hawthorne, Ca. The other speakers will be Chris H from

# Features

## Restructure Brainstorming

The Northern California World Service Committee (NCWSC) has been discussing and tossing around ideas for reorganizing our Northern California Area during this panel. Here is a minimally edited list of items from a recent brainstorming.

### Part 1: What have we learned?

- We have learned that many positions can be changed or streamlined for better effectiveness in the area
- We have learned that change is not disaster
- Too complex
- Not enough participation
- Moving too fast
- People don't like change.
- It's simple: we can simply use the WSO structure in NCWSA & Districts
- WSO Chart—New Structure. Possible better coordination/simplification of jobs—coord of job
- Filter down to get input group level is not easy
- Areas, Districts do not have to conform
- Brings up—Do we know what we need & want?
- Our local group reps are still confused about the reasons why WSO reorganized
- Difficult topic to discuss
- Confusing
- GRs will be able to participate in what's happening on various committees
- We're too bureaucratic
- Spend a lot of time in discussion yet, slow pace is okay. Lots of voices.
- We spend too much money on talking, that is, for what we spend on the membership being served proportionately.
- Some confusion in terms of outreach—who is responsible for attracting new membership? CPC, H&I, Diversity?
- I don't understand all I know about it!
- Our job "to carry this message" is not being accomplished well enough. We have the potential to reorganize this function to do it better and in a more uniform way. This method will embrace all service workers and interested members.
- Don't want to!
- Confusing?
- Want to be more active at the grass roots
- Want to be more visible in "carrying the message" to those in need
- Want to be more visible in the district
- Just want to make service fun
- It's hard to think about change. I'm an "in the box" person
- We got too much material



- GRs are not interested
- If it's broken...
- Let George do it
- There are many opinions
- Change is difficult
- The more recovery we have, the easier it is to change (let go) and that maybe we don't have to conform with WSO
- Change might be fun, interesting and eventually make our area less complicated
- The need to support (work) more in outreach...PI, Diversity, Literature in other languages
- Change is threatening!
- Change is exciting!
- What is important? Outreach!!
- How important is it? More important than listening to endless reports!
  - We as an area are autonomous
  - We do not have to change unless we need to/want to
  - "If it ain't broken, don't fix it"
  - Some jobs overlap
  - Most coordinator positions work very well
  - Some need more help
  - Carry the message of the family disease
  - Clear up the misinformation of what Al-Anon is
  - We can be our own area, we don't have to be just like WSO or Minnesota, that we have autonomy and if it isn't broke, don't fix it. Restructure creates too much work on people who have enough as it is
- "Let the alcoholic change—Nothing is wrong with me"
- Primary purpose is to get the word of Al-Anon out
- Our current panel seems very functional
- Do not see any structural problems
- WSO has restructured, encouraged us to follow their model
- So have some areas
- We did a paste of functional areas we have onto the WSO groups
- We have concerns about too much work being thrust on DRs if we form committees like Minnesota
- We don't have to restructure
- If we do, we can do it at our way & pace
- Our budget is currently skewed—not much money going to key areas such as PI; coordinators are underrepresented in general
- Some are anxious that we have to follow WSO model
- Forming Action Committees is what some have done
- Change is good

- Change is inevitable
- Change is growth
- Change is inspirational
- Change makes for growth
- Change keeps us interested
- Doing the same thing over & over & expecting different results was my form of insanity
- Honesty, Openness, Willingness: The how of our program
- We've talked a lot & brainstormed a lot & had some good ideas

## Part 2: Where do we go from here?

- We take a leap of faith and trust the process and try new things
- Restruct or obstruct
- 5 areas rate makeup structure
- Use of GRs to work in Area Service
- Helps allow flow of information from WSO to Groups
- Hopefully, makes easier to understand
- Need to open it to our groups
- Put the plan together & do it
- It will take time so hope the path will be concise! Please remember that in our fellowship members interested in service can become discouraged without clear planning, and most of all encouragement. We strive for progress—not perfection, and in consideration of rotation of leadership—plus new service members coming & going—we need to emphasize this. And I want to “Sit this one out”
- Change to match WSO
- Have someone/committee put together a flowchart or something that we can play with. It's hard to start from scratch. It's easier to go from something & rearrange it
- I learned the business of Al-Anon is to carry the message
- I am only as open as when “I keep an open mind”
- We can always do better
- Let's have few “doing things differently.”
- Planning, committee, experiments, role play a committee meeting using the new titles/coordinator's positions, play, try it, you might just like it
- Restructure = YES
- GRs opinions are important. They should have a say in what's done on Group Services, Public Outreach, Membership Outreach & Fellowship Communications
- MORE PARTICIPATION
- WSO Communications will get to the right coordinator
- Better communication to groups to get input from bottom up
- Present to GRs—Simplification needed?
- Need more time in serious work. 10-20 min. sessions is not enough. Committee Area meeting devote to one topic. Area officers/coord Workshops with the District
- I think we're fine but Joan says change is good
- More education is needed. Change is inevitable? still don't understand why we need to restructure to do what we want to
- More PI/CPC/H&I/Alateen outreach programs
- Our district generally does not have suggestions on restructuring (but we did discuss it)
- Go from here. Make sure we preserve our election procedure (leaving a month to get to know the candidates) for future assemblies & panels
- From Here—Do not see structural problems. We might discuss

- projects to get GRs involved in supporting our primary purpose
- Combine Coordinator into one and have 2 or 3 persons to work with, i.e., Institutions, Public Info, Literature.
- With DRs needing to take more responsibility & possibly GRs also. There may be resistance in changing what we have today
- We don't need to necessarily restructure to carry out those ideas
- Give ourselves meeting time together to discuss structure changes “What's”, “How's” & “Why's”
- Start making new models!
- Bring in feet/blocks/Lego's &/or other physical manipulatives to model changes
- Look at where we are at & what improvements we can make to help strengthen the existing structure & make it better
- Limit time on Q&A on Budget reports—especially when the person reporting repeatedly states he or she does not have the answers
- Leave well enough alone. Let things be. Let people do their work without adding more to their work loads
- How do we spend our money?
- How do we want to spend our money?
- How can we spend our money to further the purpose of Al-Anon to help friends & families of alcoholics?
- What structure supports our primary purpose?
- Keep it simple
- What officers & coordinators do we really need?
- What committee meetings do we really need?
- Let's lighten up our structure!
- Do we need a jester position?

## Let's Talk to Each Other...

Send your answer to the following key question of our program:

How many Al-Anons does it take to screw in a light bulb?

I look forward to printing the profound replies!

*Gary S*



**JOURNEY TO RECOVERY  
A FIFTY YEAR HISTORY**

**Al-Anon                      Northern California                      Alateen**

This authorized history of the Northern California World Service Area opens us to **learning** about how the original Al-Anon groups met and sought recovery. It shows the interaction between early AA members and their wives, how the wives began to form meetings and an area organization, and the development of groups for teens. It explores the beginnngs of special focus groups, including the Spanish, Men Adult Children and Gay and Lesbian groups. (The Spanish Chapter is in Spanish as well as English.) This book answers questions about when the first groups started, how the groups interacted with the cofounders of AA and Al-Anon, how they decided to form an area. It shares how the groups worked with the World Service **Conference** through their delegates and with the World Service Office to achieve unity. It even explores some controversial issues, such as, prayer and professional terms. There is a comprehensive listing of over 500 area officers, coordinators and district representatives. Almost one half of the book devotes itself to the history of the 27 districts and their supporting **AISs** and Inter-groups.

Available on or before March 1, 2001

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**THE AREA ASSEMBLY HAS AUTHORIZED THIS BOOK TO BE SOLD AT GROUPS,  
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# NEWSA

## Al-Anon & Alateen 2002 Convention

# LOGO CONTEST

## "The Key Is Within"

Now is the time to put on your creative thinking cap and design the winning logo for our 2002 Convention. The logo must include the theme and show somewhere in the design the Al-Anon triangle with the circle.

Something to consider in the design is – How will the design look in a large picture as printed on a T-Shirt and on a small nametag. And remember, the artwork will be printed in a color for the T-Shirts and Sweatshirts and in Black & White on other items (Fliers, Newsletters, etc.)

**DEADLINE FOR SUBMISSIONS IS OCTOBER 1, 2001.**

Please send only Black & White Original artwork. No Pencil drawings please [they do not reproduce well]. Computer drawings are great. Artwork may be sent via eMail or snail mail [PLEASE do not fold drawing].

Send all submissions to: Publicity Chairman Robert Jewell  
5720 Layton Drive North Highlands, CA 95660  
email = [toyshop@attglobal.net](mailto:toyshop@attglobal.net)

