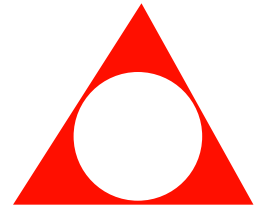


Northern California World Service Area

12 Stepper



April 2000

Annual Report Issue

Volume 36 Issue 1

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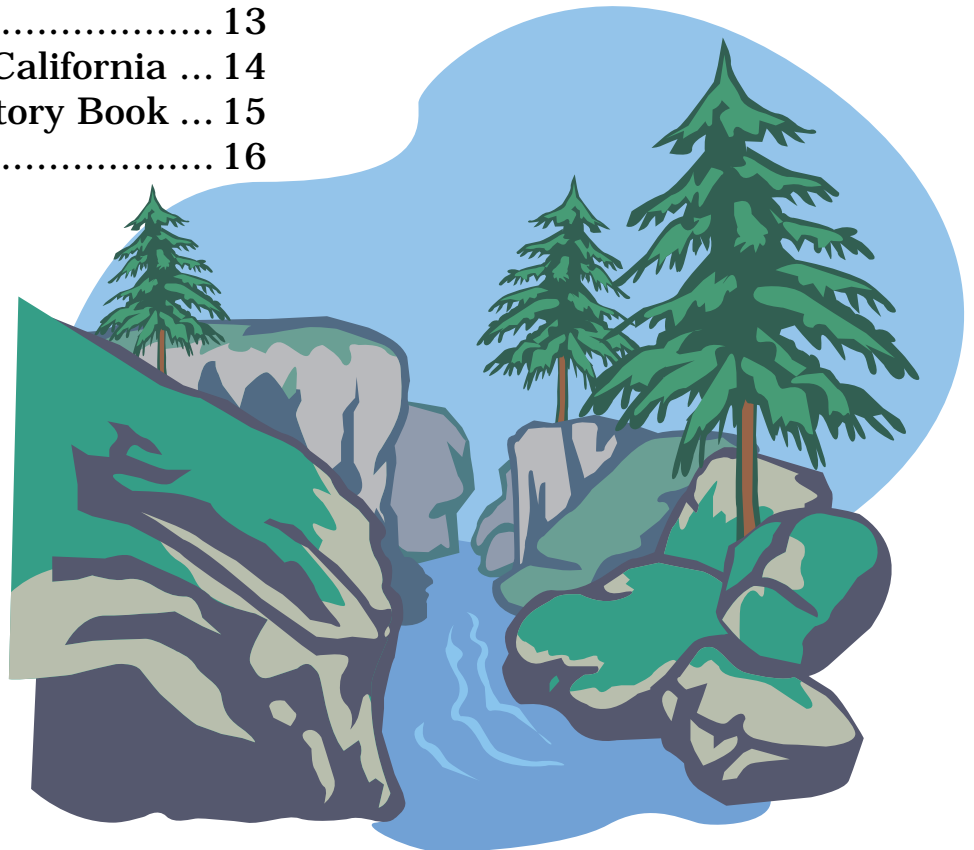
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Calendar

Date/Time	Event	Location	Contact
May 13 Saturday	District 16 Birthday/Speaker meeting	Tri-Valley Unity Church 6325 Sierra Court, Dublin 94568	Ruth K, 925/828-9074
May 14 Sunday 7:00 PM	District 12 Speaker meeting	Shepherd of the Hills Lutheran Church Diamond Heights Blvd. @ Addison San Francisco	
May 27 Saturday 6:30PM	District 15 Fellowship event 6:30 Pot Luck 7:30 Drawing, birthday chips 8:00 Speaker meeting \$4 suggested donation	Broadmoor Community Church 301 Dowling @ Dutton, San Leandro	Marsha P, 510/483-8423 Ericka D, 510/430-2891
June 10 Saturday	District 16 Birthday/Speaker meeting	Tri-Valley Unity Church 6325 Sierra Court, Dublin 94568	Ruth K, 925/828-9074
June 11 Sunday 7:00 PM	District 12 Speaker meeting	Shepherd of the Hills Lutheran Church Diamond Heights Blvd. @ Addison San Francisco	
June 24 Saturday 6:30PM	District 15 Fellowship event <i>See May 27 above</i>	Broadmoor Community Church 301 Dowling @ Dutton, San Leandro	Marsha P, 510/483-8423 Ericka D, 510/430-2891
June 29 - July 2	International AA Convention (Al-Anon participation) Pre-Registration Deadline May 15th	Minneapolis, MN	Call (805) 654-0110 www.alcoholics-anonymous.org/2000d1.html
July 2, 3, 4	Living Sober San Francisco Gay/Lesbian AA conference (Al-Anon participation) 25th Anniversary	Bill Graham Civic Auditorium	Sara C, 510-465-5435 scooper@leland.stanford.edu
July 8th Saturday	District 16 Birthday/Speaker meeting	Tri-Valley Unity Church 6325 Sierra Court, Dublin 94568	Ruth K, 925/828-9074
July 9th Sunday	District 12 Speaker meeting	Shepherd of the Hills Lutheran Church Diamond Heights Blvd. @ Addison San Francisco	
July 29th 6:30PM	District 15 Fellowship event <i>See May 27 above</i>	Broadmoor Community Church 301 Dowling @ Dutton, San Leandro	Marsha P, 510/483-8423 Ericka D, 510/430-2891

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.

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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.

Send material via e-mail to gstaas@pdfdream.com or regular mail (white paper please!) to:
12 Stepper Editor, 2929 Granite Creek Road, Scotts Valley, CA 95066

An invitation to this issue

Welcome to the first issue of the *12 Stepper* for this panel! I invite you to partake of the goodies in this issue. Here's what's in store for you.



Delegate's Corner has some words from our delegate before her departure for the World Service Conference in Virginia Beach. I'm eager to hear about the WSC when she returns.

If you've wondered what goes on at the Northern California World Service Committee meetings your District Rep goes to three times a year,

check out *NCWSC Meeting Highlights*. The meetings are not as boring—or as argumentative—as you might think. We even have fun.

To get acquainted with our new *Officers* and *Coordinators*, see those sections. If you've wondered about our finances, see the Treasurer's *1999 Financial Report*—only half a page!

This issue also contains a variety of feature articles. *Operation Alateen* talks about this important effort to boost Al-Anon awareness of Alateen, described by an

Alateen who made the transition to Al-Anon. I'd love to see more of these service sharings! If you missed the 2000 Convention, check out Charli's article to learn what happened and who made it happen.



If you thought that *SWRDM* was some sort of strange sea creature, check out the articles on the *Southwest Region Delegates Meeting*, a relatively unknown source of experience, strength, and hope from past delegates to our current delegates.

Though Marilyn has attended this meeting numerous times, this was her first time as Delegate, and she was deeply touched, as she recounts. If you've heard that Al-Anon has been deconstructed and reconstructed and wondering how it affects us, read *Restructuring Northern California*. For an interesting proposal, take a look at *Al-Anon is for Animals!*

A lot of folks like to know what's happening in other districts, so there's news from Districts 7 and 11 in the *District News* section.

If you've wondered what NCWSC, DR, AFG, and such mean, see the list of *Acronyms* to be enlightened.

Finally, to find out who your trusted servants are and how to reach them, see a list of all NCWSC members at the end, conveniently placed for your reference.

Take what you like and leave the rest!

Gary

Delegate's Corner

This is my first report as delegate and I can tell you that I am thrilled. It is such an honor to have been elected to serve as your Delegate on Panel 40 for the next three years. I will be serving on the Public Information committee.

In March 2001, Al-Anon will be celebrating its 50th Anniversary. The World Service Conference (WSC) supports the celebration, since it is important to all of our groups. The World Service Office will publish a calendar for 2001 with important Al-Anon and Alateen events submitted from every area and every country. Cathy, our past delegate, submitted two dates from which the World Service Office could choose. They chose September 11, 1945. A Non-Alcoholic Family Group, the San Francisco Family Club in San Francisco, was formed in September, 1945 (P26. *First Steps*.) This was the first non-alcoholic group that became an Al-Anon Family Group. This calendar will be available at the Minneapolis International and afterward.

Northern California World Service Committee (NCWSC) has given its consensus in favor of publishing an Al-Anon History book for Northern California. Art B is working on this along with several helpers for proofing and input: Irma C, Linda J, Carol H, Cathy C, and Peggy

C. Art would also like a half a page to two pages from each District on important events that have happened in their districts. Please submit these to Art B.

I attended the Southwest Regional Delegates meeting in St. George, Utah on March 9-12, 2000. The Regional Delegates meeting is very important for training new delegates. This is when the agenda for the World Service Conference is discussed, and the new delegates spend a weekend learning what to expect and how to deal with different situations at the World Service Conference. I have attended the Regional Delegates meetings for a number of years and found them to be very informative. So I am really excited that I am finally attending the Regional Delegates Meeting as your delegate.

I will be leaving for the World Service Conference on April 23, 2000. You'll hear more about this later!

I will also be attending the International Convention of Alcoholics Anonymous with Al-Anon participation from June 29 - July 2, 2000. I hope most of you will also be attending. Registration forms were sent to each Al-Anon Family Group.

Thank you for allowing me to serve Northern California Al-Anon in this capacity.

Love in Service

Marilyn

NCWSC

NCWSC Meeting Highlights Fresno Saturday, February 5, 2000

These highlights are based on NCWSA Secretary Sandi's minutes, not yet approved by NCWSC.

Orientation and Guidelines

Peggy C gave a brief overview of what happens at committee meetings.

▲ Anyone can attend.

▲ Current Delegate, Officers, Coordinators, District Reps, Immediate Past Delegate, Alateen Liaison, Information Service Liaison and Executive Committee members have a voice and can vote.

▲ Other Past Delegates and Chairpersons of Special Committees such as NoCAC have voice, but no vote.

▲ Motions can be made by anyone who has voice and vote, except the Chairperson, who usually asks someone to make a certain motion or recommendation. Most recommendations are presented by special committees such as Budget Committee, Bylaws Committee, or Executive Committee.

▲ How much power does the committee have—none!

▲ Reasons we are here: a) to assure that the day-to-day business of Al-Anon in Northern California is getting done; b) to make recommendations to the Assembly regarding improving this process; and c) to improve communication between those in service in the area.

Executive Committee and Budget Committee

Districts caucused to elect incoming Executive Committee and Budget Committee members.

Executive Committee

Northern Section—Bob J, D-07

Central Section—Dave P, D-13

Southern Section—Edie D, D-20

At Large—Art B, D-21

At Large—Charli D, D-26

Budget Committee

North—Bruce H, District 3

Central—Jim S, District 14

South—Harlan H, District 23

Concept 2 from a Personal Point of View—Cathy C

Concept Two: The Al-Anon Family Groups have delegated complete administrative and operational authority to their Conference and its service Arms.

In the last paragraph of our Service Manual's explanation of Concept Two, Cathy substituted the word "family" for "fellowship" and "world service." It then reads: We believe our family is a spiritual society characterized by enough enlightenment, responsibility, and love for God and man to ensure that our democracy of family will work under all conditions.

Concept Three—a Personal Point of View—Peggy C

Concept Three: The Right of Decision makes effective leadership possible.

Mutual trust is the key to Concept 3. When someone is in a service position, I must trust that person to use judgment in making their decisions and not insist that they just be a messenger. Before recovery, I believed I was the only one qualified to fill the leadership role and that others' opinions were not important. I remember the alcoholic asking, "What movie would you like to see?" "I don't care." So we went to see his pick and I said, "That was a really stupid movie." Or we might switch roles. It really depended on what I was looking to feel that day—either sorry for myself or in control. We had 8 children and most of the time I assumed control, but there were many occasions when I didn't want that responsibility. We all played the game so we could pin the blame on someone else. There was no trust.

Concept 3 says that nobody in this fellowship has control over anyone else. When you are entrusted with a position, you do it how you need to, taking into consideration the area's feelings on subjects. The Delegate has the privilege of changing the area's vote at the conference after gathering more information.

Officers & Delegate Reports

See other reports in the *Officers* section in this issue.

Alternate Delegate Vic A said he is brand new, will do the best he can, and plans to keep Marilyn as healthy as he can. He asked for our prayers, since he has to keep track of Mrs. Robinson.

Area Restructuring—Cathy C

You can see the new structure in the December 1999 *12 Stepper* on p. 5. WSO has 5 Coordinators now: *Business Service* (IS Department, computers), *Group Services* (Group Records, Alateen, Archives), *Public Outreach* (CPC, Institutions), *Membership Outreach* (functions such as our International Conventions, the RSSs and the WSO Conference, as well as translations) and *Fellowship Communications*. In the old WSO structure, there were 11 directors. In the new structure, coordinators would get 4 DRs and GRs assigned to work on their committee. The NCWSC would be reduced by 5 people, but more DRs would be participating. There was concern that restructuring, per se, will not get more volunteers. Another thought this would add a layer of communication.

This is an opportunity for us to examine what other positions we are communicating with the most and who we should communicate with. How would this more effectively connect us to the groups?

The Chairperson said we have ideas of what has been, ideas from other areas, and see what WSO has done. Let's take this opportunity to think about it in the next 3 years and fantasize what NCWSC could look like.

Coordinator and Committee Reports

See other reports in this issue under *Coordinators*.

WSO Public Outreach Charli reported that Sandy F is interim person doing Public Outreach and Group Services at WSO, since Phyllis retired.

NoCAC Chairperson and Alateen Liaison were not present, but it was noted that NoCAC does not have a hotel yet.

Bylaws Nils is researching the definition of a DR. He asked for volunteers for the Bylaws committee and requested they contact him via phone or e-mail.

Budget Committee

Vic A, Alternate Delegate and Chairperson of the Budget committee, shared his experience on money issues and understands the fear and emotion around budgets. He stated that budgeting is our best guess on what our trusted servants are going to spend.

The first draft of the budget for 2001 is the 2000 budget plus any budget requests received. We do not have the 1999 actual figures yet, so the budget presented is a guess. Since most members of the budget committee were just elected, it hasn't processed or reviewed the budget, and the first draft shows \$3800 in the hole. At the May NCWSC meeting, the Committee will present some real figures and get input from the members.

A motion was made at the last Assembly to have an audit of 1999 books. We will try to use the CPA used before the last panel and hope to complete it as soon as possible.

Convention Coordinator Steve B announced that our next convention will be in the Northern section. The 2000 Alternate Chair, Dav G, is the 2001 Chairperson. We need an Alternate Chair from the Southern section who will also serve as 2002 Convention Chairperson. Steve is now looking for spots for the 2001 Convention.

New Business

Report Friday Night DR Meeting—Beverly, DR-19

19 out of 27 DRs were in attendance, about 2/3 new. Some districts have a full compliment of new officers and coordinators. In a discussion about getting people into service, District 15 shared it tried to get a lot of people to do a few tasks as opposed to a few people taking on a lot of tasks. Districts 22 and 5 are planning events for Al-Anon's 50th Birthday. Several fund raising ideas were mentioned: a dessert auction with Alateen participation at a speaker meeting in District 7, and a beach ice cream social in District 23. Starting new Alateen meetings and keeping the doors open to existing Alateen meetings brought out some very passionate discussions. District 26 is working on more Alateen meetings being held at the same time as Al-Anon. A meeting on wheels is being set up by the H&I Coordinator in District 17. It was suggested that the DR meeting begin at 7:00 p.m. and there be a time limit on sharing. The group's consensus was that any member of Al-Anon could attend the DR meeting, but only the DR or Alternate DR have a voice.

E-mail Address List


An e-mail list including NCWSC members was set up last year to facilitate informal communication. Concerns were expressed about privacy and use of last names, that it may create assumptions that information was communicated to everyone, that the past committee is not included and they have valuable input.

It was suggested we try a pilot run. NCWSC members would receive a message asking if they wanted to join, requiring a response to subscribe.

Those without e-mail can ask someone on the list to print and mail messages to them. Vicki appointed Tom and Edie to a committee to research ways to serve those without e-mail and report back in May.

Announcements were made about various speakers meetings and fundraisers coming up and we closed with the Serenity Prayer at 5:15 pm.

Snippets

Lest you think these meetings are all serious business, when Marilyn was giving her report, a couple of rascals in the back of the room started singing *Mrs. Robinson...* 

The *Diversity Coordinator* position reaches out to populations who have not been served and encourages districts to have these coordinators. Gina R, D-21, and Louise M, Santa Clara Valley Intergroup, were unanimously affirmed as Diversity Coordinator and Alternate.

The International Convention is scheduled for the first week of July in Minnesota. A very entertaining skit was presented by a group of DRs and coordinators featuring amusing renditions of a Minnesooooootan accent.

In March 2001, we celebrate Al-Anon's 50th Anniversary. Let the committee know what celebrations are going on in your district. Our 2001 Convention theme will be the 50th anniversary.

At Peggy C's suggestion, we formed a committee to investigate renting office space for Archives and Corporate Records and hiring an employee to staff the office and do bookkeeping.

Motions passed

Motion #0002.01: Approve October 1999 minutes as corrected.

Motion #0002.02: Change the name of *Non-English Speaking Coordinator* to *Diversity Coordinator*.

Motion #0002.03: Accept the bid to have the May NCWSC meeting in Cameron Park.

Motion #0002.04: The revised Alateen Sponsorship Guidelines be approved by NCWSC for distribution to District Alateen Coordinators and groups for review and/or use on a trial basis and recommendation be made to the Assembly to approve revised guidelines.

Motion #0002.05: Recommend the Assembly approve publication and sale of a history book of Northern California Al-Anon/Alateen for our 50th Anniversary.

Motion #0002.06: Set up an e-mail list server for informal communication.

Motion #0002.07: The name of the list server be NCWSC.

Motion #0002.08: That the list server's administrator be the Area Secretary and 2 other people selected by the Secretary.

Motion #0002.09: That the list server's membership be voluntary and limited to NCWSC members and their alternates.

Motion #0002.10: That the NCWSC list server include only informal discussion and announcements—not official notices or decision making items.

Officers

Chairperson

So...we're all in our new places, with bright shining faces. I welcome you all to the new panel, not to mention the new millennium—or is that next year?

It's amazing how quickly things began for me in this new position. Having just come officially on board January 1, 2000, there has still been activity.

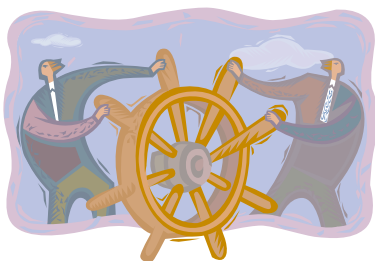
I met with Laurie, outgoing chair, and she and I put together the agenda for the February NCWSC meeting. Laurie was a great support for me and helped me to feel more comfortable rolling into this position.

I have met with the outgoing treasurer for the turnover of past and present accounting records. I then met with the incoming treasurer to hand these things over to her, as well as to try to help in setting up her system—I must confess failure here. I'm a Mac girl and she has Windows.

I attended the area turnover meeting January 28 at Cathy C's house in Newark. At this meeting, we successfully *turned it over*. Outgoing panel members bringing computer equipment were able to hand it off to incoming panel members. We prepared for this before hand by getting descriptions of equipment available from outgoing members and polling incoming members for equipment needs. All agreed that this distribution is not cast in concrete, and any one on the new panel that has equipment needs should bring it to my attention so that we can review the distribution.

I'm feeling a bit like Pollyanna in that I truly am looking forward to this panel. We have the opportunity to make some major changes in the way that NCWSA is structured and, in so doing so, put new and improved outreach ideas into place. We can take Al-Anon in Northern California into the new millennium with the energy and enthusiasm it deserves. Yes, we still have to look at budgets and financial reports—but how about from the place of what we CAN do and not what we can't. Reality is no longer that bleak and dreary place it was before recovery. Today we can see past our limitations and know that God has given us everything we need to carry His message. (Somebody remind me of this halfway through this panel!)

Vicki



Secretary

Hello everyone!

I'm delighted and excited to be performing the duties of Secretary.

So far, there has been a lot of research, discovery, and preparation in getting started, but it's been a challenge, and I love a challenge.

There is not much more to report at this time, but I want to thank you all for trusting me to do the job I plan to do the best of my ability and, hopefully, meet your expectations.

Love in Al-Anon and Alateen Service,

Sandi C



Treasurer

Hi all,

My name is Janice W. I am the new treasurer for the 2000-2002 term.

I have received the old files from the past treasurer; he is holding onto the 1999 files until the audit is completed. But I do have the checkbook and can pay bills. My mailing address is:

2711 Hilldale Rd.

Sacramento, CA 95864

Any reimbursements that are for the area need to be sent to my *home address*. This includes any mileage, office supplies, postage, phone, travel, food for any officers, coordinators, or any committee's (budget, long range planning, Internet, etc.). Please include your phone number or e-mail so that I can contact you if I have questions. *My plan is to have any reimbursements paid within 10 days of getting the request*. If you have need for an advance, please let me know. We have forms for that, and I need at *least 2 weeks notice and the form completed*.

If you send in a reimbursement for a vendor, I will send you a copy of the check when I pay the bill FYI.

We have 4 accounts. A checking account and a savings account with about \$1100 are with Cal Fed. We have two certificates of Deposit (CDs) for our prudent reserve. One CD has about \$5000 and is on a six month term at Cal Fed. The primary reserve CD is about \$15,000 and is on a 12 month term at Washington Mutual.

As of February, we are still missing income and expense info for the 1999 NoCAC, which has hindered me in paying tax on the T-shirt sales.

I am looking forward to the growth and love of this program.

Janice W

1999 Financial Report

This report is unaudited, based on the latest information at press time. It does not include NoCAC transactions.

Coordinators Alateen

Greetings to all members of NCWSC! My name is Jennifer, and I am your new Alateen Coordinator. I am really looking forward to this new and exciting journey in service and recovery. Alateen has always been a part of my life and always will be. I have been involved in service work for the past 10 years and have enjoyed the wonderful and exciting experiences of service work.

First off, Alateen participation is decreasing in Northern California. We are losing more groups. My alternate, John, and I met to discuss our goals, visions, dreams, and game plan for our term, and I would like to share some of it with you. We have set a goal of increasing Alateen participation in Northern California by 10% overall. This means we would like 10% more teenagers attending Alateen. In order to measure this, we are planning to survey the Northern California Alateens to see how many teens are attending meetings and how many meetings there are. We know that there are meetings that are not registered with WSO or NCWSA. We would also like to see an increase in Alateen participation at the convention, NoCAC, and other events throughout the area.

Another goal is to increase the awareness of the existence of Alateen by reaching out to the public. We plan on accomplishing this by:

- ▲ Alateen Outreach Packets.

- ▲ Develop Alateen public outreach packets to send to district Alateen coordinators to give them tools to help spread the message of a Alateen in their area and schools.

- ▲ Encourage Alateen groups to hold Open Meetings. This will not only help people learn more about Alateen, it is also an excellent way to recruit sponsors.

- ▲ More Alateen Speakers at events and schools

- ▲ We would like to see more Alateens speakers at area events, as well as getting teens to speak at Junior High and High Schools.

At NoCAC last year, John and I got things rolling early by getting a list of sponsors and Coordinators together so that we could keep in contact with them. We also had several District Alateen Coordinators express interest in having a sponsor workshop in their area.

With the increased use of the Internet, we are planning on getting the Alateen Express on-line and making good use of the Internet any way we can. John has some wonderful ideas on how to revamp and update the Alateen Express.

I would like to close by saying *Remember Alateen members are the future generation of Al-Anon*. Let's keep the program alive by supporting Alateens.

Please contact me if you have any questions at all. Thank you.

Love in Service

Jennifer F

Ordinary Income/Expense		
	Jan - Dec '99	Jan - Dec '98
Income		
Bank Interest	912.27	1,048.76
Donations	35,827.90	21,413.93
Assembly	3,404.31	3,117.00
Assembly (Election)	1,700.00	0.00
Convention	5,732.53	7,171.25
H & I Conference	946.84	70.12
Other Event Income	0.00	241.00
Literature	5,401.44	2,773.65
12 Stepper	82.00	177.50
Uncategorized Income	24.90	48.00
Total Income	54,032.30	36,061.21
Cost of Goods Sold (Literature)		
Cost of Goods Sold	5,690.56	2,839.52
Total COGS	5,690.56	2,839.52
Gross Profit	48,341.74	33,221.69
Expense		
Officers	6,241.87	4,254.98
Conferences (Officer/Delegate)	7,597.53	4,117.09
Coordinators	5,145.43	2,514.21
Committees	6,174.88	6,203.11
Assembly Expenses	3,329.58	3,813.79
Assembly (Election) Expenses	2,196.59	0.00
Assembly (Special) Expenses	452.55	0.00
Convention Expenses	7,074.23	7,389.18
H & I Conference Expenses	1,937.02	600.57
NoCAC (NCWSA Expense)	1,189.74	1,140.60
Other Event Expenses	300.00	200.99
Literature Expenses	934.37	329.03
12 Stepper	2,078.42	2,546.70
Corporate	3,172.89	2,096.90
Uncategorized Expenses	-280.00	641.77
Suspense	0.00	874.00
Total Expense	47,545.10	
Net Ordinary Income	6487.2	-661.71
Net Income	6487.2	-661.71

Archives

On November 20, 1999, at Carol's (our previous archivist) home, the NCWSA Archives were transferred to me. It took approximately 8 hours to inventory, sign off, and sign on to receive it, plus a few hours to discuss the recording and storing of Archives, have a tasty lunch and dinner, and load my borrowed van.

All the Archives were prepared for transfer by Carol, including the archives shelving, 18 boxes of files and records, supplies, and a floppy disk listing the entire inventory!

My van was completely loaded—without room for the display board. Carol offered to keep it and the material until I could pick it up. No room for the Tape Library, either. We were just a tad tired by 10 pm.

Today, the Archives are set up in my home in Chico, and the floppy disk transferred the inventory into my computer. Linda, the alternate, will be coming to visit the Archives to see what we have and become familiar with the archive's process.

Our area was without an Archives coordinator from 1964 until 1982, when Faun L became the first. By the time Carol received the records after five more coordinators, they were still in boxes. During her extended term, she converted them into manageable records for us to enjoy! Thank you, Carol!

If any of you care to visit the NCWSA Archives in my home, you will be welcome. Just let me know ahead of time. If you want copies of certain bits of Area history, please let me know and I'll do my best to locate and copy them for you.

With Al-Anon Love

Irma C

Looking back at our Al-Anon and Alateen trail of the message...



Group Records

Hello everyone,

Sure is good to be here. I'm really excited about my new position as Group Records Coordinator. I've been learning all about databases, such as how to make and correct mistakes, and, with the help of our outgoing Group Records Coordinator, Sandi, my learning curve is definitely on the right path. I attended the turnover meeting and got the rest of the equipment and paraphernalia necessary for this position.

I've received a lot of mailing address and GR changes during the months of December 1999 and January 2000.

I'm looking forward to working with you during the course of the next three years. 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.

Love in service,

Beverly Anne S

Hispanic Intergroup Liaison

Hi ! I am Amparo M, the NCWSA Hispanic Intergroup liason for the next three years. I am excited and grateful to my Higher Power and the group representatives. for trusting me in this new role in service for me. My first report is about our 20th Hispanic Convention that took place in Milpitas, and as Esther G indicated, we had Cathy C as one of our guest speakers. She gave very important information regarding the 11 Spanish General Service Offices in different countries. She reported that there are approximately 5,239 Spanish groups in 19 countries; 558 groups are in USA. Cathy continued to share valuable information, which included the need for financial support from all the groups.

Another report from our Intergroup: We had elections for new members in the committee. The Public Information Coordinator announced that a Miami Convention is planned for May, 2000.

Amor en el Servicio

Amparo M

Institutions

Hi I'm Charli.

I'm very excited about Institutions work although it is a new project for me.

I was able to participate in a conference call with staff from Al-Anon's World Service Office and coordinators from all over North America involved in PO, that's Public Outreach, which combines jobs formerly identified as Public Information, Cooperating with the Professional Community, and Institutions.

One of the exciting announcements made to us was that there will be a "how to" booklet on "family friendly" outreach that will be mailed out in March. Since I am new, and also new as a District Institutions person, I am interested in networking with others doing this work. I've provided a self addressed envelope to each District and AIS. Please pass this along to the person responsible for institutions work. I'd like them to put a note in the envelope with their name(s), phone, address, e-mail, etc. and a brief synopsis of what Institutions projects they are doing or know of. The conference call nationwide was so exciting, I'd like to try something on a Northern California scale later this year.

I attended the H&I for the first time last year and learned so much. The enthusiasm of the AAs and Al-Anons doing institutions work is infectious, people are so willing to help. That's one reason I was willing to try this job this panel. "Go with the winners."

Our NCWSA web site (<http://www.al-anon.alateen.ncwsa.org>) is a great tool for working with institutions and professionals who wish to get information about Al-Anon, and as Districts and AISs link in, to access local meeting schedules. I just love it when all the different projects come together to help families and friends of alcoholics.

Charli D

Literature

Hello, my name Maryann, and I'm the new literature coordinator for the area. I'm from Modesto, District 18.

Cathy F, our previous literature coordinator, has delivered the area literature depot to me, and I am slowly going through it, trying to learn my way around. I've discussed some ideas with Cathy on a future display for Literature. I understand that we are planning to change the depot to a Research/Educational library. I would happily listen to any suggestions for our library display that anyone may have. Please feel free to call or e-mail me with your ideas. I hope to put it together soon, but it won't be before the area Convention this year.

I have been in contact with the convention chair, and they have arranged for a local district LDC to supply literature. I've been asked by the convention chair to facilitate a CAL workshop on Friday evening.

I haven't heard anything from the Hospitals and Institutions Convention committee or anything about Diversity day, so I don't know their needs yet.

Love and hugs in service,

Mary Ann H

PI/CPC

What is Public Information (PI) work? What is Cooperating with the Professional Community (CPC) work?

Any member, any group, any area, who informs either the public or a professional about Alateen and Al-Anon is doing PI/CPC work. There are a lot of tools available to help us inform communities. As your coordinator for Northern California, my plan is to let the members of Al-Anon and Alateen know about these tools and how to use them.

I would like to compile a list of people in Northern California who are doing or willing to do PI/CPC service work in their area. Please contact your District Representative or me. If you have e-mail, please include the address to cut down on mailing costs.

WSO has suggested via *Public Outreach Great Expectations* (see below) ways to communicate to the members. I will do my best to implement these suggestions. When I receive mailings from WSO, I plan on passing the information to the DRs and local PI/CPCs on the above list as soon as possible.

I participated in a conference call in January with WSO. Lots of good information was shared. There is a new booklet coming out in February or March called *Family Friendly*. Its purpose is to include the member's family in service and has lots of ideas to encourage people to participate. How about a theme business meeting party—come dressed as a character defect.

A new Public Service Announcement (PSA) will be out June or July called *Suffocating*. Watch for it. I will have more info later.

If you've got old Forums, carry them with you to leave in doctor's offices or any place where magazines are

laying around. Be sure to include local phone numbers.

Does your local newspaper have a listing of nonprofit type groups and meeting dates? Is your group listed? This is a free service and a wonderful way for people to know Al-Anon and where Al-Anon meets. A sample could read "Al-Anon, support group for family and friends of alcoholics, 8 p.m. Sunday, (place), (phone)." Check your newspapers!

Our alternate PI/CPC coordinator, Dave R, is working in the area of web sites. He is developing a guideline *How to create an Al-Anon web site* and *Join NCWSA's Web site* to list your local meetings. Stay tuned.

I am excited to be serving in this capacity. Please let me know if you are a PI/CPC coordinator/chairperson. I would love to pass on information to you as I receive it. Also, got any PI/CPC ideas, experiences, or fun stories to pass on? I would be glad to compile and distribute them.

When I remember "Let it begin with me," service as well as personal relationships become a joy, and my Higher Power gives me the energy and ability to do whatever is needed to continue to show up and be present. What a gift.

Love In Al-Anon Service

Connie F

Public Outreach Great Expectations

1. When the coordinators receive the Public Outreach (PO) biannual mailing from the WSO PO team, they will photocopy the package and send it to every district within three weeks.

2. That the district representative will photocopy the PO bi-annual mailing and distribute it at the next district meeting and maintain a supply of the PO bi-annual mailing on display at each district meeting until the new packet arrives six months later.

3. That the district representative will communicate with the area coordinator periodically to provide feedback on the public outreach projects conducted in the district.

4. That the area coordinators let the Al-Anon area newsletter editors know about PO project successes. It would be wonderful to hear from coordinators when the projects are implemented.

Note: The projects sent to the area by the WSO Public Outreach team are "Suggested". An area may not choose to be involved with the WSO PO projects or may consider completing portions of the projects.

12 Stepper—A Reappraisal

What would we like our Area newsletter to be? What has it become?

The 12 Stepper in recent years has consisted mainly of reports by NCWSC members. Our newsletter is generally large with fairly small type. The last Assembly issue had 76 pages; the December issue 44. By contrast, other Area Newsletters I've seen run from 6 to 24 pages,

with around 16 being common. They are typically published 4 times a year, the same as the number of Stepper issues in 1999. Their format frequently has smaller pages and larger type.

The NCWSA Bylaws and NCWSC Guidelines say very little about the 12 Stepper's contents. The NCWSA and NCWSC Motions Passed and Failed are not especially prescriptive either, calling for Assembly Minutes, but not much else. The *Al-Anon Guidelines for Area Newsletters* suggests various topics, including Reports from the Area Delegate, Chairman, Secretary, and Treasurer and Assembly Highlights; it also suggests limiting the number of pages to keep mailing costs down. We budget nearly \$3000 for the Stepper's printing and mailing, not much less than the budget for all our coordinators!

Though every group gets the Stepper, I don't see it picked up and read at meetings. A few read the entire issue, but that may be rare. I suspect some feel guilty because they don't read more of it than they do—or at all.

I have come to believe that the Twelve Stepper is too big and too expensive. I think its size intimidates potential readers, which limits its effectiveness in communicating to our Area's members.

I'd like to see more people read more of our newsletter. Wouldn't it be nice if it attracted members to service? It doesn't necessarily need to contain reports from every functionary in NCWSC; this is not mandated anywhere. I would like to see its content be more focused and its articles shorter. Let's tell people what they need and would like to know, not inundate them with details on everything that happened. Service sharings would be nice too—I really enjoyed them in our last issue.

I would prefer not to publish every report I receive, but let me know if there is something you definitely would like published. As editor, I do intend to edit, which may mean trimming some articles. However, I would prefer that you edit material you submit, rather than me! Include what you think is important for people to know.

Consider these questions—

- ▲ Do we want all reports in the 12 Stepper?
- ▲ How long should reports be?
- ▲ Shall we distribute our newsletter electronically?
- ▲ What would you like to see articles about?

I welcome your feedback on what you'd like to see in the Twelve Stepper. Feel free to contact me with your ideas. Since we are considering restructuring the Area, why not start with our newsletter?

Keep It Simple, Service!

Gary S

Internet Committee

We have a second person now qualified and working to add new information to the NCWSA web site, Jim S of District 14.

Last summer, we began adding actual meeting lists

to our MEETINGS page. In addition to listing over 230 cities and towns in Northern California with their phone numbers, we provide a link for those cities where there is a meeting list available on-line. We believe that meeting information is best maintained locally at the district, Intergroup, and AIS level.

Districts 11 and 17 have their own web site maintained locally. I don't know what costs these districts have.

Santa Clara Valley Intergroup and District 15 use the NCWSA domain name and provide their own list maintenance without involvement by the NCWSA staff. They have their own password restricted to their page. This costs NCWSA \$5.00 per month per password. While we thank them for their donations to NCWSA, a donation is not required for this service to the districts.

Sacramento AIS, Districts 14 and 23 provide their meeting list in a form acceptable to the Internet staff suggestions, maintain the list, but the staff uploads the changes into the web page. This is at no cost, but takes time for the Internet staff to upload and maintain the page.

Here are the web site addresses for these functions.

NCWSA's basic page <http://www.ncwsa.org/>

Sacramento AIS (Districts 6, 7, 8, 9, 10) <http://www.ncwsa.org/sac/>

District 11 <http://www.marin-recovery.org/al-anon.htm#meetings>

District 14 <http://ncwsa.org/district-14.html>

District 17 <http://www.angelfire.com/al/fremontalanon/meeting.html>

Santa Clara Valley Intergroup (Districts 20, 21, 22) <http://www.ncwsa.org/scvafg/>

District 23 <http://ncwsa.org/district-23.html>

In addition, Districts 5, 12, 13, 16 and 18 are preparing their meeting lists to add to the NCWSA site.

Advantages of using the NCWSA site are:

▲ The domain name <http://www.ncwsa.org/> is the basic part of the name. This increases traffic on the web site for NCWSA and allows search engines to place the NCWSA site higher on their search list.

▲ The use of the NCWSA site reduces or eliminates additional costs to the groups. An independent domain name requires an annual fee. Placing the web site on a commercial server requires monthly payments (or allows the public provider to place ads on the site). NCWSA pays about \$400.00 per year.

Recommendations: If you wish your district's meeting list on line, we suggest you consider finding a local person willing to maintain the list on-line. Our hope is that you would use the independent method with your own password. This gives the district complete control of the page layout, content, and timing of making changes. If you have someone maintaining your meeting list, but is not techno-savvy, a second alternative—asking our staff to upload your list—is also available.

We are excited that NCWSA might have almost all of our 1,000 groups listed in a manner that makes it easy for the public to find us on-line.

Art B

Features

Operation Alateen

You've heard about it in your meetings. It's discussed at district business meetings. You read about it in newsletters and pamphlets. It comes from the World Service Office and it's *Operation Alateen*. So what's it all about? Operation Alateen is one of Al-Anon's focuses this year, and its goal is to get Al-Anon more involved in supporting Alateen. This is a wonderful and important goal. The two groups are dependent upon each other for survival. Alateens are our future!

All that said, I'd like to tell you about how some of us in Northern California have been getting Alateens and Al-Anons together for the past 18 years. Every spring, the *Growing Together Weekend at Westminster Woods* brings a mix of Alateens and Al-Anons from throughout the area together to share their experience, strength, and hope. The retreat takes place at a campground near the Occidental and Russian rivers. Accommodations include heated cabins with bunks, bathrooms with showers, and tasty food prepared by the camp staff. Planned by a committee of both Al-Anons and Alateens, the retreat features speakers, workshops, and plenty of entertainment and Easy Does It time. Each speaker meeting gives both an Al-Anon and an Alateen an opportunity to share their story. The workshops are both led by and attended by members of both groups, giving Alateens and Al-Anons an opportunity to share with and learn from each other in a small group meeting. Easy Does It Time gives those in attendance yet another opportunity to interact. Small groups take hikes through the forest surrounding the campsite. Volleyball, softball and football games spring up in the field. Some prefer to sunbathe or play in the swimming pool. Following the Saturday night meeting, there is a dance and a campfire, complete with toasted marshmallows.

This retreat is a special place for me. It is where I first got involved in service. I was on the committee in 1994 and served as the chairman for the 13th annual retreat when I was only 21 and making the transition into Al-Anon. I haven't missed a year since. Working on the committees gave me an opportunity to meet Al-Anons and learn that they were people just like me, only a little older. This was very important to me during my transition period. It also gave me a chance to get to know many other teens and young adults that have become very special friends today. The mix of Alateens and Al-Anons is what makes this such a special event. I hear a little piece of my story in every story told there, and I learn from them as well. It truly is a place for *growing together*.

This year, *Growing Together Weekend* will be held on June 2, 3 and 4. For registration or questions, call Dale

W. (510) 494-8564 or look for the registration packet at your meetings. I look forward to seeing you all there.

Caren W

Convention 2000— Life Is a Dance When You Take the Steps!

Thanks to 245 people for registering at the 2000 Convention (293 Al-Anon, 48 Alateen, 15 AA). It was a dance! I had a wonderful time as chairperson for the event. Not everything went perfectly, but Al-Anon, Alateen, and AA members stepped in to make this a wonderful, fun event.

Special thanks to Rita L, co-chair of registration, who stepped in to handle on-site registration two weeks before the convention when Chris W, registration chair, was hospitalized. Rita's wedding was only a week before the convention!

Thanks also to the convention planning committee: Dav G, co-chair who backed me up and is already planning next year's convention; Steve B, convention coordinator, who found a great and economical facility; Jennifer F, who designed the decorations and served as our convention committee secretary; Pat H, Alateen chair who dealt with replacing the Alateen Sponsor just before the convention; Barbara D, who got leaders for all of the Alathons; Diane L and Toni M, for conducting the donation drawing and getting prizes; Ericka D, who set up the hospitality room—a



welcoming respite from all the activity; Steve R and Danielle, who made all the signs and the restaurant map; Jane D, who handled the new literature system beautifully and made the souvenir bookmarks; Sandi C, for the great job at pre-registering and helping with registration; Cathy F for the beautiful program (it had the right room assignments, the hotel just set two of them up backwards); Marilyn R and Keith H for the effective publicity; Esther G for organizing the Spanish program (at least 46 people on Saturday); Fran D for hosting the speakers; Robert H and Diane T, convention treasurers; and Dennis H, ways & means, for dealing with the merchandise ordering and selling nearly all of it. Thanks to Carl S for working with the Alateens preparing for Convention, and to John C for filling in as Alateen sponsor. Thanks to Artha O for making the

speakers' flowers.

The speakers were all wonderful! Thanks to Northern California's Laurie R, John C, Mike-e G, Christina A, and Pleas S for speaking. Susie W from Valencia, CA spoke on Saturday night and Bo T from Alabama spoke Sunday morning. The speakers were all very moving and inspiring. A lot of wonderful recovery was represented.

Thanks to Barbara A, Vic A, Cathy C, Art B, Jennifer F, and Irma C for leading workshops, a new feature at our NCWSA Convention.

Thanks to District 15 LDC for providing and selling literature, and to TD tapes for taping the speakers, panel, and *Alateen Speaks to Al-Anon*.

AA registration was 15 people. Four meetings were held and the room often had people chatting.

Entertainment was provided by Charli D, the Keep It Simple Sisters, Strictly Dance, Alive & Kicking, Steve B, and Despie B. The dance theme kept things lively. Saturday night's dance was well attended, with just about everyone on the dance floor throughout the evening. The DJ did a great job helping everyone join in the celebration.

I felt like crying on Sunday morning. It has been so much fun preparing for this convention, having pot-luck planning meetings and working with such a great group of people, I'm sad it is over, but we had such a good time! As always, the Convention was inspiring and fun. I hope those who didn't get a chance to attend, will next time. I bet those who did attend will want to go to the next one, too!

Charli D

2000 Convention Chairperson

What is SWRDM?

The Northern California Budget includes a line item named SWRDM. These funds are used to support the Northern California past delegates in attending the Southwest Region Delegates Meeting (SWRDM). At the 1999 September NCWSA Assembly, Group Representatives were confused about the topic. After a lengthy discussion with many questions, answers and opinions, the Group Representatives voted to continue to make these funds available. Hopefully, this article will explain what this meeting is and answer any remaining questions. But, if you have more questions, do feel free to contact us! Our phone numbers are listed in the back of the *12 Stepper*.

What is the Southwest Region?

The Southwest region, one of six regions in the US, currently consists of eight areas. These are Northern California, Southern California, Arizona, Colorado, Hawaii, Nevada, New Mexico, and Utah. When Regional Delegates Meetings began, there were four regions. Oklahoma, Texas East, Texas West, and Kansas were part of the Southwest region until 1990, when the

Central Region-North and Central Region-South were added.

What is the purpose of the SWRDM?

To bring together the delegates (past and present) and regional trustees (past and present) of our region. The meeting is conducted by the past delegates and trustees to help prepare the new delegates and current delegates for a productive World Service Conference the following month. It also provides the opportunity for discussion of World Service Conference agenda items, individual area problems, and exchange of experience, strength and hope. It is designed to improve communications and understanding of our current delegates. Therefore, the SWRDM becomes a tremendous support system for the current delegates.

Because of their ongoing time-consuming duties, the current delegates do not serve on the SWRDM program as chairpersons of a meeting, speakers, or panel members. They do participate in all discussion and share their understanding of the latest World Service news and make comments concerning all the topics. Most importantly, they ask questions!

Who attends?

Attendance is primarily current and past delegates and current and past trustees. Current Alternate Delegates and Chairpersons are invited and encouraged to attend. This is because they might attend a World Service Conference if the current delegate could not attend. Local Al-Anon members also attend.

Who Votes?

The SWRDM is not a voting body with regard to the areas or World Service matters. The only voting relates to the meeting itself, with decisions such as where the meeting will be held, who will chair, and setting the registration fees in accordance with the Seventh Tradition. Current and past delegates and trustees have both voice and vote. Current Alternate Delegates and Area Chairpersons have voice. Each year a decision is made as to who else has voice, such as a visiting delegate from another region.

Where is the SWRDM held?

It is held in one of the eight areas. Each year, past delegates may submit bids to host the meeting in their area. Some years, there are two or three bids. Other years, there may be only one bid. Rotation and price are seriously considered during the voting process.

When is the SWRDM held?

It is held on the second full weekend in March, which is 4 to 6 weeks before the World Service Conference.

What is discussed?

The upcoming World Service Conference theme becomes the SWRDM theme, so much discussion revolves around that topic. The newest Delegates are introduced so they can begin to network. Presentations regarding the World Service Agenda, "how to," and travel tips are given. The current trustee attends this meeting and provides a World Service report. This provides a two-way communication directly to the Board of

Trustees. At break out sessions, individual area service problems and other service topics produce useful information for all to use in service work are discussed. Two speakers, selected from those attending, share their personal stories.

Northern California History with SWRDM

1961-1975: No Regional Delegates meetings were in existence in any region.

Northern California delegates, Anne O, Muriel B, Judy W, and Bonnie H, attended an Al-Anon service meeting hosted by Alcoholics Anonymous called the Pacific Regional AA Service Assembly (PRAASA). The AA region boundaries are very different from Al-Anon. By 1976, Northern California accepted the responsibility to pay the Delegate's expenses for this meeting.

1976: First SWRDM was held in Oklahoma City.

1977-1980: Northern California provided funds for the Delegate to attend PRAASA.

1980: The Southwest Region Delegates Meeting invited Northern and Southern California areas to participate. Faun L was our delegate and attended the SWRDM held in Albuquerque.

1981-1992: Northern California permitted the Delegate to attend either SWRDM or PRAASA.

Northern California provided funds for the Alternate Delegate and Chairperson to attend the same meeting as the Delegate. Northern California wanted them prepared in case one of them needed to attend the World Service Conference because the current delegate could not go.

1988: Northern California provided funds for active past delegates to attend the SWRDM. The budget was intentionally capped, as Northern California wanted to provide a reasonable amount of support but understood that there would be a growing number of past delegates. As always, it would only be paid to those past delegates who attended and submitted their expenses. It is a personal decision as to whether past delegates submit their expenses.

1993: Northern California agreed that SWRDM should have priority and removed the choice between SWRDM and PRAASA.

1995: Northern California hosted their first SWRDM in Aptos, District 23.

Northern California has a wealth of knowledge with their active past delegates. It is shared at the area level during Assembly, the three Northern California Committee meetings, and ad-hoc committees. They also are very active at SWRDM. All our past delegates volunteer to participate in the SWRDM program. Many are chosen to chair workshops and panels and are selected as speakers. The past delegates and trustees personal support of the current delegates from all attending areas is service in action. Northern California policy has been that all can serve regardless of their financial status. As they grew, Northern California recognized the positive impact of our past delegates' service to Al-Anon as a whole. They voted to financially

support this service. We are the second largest area in the USA. As a result, we experience new situations sooner than other areas. We often create guidelines to deal with these new situations. Other areas look to us for that experience, strength, and hope with our leadership and guidance. It is the goal of other areas to follow the Northern and Southern California examples of funding their past delegates.

On behalf of all the past delegates, we wish to express our deep appreciation for Northern California's financial support in aiding us to providing service at the Southwest Region Delegates Meeting, thus helping the current delegates from our region and Al-Anon/Alateen membership as a whole.

Irma C, Panel 16 (Ice age) & Cathy C, Panel 37

P.S. If you would like to hear the adventures of the District 23 members who transported over 30 current and past delegates from all over the region from the San Francisco Airport to the SWRDM in Aptos in March, 1995 during one of the worst storms in our history, we would be happy to share!!! Those volunteers were so dedicated and were very skilled drivers! We cheered each time another car made it over the Highway 17 pass to SWRDM.

SWRDM Locations

1976-1979, Oklahoma City, Oklahoma
1980-1981, Albuquerque, New Mexico
1982, Las Vegas, Nevada
1983, Salt Lake City, Utah
1984, Denver, Colorado
1985, Phoenix, Arizona
1986, Honolulu, Hawaii
1987, Wichita, Kansas
1988, San Diego, California
1989, Houston, Texas
1990, Midland, Texas
1991, Sparks, Nevada
1992, Scottsdale, Arizona
1993, Colorado Springs, Colorado
1994, Honolulu, Hawaii
1995, Aptos, California
1996, El Paso, Texas
1997, Norfolk, Virginia
1998, Buena Park, California
1999, Kahuku, Hawaii
2000, St. George, Utah



Experience, Strength, and Hope at SWRDM 2000

I went to the Southwest Regional Delegates meeting with different ears and a different heart this March. I have been to many SWRDMs but this year it was different, probably because I was the incoming Delegate, Panel 40.

What I saw, heard, and felt was all of the Past and Current Delegates in the Region helping the three new

Delegates and five current delegates learn about the World Service Conference. The theme of SWRDM was "One Purpose: Many Faces, Many Voices, Many Ways," which is the same as the World Service Conference. On Friday night, the immediate past delegates introduced the three new delegates. Then we heard three past delegates talk on the theme of the Conference.

Each morning started with an early bird Al-Anon meeting. On Saturday morning, we discussed Area Highlights, which is the first meeting for us at the conference. This is the meeting in which delegates share Area concerns, hopes, dreams, successes, and failures. Three past delegates talked about Diversity—Many Faces, Many Voices, Many Ways. Then we had break out sessions to discuss how to carry out this diversity.

We had advisory committee reports and an Overview of the 2000 World Service Conference Agenda. There were reports on the new structure in the areas. I learned a lot about what to expect at the Conference and to dress comfortably, where to find support, love, and hugs at the conference. I learned about the general procedures at the conference and how motions are made and logged. Although I already knew that the SWRDM was for the current delegates, this year I really felt it. Tears were behind my eyes throughout the weekend.

One of the things that I liked the most was that each delegate and past delegate went around the room and gave the three new delegates informative tips to help us to survive the conference. Simple things like wearing comfortable shoes, get lots of rest before the conference, remember that HP is in charge. I felt so loved and taken care of by all of the past delegates. They gave all of the experience, strength and hope that they had. When we weren't in meetings, the past delegates were right there helping me to understand all about the conference.

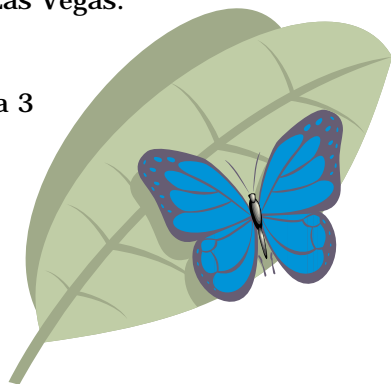
This was an awesome experience. I am so grateful that our Area recognizes the need for the past delegates to take a weekend to train the new delegates into a job they have never done before. It was wonderful. Thank you, California North.

Thank you for sending me to the SWRDM. I felt much more at ease since Cathy C chaired the event, Peggy C was the Saturday night Speaker, and many of our past delegates chaired meetings or participated on panels. So, I also thank you for sending our Northern California past delegates to help train me and the delegates from other areas.

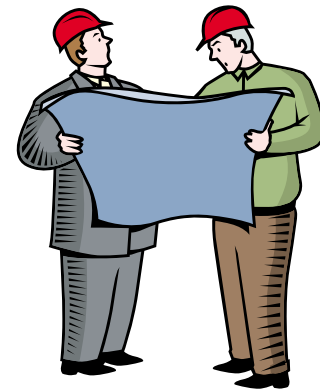
I look forward to attending the 2001 SWRDM in Nevada, just outside Las Vegas.

Marilyn

Delegate Panel 40
California North Area 3



Restructuring Northern California



The World Service Office officially adopted its new structure in April, 1999. They would like the areas to convert to the new structure. This structure is flatter than the old organization, consisting of a few departments, such as Public Outreach and Group Services. At the 1999 regular and election Assemblies, we asked the Group Reps to participate in the Northern California restructure discussion by indicating in what committees they thought various functions belonged. This is the result of their input.

Public Outreach Overwhelmingly indicated that Institutions and Public Information, which includes CPC in Northern California, are the key areas.

Group Services Alateen, Archives, and Group Records received the highest votes.

Fellowship Communications Forum, Literature, and the 12 Stepper are the main areas in this department.

Membership Outreach Alateen, Convention, and Diversity received the highest votes. At the WSO, this department is for the World Service Conference, Regional Service Seminars, Internationals, and translations. Alateen outreach was a surprise in this department, but it reflects an increased interest in this area of service and that the GRs feel that outreach in this area is very important.

Business Services Bylaws & Insurance received the most votes.

Here are the next steps:

1. To determine if we want to align with the World Service Structure.

▲ Present at the 1999 Assembly-DONE 9/11/99

▲ Discuss at the 2000 Assembly

▲ Decide at the 2001 Assembly

2. To decide which coordinators will report to which committees.

▲ Affirm at the 2001 Assembly

3. To decide how the Group Representatives and District Representatives will participate in the restructure.

4. Implement decisions about the new Northern California Area Structure, which would affect the panel starting January 1, 2002.

We feel these are important decisions to be made with the Northern California Group Representatives' agreement. We want the process of discussion of this possible change to be an adventure in which all members participate. You will have direct involvement in Group Services, Public Outreach, Membership Outreach, and Fellowship Communications Committees

in our area if the WSO structure is adopted. All districts and the Northern California World Service Committee will add this item to their agendas for discussion throughout the coming years! Here are a few questions to start the conversation about the restructure:

What advantages and disadvantages does the new structure have?

What advantages and disadvantages does the current structure have?

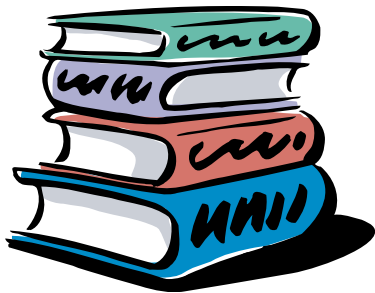
Can the disadvantages of the new structure be overcome? How?

What would you like to see in the new structure?

How do you think the new structure will work?

What new projects would you like to participate in developing? Where would they belong in the new structure?

We want to give careful consideration to your suggestions, questions, and comments. Please let your District Rep know!



Developing The Area History Book

The purpose of writing an Al-Anon Area History is to preserve the past and to disseminate information about the Al-Anon roots in the hope that the past will help others in the future.

Why now?

This is one way the area can participate in the 50th anniversary celebration. Finding our own roots at this time allows those who remember the early days to be recorded and their stories to be heard. It encourages us to find the papers that are still in our records.

How will the book be distributed?

I expect that the area will offer the books at a discount to the districts, Al-Anon Information Services, and Intergroups so they can be sold at Al-Anon meetings and functions. They will also be offered at area events, such as the Assembly and Convention. We would advertise in the *12 Stepper* and encourage other events to carry the book for sale.

What will it cost?

I expect that it will have a list price of under \$10.00.

Love in Al-Anon,

Art B



Al-Anon is for Animals!

Recognizing that our animal friends have also been affected by the disease of alcoholism, Northern California—always in the vanguard—appointed a committee to investigate creating an Al-Anon program for our faithful friends. The working name for this new part of Al-Anon is *AlaPet*, though some thought it might be further broken down to *AlaDog*, *AliCat*, *AlaGator*, and so on.



The committee chair, Chloe S, stated, “I’m grateful that this need is finally being recognized, and that there will be a place my codependent cat can go. She sat up all hours with the alcoholic while he was drinking, and she’s never been the same. I’ve taken her to my regular meetings, but I know she would feel more comfortable with her peers.”

Another member commented that he’s been using his dog as a sponsor when his own wasn’t available, so he’s glad for the formal recognition. “There’s nothing like our furry friends for unconditional love!”

The committee will be considering such issues as a suitable rewording of the Steps. Changing “others” to “animals” in the Twelfth Step may be sufficient. “We don’t want to muck around with the Steps,” Chloe said, “or else we’ll really be in the dog house.” Appropriate literature is recognized as a challenge, though all agreed it should be palatable and tasty. “One nice thing about edible literature is that it can provide a steady stream of revenue for WSO,” Chloe commented. “No more worries about members having bought all they need already! My cat is certainly going to get a steady diet of

CALCan (Conference Approved Light Chewies and nibbles).

Lest you be alarmed that Al-Anon is going to the dogs, note that this is in the *April* issue. April Fool!



District News

District 7

We are starting off the New Year with a new slate of officers and getting several new programs put together. We have moved the district business meeting to a new location more centrally located for our members. We also are restarting one of the oldest meetings in the Sacramento area. The "Mother Group" was started about 30 years ago, but closed a few years back because of several factors. We now have a new meeting facility and will get this meeting open on March 13th at 7 PM.

We also have a new Alateen meeting here in the district, which brings our total to 3 Alateen meetings along with 12 regular meetings, 1 women only and 1 men only for a total of 14 Al-Anon meetings a week. Not bad for one of the smallest districts (land area size) in the state. We also have a very well attended quarterly District Speaker Meeting. This meeting is held on the last Saturday of January, April, July, and October. We have a theme potluck dinner and a variety of speakers. Our April 29th meeting will feature 4 District 7 Alateen speakers and following the meeting; they will also conduct a NoCAC fund raising drawing. Our district helped support 18 of the Alateens that attended NoCAC last year.

So, all in all, I would have to say things here in District 7 are doing well and we try one day at a time to get better. Looking forward to seeing many of you at the Convention.

Love in the program,
Bob J

District 11

Hi everybody from district 11, Marin county. We are excited about our new panel and are pleased with the support we are getting from our 27 groups. I have an alternate, Nils, and a second alternate, Lorraine, because Nils and I travel a great deal for work. This way we are able to maintain continuity in our district. I think the thing we are most proud of is our events coordinator position, headed by Mary Ellen. We held an ice cream social/square dance on February 26. Mary Ellen has an enthusiastic committee that works with her to put on all of our events.

We have decided to separate our Alateens and our Pre-teens so that they will have their own budgets. Marcia heads up our Alateen program and Prateeksha has been active for our Pre-teens. She organized a terrific workshop last spring that was well attended by members from outside of the district. This fall she put on a seminar in one of our middle schools for the sixth grade that was a big success.

Our Public Outreach program is reorganizing at the moment, and we hope that they will move into action

very soon. We do have one member who is working with the institutions in our district.

Financially we are in good shape. We had the pleasure of figuring out how to spend a surplus at our last district meeting, since our groups have been very generous in their response to our request that they increase their donations. Consequently we will be able to send some of our pre-teens and Alateens to NoCAC with their sponsors.

Nils will continue to serve at the Area level in the capacity of By-laws Coordinator. We are proud that our district is getting more involved in Al-Anon at both the district level and the area level.

Respectfully submitted with love in service,
Galey S

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 1998-2000 Al-Anon Alateen Service Manual pgs. 26-27 & 99-103 for a complete list.

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