

April 2025 Chairperson of the Board Letter

Dear Al-Anon and Alateen members:

The purpose of this Chairperson of the Board (COB) letter is to share with you some highlights from our World Service Conference (WSC), along with updates from the Board of Trustees' Quarterly Meeting and the Annual Meeting of the Board. You will also find updates from our Policy Chairperson, a finance update from our outgoing and incoming Treasurers, and an update from our Conference Leadership Team (CLT) Chairperson.

Board Week

The Board "week" before Conference was only five and a half hours, but the agenda was full, and we used every minute.

The Envisioned Future Work Group (EFWG)

The Board, Staff Leadership Team and Executive Committee Members held a robust and eye-opening discussion on nonprofit boards and transparency. This conversation was almost prophetic given the conversations heard during the World Service Conference regarding the desire for more detailed communication from the Board. The Board will continue to work on communicating with more detail.

Al-Anon's 75th Anniversary

Al-Anon's 75th Anniversary Celebration was approved by the Board and announced to Conference. The Celebration will take place on April 25, 2026, with a tour of the WSO and dinner. All Al-Anon members are welcome.

Board Evaluation

The Board continues to evaluate itself after every Board Meeting. The ratings and comments are reviewed at the following Board Meeting. This exercise has given us more clarity regarding what we are trying to achieve and how we are achieving it.

World Service Conference

The 65th WSC was held April 24-27, 2025, at the Marriott Hartford/Windsor Airport Hotel in Windsor, CT. The theme of the Conference, "Investing in Each Other to Preserve Our Legacy," was present throughout Conference as our spiritual guide. Once again, the Conference traversed through some challenging conversations and came together to preserve our legacy and practice our primary goal of helping families and friends of alcoholics. The Conference agenda allowed Delegates the opportunity to share their thoughts regarding the challenges and frustrations that had been expressed.

Delegates on CLT for Agenda Development

The journey continued for the motion brought forth last year by Delegate members of Conference to create a task force, composed of the Conference Leadership Team and a minimum of three Delegates, with the charge of proposing how Delegates could be selected and participate on the CLT to contribute to WSC agenda development. That Task Force presented three work groups that would provide Delegates with a voice in defining the

topics selected and final agenda recommended and the ability to inform and expand Delegate contributions to the Chosen Agenda Item process:

- WSC Agenda Collaboration Work Group
- WSC Chosen Agenda Item Education Work Group
- WSC Chosen Agenda Item Facilitation Work Group

The Conference members expressed excitement about the approach recommended and supported immediate implementation. The Chairperson of the Board committed the Conference Leadership Team to charging the work groups to begin their work on a trial basis following the 2025 WSC.

Single Trustee Selection Process

Over the last few years, the Conference and the Board of Trustees have been examining the Regional Trustee process for approving member applications to serve as Trustee. In 2024, a Delegate-led Thought Force presented to the Conference on the impacts of eliminating the Regional Trustee application process. In 2025, we continued the conversation by presenting the barriers to serving as a Regional Trustee. Given the longevity of this conversation and the persistent lack of Regional Trustee applicants, the Board also presented the Single Trustee Selection Process options as alternatives to the Regional Trustee application process for the Conference members' consideration.

The Task Force presented three possible options for going forward with a single process for selecting members to serve as a Trustee. Currently, the Trustee at Large and Regional Trustee application processes differ in the beginning. There was a lot of information presented and not enough time to digest it all. As next steps, Conference decided that the Delegates could take the information to their Areas to gather feedback and perspectives. Prior to the close of Conference, the Delegates requested more detail and clarity on the options presented; a meeting to review and discuss further will be scheduled shortly.

Choosing a Group's Name

Coming into Conference, WSO Volunteers, Staff, and Delegates alike were concerned about the frustrations expressed and experienced as related to the "Choosing a Group's Name" Policy. Much time was spent at Conference discussing and reasoning things out regarding this Policy and implementation based on the group and member appeals received. I encourage you to read the Policy Committee Update included as part of the COB Letter to learn more about the conversation and the result.

2028 Al-Anon International Convention

After a lengthy process of bid submissions, city presentations, and site visits, the Board of Trustees were excited to announce the location for the 2028 Al-Anon International Convention with A.A. Participation: Minneapolis, Minnesota. We were particularly grateful for the collaboration between Minnesota North and South in preparing bids and ensuring their Areas were well represented.

We know all who join us for July 21-23, 2028—yes, you are reading that correctly, it's not the July 4th holiday weekend—will enjoy their Welcome Committee demonstration of "Minnesota Nice" in the "City by Nature"! In terms of the dates, the decision was made to move away from the holiday weekend because travel is easier, costs are lower, and this way, the event does not interfere with member holiday plans.

Electronic Alateen Validation & Implementation Planning

The proposed WSC Electronic Alateen Safety and Behavioral Requirements (WSC EASBR) were presented to the Conference. Delegates were asked to take the information back to their Areas for consideration.

Growing Future Leaders – Passing It On

At the July 2024 Board meeting, two paths of experience came together with a presentation on a project idea called "Passing It On" and an EFWG conversation about "Growing Future Leaders." These two conversations identified the need to ensure that fundamental service knowledge is being passed from current to future leaders in our service structure. A proposal was made as part of the Excess Funds conversation to capture the experience and wisdom of past and current trusted servants, such Delegates and Trustees, to create a comprehensive presentation that could be shared at in-person Area Assemblies. The presentation would discuss how

keeping our fundamental service knowledge alive contributes to the overall success and longevity of Al-Anon Family Groups. The goal of the Passing It On proposal was to reignite passion for Al-Anon service and ensure members are passing on information from one generation to the next.

These two conversations led to the charging of a Board Task Force, which included current and past Trustees, a current At-Large Member of the Executive Committee, and Staff members, to present to the 2025 WSC. The “Growing Future Leaders” presentation was received with great enthusiasm and Conference members offered feedback as to whether and how to proceed as well as other ideas that could be incorporated into this project. The consensus of the Conference was to keep moving forward with the “Passing It On” project.

Other Highlights

For a comprehensive list of the Conference agenda discussions, please read the Conference Leadership Team Update with this letter.

WSO Volunteers

Seven regions—US North Central, US South Central, US Southeast, US Northeast, US Southwest, US Northwest, and Canada East—began the process of nominating Regional Trustees by electing a Chairperson and an Alternate Chairperson for their respective Regional Committees on Trustees (RCTs). While the processes for nominating a Regional Trustee and Trustee at Large are different, the deadline for all Trustee resumes to be submitted to the WSO is August 15, 2025.

The Conference gave traditional approval, and during the annual meeting, the Board of Trustees, in their legal capacity, elected the following trusted servants:

Regional Trustees:

There were no Regional Trustee nominations put forward this year. Therefore, there were no Regional Trustees affirmed or elected. As a result, there will be five Regional Trustee vacancies on the Board for the 2025 to 2026 term.

Trustees at Large:

Ann Marie Z.	Second three-year term
Jean H.	First three-year term
Magdalena E.	First three-year term

Board Officers for 2025–2026:

Kathi M.	Chairperson of the Board
Cindy M.	Vice-Chairperson of the Board
David B.	Treasurer

Executive Committee for Real Property Management:

Mark B.	Three-year term
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The Board of Trustees, in its legal capacity, elected the following:

Executive Committee:

Jeff F.	Third one-year term
Angela A.	Second one-year term
Kari O.	First one-year term

Chairperson of the Executive Committee:

Jeff F.	First one-year term
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Chairperson of the Executive Committee for Real Property Management:

Lori H.	First one-year term
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Save the Date: Road Trip! You and Your Board Connect

Mark your calendars for this year's Road Trip! You and Your Board Connect event, which will be held in Omaha, Nebraska on October 25, 2025. This event gives Al-Anon members an opportunity to connect with members of the Board of Trustees and the Executive Committee. Registration will open in September, and space is limited. Be on the lookout for more information.

If your Area has never hosted a Road Trip! You and Your Board Connect event, you can apply to be the next destination for Road Trip! in October 2026. Applications are due by September 20, 2025. Contact your Area Delegate for information on how to apply and airport and hotel requirements for the event.

COB Letter Presentations

Although we are not holding a COB Letter presentation for the April 2025 COB Letter, the Trustees will begin contacting their assigned Delegates two weeks after the posting of this letter to clarify any information.

The dates for the two remaining 2025 COB Letter presentations are August 16 and November 8, 2025.

On behalf of the Board of Trustees, the Executive Committee, and the WSO Staff, I want to thank all of you who are dedicated to serving Al-Anon Family Groups and helping us fulfill our primary purpose of helping families and friends of alcoholics.

In gratitude,



Kathi M.

Chairperson, Board of Trustees

Al-Anon Family Group Headquarters, Inc.