

2025 World Service Conference (WSC)

Iris Rivera

Wisconsin & the Upper Peninsula of Michigan

Delegate Panel 65



65th Annual World Service Conference

**April 24-27, 2025 in
Windsor, Connecticut**

**Investing in Each Other
to Preserve Our Legacy**



**“You're braver than you believe,
stronger than you seem,
and smarter than you think.”**

- Winnie-the-Pooh by A.A. Milne



*you
are
enough*

DOOR PRIZE

**Make sure you get
your special
Delegate's Door
Prize ticket from
Kayla!!**

Day 3
April 26, 2025
Single Trustee Process Task Force

Task Force Charge



Review available resources



Identify options for a single process



Incorporate options into presentation



Gather Conference feedback

Who are Trustees?

- Trustees go to meetings and have a home group
- Trustees work the Steps, Traditions and Concepts
- Have a sponsor/service sponsor and sponsor others
- Trustees have their own grass roots perspective but are able to hear and view the perspective of Al-Anon world-wide
- Trustees keep an open mind to new ideas and can envision Al-Anon into the future
- Trustees are Al-Anon members involved in Service



19 Trustee Positions
9 Regional Trustees
9 Trustees At Large
1 Sustaining Trustee
(Exec. Director)

QUALIFICATIONS TO SERVE AS A TRUSTEE

- Must be an active member of Al-Anon
- Have 10 years of continuous Al-Anon and/or Alateen membership, and commit to continue attending Al-Anon meetings.
- Have a good understanding of the Twelve Traditions and Twelve Concepts of Service.

Trustees attend four quarterly meetings,(January, April, July & October). Between these meetings, they also work on Board projects and assignments. All Trustees are members of the Policy Committee which also meets during the quarterly Board week.

Trustees also serve on Thought and Task Forces whose topics are generated from the discussions at the World Service Conference and Board of Trustee meetings. Updates and recommendations from the BOT Thought and Task Forces are reported on and discussed at the quarterly meetings.

Trustees establish and maintain WSO policies after thoughtful consideration and discussion. All revisions in the “Digest of Al-Anon and Alateen Policies” come to the WSC for discussion and approval.



The Board of Trustees meet quarterly and most often these meetings are held in the World Service Office in Virginia Beach, VA

Current Application Processes

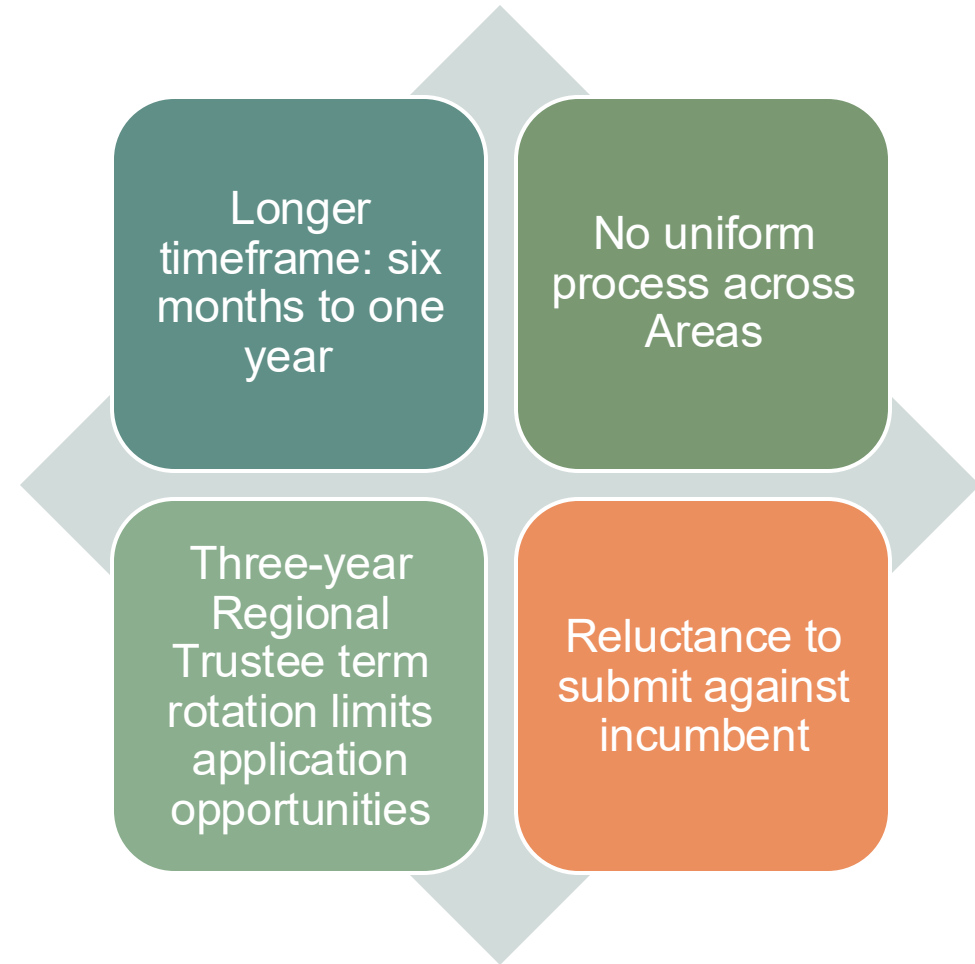
- **Regional Trustee**

- Applications sent to Areas for approval:
 - Areas' own process
 - Assembly or AWSC approval
- Regional Committee on Trustees score applications:
 - Every Area Delegate
 - Out-of-Region Delegates

- **Trustee At Large**

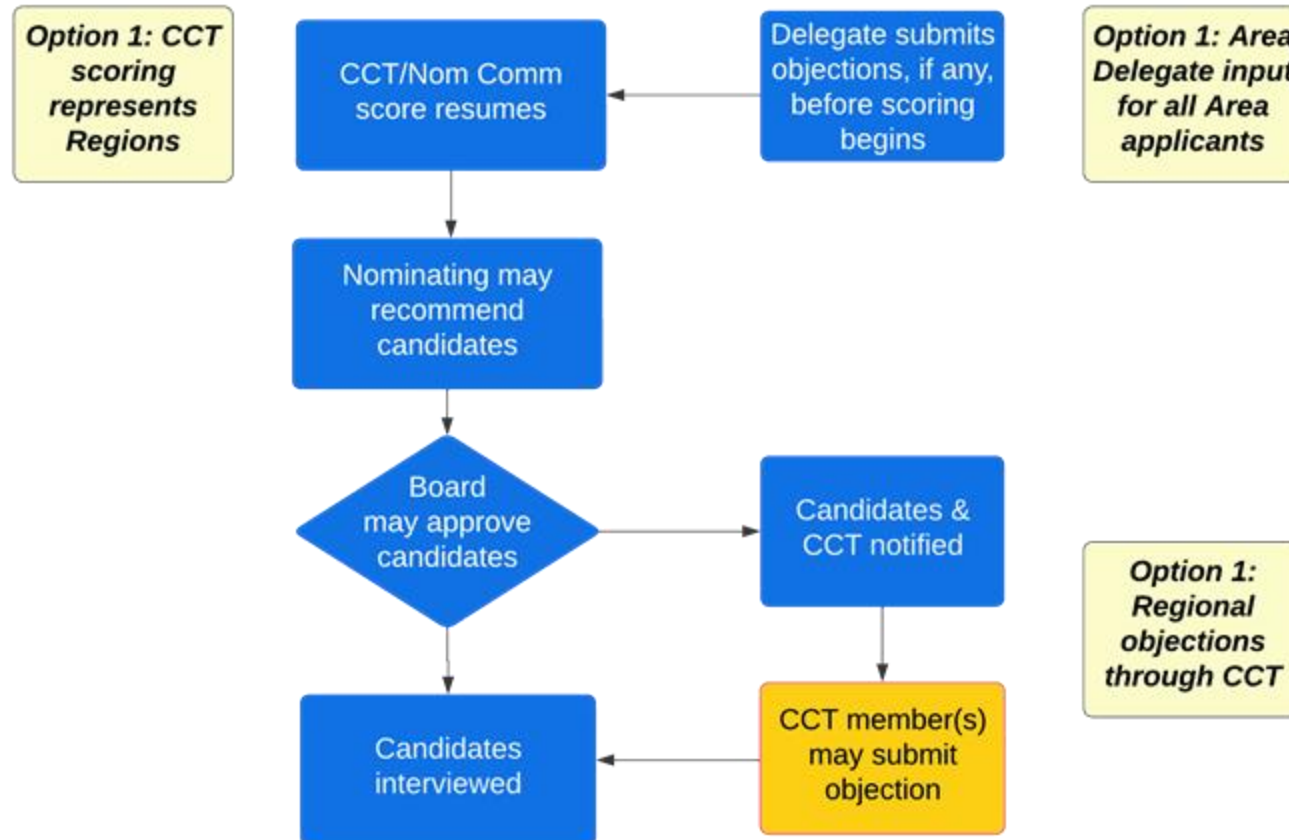
- Applications sent to CCT/Nominating for approval:
 - Area Delegate can voice any objection about Area applicant(s)
- CCT formed with Delegates ensuring all panels are represented

Current Regional Trustee Process Challenges



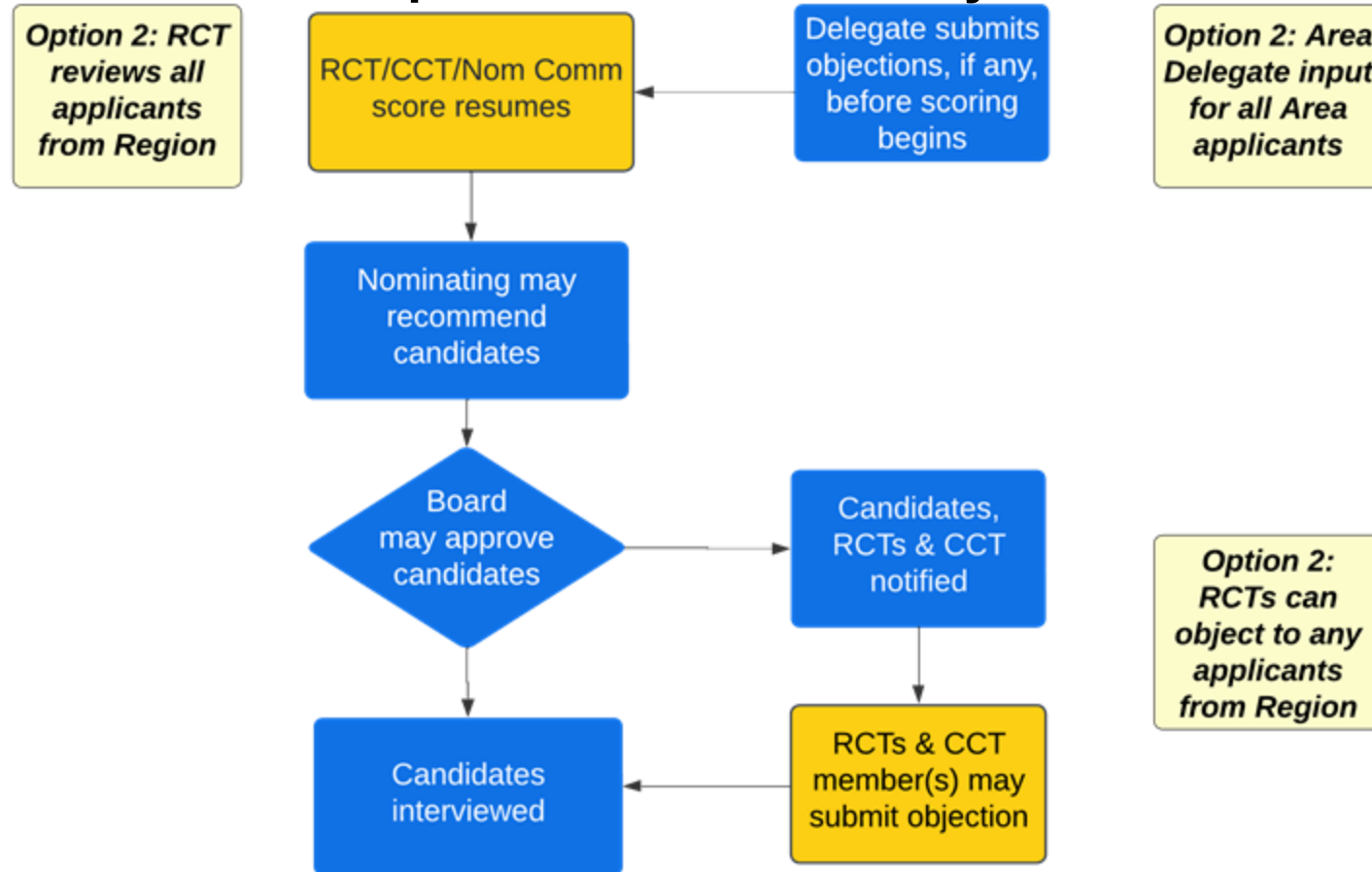
Option 1

Expand composition of Conference Committee on Trustees to include geographic/regional voice across panels



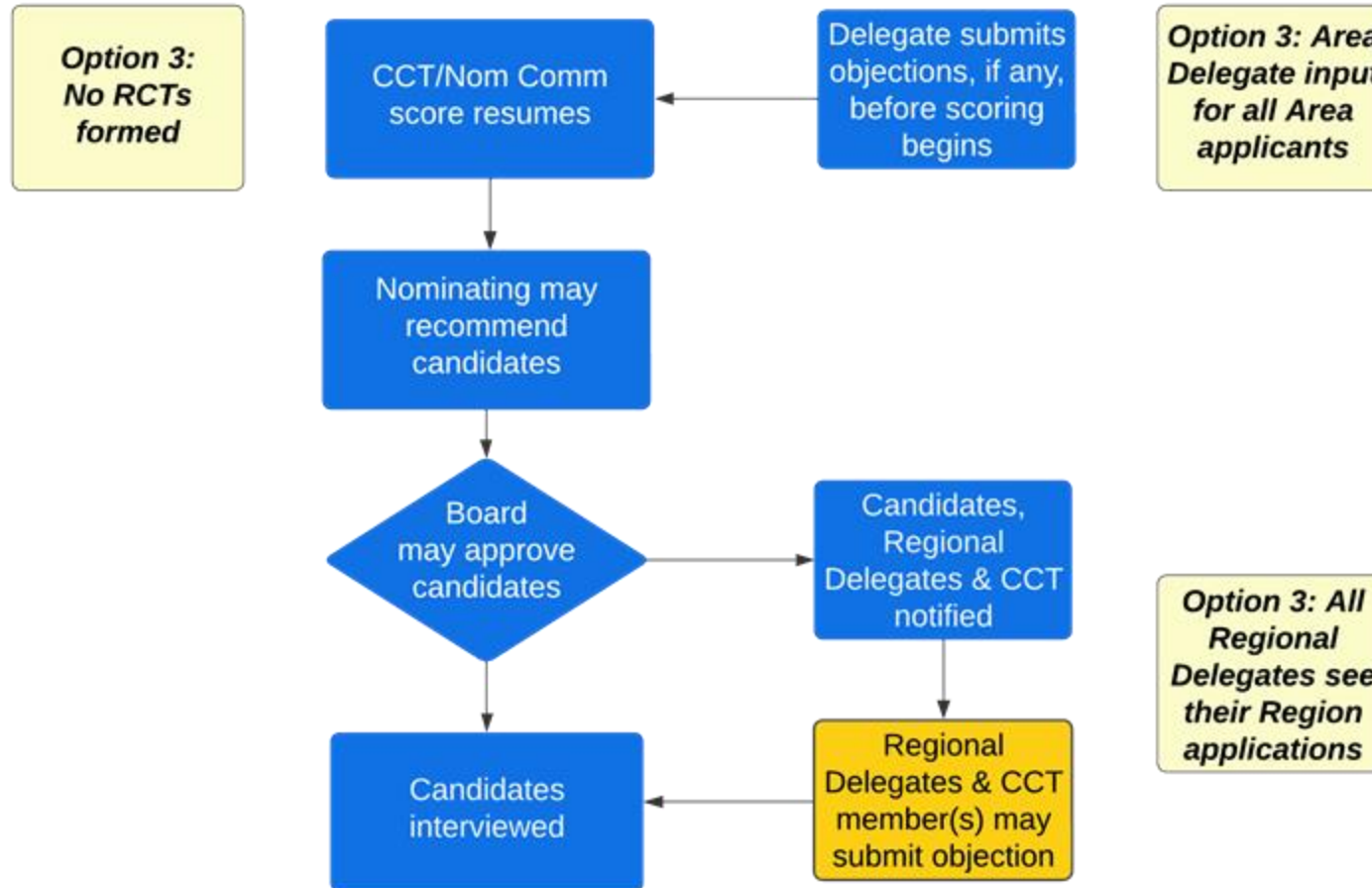
Option 2

Run the Conference Committee on Trustees and
Regional Committee on Trustees scoring
processes concurrently



Option 3

Only Conference Committee on Trustees scores applications / Regional Delegates provide feedback for all candidates from their Region





HOORAY!

IT'S TIME FOR A

Giveaway

**When and where is
the next AI-Anon
International
Convention?**

Al-Anon International Convention



Minneapolis, Minnesota

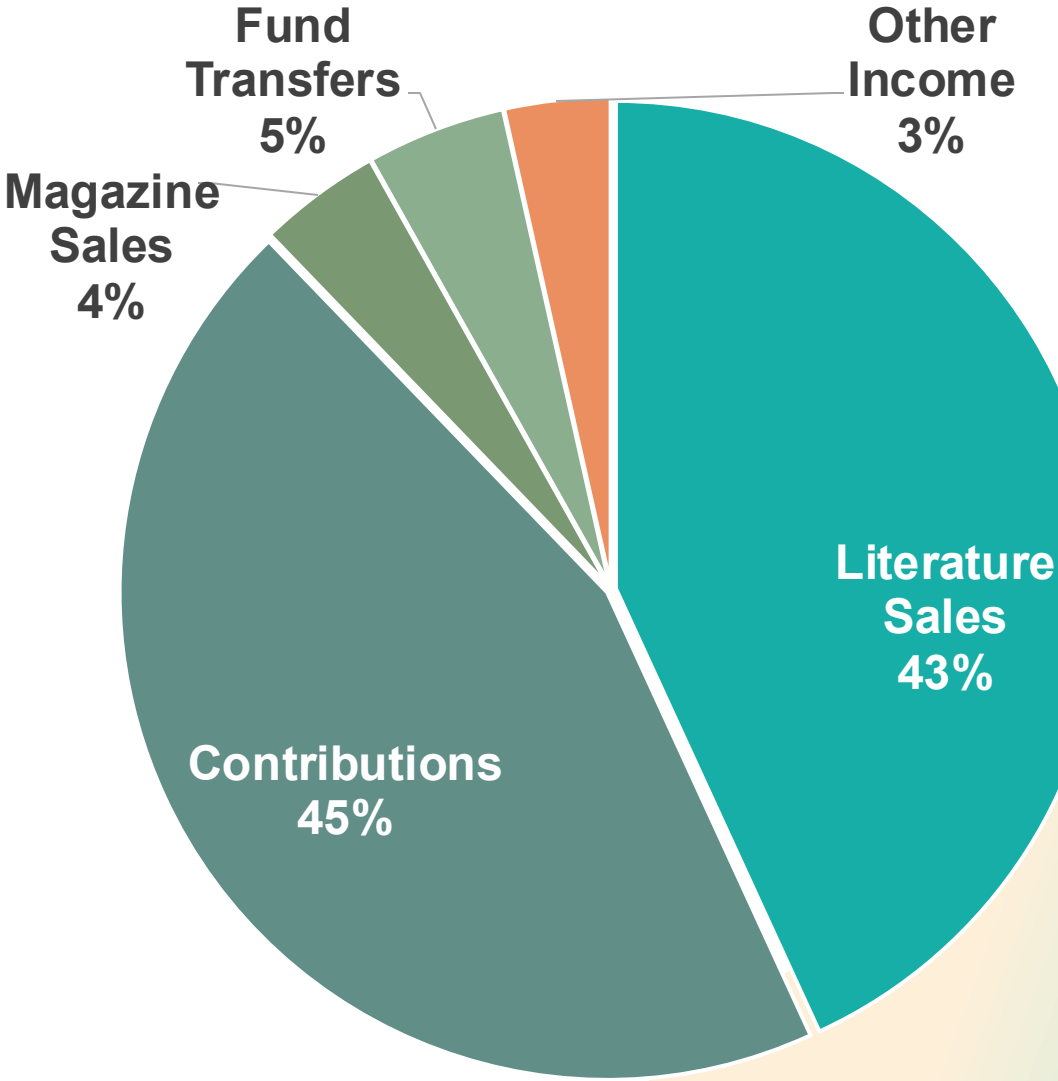
July 20-22, 2028

2025 Budget Overview

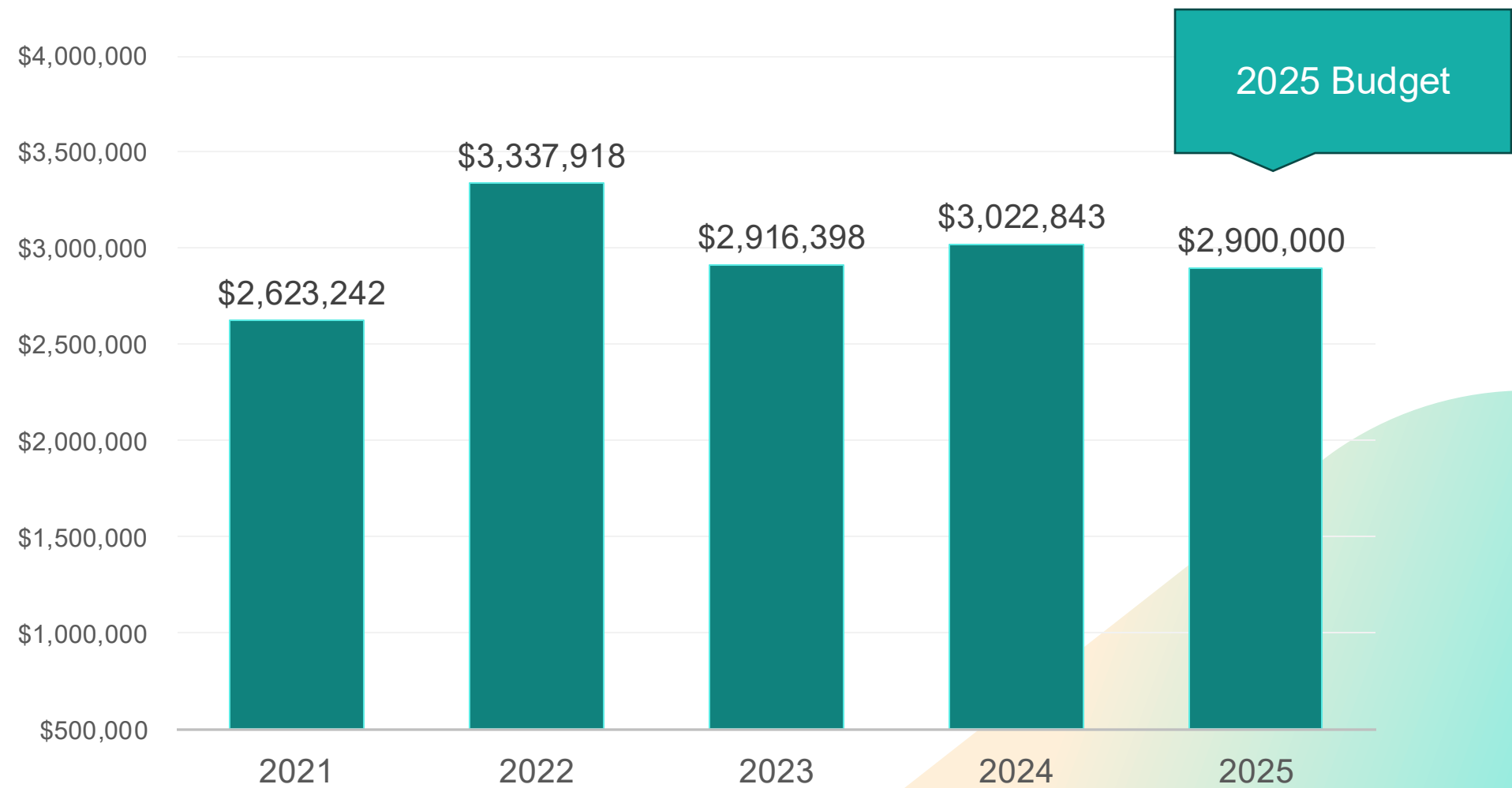
The Executive Director, along with the WSO Staff and the Finance Committee, works to present a reasonable and comprehensive budget that ensures services will be provided in all areas of the fellowship and progress the organization's Mission and Strategic Plan.



2025 Budget Breakdown



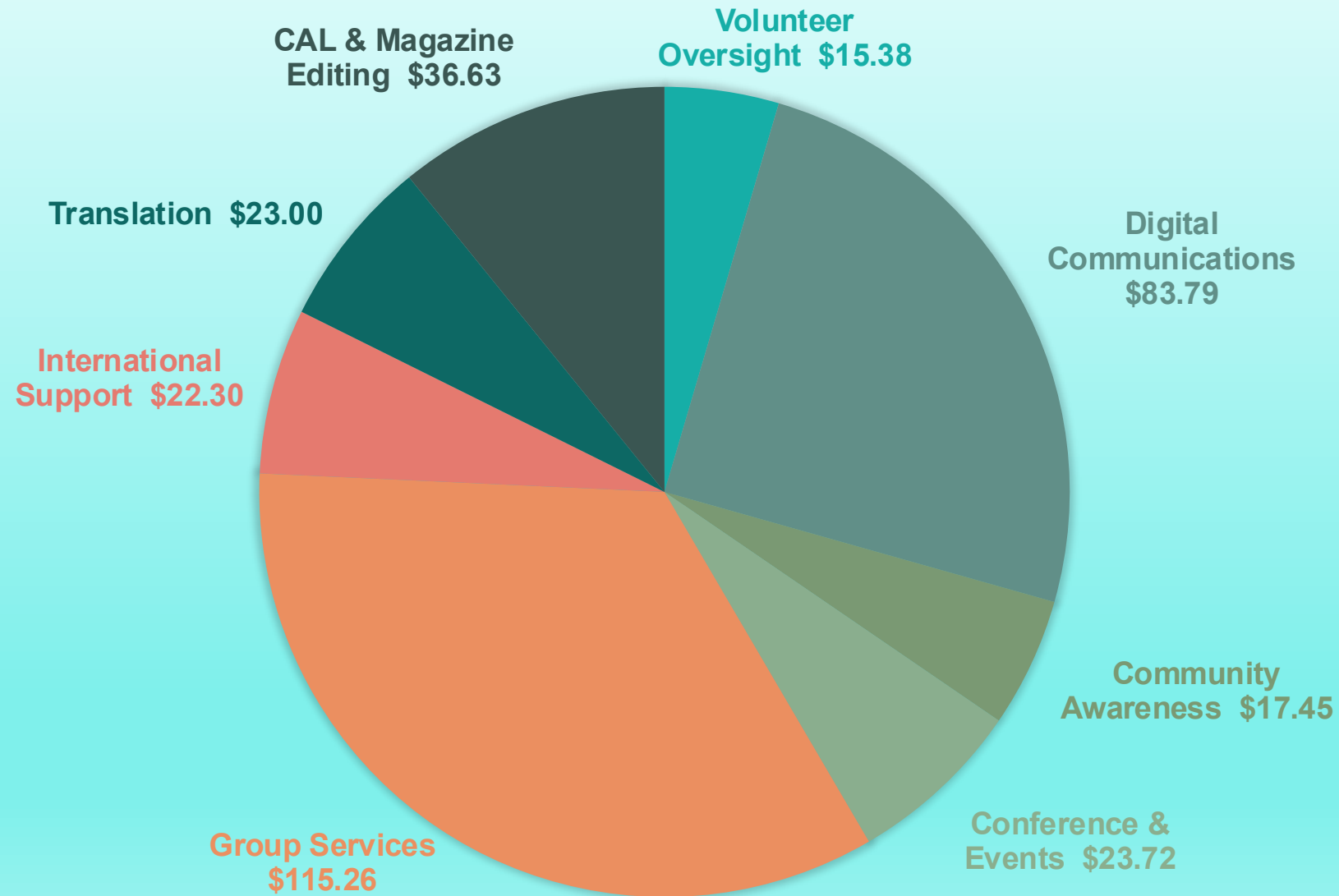
2025 Budget – Contributions



2025 Budget – Operating Budget

AL-ANON FAMILY GROUP HEADQUARTERS, INC.			
2025 OPERATING BUDGET			
	2025 Preliminary Budget	2024 Revised Budget	2024 Audited Actual
Total Estimated Revenue	6,495,766	6,195,820	6,353,125
Total Expense	6,359,795	5,997,965	5,891,481
Net increase(decrease) from Operations	135,970	197,860	461,644

ANNUAL COST PER GROUP 337.53



BUDGET DISCUSSION

100 percent of groups are using services; 62 percent of groups contributed in 2024

What are the services used?

Getting your
group
registered

Reading CAL at
meetings

Calling WSO to
find a meeting

Using the *Mobile
App* for a Zoom
meeting

PSAs playing
on TV stations

Key Take Aways of the Day

We're a flexible group

International message of unity

We are all in this together

The feeling of family

Respectful discussions

Day 4

April 27, 2025



Buckle up for an incredible Al-Anon adventure: Road Trip! You and Your Board Connect.

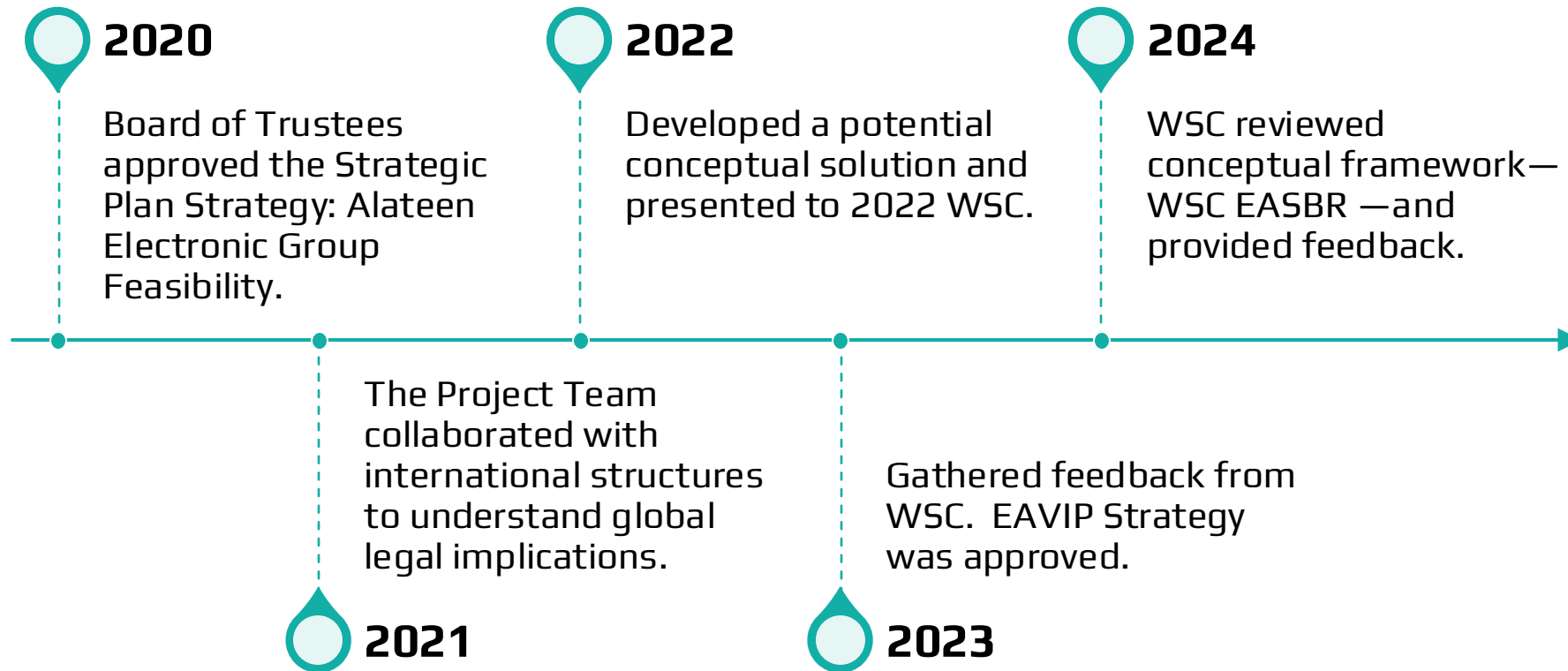
Hosted by the Board of Trustees, this year's Road Trip! will be held in Omaha, Nebraska, USA on **Saturday, October 25, 2025.**

Cruise on the road to recovery and unity through service with the Board, Executive Committee, World Service Office Staff, and fellow members during this day of engaging presentations, lively table topics, and a delicious lunch.

Registration opens in September.

Electronic Alateen Validation and Implementation Planning

How we got here



Laying the Tracks: Validation

Legal Review

- WSC Electronic Alateen Safety & Behavioral Requirements (WSC EASBR)
- 2003 Motion

Implementation Planning

AFG Records Tracking

- Tracking system for additional certification

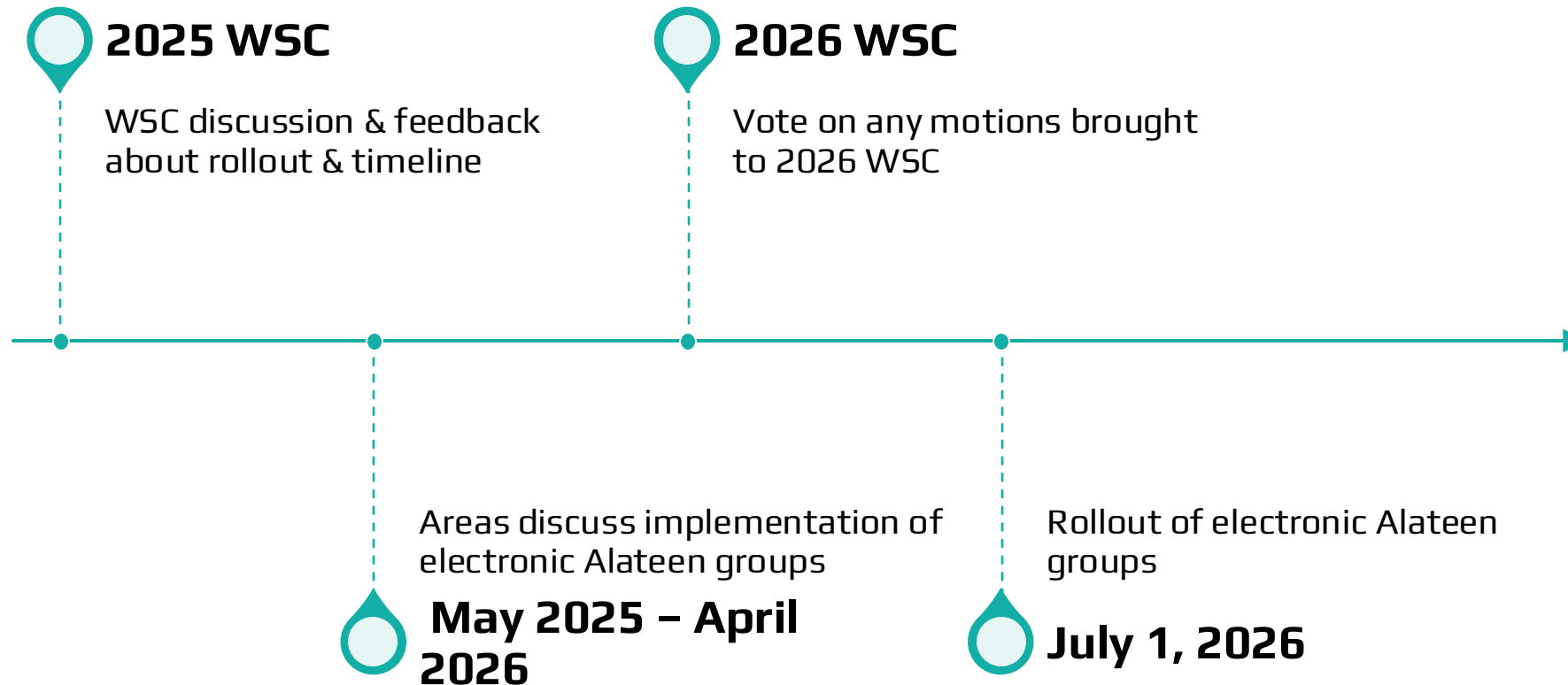
Develop Training Modules

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

Communication Rollout Plan

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

Proposed Timeline for Implementation



The Benefits of Accepting Electronic Alateen Groups in the Area



By accepting electronic Alateen groups using this framework, any teen within our World Service Conference Structure could choose to participate in *any* electronic Alateen group once they register.



Certified AMIAS-E who have been trained in accordance with the parameters found in the WSC EASBR would be able to support *any* electronic Alateen group within the WSC Structure.



Al-Anon members might be afforded additional service opportunities to safely support teens wishing to attend electronic Alateen meetings.



Teens would have *many* choices and opportunities to safely attend meetings where experience, strength, and hope is shared as a result of being affected by someone else's drinking.

Key Take Aways of the Day

Education!

Never be afraid to ask for clarification from trusted servants regarding policy

Gratitude for listening to the voice of the minority

WSO does listen; they are real people and not robots

We are a bottoms up organization



what is more
important: the
destination or
the journey?

The
company!

Stepping Stones Visit

Due to anonymity, many
pictures had to be removed













Al-Anon Family Groups—Serving Members for 75 Years

When: Saturday April 25, 2026

**Location: Newport News Marriott City Center,
Virginia Beach, VA**

Tour of the WSO Office, followed by a Banquet

***Look for more information about purchasing tickets
and details In the Loop, The Forum & Delegate
News on our Website***



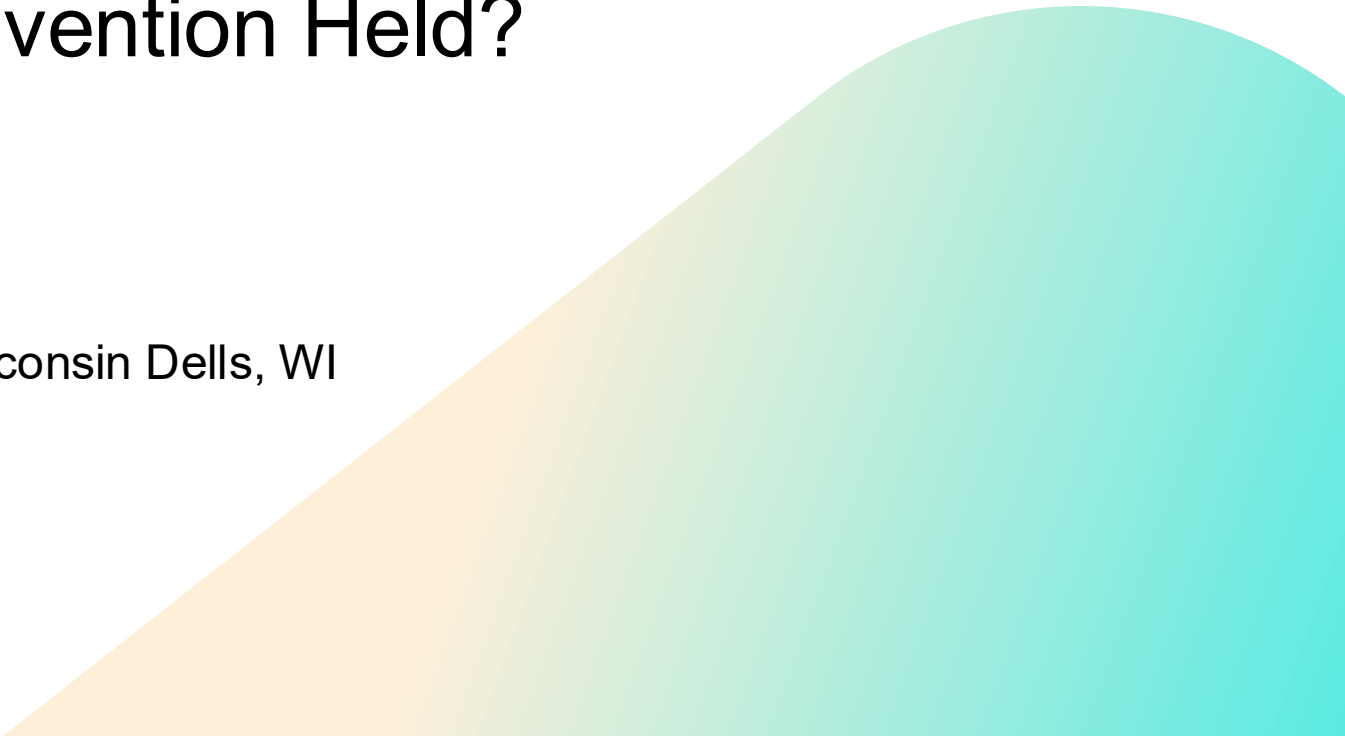
it's
Giveaway
Time

When is the Area 61 AFG Convention?

October 17-19, 2025

Where is the Convention Held?

Chula Vista Resort, Wisconsin Dells, WI



PART

2

Chairman of the Board Letter Highlights

Strategies Updates

The Strategic Leadership Team (SLT), which consists of six members of senior WSO Staff, presented updates on the 2025 Strategies to the Board. Additionally, SLT presented to the Board that they had identified, after thorough and thoughtful discussion, the need to add a few Strategies and postpone or reduce the scope of current Strategies. New Strategies were only introduced in light of urgency and importance. Reductions in scope reflected both these new priorities and ongoing WSO Staff capacity constraints.

The WSO continues to be short-staffed. In particular, we struggle to fill positions requiring Al-Anon membership and service experience, as most of these also require relocation to Virginia Beach.

The Board of Trustees approved the SLT recommendation on 2025 Strategies, which are described below.

Additions

Website Rebuild – This Strategy was prioritized to mitigate risk inherent in older technology contained in al-anon.org. The current al-anon.org website was deployed in 2017, so it has far outlived its useful life, which is typically three to five years.

75th Anniversary: Public Outreach Activities – Given the April 2026 timeframe for the celebration, public outreach activities to gather acknowledgements as the WSO and Areas have done in the past need to begin immediately.

Chairman of the Board Letter Highlights (cont.)

Next Steps from 2025 WSC Thought and Task Forces

As part of the Board's annual process for evaluating important concerns or topics discussed at Conference, the Trustees considered what next steps, if any, were needed as relates to the Thought and Task Force presentations shared at the 2025 WSC. After thoughtful discussion, the Board reached the following conclusions:

Revitalizing Archives Thought Force (ThF) – Conference members were very excited about the materials presented by the ThF and asked for the opportunity to share with their Areas. After consideration, the Board recognized it was important to continue the practice of maintaining confidentiality of materials intended for WSC Conference discussion only. This discussion centered on the value of having a consistent process to ensure decisions about release of documents is based on objective rather than subjective criteria.

Stepping Stones Visit Task Force – Through consensus, the Board accepted the Conference Leadership Team recommendation, based upon the 2025 Stepping Stones Delegate Visit Task Force, to assign responsibility of the facilitation of the two remaining Stepping Stones visits that are part of the six-year trial to Staff and to hold these visits outside the Conference agenda. The recommendation was fully supported by WSO Staff.

Growing Future Leaders (Board Strategic Topic) – This topic served as an introduction to the Strategic Plan initiative "Passing It On." The Board agreed they were excited to hear updates on this project as part of the Strategic Leadership Team's quarterly updates on Strategic Plan initiatives.

Overcoming Regional Trustee Barriers Thought Force – Conference members did not provide any guidance on proceeding further with reducing Regional Trustee application barriers, instead expressing their preference to continue discussion on the options offered by the Single Trustee Selection Process Task Force.

Single Trustee Selection Process Task Force – This Task Force introduced ideas for increasing the number of members applying to serve as Trustee. At the WSC, Delegates welcomed the ideas presented and requested the opportunity to discuss the options with their Areas. To ensure clarity, they also requested a review session with the Board so they could ask questions. The Board is preparing for these sessions, which will be scheduled soon. The Board is looking forward to further generative discussions about this topic at the 2026 WSC.

Chairman of the Board Letter Highlights (cont.)

“Beyond the Group Level” on WSO Volunteer Applications

At the January 2025 Board meeting, the Board discussed definition of the phrase “beyond the group level” in regard to its use on our applications, resumes, and role descriptions. The Board determined that it would be better for clarity to replace the phrase with specific requirements on each document. The Nominating Committee was tasked with reviewing those documents and brought recommendations to the July Board meeting which the Board accepted. The Board of Trustees application, the Executive Committee on Real Property Management and Executive Committee At-Large member resumes, and the Trustee and Executive Committee At-Large Member role descriptions will all be updated before the next application process.

Where can you find the COB letters?

- [Area 61 Delegate's News](#)

- Go to our area website and hover over the Members heading and click the link for Delegate's news
- Scroll down to WSO Communication and you will find links for the most recent COBs
- When you click the link it will download a compressed folder. Once it downloads you just have to double click on the folder and it will unzip itself and create a new folder. You can then view all the items in the folder

- [Al-Anon website](#)

- Go to al-anon.org and hover over the Members heading and click the Board of Trustees link.
- The most recent letter will be right on the page. If you want to view older letters you can go to Archives at the bottom of the page

it's
incredibly
time!

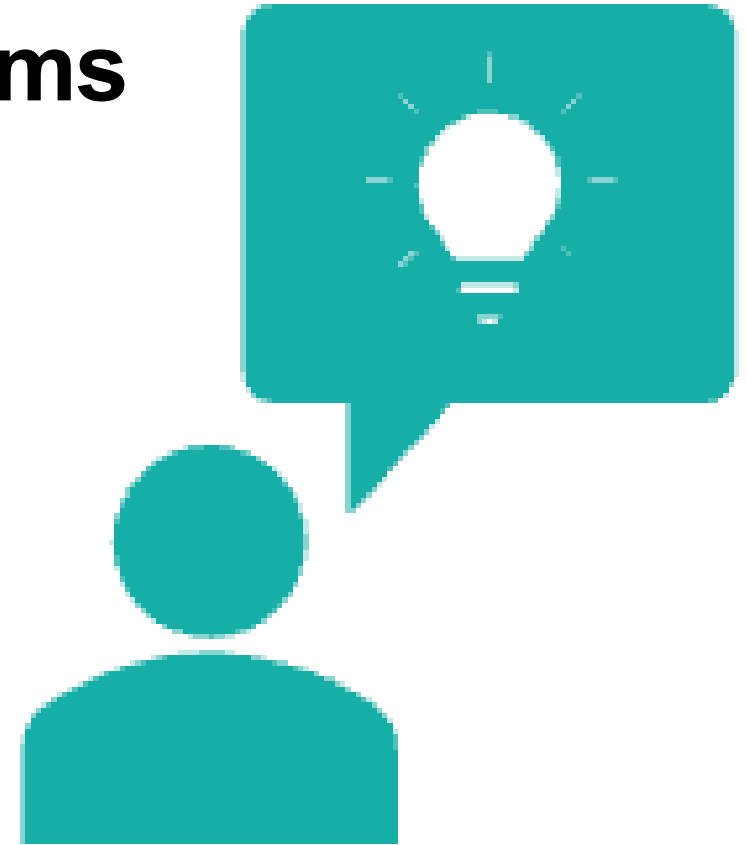
We all know that Lois Wilson is the Founder of Al-Anon. Who was the co-founder?

Anne Bingham

What is In the Loop?

An email from WSO with a lot of information and updates.
In the Loop

Chosen Agenda Items



TOPIC SUBMISSION CRITERIA:

Each CAI submission has a limit of **100 words**. Name the CAI topic in 25 words or less. Provide the rationale, an explanation of *why* you think this CAI is important, in 75 words or less.

TOPIC CONSIDERATIONS:

As you think about topics, please consider whether the topic merits an in-depth discussion that could benefit Al-Anon groups and members worldwide.

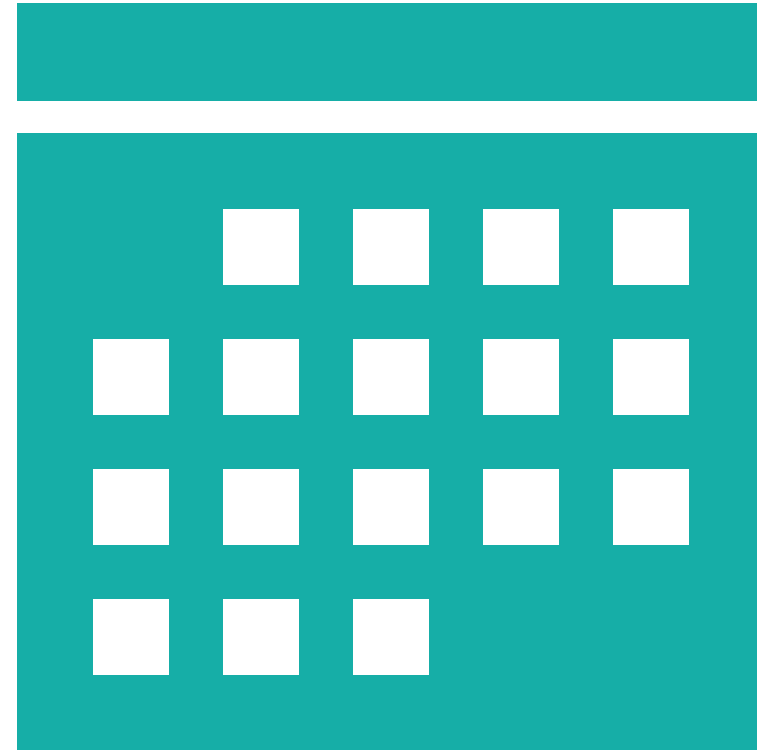
The deadline to submit a topic to WSO is **Monday, February 16, 2026**.
I need the topics no later than 2/1/26 to give me time to narrow it down to 2.

- [WSC Highlights](#)

**2025 WSC
Highlights are
now available
online**

What's next for your Delegate?

- In October I'll be at the Area Convention October 17th – 19th
- In November I will be at the Area 75 AA Conference November 7th – 9th
- I will also be at Soberfest in Lake Geneva November 21st – 23rd
- In January I will be at We Are not Saints Conference January 16th – 18th



QUESTIONS

**DOOR
PRIZE**