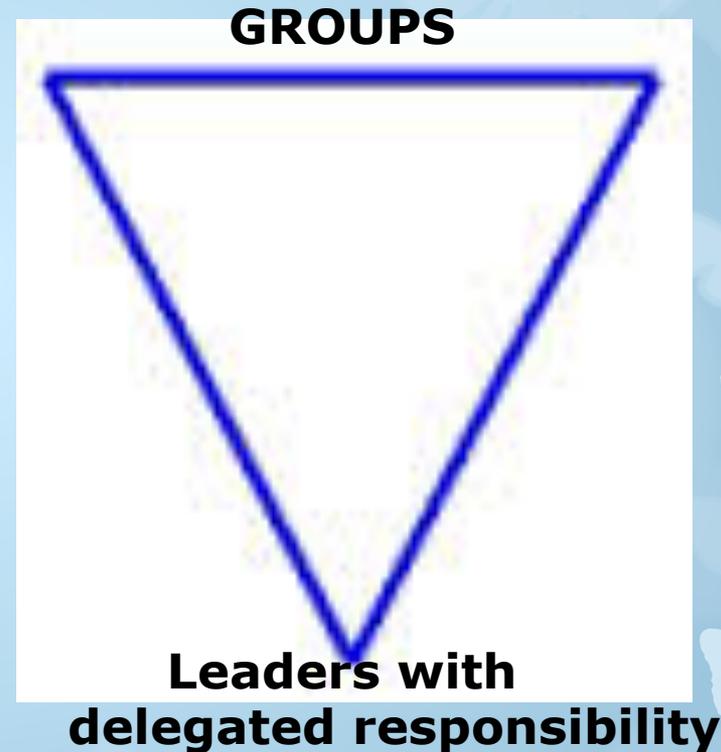


Al-Anon Concepts

The background of the slide is a light blue gradient. It is decorated with numerous white butterfly silhouettes of various sizes and orientations, scattered across the frame. The butterflies are most concentrated in the corners and along the sides, with a few also appearing in the lower right area.

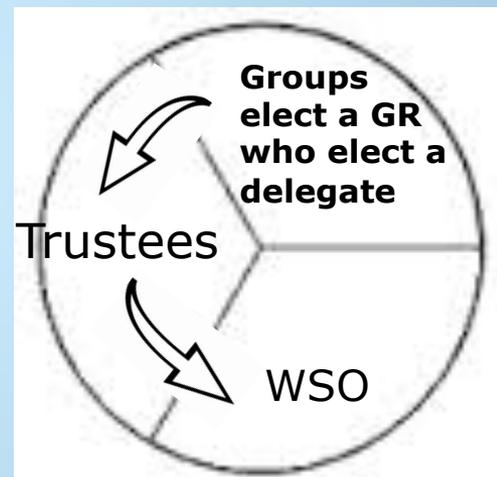
Concept One – The Ultimate responsibility and authority for Al-Anon world Services belongs to the Al-Anon Groups.

1. Lois knew she and Annie would not be around forever. When the earlier members were gone who would run Al-Anon? This concept gives that power to the groups!
2. Al-Anon groups hold the final authority and responsibility for Al-Anon today and the future.



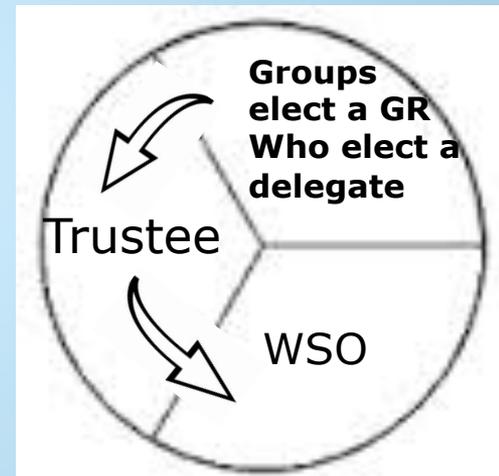
Concept Two – The Al-Anon family groups have delegated complete administrative and operational authority to their conference and its service arms.

1. Groups delegated the actual operational authority to chosen service representative who are empowered to speak and act for them.
2. The groups give delegated authority and responsibility to Trustees and Trustees give it to WSO.
3. A conference of Al-Anon delegates to whom our service headquarters would be accountable.



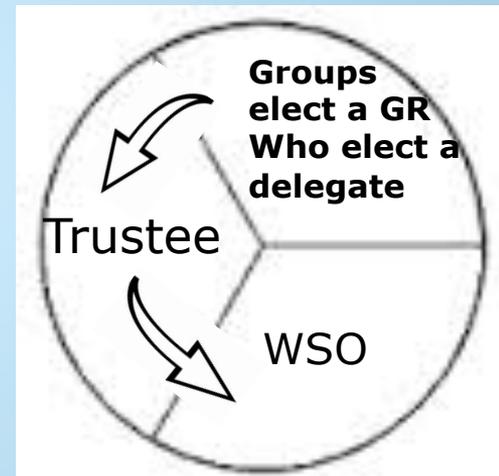
Concept Three – The right of decision makes effective leadership possible.

1. When all three areas come together with all the facts the best decision can be made.
 1. Example: An Area tells a delegate how to vote. When the delegate goes to the WSC and gets additional facts and opinions. Now with all the facts from the entire US voting members can make a better informed decision, which may differ from what the Area requested.
2. The groups give the right of decision to a GR who elects a delegate.
3. A delegate gives right of decision to Trustees. Trustees give the right of decision to the World Service Office. (WSO).
4. There will always be plenty of ultimate authority to correct inefficiency, ineffectiveness or abuse.



Concept Four– Participation is the key to harmony.

1. All 3 areas are given the right to vote.
2. The reason it is not good to give delegates absolute voting authority over Trustees, WSO members, is delegates only meet once a year for only a few days, and can not have first hand knowledge of many problems on which they are expected to vote.
3. A WSO member has a skill set that a voting delegate may not have or know. Their knowledge and skill should have a vote.
4. The right of participation in our service structure is of such importance to our future that we are urged to preserve this traditional right in the face of every attempt to whittle it down.



Principles for Concept Four: Mutual Respect and Willingness

Concept Five- The right of appeal and petition protect minorities and insure that they be heard.

1. All minorities should be encouraged to file minority reports whenever they feel the majority to be inconsiderable error.
2. Any member, board member, employee has the right and should be able to do so without prejudice or fear of reprisal.
3. Anyone who feels his/her personal life is, or has been, deeply affected by close contact with a problem drinker is eligible for membership in Al-Anon. We never take away this right to belong. Neither do we compel our members to believe anything or pay anything.
4. If a trusted servant fail in their responsibilities we still have ample opportunity to recall and replace them.



Concept Six- The conference acknowledges the primary administrative responsibility of the trustees.

1. Since our Trustees must function like the directors of any large business corporation, they must have ample authority to manage and conduct Al-Anon business.
2. Delegates acknowledge that the Trustees have primary responsibility in running Al-Anon.



Concept Seven- The Trustees have legal rights while the rights of the conference are traditional.

- 1. Legal Rights:** Trustees have the complete right over Al-Anon funds and services.
- 2. Traditional Rights:** Delegate have great responsibility for and authority over all aspects of Al-Anons program and policies. This means the actual power of the World Service Conference (WSC) will nearly always be superior to the legal power.
- 3.** The World Service Office (WSO) is responsible to the Trustee's. The Trustee's are responsible to the Delegates.
- 4.** This is the balance that grave issues can always be resolved by harmonious cooperation.



Concept Eight– The board of trustees delegates full authority for routine management of Al-Anon headquarters to its executive committees.

1. In matters of policy and finance, they are the principle planners and are responsible for final decisions.
2. In routine operations, the Trustees delegate full authority to executive committees charged with the management of headquarters.
3. Trustees are responsible for planning what money will be spent on what. The WSO employees run the daily office in answering the phones, mailing out literature without the Trustees input.
4. Balance is received by the employee's responsible to the Trustees. The Trustees are responsible to the Delegates. The Delegate is responsible to their Area's groups.



Concept Nine– Good personal leadership at all service levels is a necessity. In the field of world service the board of Trustees assumes the primary leadership.

1. We must constantly find the right people for our many service tasks.
2. Bill W for the 1959 issue of the Grapevine wrote:
3. A leader is a person who can put principles, plans and polices into such dedicated and effective action that the rest of us want to back him and follow.
4. A good leader originates plans and policies for improvement.
5. Good leadership never passes the buck or hampers opposition for opposition's sake alone.
6. A leader must realize even angry people can be right.
7. A good qualification of a leader is give and take. Now and then sometimes its necessary to stick flat-footed.
8. Leadership often has to face criticism. Always listen and then say thank you for the comments.
9. Vision – the ability to make good estimates.



Service leaders have attributes of tolerance, responsibility, flexibility, and vision.

Concept Ten- Service responsibility is balanced by carefully defined service authority and double headed management is avoided.

1. Respective responsibilities and corresponding areas of authority creates harmonious and effective function.
2. Everyone has a specific job to do. The authority to do it. Plus a body of the fellowship they are responsible to.
3. The secretary has the job to take notes. They have the authority to do their job well and make those decisions to do so. They can write the notes on a note pad or using a lap top. It is not the job of the literature coordinator to take notes and send them out. The secretary is responsible to the board and fellowship to take and give accurate notes.



Concept Eleven- The world service office is composed of selected committees, executives, and staff members.

1. The Trustees hold final responsibility, but should always have the assistance of the BEST possible committees, executives, staff, and consultants.
2. WSO should have the best skill sets required for each job. Each committee can have a staff member.

*Choosing
the Best*



Concept Twelve – The spiritual foundation for Al-Anon’s world services is contained in the general warranties of the conference, Article 12 of the charter.

1. Only sufficient operating funds, and ample reserve.
2. No member will have authority over another
3. All decisions reached by discussion, vote and whenever possible by unanimity
4. No action be personally punitive or create public controversy.
5. Never perform any act of government over the fellowship, it shall always be democratic in thought.
6. Article 12 – an amendment or cancellation of any of its vital warranties would require the written consent of three-quarters of all registered Al-Anon groups. Must have at least 6 months of careful deliberations. Thus changes to the warranties have been made hard but not impossible.

