**2021 Mega Issue Framing**

**“In what ways can we encourage and support members to share their skills and talents to fulfill the needs of AFG Headquarters, Inc.**

**as a member of the Board of Trustees?”**

**Background:** In 2018, in response to Delegates’ requests for increased participation at the World Service Conference (WSC), the Board of Trustees (BOT) chose to provide an opportunity for Conference members to experience idea-generating conversations, much as the Staff, BOT, and Executive Committee do when a new issue is raised. Thus, a more inclusive and innovative format was developed in which Conference members could identify and discuss ideas on a topic of importance to Al-Anon world-wide. The “Mega Issue” discussion is designed to be more spontaneous and less structured than the past WSC “Big Question” discussions were.

The “Mega Issue” discussion takes place in three sessions over the course of the Conference. For the format of the first session, the BOT will begin by seeking additional insights from Conference members in response to the Knowledge‐Based Decision‐Making (KBDM) questions. From these insights, the problem is refined.

The second session includes brainstorming and prioritization of potential solutions. The final session focuses on identification of the positive benefits and potential risks of the solutions. These sessions will be guided by the utilization of a thinking process that allows Conference members to better separate thoughts into six clear functions and roles. Each thinking role is identified with a colored symbolic "thinking hat." By mentally wearing and switching "hats," Conference members can more easily refocus or redirect thoughts during spontaneous conversations.

**Context**: At the October 2019 Board meeting, a discussion of the Nominating Committee report led to concerns that the BOT was not receiving enough qualified candidates to fill its needs. It was felt that input from the Delegates may help address the situation by gathering information about barriers that may prohibit qualified members from sharing their talents on the BOT. It may also help provide more information to the Delegates about what is required, so more members will consider stepping forward.

This topic was initially selected for the 2020 WSC Mega Issue. Due to the 2020 WSC being held virtually, the Conference agenda was shortened which resulted in the 2020 Mega Issue not being part of the agenda. At the July 2020 Board Meeting, Board members voted to present the 2020 Mega Issue topic at the 2021 WSC.

**Relevance:** Lacking volunteers to serve as Trustees can severely affect the primary administrative responsibilities of the Trustees in accordance with Concept Six, as well as the balance of power described in Concept Seven. Concept Nine is about primary leadership, which the BOT assumes. The descriptive text in Concept Eleven explains the responsibility of the Nominating Committee to “aid the Trustees in discharging their main obligation to see that all vacancies within the Board of Trustees are filled with those of the greatest competence, stability and industry,” as well as the necessary skills and diversity. A Board that does not have a full composition may lack the wide range of experience, strength, and hope necessary to lead Al-Anon into the future. Outreach, fellowship support, connection (like Area visits, Road Trip! You and Your Board Connect, etc.) may be limited because of a reduced number of Trustees.

By identifying barriers, sharing thoughts on removing these roadblocks, and providing information, we hope to be able to encourage more members to share their gifts and talents as Trustees.

Keep in mind Al-Anon’s spiritual principles as expressed in Al-Anon’s three Legacies during this conversation. We value your thoughts, suggestions and comments; it’s important to have a voice around this topic. Because change takes time, no immediate action will occur as a result of this discussion. However, the Board will continue the conversation, considering your input.