

Dear Al-Anon and Alateen members,

The purpose of this Chairperson of the Board (COB) Letter is to share with you some of the highlights from the October 2021 Board Week. You will also find Updates from our Policy Chairperson, a Finance Update from our Treasurer, and a Conference Leadership Team (CLT) Update.

Finance Update: At the end of September our year-to-date literature sales are below revised budgeted expectations—literature sales have not returned to pre-pandemic numbers—and our year-to-date contributions are slightly above revised budgeted expectations. Staff continues to cut costs where needed, and our year-to-date expenses are slightly below budget. A simpler way of saying this is we are receiving enough income to cover our expenses. Thank you all for continuing to send your contributions! Please see the Finance Update attached to this letter for more details.

International Coordination Committee (ICC): Two members of the ICC, one Trustee, and one WSO Staff member had the opportunity to participate in the European Zonal Meeting (EZM) September 3-5, 2021. The event, which was hosted by the German General Service Office (GSO), was held via Zoom. There were 18 GSOs participating and 28 members in attendance.

Some of the topics discussed at the EZM were Alateen, possibilities of the 2023 EZM being hybrid, incorporating groups meeting electronically into the structures, and Public Outreach. These topics might sound similar to topics discussed in your Area!

A personal highlight from one of the ICC members who attended the EZM— “We are all Al-Anon members doing the best we can in difficult situations, but we all want to make sure that this program is available when anyone, anywhere reaches out for help.”

The ICC is continuing its work planning the 2022 International Al-Anon General Services Meeting (IAGSM) which is going to be held in London, England October 12-15, 2022. The theme for the 2022 IAGSM is:

“Connecting Hearts and Minds Around the World”

Now for some really exciting news! The ICC reviewed a request from the structure in Russia to become a GSO. The ICC recommended to the Board, and the Board unanimously passed a motion, to approve Russia's request to register a General Service Office on a three-year trial basis.

For more information on Al-Anon outside of the World Service Conference Structure, go to:

<https://al-anon.org/for-members/international/>

Strategic Plan Updates: At the July 2021 Board meeting, Trustees prioritized the Strategies options presented by the Strategic Leadership Team (SLT) for completion in 2022. The SLT met between the July and October Board meetings to discuss the anticipated outcomes of the proposed Strategies as well as the steps and resources needed to complete them. At the October 2021 Board meeting, SLT presented their recommendations. Board members approved SLT moving forward with the following 2022 Strategies:

- **Goal: Public**—Examine the opportunity for an Al-Anon member of the WSO Staff to speak in a professional capacity representing the WSO at professional events
- **Goal: Public**—Create animations/cartoons from existing newcomer content for distribution through appropriate social media platforms

- **Goal: Members**—Investigate and recommend systems that allow us to take additional electronic forms of payment from Al-Anon Family Groups
- **Goal: Members**—Reduce Staff time by improving WSO communications regarding what members need to know about contributing through bequests and wills

WSO Staff has done an outstanding job moving the 2021 Strategies forward. The Strategies from 2021 that will be ongoing into 2022 are:

- Pilots to increase access to CAL globally in all languages
- Alateen Groups Meeting Electronically
- *Al-Anon Family Groups Mobile App* Premium Content Process Implementation
- Guidelines Update and Translation

In addition to working on the above Strategies, WSO Staff will be working on major projects such as:

- Electronic Meeting Transformation
- 2023 Al-Anon International Convention
- First Longitudinal Study
- 2022 International Al-Anon General Services Meeting (IAGSM)
- NEW DAILY READER (working title) Translation
- *2022-2025 Service Manual* Translation

The Strategic Plan refresh work that started at the July 2021 Board meeting continued at the October meeting. Using feedback from the July session, SLT facilitated a conversation with the Board of Trustees and Executive Committee members about revised Goal statements and Strategic Objectives. We continue to make progress on the Strategic Plan refresh and will continue this work in January.

Executive Committee: The deadline for submitting a résumé as an At-Large member of the Executive Committee is **January 1, 2022**. The Executive Committee is composed of three Al-Anon members—preferably not Trustees—elected by the Board; the Executive Director; an Al-Anon member from the administrative Staff of the WSO; the Chairperson of the Finance Committee; a member of the Board of Trustees—often the Policy Chairperson; and the Chairperson of the Board, who serves in an ex-officio capacity with voice but no vote. To accomplish the duties bestowed on them, the Executive Committee meets monthly, either in-person or through web conferencing. The term for At-Large members of the Executive Committee is one year. If you feel you possess the skill sets and you have the time to serve, please consider submitting a résumé as an At-Large member of the Executive Committee.

The duties and responsibilities of this Committee can be found under Concept Eight in the *2018-2021 Al-Anon/Alateen Service Manual* (P-24/27) version two (2). Additional information on the Executive Committee, along with the electronic résumé, can be found at:

<https://al-anon.org/for-members/board-of-trustees/wso-volunteers/executive-committee/>

2022 Board Travel: The Board has not met face-to-face since January of 2020. After a lengthy discussion, which took into consideration the Board’s fiduciary responsibilities to AFG, Inc., the continuing impacts the pandemic has had on the WSO’s finances, and the challenges for Board members of not meeting in-person, a decision was made that the Board of Trustees will meet virtually for its January 2022 Board meeting. As of now, the plan is to hold the July 2022 Board Meeting face-to-face in Virginia Beach.

Compensation Study: It states in Concept Eleven on page 209 of the *Service Manual*, “When we can afford it, every employee should be compensated in relation to those offering similar services and

abilities in comparable not-for-profit organizations.” In line with Concept Eleven, the Board has directed the Compensation Committee, every three to five years, to request an independent consultant to conduct a compensation study to ensure that the compensation program at the WSO is reasonable, competitive, and equitable with other not-for-profit organizations of similar size and location. The compensation study was set to be conducted in 2020 but due to the financial impacts of the pandemic on the 2020 budget, the compensation study was conducted this year instead, and the results were presented to the Board at the October meeting.

Board Development: The Envisioned Future Work Group (EFWG) brought forward another great topic with questions to think about that allowed Board members to hold a generative discussion on visionary board leadership and build on the discussion that was started in July.

During the Board Development session, Board members continued the work that was started during the Board Retreat session held at the July 2021 Board meeting. The Board reviewed the criteria questions developed in July that will be used to help the Board determine which items need to have time on the Board agenda for discussion and which items require no discussion by the Board and can go on the Consent Agenda. We will continue to review and discuss the list of 2020 Board motions and consensus agreements using the criteria questions to help us be thoughtful about items that are placed on future Board agendas. Board members are excited about this new process and the changes we are making.

As the Board continues to have more of these generative type discussions, you might see a change in the information contained in the COB Letter. The information that I will be able to provide to you on the discussions in progress will contain less detail and offer more of an overview.

I want to close this letter with a heartfelt good-bye and big-thank you to the Panel 59 Delegates who will be finishing their term at the end of this year. We are grateful for your service and commitment to Al-Anon Family Groups. We wish you all the best in whatever your Higher Power has in store for you!

With gratitude,

Lynette K.
Chairperson, Board of Trustees