

### **BOARD VISION STATEMENT**

All people affected by someone else's drinking will find help and recovery in every community.

### **BOARD MISSION STATEMENT**

Anticipate the future and Al-Anon's place in it and ensure that the necessary resources are available.

April 12, 2016

Dear Al-Anon and Alateen Members,

Information was shared with the 2016 World Service Conference members that Ric Buchanan is no longer associated with the World Service Office (WSO). The WSO under Ric Buchanan's leadership was an era of moving from New York, blending New York and local talent, creating a strong, skilled and diverse workforce. If members in your Area would like to send expressions of gratitude for his service, they may do so through the WSO. These will be forwarded to him.

We are poised to move forward into WSO's next exciting chapter. This first step is to change the WSO organizational structure so that there will be increased communication between departments and streamlined activities. Subsequently, there will be two new positions. The positions are Director of Programs and e-Platforms Manager. The Director of Programs will be responsible for participating in the development, implementation, and evaluation of all World Service Office activities that serve members and potential members. The e-Platforms Manager will oversee all aspects of technology and innovation to expand services and products to the fellowship, professionals, and the general public. The position descriptions are being finalized by the Administrative Team. We hope you will assist in informing members and friends once these are posted to the Member's Web site.

To improve communication and coordination between departments, an Administrative Team was formed and meets daily. The members on the Administrative Team and their roles are:

- Executive Director
- David Zach, Director of Business Services
- Ken Pearl, Controller
- Claire Ricewasser, Associate Director of Communications—Professionals
- Pat Quiggle, Associate Director of Communications—Media
- Tom Coffey, Associate Director of Communications—Literature
- Marsha Ware, Associate Director of Member Services—International
- Suzanne Martin, Associate Director of Member Services—Conference
- Cory Olson, Associate Director of Member Services—Groups

This team will include the Director of Programs and e-Platforms Manager, once hired.

To increase communication with the Board of Trustees and Executive Committee, the Chair of the Board and Chair of the Executive Committee are participating weekly with the Administrative Team via conference call.

The Board in its legal authority considered several names of past Trustees with backgrounds suitable for the position of an interim Executive Director. These names were then provided to the Transition Team for

consideration and recommendation. The Board of Trustees selected Mary Gregory as an interim Executive Director during this transition period to spearhead the dynamic changes that are in progress.

Mary has been an Al-Anon member for nearly 40 years, 39 of them in service. She has served the fellowship as a Delegate, a Trustee, and as a member of the Executive Committee. She chaired the Literature Committee, the International Coordination Committee, the Policy Committee, and the Conference Leadership Team. She was on the Finance Committee for 5 years. In her professional life she was an educator and administrator where she developed skills in communication and strategic planning. Mary is an active member of the Monday Morning Miracles Group in Venice, Florida.

Mary will serve as the interim Executive Director for a period of time to ensure the new office structure is functioning well. The Board will post the Executive Director position description and qualifications to all members in the fellowship when appropriate.

To support the World Service Office, a Transition Team has been formed and is meeting monthly. The purpose of the Transition Team is to support and solidify the new internal structure at the WSO. The members of the Transition Team and their roles are:

- Bev Anderson, Chair of Executive Committee and Transition Team
- Mary Gregory, Executive Director
- Debbie Grace, Chair of the Board-elect
- Paula Burleson, incoming at-large member of the Executive Committee who will be a past Chair of the Board
- Connie Hurst, incoming at-large member of the Executive Committee who will be a past Trustee
- Marsha Ware, Associate Director Member Services-International and provides the voice to and from the Administrative Team.

Since this new structure doesn't affect the provision of services to the fellowship, interactions with the WSO staff remain the same in that emails from members go to [wso@al-anon.org](mailto:wso@al-anon.org). Please put the concern in the subject line and the email will be routed appropriately.

The Board and the staff are excited with the new changes as we "Anticipate the future and Al-Anon's place in it and ensure that the necessary resources are available."

Yours in Al-Anon service,



Paula Burleson  
Chairperson, Board of Trustees  
Al-Anon Family Group Headquarters, Inc.

**2016 World Service Conference Theme:  
Realizing Our Spiritual Potential  
Reconociendo nuestro potencial espiritual  
Reconnaître notre potentiel spirituel**