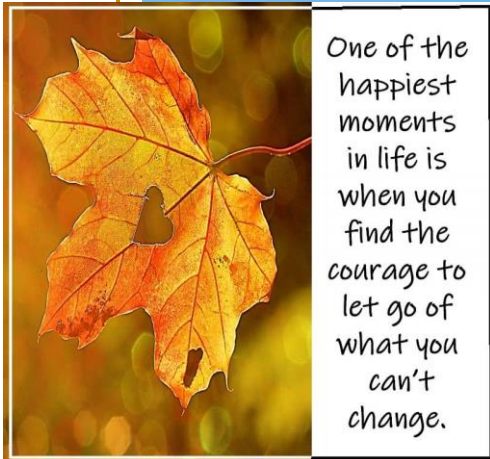


Lori Follett | Panel 61 | Pennsylvania Area 48
delegate61@pa-al-anon.org



Greetings Friends!! I am glad we able to get together again for the business of PA Al-Anon at our November AWSC meeting! Thank you for being here and thank you for the opportunity to serve and grow as your Delegate. My hope is that your enthusiasm is growing on your service journey. Often time in year two we become more **comfortable** as we settle in to your positions and enjoy giving back! If you are new to service, **welcome**, and I am glad you are joining us along this journey as we all in Pennsylvania service are – **"Embracing the future in unity and courage" "Abrazar el futuro en unidad y valor"** (PA AWSC Panel 61 Theme).

Hope you enjoy this report and enjoy the AWSC experience! I wish you all well as you return to your districts share all the happenings around Pennsylvania and all you learned this weekend. Thank you for your service to the worldwide fellowship of Al-Anon/Alateen! Let me know if you need additional information on any of these topics or others. **Thanks!**

[2022 Word Service Conference Summary](#)

Enhancing Our Recovery through Abundance, Unity, and Understanding
Enriquecer nuestra recuperación a través de la abundancia, unidad y comprensión
Enrichir notre rétablissement par l'abondance, l'unité et la compréhension

The full 2022 World Conference Summary is now available electronically at > <https://al-anon.org/for-members/world-service-conference-wsc/world-service-conference-summary/>. It can also be purchased in print form from your local Literature Distribution Center or the WSO online store > <https://ecomm.al-anon.org/>



“The World Service Conference (WSC) Al-Anon’s annual business meeting, which is attend by all Delegate’s from the World Service Conference Structure, representatives from other countries, members of the Board of Trustees and the Executive Committee, voting members of the World Service Officer (WSO) administrative staff, and WSO personnel. The Conference provides guidance to the WSO on service matters that are brought to its attention.” (2022-2025 Al-Anon/Alateen Service Manual [P-24/27] v2)

Al-Anon Al-Anon’s Tradition Two states: “For our group purpose there is but one authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants—they do not govern.”

The World Service Conference makes the group conscience available and effective for all Al-Anon. It is the practical means by which the

group conscience can speak; it is the voice of world Al-Anon and the guarantee that our world services shall continue to carry on under all conditions.

The Conference protects Al-Anon and Alateen against a service breakdown; it makes for unity and enables our fellowship to act as a whole upon important matters. This makes it the principal guarantor of Al-Anon and Alateen’s harmony and survival.

Update on Electronic Group Progress around the WSC

After the 2022 WSC and the historic vote to admit the Global Electronic Area into the World Service Conference, Areas were encouraged to continue their discusses regarding Electronic Groups and work at deciding if they will accept Electronic Groups and create an Area process for it.

We did just that in PA! At our 2022 Assembly the GRs voted to accept Electronic Al-Anon Groups in our PA service structure and approved our Area process. The other 17 Areas around the WSC that have done so this far are the following: Alaska, Alberta/Northwest Territories, Arizona, British Columbia/YT, Florida North, Illinois North, Iowa, Kentucky, Maritime Provinces, Montana, New Hampshire, New Jersey, Newfoundland, Ontario North, Tennessee, and Vermont. The other Areas are working toward their decides and processes.

As Areas approve their Area process physical groups that are still meeting temporarily electronic are asked to make a decision on how they want to meet. Groups can ask themselves, “How do we desire to meet?” and “What service structure do we want to be linked?” We in PA are ready and we ask our temporary electronic to return to a location – either physical or permanent electronic.

Links of Service - From the Group to the World Service Conference



I so LOVE the new [WSC Structure graphic](#) and I hope you find a blessing in it too!!

At our 2022 PA Area Assembly, I had the wonderful opportunity to collaborate with Sarah S., Director of Programs of the World Service Office, to present a segment on our Al-Anon Links of Service. I created an article from our presentation, and it was presented in our October 2022 Al-A-gram as well as linked on the [Delegate's Corner](#) on the PA website. I am shared with the hope to provide our membership with a deeper understanding of the importance of our Links of Service and the spiritual principles that guide us along the way. Seeing how our Al-Anon structure fits into one's recovery can encourage service at all levels!

Please click here to read the full article on the Links of Service: [“Passing it on” – though Links of Service.](#)

New Service Manual - available in electronic format & Printed Version available by the end of the year



The **2022-2025 Al-Anon/Alateen Service Manual [P-24/27]** is available in an electronic format in English, Spanish, and French on al-anon.org, members tab. Here is the link for the interactive online version > <https://al-anon.org/for-members/members-resources/manuals-and-guidelines/service-manual/>

The print version is scheduled to be available before the end of the year (price \$11.00). It will be able to be purchased by visiting the WSO online store (<https://ecomm.al-anon.org/>) or your local Literature Distribution Center. The delay in the arrival of the printed *Service Manual* is the result of supply chain issues and paper shortages as well as assuring that the changes approved at the 2022 WSC was included in the new version. The goal of the WSO was to release the Service Manual in all three languages at the same time. Thank you for your patience and understanding and I hope you find the electronic format easy to use and helpful.

Updates to the *Service Manual* will be noted with the use of vertical lines in the outer margins throughout the manual.

I encourage all members to read and study the *Service Manual*. The *Service Manual* provides us with a clear and concise understanding of our fellowship, its function, and our primary purpose. It helps us solve group problems, find answers on how to relate to others and maintain unity and harmony within our groups and our fellowship worldwide. Reflecting the collective experience of our members, the *Service Manual* offers interpretation of our Traditions and Concepts and offers us guidance on conducting meetings, public outreach, and service.

Be assured you are not alone and help and guidance are available. Our *Service Manual* is a great tool to keep close. The more you use and consult the *Service Manual* the more comfortable you can get with it. ***Have you considered starting up a Service Manual Study in your District?***

Happenings at the World Service Office (WSO)

The WSO Staff is working very hard to serve the fellowship. Here are some highlights from the reports from the WSO:

OUR NEW DAILY READER – “A LITTLE TIME FOR MYSELF”

The new Daily reader has a title – “A Little Time for Myself – A Collection of Al-Anon Personal Experiences”. The book has gone through the Literature Committees manuscript selection process, passed through policy and the Executive Director’s review and now is undergoing design and translation into French and Spanish. It is still on track to be released at the 2023 Al-Anon International Convention in Albuquerque, New Mexico.

NEW INTRODUCTIONS ARE HERE!

In 2021, the World Service Conference approved the development of new introductions for [*The Dilemma of the Alcoholic Marriage* \(B-4\)](#) and [*One Day at a Time in Al-Anon* \(B-6\)](#) that place these books within the context of the times in which they were written. The New Introductions are ready and are now available to members and groups to print and put inside the books they have. In addition, the new introductions were made available to LDCs in a sticker form to place in the books they had in stock.

The latest printing of the original-size ODAT (B-6) book, which will be arriving sometime soon at the WSO warehouse, includes this new introduction.



A downloadable version of the ODAT introduction is available on the WSO website at al-anon.org/b6 that is sized for placement in these members' previously purchased books. ODAT Blog Literature sample <https://al-anon.org/blog/one-day-at-a-time-sample/>.

A downloadable version of the Dilemma foreword is available on the WSO website at al-anon.org/b4 that is sized for placement in these members' previously purchased books. Blog Literature sample <https://al-anon.org/blog/dilemma-of-the-alcoholic-marriage/>.



UPDATED GUIDELINES

In 2021, in support of one of the Strategic plan initiatives, the World Service Office started a process to update all Al-Anon guidelines. The goal was to make updates available to the fellowship so English-, Spanish-, and French-speaking members would be able to use current and updated service tools in the language of their choice at the same time.

Also, they updated the Guidelines page on al-anon.org to allow for easy access to all the guidelines and to include the addition of search capability so members can more easily find the guidelines most relevant to their needs. Guidelines are available online and can be downloaded

for free on <https://al-anon.org/for-members/members-resources/manuals-and-guidelines/guidelines/>. One great example is the updated [Al-Anon Service Arm Websites \(G-40\)](#).

EBOOK UPDATE

At the July 2022 Board meeting, the Finance Committee recommended, and the Board approved, that all remaining Conference Approved Literature (CAL) sold as printed books be offered as ebooks. In August, WSO Staff will begin the work required to move forward with this approved recommendation. The work may take several months. To see all the electronic literature available, select Digital Products on the online store.



THE WORLD SERVICE OFFICE IS READY TO WELCOME YOU!

After a 2+ year hiatus, the World Service Office is once again opening its doors for guests! They have really missed seeing you and since September 19, 2022 the wait was over.

Visit the World Service Office (WSO), Al-Anon's clearinghouse, founded by Lois W. and Anne B. and built in Virginia Beach, VA in 1996. During your visit you'll be guided by special workers who will provide a detailed outline of all our special workers, their role at the WSO, and ways they help strengthen our fellowship. Tours will include seeing the warehouse where we store all the Conference Approved Literature. You'll see members from all three of our departments: Administration & Digital Communications, Finance & Operations, and Programs. And of course, no tour would be complete without a visit to the WSO Archives where you'll experience firsthand how our history is preserved.

To schedule a tour, the WSO asks that you use the online booking platform at al-anon.org/tourwso at least 24 hours prior to your desired tour time. Tours are available: Tuesday morning and afternoon, Wednesday morning and afternoon, Thursday

morning and afternoon, Friday morning only. The WSO hopes to see you the next time you are in the neighborhood!!



I have had the honor and privilege to visit the WSO when I was Alt. Delegate on Panel 58. And I wish everyone the opportunity to experience it. It was indeed program changing for me! If you are interested in reading more about my experience please visit this link for an article on the PA Al-Anon website > [Our Road Trip to the WSO Changed Me](#). (Please note back when I wrote the article in 2019 the tours were offered at different days and times than now.)

OUR IMPACT

At the preparing of the 2021 Annual Report there were 20,707 Al-Anon Family Groups worldwide.

Al-Anon / Alateen Physical Groups: US (11,586 / 514), Canada (1,068 / 34), International (6,258 / 608). Al-Anon / Alateen Electronic Groups: 633 / 6

COST OF SERVICES PER GROUP – approx. \$300.00 / year

What are all the services the WSO provides to each group? They are detailed on the back of each personal appeal letter > [November 2022 Quarterly Appeal Letter](#). The main areas are group services, public outreach & digital strategy, CAL and magazine editing, Conference & Events, International support, translocation, and volunteer oversight. **On average about 51% of groups contribute to the WSO.** PA is above that percent at 71% for an average of \$140 / contributing group which is below the overall average of \$170 / group.

Some ongoing projects are developing the mobile app, planning for 2023 International Convention, updating the online group records database, supporting the formation of the Global Electronic Area, and the first longitudinal study.

Do your groups and Districts have a budget that includes contributes to the WSO and our service arms? Perhaps your group could revise or create a budget so the members can see what it takes to be fully self-supporting. Knowing how much is needed for group expenses such as rent, Group Representative expenses for attending Area Assemblies and District meetings, and supporting the links of service that support your group - WSO, Area, District and AIS (where applicable)—is the first step.

As we continue to focus on “Embracing the Future”, know that your contributions (which include purchasing literature) are what allows the WSO to continue serving all the groups worldwide. Remember, the WSO is here to serve the fellowship and can only do so if the fellowship supports the WSO. As Tradition Seven states, “Every group ought to be fully self-supporting, declining outside contributions.” Please share with our members the different ways to support the WSO: signing up for automatic contributions, buying/gifting a book or magazine to a sponsee or newcomer, or having your group create a budget to know how much to send each service arm. The Board and WSO are grateful for your continued and consistent contributions!

AFG Inc. Budget – Let’s talk about the bottom line

Last year, income from operations totaled \$5,173,609 in the General Fund, and expenses for the year were \$5,249,675. As a result, the General Fund’s net assets decreased by \$76,066. The decrease in net assets was a result of declining literature sales. Click for [WSO Financial Summary 2021 & 2020](#). *See page 12 of this report for the 2022 AFG, Inc. Budget.*

The 2022 Budget shows that expect expenses are expected to be \$353,114 more than revenue for the year. The expenses are estimated to be \$5,813,175 and revenue to be \$5,460,061.

Overall expenses are budgeted to increase in 2022. The increase is related to restoring the World Service Office (WSO) to full staffing after two years of reduced staffing, the 2022 World Service Conference taking place in New York, the General Service Meeting in London, volunteer travel resuming, execution of Strategic Plan Initiatives, translation of the New Daily Reader, translation of the 2022-2025 Al-Anon/Alateen Service Manual (P-24/27), and technology related to electronic meeting transformation. Salaries are budgeted for normal cost-of-living and merit increases. Click here for the [2022 Budget Presentation AFG Inc.](#) from WSC.

The estimated income from 2022 literature sales is to be slightly higher than the prior year but still below historical levels. Included in magazine sales are The Forum subscriptions and Al-Anon Faces Alcoholism (AFA) sales. Contributions are budgeted to be \$2,850,000, which is higher than the prior year but aligns with the current needs. WSO continues to depend on

contributions to meet revenue forecasts until literature sales return to normal. Beginning in 2008, it was decided to transfer up to four percent of the fair value of the Reserve Fund to the General Fund. For 2022, it is budgeted a transfer of four percent again.

*Please note that the deficit budget does not mean that it will reduce the reserve fund by that amount. It reduces the assets and the operating cash.

So what can be do to help? Discuss Tradition Seven and strategies for a sustainable future, continue to think abundantly, create a budget (group & Districts), buy literature (one idea would be for each person or group to buy an extra book this year), and encourage contributions. ***Ask the question: Where would I be without Al-Anon?***

So where does the WSO get its money to operate and provide all the services? Literature Sales & Contributions are the big buckets – Lets look where the contributions originate. Individual members directly and members give through their groups and Service Entities (Districts, AISs, Literature Distribution Centers, Areas, and General Service Officers). Members, Groups and Service Entities, all may contribute directly to WSO in a spirit of unity and gratitude without limit. Funds also come from the portion of the proceeds from Al-Anon and Alateen Convention and AA Conference (with Al-Anon participation). 2022-2025 Al-Anon/Alateen Service Manual [P-24/27] v2, p. 105-106.

“In maintaining the principle of anonymity, no individual’s gift is acknowledged publicly, nor can the gift be earmarked for any specific purpose or program. Al-Anon members give knowing that the money will be spent continuing to support and expand the program that brought us peace and serenity during our lives.” (*Service Manual*, p. 103)

What are Spiritual Principles of Al-Anon’s Self Support? Tradition Seven is Gratitude in Action. Our spiritual principles inspire members to support the fellowship as it serves both the members and prospective members. As we receive the hope, we use these principles to ensure that those following in our footsteps have the same opportunities. (*Service Manual*, p. 102-103)

Abundance – Anonymity – Gratitude – Responsibility – Trust – Unity

Warranty One give us the direction and goal. *Sufficient operating funds, including an ample reserve, should be its prudent financial principle.* When each member can be shown how much the service dollar really buys in terms of helping family to find Al-Anon, contributions are willing and generous. We can take comfort, too, from the fact that the cost of our world services is small in relation to the size of our fellowship, our paid workers at the WSO are comparatively few (48 employees.) (*Service Manual*, p. 217).

With all the services need and the importance of physical connection to carry our message it is hard to believe that the WSO could ever end up with too much money. Also, the Conference would never permit the reserve fund to become excessive. (*Service Manual*, p. 218-219)

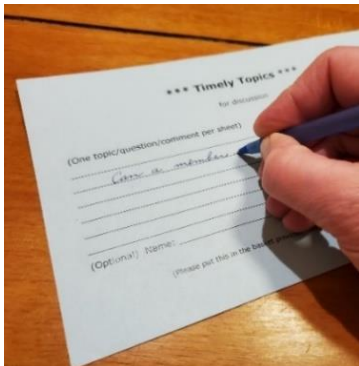
2023 Al-Anon International Convention

Let's mark our calendar and start making plans! It will be in Albuquerque, New Mexico from June 29 through July 2, 2023 to celebrate Al-Anon's Seventh International Convention!



Who is planning to go? Check out the webpage devoted to the International > <https://al-anon.org/international>. Registration opens November 8, 2022.

Timely Topics



As many of you know, Timely Topics is where members in service submit their current questions or topics for discussion to the Delegate for answers, guidance, or clarification. We do have segments at our AWSC set aside for discussing this topics. **You can submit Timely Topics during the entire AWSC weekend by the paper form (in your mailbox) or electronically** - emailed to me at delegate61@pa-al-anon.org or submitted using this google form: [Timely Topic Submission Form](#). All answers will be presented and summarized anonymously.

Thank you & Together We Can Make it!

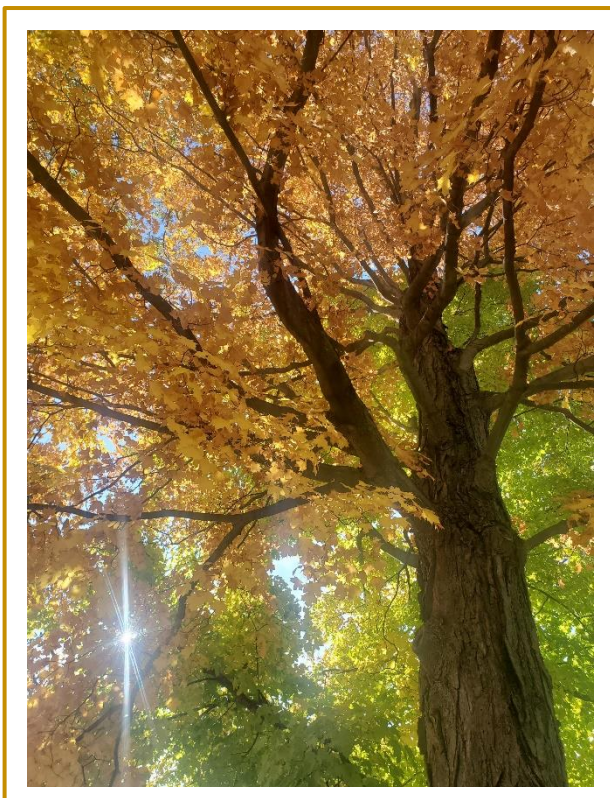
I find myself thinking, saying, and using the Alateen slogan, Together We Can Make It, often since the World Service Conference. And oh how true it is!! I would like to thank you for reading this report and for being of service to our Area and our fellowship. Your support and prayers mean much to me. And be assured of my prayers for you. Let me know your thoughts and any other information you would like and how I can be of service. I value and welcome your feedback and comments.



Enjoy the journey and have fun along the way! Remember the God of your understanding is traveling with you along this road of service and recovery! 😊 Thanks!

Please don't hesitate email me at delegate61@pa-al-anon.org. Let me know how I can help. All my best to you!

Focus on what you can do then do it with all your heart.” – Lois W.




Al-Anon Family Groups
Help and hope for families and friends of alcoholics

AL-ANON FAMILY GROUP HEADQUARTERS, INC. 2022 BUDGET

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Fiscal Year Period: FYE 2022

	2022 Budget	2021 Actual
Revenue		
Literature Sales	2,604,381	2,389,064
Less cost of goods sold	(546,920)	(482,313)
Contributions	2,850,000	2,623,242
Magazine Sales	235,000	238,040
Subscription Income	32,000	33,328
Investment Income	60,000	66,001
Fund Transfers	225,600	225,600
Other - currency adjustment		(55,908)
Total cash revenue	\$ 5,460,061	\$ 5,037,054
Noncash contributions		\$ 136,555
Total Revenue	\$ 5,460,061	\$ 5,173,609
Expenses		
Salaries	3,302,103	3,076,116
Benefits	483,307	468,507
Payroll Taxes	245,216	227,259
Occupancy	260,031	264,991
Packing & Shipping	(20,000)	(12,120)
Postage	200,065	146,844
Telephone	53,100	53,049
Stationary & Supplies	42,000	57,508
Technology	262,375	206,301
HR/Training/Consulting	53,007	70,447
Repairs	17,070	12,007
Travel & Meetings	146,250	35,731
Conference Costs	145,316	17,935
Professional fees	83,050	75,800
Printing	135,860	90,098
Canadian Office	2,025	1,990
General services meeting	47,975	-
Membership survey	-	500
PSA Campaign	110,000	67,800
Bank and Credit Card fees	111,000	103,289
Miscellaneous	23,925	22,073
Retiree Health benefits	64,500	63,175
Depreciation	45,000	63,840
Total cash expenses	\$ 5,813,175	\$ 5,113,120
Noncash expenses		\$ 136,555
Total Expenses	\$ 5,813,175	\$ 5,249,675
Revenue over Expenses	\$ (353,114)	\$ (76,066)