

**AWSC Minutes**  
**June 23, 2012**  
Second United Church of Christ  
2941 NE Ainsworth  
Portland, OR 97220  
Host District 12

The meeting was called to order by Area Chair Rita B. at 9:10 a.m. with a moment of silence followed by the Serenity Prayer. The Steps were read by Roxie P. and the Traditions were read by Kathy.

**Housekeeping:** District 12, John O.

Motion 1: To set aside up to \$100 to pay for today's facility. Motion made and passed. It was discussed that this item is in the budget so we do not need to have a motion for paying for facilities used for AWSC.

**Roll Call:** Mary W.

AWSC members excused: Paula J, DR-District 2, Vickie H., DR-District 3, Lisa B., The Communicator Coordinator

Absent: Norma P., Literature Coordinator

**Review of Minutes:** AWSC February 2012, Mary W

Changes needed to be made:

Include Delegate report

Audit budget committee report

Add Attachments 6 & 7 from Sue

List motions at bottom

Motion 2: Delay approval until changes can be reviewed by AWSC to be voted on at Oct AWSC. Motion made and passed.

**Treasurer's report:** Bunny G (see Attachment 1) The Area is still above the prudent reserve.

**Northwest Delegate's meeting, Couer D'Alene, March 23-25:** Bette R & Bunny G

Bunny – Theme of Conference – "Our spiritual journey- we get as we give." Our purpose is to be informed. I love to be in the discussion, to see delegates that I served with.

Billie L., Linda N., Eileen B., Bea J., and Bunny rode together to the meeting. Together that was 133 years of recovery in the car. There was a total of 881 years of recovery at the Delegates meeting. Thirty-six people were at the meeting. Everyone was given a sweat towel for all the hard work they would be doing that weekend.

Topics:

- Listened to current issues
- Hearing the regional trustee report
- Do not refer

Group contributions are still only 25% of our income while AA is around 60%. Literature and birthday envelopes provide the rest.

Next Delegates meeting will be March 22-24, 2013 Casper, Wyoming.

Budget was \$800. Bunny's actual expenses were \$239.

Barb L. asked if anyone can go to Delegates Meeting. Bunny said that anyone can go and observe, however, you do have to register. In 2014, the Delegate's Meeting will be in our Area.

Bette: I took from this weekend that whatever I do for AI-Anon doesn't have my name on it. It's about the group of people working together to come up with something good for AI-Anon. Bette was asked to chair a T force on: How can we encourage people to speak up when someone is sharing something that is not AI-Anon related. The first draft was rejected so Bette got the chance to rework this with another person.

**Delegates report:** Bette R (see Attachment 2)

**Action Committees:** Prepare agenda for July Assembly

We broke at noon for lunch provided by District 12, potluck dessert, and Al-Anon Fellowship.

The AWSC meeting resumed at 1:00 pm with a round of applause for the folks who provided lunch followed by a moment of silence and the Serenity prayer.

**SSM 2012 Report:** Chris K (see Attachment 3) Our goal is to have \$6,000 to give to the Area at the July Assembly. We had over 1700 years of recovery in the countdown.

**Handbook Revisions:** Billie L

Position Descriptions for website position

The "An Al-Anon member with previous AWSC experience." Billie changed it to "An Al-Anon member with previous Area experience."

A motion (motion 3) was made to modify the description.

Motion 3: Move that we accept for the website position "An Al-Anon member with experience with how the Oregon Area operates, not necessarily ..." leaving the rest as is. The motion was made and passed.

**Committee Work:** Rita B

**Archives Committee** – Jodie is the chair

- Charge to determine the feasibility of scanning archives document.
- Charge to determine what should be kept as archives.
- Both charges are in process.

It was asked how the group is determining what is worthy of keeping and what isn't. Rita replied that the group of four is determining this. Piece by piece has been discussed.

Questionable items will be presented at Assembly to determine if they should be kept or not.

**Flyer Guidelines Committee:** Bunny G

The committee is going to have a conference call before the July Assembly to update the process

**Handbook Committee-** This is almost complete.

Review Policies and Procedures. The one thing that hasn't happened is comparing Knowledge Based Decision Making (KBDM) to Parliamentary procedure.

Judy – At one time we pulled section 7. I thought that KBDM was going to be looked into since it gave us some kind of procedures. Is anything actually being done with this?

Barbara S. I would like to see the discussion about KBDM and Parliamentary procedure be left in. I feel to have real democratic meetings, it's very important that everyone understand what the process is, how we do business in our fellowship.

Bette R – The conference procedures booklet was part of our section 7. It's got a whole section discussing the KBDM. I would like to see the conference procedures booklet that discusses knowledge based procedures become our section 7. Bette will send this booklet out again.

Barbara –should section 7 should be on the website? It is now.

Rita B – At the end of the October AWSC 2009, a motion was made and carried that section 7 be removed from the handbook. Between that panel and this panel, the physical removal of section 7 was done but was left on the website.

Cheryl H – If Bette sent the booklet to us, how long would it take for this to be approved?

Rita B –Voting procedures and trusted servants is all taken from the booklet. Whatever process we need to use to make this clear is what we need to go with.

Barbara L –When did Bette send the booklet out?

Bette R – I believe that it was about this time last year."

**Rotation Task Force** – Carolyn H This task force is to look at the advantages of having AWSC and Assemblies at one central location, such as Eugene versus changing the locations each time. At this time it was

decided to continue to have each of the AWSC and Assemblies go to a different district each time.

**TEAM** - TEAM happened and was successful. TEAM will come off of our chart.

**Trusted Servant Profile and Voting Procedures**- committee members are Colleen G., Judy J, Joanne C and Rita B.

**Website Task Force** – Roland is chairmen, Bette, Carolyn, Jodie, Lynda. We would like to clarify if each of these people is willing to serve on this committee. Barbara L agreed to serve on this committee. Bette stepped down. Roland, Carolyn, Jodie and Lynda agreed to stay on this committee.

Item 1: Review the Oregon Area AI-Anon website for content, accuracy, privacy, accessibility and security (external and internal).

Item 2: Consider establishing a password protected section for AI-Anon members separate from a Public Outreach section.

Melissa and Chris from Membership Outreach agreed to join this task force.

**Presentation** – Members who are Unable to Fulfill Commitment: Bette R (see Attachment 4)  
Thought Force – Identify the issues and develop a variety of strategies to help Areas in dealing with these problems.

**Election Preparation:** July Assembly

**Job Rotation:** It was decided to have each of the officers and coordinators stand up and talk about their positions at the July Assembly to give people who are interested in standing for the positions a better idea of what each person does.

**Transition Plan:** Bette R. – WSO over and over says that we want you to be successful. How can we do this? Can we have the written positions ready for the July Assembly? The other piece would be – what kind of mentoring and support will you provide afterwards. A commitment can be made to be available to that person. You reach out to them, at least call them once. There's always a learning curve but we shouldn't have to start from zero at every panel.

**Voting Procedures & Trusted Servant Profile:** Rita B.

This was looked at the last AWSC and there was unanimous agreement that these were good. The changes are the results of input since the AWSC meeting. There was some discussion from the floor on this. It was decided to make the Trusted Service Profile available for use but not mandatory. For the voting procedure, replace the first paragraph with the one from the Conference Policy 2<sup>nd</sup> paragraph at assembly state that GRs vote

We are going to remove the example and put in a better example

Under motions we are going to go with nonofficer members

Election assemblies take out the part that refers to leaving the room. We will do it but not write it down for now. There are some positions where 2/3 votes are required.

**Length of terms:** Kim F

This will be tabled for a future agenda.

Will have a thought force to talk about alternate coordinators.

**Budget Preparation:** Sue B.

We have looked at this document for budget preparation. I am encouraging you to look at the time line. People should be coming back with their ideas of what they want to pursue for the budget for next year. The page sent was taken out of the handbook for a guideline for estimating budget. Some Districts can't afford to pay for you to visit, put it in your budget so that you could visit. Tells you what you get reimbursed for. We have ample ideas but we need to look at a budget. Don't take last year's example as necessarily the one that you have to go by. The main reason I'm here today is to encourage you as part of your action committee and/or position to brainstorm about what your budget could be.

**Who Brings What:** Sue B. & Bunny G.

We passed this out at last AWSC. There are always a lot of questions about who does what. We need to have

something in writing in the Handbook under Assemblies. We talked about an Assembly box.

**Alateen OAC:** Carolyn H

Motion 4: The Oregon Area accepts the Oregon Alateen Conference (OAC) as an official part of the Area. The motion was made and passed.

Motion 5: Establish an Area Alateen Standing Committee comprised of the AAPP, the Alateen coordinator, a member of the audit budget committee and a DR that reviews contracts, offers suggestions for the Alateen Conferences budget, and determines the financial impact of proposed Conference plans and other duties, as maybe necessary.

The motion was voted on and carried.

The standing committee is comprised of Bille L., Carolyn H., Colleen G. and Melissa P.

### **Agenda for July 2012 Assembly**

GR orientation

Job Transition

DR breakout

2012 SSM report

Business Service committee requests

Fellowship communication wants 10 minutes at beginning

District 7 time to present check to next SSM

District 10 time to present check to next SSM

Audit budget report

Bid for July 2013 Assembly

Table for Transition Notebooks

Raffle for 2013 SSM and report

Coordinator, Liaisons Reports

OAC report

Report on AA November 2013 Assembly in Grants Pass

Action committee break outs and report backs

**October AWSC:** Cheryl H. District 15 – AWSC will be at First Baptist Church on 1<sup>st</sup> and Cowsls. AWSC members will need to get hotel reservations early because it is wine harvest time and there will be a lot of tourists.

**Support of state speaker meetings:** Bunny G.

There is some concern that the state speaker meetings are not getting enough support because of other competing events. The 2013 International AI-Anon convention may impact attendance at the 2013 state speakers meeting, however, it was decided to go ahead with the SSM.

**July 2012 Assembly – Roland**

District 5 is looking forward to seeing you in Bend. Please get it out to GR's that Shiloh is holding reservations until June 25. The low rates will be released after that. We have to be out of the room early so we will start at 8:00 a.m.

The meeting was adjourned with the AI-Anon Declaration at 5:20 p.m.

### **Motions**

Motion 1: To set aside up to \$100 to pay for today's facility. Motion made and passed.

Motion 2: To delay approval of the February AWSC Minutes until changes can be reviewed by AWSC to be voted on at the October AWSC. Motion made and passed.

Motion 3: To change the Website coordinator position to "An AI-Anon member with experience with how the Oregon Area operates, not necessarily ..." leaving the rest as is. The motion was made and passed.

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Oregon Area Al-Anon  
Cash Flow Statement vs. Annual Budget

10/3/2012

	A	B	C	D	E	F
1		Jan 1, 2012 - June 14th, 2012		2012 Budget		Over/Under Budget
2	<b>Income</b>					
3	Group Contributions	\$ 5,817.37		\$ 11,800.00		\$ (5,782.63)
4	 Assembly Registrations	\$ 750.00		\$ 2,000.00		\$ (1,250.00)
5	State Speaker Meeting	\$ -		\$ 4,000.00		\$ (4,000.00)
6	Advances	\$ 1,500.00		\$ 1,500.00		\$ -
7	Miscellaneous	\$ 30.00		\$ -		\$ 30.00
8	Beginning Cash Forward	\$ 11,747.23		\$ 12,000.00		\$ (252.77)
9	<b>Total Income</b>	\$ 19,844.80		\$ 31,100.00		\$ (11,255.40)
10	<b>Expense</b>					
11	<b>Delegate Fund</b>					
12	WSO ETF	\$ -		\$ 2,200.00		\$ (2,200.00)
13	Extra Day	\$ 190.54		\$ 250.00		\$ (59.46)
14	Delegate Meeting	\$ 400.23		\$ 800.00		\$ (399.77)
15	Delegate Travel	\$ 138.11		\$ 500.00		\$ (361.89)
16	Delegate Miscellaneous	\$ 73.88		\$ 250.00		\$ (176.12)
17	<b>Total Delegate Fund</b>	\$ 802.76		\$ 4,000.00		\$ (3,197.24)
18	<b>Working Fund Expense</b>					
19	Archive Rent	\$ 693.00		\$ 703.00		\$ (10.00)
20	Area Travel Fund	\$ 515.33		\$ 3,000.00		\$ (2,484.67)
21	Communicator	\$ 264.89		\$ 1,000.00		\$ (735.11)
22	SSM Advance	\$ -		\$ 1,500.00		\$ (1,500.00)
23	Alateen Conference			\$ 1,000.00		
24	Assembly/AWSC Rent	\$ 1,370.00		\$ 3,300.00		\$ (1,930.00)
25	Insurance	\$ -		\$ 750.00		\$ (750.00)
26	<b>Total Working Fund Expense</b>	\$ 2,843.22		\$ 11,253.00		\$ (7,409.78)
27	<b>Assembly Allowance/M Meal/Lodging</b>					
28	Officers	\$ 504.19		\$ 1,680.00		\$ (1,175.81)
29	Audit/Budget	\$ 335.03		\$ 720.00		\$ (384.97)
30	Coordinators	\$ 838.77		\$ 2,160.00		\$ (1,321.23)
31	Past Delegates	\$ 419.72		\$ 1,200.00		\$ (780.28)
32	Regional Trustee			\$ 500.00		
33	<b>Total Assembly Allowance/M Meal/Lodging</b>	\$ 2,097.71		\$ 6,260.00		\$ (4,162.29)
34	<b>Officers Expenses</b>					
35	Alternate Delegate	\$ -		\$ 100.00		\$ (100.00)
36	Chairperson	\$ -		\$ 150.00		\$ (150.00)
37	Secretary	\$ -		\$ 100.00		\$ (100.00)
38	Treasurer	\$ -		\$ 150.00		\$ (150.00)
39	<b>Total Officers Expenses</b>	\$ -		\$ 500.00		\$ (500.00)
40						
41						
42						
43						
44						

## Cash Flow Statement vs. Annual Budget

	A	B	C	D	E	F
1		Jan 1, 2012 - June 14th, 2012		2012 Budget		Over/Under Budget
2	<b>Assembly Expenses</b>					
3	Assembly Workshops	\$ -		\$ 150.00		\$ (150.00)
4	Business Services Action Comm	\$ 7.00		\$ 50.00		\$ (43.00)
5	Membership Outreach Action Comm	\$ -		\$ 50.00		\$ (50.00)
6	Group Services Action Comm	\$ 5.00		\$ 125.00		\$ (120.00)
7	Fellowship Communication Action Comm	\$ -		\$ 100.00		\$ (100.00)
8	Public Outreach Action Comm	\$ -		\$ 4,000.00		\$ (4,000.00)
9	Audit Budget Extra Day + Expenses	\$ 16.20		\$ 200.00		\$ (183.80)
10	<b>Total Assembly Expenses</b>	\$ 28.20		\$ 4,675.00		\$ (4,646.80)
11	<b>Coordinators</b>					
12	Alateen	\$ 7.38		\$ 200.00		\$ (192.62)
13	Archives	\$ -		\$ 300.00		\$ (300.00)
14	CPC	\$ -		\$ 300.00		\$ (300.00)
15	Forum	\$ -		\$ 50.00		\$ (50.00)
16	Group Records	\$ -		\$ 150.00		\$ (150.00)
17	Literature	\$ -		\$ 50.00		\$ (50.00)
18	Public Information	\$ -		\$ 50.00		\$ (50.00)
19	Website Coordinator	\$ 489.61		\$ 500.00		\$ (10.39)
20	<b>Total Coordinators</b>	\$ 496.99		\$ 1,600.00		\$ (1,103.01)
21	<b>Delegate Meeting</b>					
22	Alternate Delegate	\$ -		\$ -		\$ -
23	Past Delegates	\$ 297.47		\$ 800.00		\$ (502.53)
24	<b>Total Delegate Meeting</b>	\$ 297.47		\$ 800.00		\$ (502.53)
25	<b>Other</b>					
26	Ad Hoc/Task Force/Special Projects	\$ 19.00		\$ 100.00		\$ (81.00)
27	Alateen Sponsor Workshop	\$ -		\$ 400.00		\$ (400.00)
28	Transition Fund	\$ -		\$ 154.00		\$ (154.00)
29	Contingency Fund	\$ -		\$ 1,000.00		\$ (1,000.00)
30	Handbook Update	\$ -		\$ 50.00		\$ (50.00)
31	Purchase of Equipment	\$ -		\$ 300.00		\$ (300.00)
33	<b>Total Expense</b>	\$ 6,585.35		\$ 31,092.00		\$ (24,506.65)
34	<b>Cash on Hand as of 6/14/12</b>	#REF!		#REF!		#REF!
35	Reserves	\$ 7,324.13		\$ 7,708.00		\$ (383.87)
36	<b>Cash Available as of 06/14/12</b>	\$ 5,935.12		\$ (7,700.00)		\$ 13,635.12
37						
38	Oregon Area Checking as of 06/14/12	\$ 12,759.25		DONATION PAYABLE TO		
39	Communicator Checking as of 06/14/12	\$ 500.00		Oregon Area		
40	<b>Total Funds in Checking Accounts</b>	\$ 13,259.25		% Bunny Grimes		

Attachment 2

## 2012 World Service Conference Report

## Conference Structure Announcement

- ← A Task Force of Trustees asked Conference members to think “Outside the Box” about our structure.

- ← “Freedom, vision, and no holds barred” are the words they used to describe this new opportunity offered to the Areas.
- ← Areas are being empowered to make any changes to the structure as it is explained in the *Service Manual*, exclusive of the “Policy Digest.”

Freedom—The Board challenges Areas and FREEs Areas to experiment with what might work for that specific Area.

Vision—Where do you see your Area and the needs of your Area 5, 10, 15, 50 years from now?

No Holds Barred—If every Area could do anything they wanted in their own Area, or with another Area, to better the service those affected by someone else’s drinking; to make this program available to everyone who wants it; to ensure that Al-Anon is known and can be found by every household... what might that look like?

- Freedom: Perhaps your Area is having trouble getting GR’s to serve – could you change the length of the term? Yes. This does not change Policy. Could your Area use dual members to fill these positions? No. This would change Policy.
- Vision: Area would grow and need to split or maybe serve districts differently or maybe you are so small you want to do away with districts altogether.
- No Holds Barred: Alateen Safety out....NO.

### How Al-Anon Works

- ← Trial printing of the soft cover edition has been extended for one year in English only and only within the WSC structure.
- ← Audio is complete and a sound engineer has been hired to ensure sound quality

### 2012-2013 Task & Thought Forces

- Task Force: Piece with criteria to help service arms identify service jobs for dual members
- Task Force: Tool kit on service and personal growth
- Task Force: Workshop on the importance of CAL in meetings
- Thought Force: Strategies to strengthen personal connections
- Thought Force: Use of Computers at WSC

### Literature

- ← New literature cover design and the newcomer kit will have a new look.
- ← Conflict resolution card will be available in Spanish and French
- ← The public outreach site will be available in Spanish
- E- Literature Discussion**
- ← e-literature and its effect on AISs/LDCs
- ← e-literature as it impacts WSO
- ← e-literature and its impact on structures outside of the WSC structure
- ← Dialogue before deliberation – no decisions were made at the WSC
- ← It’s not about protecting the revenue stream, it’s about protecting our literature from which we get recovery and revenues
- ← We have to protect our Program and protect our literature
- ← It was never envisioned that the WSO would be the printing arm of the fellowship but over time it has been easier for other structures to buy from the WSO than to print themselves

- ← Lois said, "There is no spiritual part of the Program, it's all spiritual."

### **Group Records**

- ← WSO online group records will be extended to the AAPP for Alateen groups later in the year
- ← In Oct. 2011 Group Records Coordinators were asked to work with the DRs to get correct group e-mail addresses
- ← Areas are allowed to have a backup Group Records Coordinator with user name and password
- ← DRs will have read only access to view their group records. Instructions will be posted in e-communities
- ← Group Records Coordinators have the ability to run district reports and send them to the DRs

### **Contributions to WSO**

- ← A monthly contribution emphasizes my on-going commitment to my Al-Anon recovery
- ← Every group that has 100% participation and notifies the WSO will receive a certificate from the WSO

### **CMA Newsletter**

- ← WSO would like the groups to choose a name for the newsletters. Send in your group's idea.
- ← Newsletter will be sent out at the end of April and every month thereafter.
- ← Newsletter will be available in Spanish and French in 2013

### **Public Outreach**

- ← In the past two years Al-Anon TV and radio announcements have played to 1 billion people
- ← Research shows that in any given audience 25% have been affected by someone else's drinking
- ← The DVD will be available soon in Spanish and French and parts of the DVD are posted on Utube
- ← New public outreach 62 page booklet on Member website
- ← Tips on how to do every kind of public outreach
- ← Downloadable letters to professionals

### **Literature Update**

- ← Intimacy in alcoholic relationships piece:
- ← 300 sharings have been received so far:
- ← 10% from men
- ← 5% from gays/lesbians

1100 sharings were received for Hope for Today

The Legacy workbook is in first draft and will be released in English, Spanish and French at the 2013 International

- ← The WSO wants sharings from members for Al-Anon Faces Alcoholism on how members overcame their resistance and came to their first meeting.

### **"Do Not Refer" Policy**

- ← Do Not Refer policy referred back to Areas:
  - Identify some principles that you believe are important for an Area to consider when developing a policy for dealing with groups that are believed to be operating outside of the Legacies. Explain your rationale for choosing each principle.
  - Identify some principles that you believe are important for the Area to use as they encourage, support, and educate the groups to return to operating in a manner that the Area believes is within the Legacies. Explain your rationale for choosing each principle.

### **Skill Building Workshop – How to Deal with Difficult Situations**

- ← As Delegates, we are often asked to help deal with difficult situations. Most of us do not like confrontation as it frequently causes us to recall memories of our time before Al-Anon. However, in accepting our leadership role, the option to run away is not available. We must confront ourselves, and others, to help resolve issues that affect our Areas, districts, and groups. In addition, as leaders, we need to help others in the service structure develop skills to help them deal with the situations, too.

- ← This workshop is designed to help identify what communication tools we have available to help with such situations. Together we will identify and discuss what tools are available for our use.

**Heard at the 2012 WSC**

- ← I have to give up my ego to give
- ← I no longer need to feel a part of – I just am
- ← A sustainable fellowship rests with us the membership to be willing to change and to communicate openly with one another

Attachment 3

**SSM TREASURER REPORT as of 06/23/2012**

**INCOME:**

Seed Money.....	\$1500.00
Group Donations.....	1,362.27
District Donations.....	4,358.36
Raffles.....	1,390.00
Fund Raising.....	490.30
Meals.....	2,181.00
Miscellaneous.....	169.52
Registration.....	524.00
Birthday Envelopes.....	596.00
Reimbursement for Cash for event.....	550.00
SSM Event** .....	2,275.20

(\*\*Includes all venues at SSM (ie: registrations; raffles; sales; games; ice cream social)

TOTAL INCOME: (from May 2011 to May 2012).....\$ 15,396.65

**EXPENSES:**

Seed Money.....	\$1,500.00
Rent (fairgrounds).....	900.00
Meals.....	2,837.00 (included gratuity)
Speakers.....	1,062.29
Publicity/printing.....	265.53
Miscellaneous.....	445.81
Decorations.....	488.14
Fund Raising.....	1,191.03
Hospitality.....	100.00

Entertainment.....	247.07
Cash for Event.....	550.00
TOTAL EXPENSES ☺ From May 2011 to May 2012).....	\$9,586.87
<b>SSM BALANCE.....</b>	<b>\$ 5,809.78 so far</b>

District #1 truly believes that the State Speakers Meeting was a huge success! There will a final treasurer report for the SSM at the July Assembly. As well as the notebook that we created for archives. So for those of you who could not join in for the fun let me tell you about it. It was a jammed packed weekend with food, fellowship and fun!

First of all, finding the SSM was quite a feat, we were out in the boondocks, but, Jill and her helpers made sure that there were signs posted so people had a fighting chance of finding us. Posting our sticks with paper plates on them turned out to be quite the ordeal; we had to get permits and had special instructions for signage within the City limits.

We had four speakers. Two Al-anon speakers, Connie and Linda from Iowa; one AA speaker, Jason from the Portland Area and an Alateen speaker, Hunter, also from the Portland Area. Not only did the speakers share their stories with us, but they graciously participated in our Duel member "Ask It Basket" panel as well. They were all fabulous! Connie and Linda even helped us decorate the day before after their long plane trip and ride from the airport. How's that for service.

We also, had two workshops during the weekend that were put on by members of District #1. They went off without a hitch and everyone seemed to enjoy them. The first on was "Getting Out of my Comfort Zone" and the second was "Learning to Laugh Out Loud". These were definitely two topics that District #1 got really good at during the entire experience of getting ready for the SSM.

So now, let's talk about the really important stuff, the food. We had a ton of it... We had an awesome hospitality table that was never light in snacks thanks to Kathleen and her crew. Sheila and her crew headed up the ice cream social with a table full of yummy toppings. Lastly, we had the best caterers anyone could ever ask for. Our caterers were easy to work with, willing to please and kept the cost down. We also had entertainment during lunch, Mary Ann, who is one of our members in District #1, sang her heart out for us.

No function is really complete without decorations and Wendy and Todd and the many, many volunteers on their committee outdid themselves. There were wall decorations and ceiling decorations and table decorations...I could go on. Let's just say the decorations were AWESOME and got a lot of compliments.

Rose & Janet manned the registration table and gave out all of the goodies as people walked in and greeted and smiled through the entire thing. Sarah and her guy Steve manned the raffle table that made a ton of money, the memorabilia sales as well as selling the Carnival tokens for the games for the entire weekend, and Steve even assisted in emceeing during the Carnival time on Saturday.

Kathi was our Chairman of FUN and WOW what a job she did! We had five game booths, the Chompers, Ring the Ducky, and Shoot the Ball off of the Beer Bottle, Fishing for Treasures and the Bean Bag Toss. We gave out prizes for all. I would say that the carnival booths were a success and a lot of FUN!

We also, had stilt walkers and kazoo parades. Ann Marie as the fortune teller and I heard she saw a lot of Service in many people's futures... and last but certainly not least our most popular booth without a doubt was Tembir who had a waiting list for face painting.

Saturday wrapped up with a great talent show that presented 6 acts. They were very good and entertaining. It was great to see people willing to showcase their talents and passions.

Kathi is also our North Coast Literature Distribution Center Coordinator and she had all the literature available. The NCLDC gave away two copies of How Al-Anon Works and Courage to Change to newcomers at the State Speakers Meeting. It also gave away a copy of From Survival to Recovery to the Al-Anon member with the longest membership (53 years). We sold just over \$200.00 worth of literature ....a bit more Alateen than anything else but a mixture of everything. Lots of pamphlets were taken too.

We think this was the best and most funnest SSM ever!! "Whew!!!! We all need a vacation." Which is exactly where Pricilla is now, on vacation in Iowa, she really kept us all together as the treasurer. We could not have done it without her.

I really would like to thank all of the members of District #1 who helped in any way, and I want to thank all the districts for their raffle donations, fund raiser donations and especially encouraging words. Without all of you it would not have been a success.

So let's talk money! In short we took in a grand total of \$15, 396.65; we had expenses of \$ 9, 586.87 leaving a grand total to donate to the state of \$ 5, 809.78.

But, wait there is more! We are still bringing in money. We have more coffee mugs and T-shirts left over and our members are buying them up, which means that we are not done making money. We will have all of this worked out by July Assembly, however, our personal goal is to have at least a \$6000.00 check for the Oregon Area and at last tally I think it will be a bit more. So that's it for SSM 2012. More will be revealed in July!

Love in Service,

Chris Kelso

DR of the greatest district ever! District #1

#### Attachment 4

Thought Force on Members Involved in Service Who Are Unable to Effectively Fulfill the Responsibility of the Position

*"Identify the issues that may result in members being unable to fulfill the responsibilities of their service positions."*

A member:

- Believes that being willing is sufficient for standing for a position.
- Is not well informed about the requirements of a position before appointed or elected.
- Is willing to serve, but doesn't have the skills needed or the time available to meet the requirements.
- May be unable or unwilling to acquire necessary skills.
- Does not have enough time in the program and experience with the Legacies to effectively apply the principles of recovery.
- Is unable or unwilling to work as a member of a team and share leadership when appropriate.

- Works ineffectively or in isolation and does not use a Service Sponsor.
- Loses interest or motivation, but does not resign.
- Relinquishes responsibility to others who dominate and control, sometimes leading to double-headed management.
- Does not have transitional documentation from the previous trusted servant.
- Loses confidence after experiencing gossip or criticism of his/her performance.
- Uses other members to complete tasks or meet deadlines that are his/her responsibility and may be re-elected to positions because members are unaware of his/her poor skills.
- Believes he/she is entitled to stay in the position regardless of performance.
- Believes he/she is entitled to stay in the position because it is one for which he/she volunteered and is not paid a salary.
- Has a hidden agenda about accepting the role (e.g., reimbursement of expenses).
- Has a personality that adversely affects other members' willingness to cooperate that would help him/her succeed.
- Experiences changes with work or family commitments during the term and no longer has the time required for the position.
- Will not step down if it appears that the position will be vacant.

*“Develop a variety of strategies that will assist the Areas in dealing with these in a positive and productive manner.”*

#### SHORT-TERM STRATEGY:

A Policy Committee or Area Officers (at a minimum the Area Delegate and Chair) develop an emergency process that would:

- Incorporate open communication between the members involved;
- Designate oversight and short-term mentoring;
- Specify goals to be reached within a specific time frame;
- Be impartial and fair;
- Make use of resources available, e.g., the results of the “Active Listening Workshop” conducted at the 2010 WSC.

#### LONG-TERM STRATEGIES:

Strategies to consider that include helping members to carefully consider the qualifications of a position and their skills in light of the qualifications before they stand for a position:

- Provide job descriptions that are thorough and updated by every panel well in advance of elections. Consider posting them on a secure page of the Area Web site. The description may include:
  - A minimum time in the program;

- The role of temporary Service Sponsor to one's replacement;
  - Maintaining and providing transitional documentation;
  - Skills needed;
  - Participating in an orientation for incoming trusted servants;
  - Regular opportunities to offer and receive feedback.
- Request that candidates for Area offices submit résumés outlining their qualifications for the position that they wish to stand for.
  - Develop written strategies that address procedures for non-performance, using the descriptive text in the Concepts of Service found in the *Service Manual*. Specifically useful is the text found in Concepts Three, Five, Nine, Ten, and Eleven. The guideline may include designating which members are responsible for communicating with the trusted servant who is not fulfilling his or her duties. One example is that concerns of non-performance by Area Officers are directed to the Area Chairperson. Concerns about the non-performance of the Area Chairperson are directed to the Delegate. If the Coordinators are appointed by the Delegate, the Delegate may be the initial contact with the Coordinator who does not fulfill his/her responsibility. If removal is ultimately deemed necessary, the designated member would act at the direction of the AWSC Officers. Reasons for removal from office may include:
    - Failure to attend a set number of meetings without advance notice and a replacement or report;
    - Failure to carry out the responsibilities of the position;
    - Creating a public controversy;
    - Malfeasance or misuse of funds.
  - Conduct an orientation for new trusted servants. It may include: Discussion of guidelines for performance evaluation; or Written consequences for not meeting their commitment.
  - Hold a service position fair or roving workshop on "What is my job and how do I do it?" before elections are held. One possible resource could be the "Responsibility" PowerPoint from the 2009 World Service Conference.
  - Encourage service sponsorship. Give first-time Assembly attendees the opportunity to sign up for a temporary Service Sponsor from among a list of experienced and willing Assembly members.
  - Consider all possible avenues to engage past Trustees and Delegates, such as: Mentor; Designated link of communication with a member who is not fulfilling his/her duties; Organize and conduct workshops suggested above; Actively participate in an orientation for incoming trusted servants.
  - Include an interview with Area Officers as part of the process of appointing Area coordinators as a mean of giving more insight into a candidate's ability to fulfill his/her responsibilities.
  - Take an Area Inventory by the mid-term of every panel.