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STRATEGIC PLAN



CORE PURPOSE

Helping families and friends of alcoholics find hope and encouragement to live joyful, serene lives.

MISSION STATEMENT

Al-Anon Family Group Headquarters, Inc. is a spiritually based organization that helps the families and friends of alcoholics connect and support each other through meetings, information, and shared experiences.



CORE VALUES

- **Spiritually based:** adhering to our Legacies
- **Honest:** treating all equally, with integrity and respect
- **Transparent:** sharing process, content, and information
- **Self-supporting:** refusing outside funding



ENVISIONED FUTURE (2024-2029)

- AFG, Inc. is a global organization with technology-based operations that support the delivery of on-demand, barrier-free access to the program, information, meetings, and Sponsors.
- The research-validated effectiveness of the Al-Anon/Alateen program in addressing the family disease of alcoholism is recognized by professionals, schools, and religious leaders. Their recommendations to this program increase membership and expand its outreach.
- Society as a whole benefits from reduced health care costs, lower levels of incarceration, and increased graduation rates.
- Families and friends of alcoholics benefit from greater connectedness to support, no matter their location or language.

GOALS (2022-2024)

- **Goal: Members**
AFG, Inc. provides universal access to tools for recovery from the family disease of alcoholism.
- **Goal: Public**
Both the public and professionals recognize alcoholism as a family disease, and Al-Anon as the universally available, effective, and sustainable resource for those affected.
- **Goal: Organization**
AFG, Inc. has one global structure, increasing access to knowledge, resources, and the program.



July 2020 Chairperson of the Board Letter

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 July 2020 Board Week. You will also find Updates from our Policy Chairperson, a Finance Update from our Treasurer, and a Conference Leadership Team (CLT) Update.

Financial Update:

The members of the Board of Trustees would like to thank the membership for your overwhelming and amazing response to the May 2020 Special Appeal Letter. Contributions for June 2020 were \$509,058. This set a record for the most contributions *ever* received in a month! Although this is an extraordinary accomplishment, we still need members' help. (See the Finance Update attached to this letter.)

The Board approved the Revised 2020 Budget. The Revised Budget restricts World Service Office (WSO) Volunteer and Staff travel through the end of the year, extends furloughs, and limits hiring.

World Service Conference (WSC):

Each July, the Board approves the theme for the upcoming year's WSC. The 2021 WSC will be held in Tarrytown, NY. The CLT recommended and the Board approved that the theme for the 2021 WSC will be:

Moving Forward with Unity, Courage, and Perseverance

Avancemos con unidad, valor y perseverancia

Allons de l'avant avec unité, courage et persévérance

2020 International Structure Meetings:

Due to the global pandemic, the International Coordination Committee (ICC) had to evaluate and revise its plans for the 2020 International Al-Anon General Services Meeting (IAGSM) that was to be held in October in London, England. The Board approved the ICC's recommendation to hold the 2020 IAGSM electronically using AFG Connects to host online discussions, over a time period sufficient to allow Delegates across all time zones to participate. The 2020 IAGSM will be held using AFG Connects only. There will be no web conferencing. The ICC will now begin the work of planning the Agenda for the very first electronic IAGSM!

Together Empowering Al-Anon Members (TEAM) Event Replacement:

The Board received an update from the TEAM Replacement Task Force on how best to replace TEAM events. The Board provided feedback to the Task Force. We want to create an event that is new and dynamic and meets the needs of the fellowship, so this discussion will continue at the October Board meeting.

Board Development:

The Board continued the discussion, which started in January 2020, on how to function as a high performing Board. The July Board Agenda was revised to contain only items that required Board discussion or decision. Reports that were updates only or required no input from the Board were put on the Consent Agenda. This change to the Agenda helped the Board to be able to have more generative discussions. The Board will continue having Board Development discussions so it can be the most effective Board to serve the fellowship.

Strategic Plan 2021 Planning:

The Strategic Leadership Team (SLT) facilitated a 2021 Strategy Options session that provided information to help Board members prioritize and select the Strategies which will most effectively advance the Goals and Envisioned Future of the AFG, Inc. Strategic Plan. The SLT will now take the selected Strategies and identify the resources needed to support them. The SLT will make another presentation to the Board at the October 2020 Board meeting where the Strategies will be given final approval.

2020 WSC Thought and Task Forces:

Traditionally at the WSC after each thought or task force presentation and after hearing feedback on the presentations, the COB will ask for next steps. Due to the 2020 WSC being held virtually, Conference members were asked to post their feedback from the two Thought Forces and one Task Force to AFG Connects. The Board of Trustees had a lengthy discussion on the feedback received from Conference members. The Board decided no further action was needed regarding the Fear of Change Thought Force. The Board felt there are enough resources on the topic in our current literature. There will be further discussion on next steps for the Identify Ways to Look at Service in Relation to Roles, Terms, & Possible Roadblocks Thought Force and the Reaching & Unifying Rural & Large Geographic Populations Task Force at the October Board Meeting.

Membership Outreach:

As a result of the pandemic, many Areas are holding their events virtually. This creates a unique opportunity for the Board of Trustees and WSO, represented by the COB, Executive Director, and Chairperson of Executive Committee, to engage in conversation with members. The idea presented was a "virtual town hall" meeting where we could talk to each other and reason things out. The Board enthusiastically supported the idea and encouraged the development of a plan. Details will be provided to Area Delegates by the first of September.

WSO Staff and Volunteer Alateen Certification:

At the January 2020 Board Meeting, the Board passed a motion authorizing the WSO to establish an Al-Anon Member Involved in Alateen Service recertification and training program (WSO AMIAS Program) for all WSO Staff members who may be required to work with teenagers in a capacity representing AFG, Inc. (See the January 2020 COB Letter.) At the July 2020 Board meeting, the Board passed a motion that will require Trustees and At-Large Executive Committee members to become certified AMIAS through the WSO AMIAS Program starting in 2021. As a result of this decision, Trustees and At-Large Executive Committee members will only have to become certified AMIAS in their Area if they will be serving their Area in an AMIAS capacity.

Electronic Meeting Work Group Update:

In June 2020, the Electronic Meeting Work Group (EMWG) was tasked with determining if it is feasible and consistent with the role of the WSO to register or license Al-Anon events that are being held electronically and not connected to a service arm. After discussion and performing a Knowledge-Based Decision-Making (KBDM) process, the EMWG concluded that it is undesirable to have events outside the service structure. The EMWG will continue to work on a KBDM on how to register electronic events appropriately.

After performing a KBDM, the EMWG has concluded that electronic meetings are Al-Anon groups and are asked to adhere to the same policies that apply to all Al-Anon groups. The EMWG is evaluating all the considerations related to defining electronic meetings as Al-Anon groups, which include electronic meetings having a Group Representative (GR) with duties and responsibilities as currently defined by the *2018-2021 Al-Anon/Alateen Service Manual* (P-24/27) version two (2).

You may have noticed that the COB Letter is being sent out later than usual following Board Week. The COB Letter is being released simultaneously in all three languages (English, French, and Spanish). In order to do this, the Letter has to be translated in French and Spanish, which leads to a later release date for the Letter. I hope you agree that the delay is worth the wait.

Two weeks following the posting of this Letter, the Trustees will begin making contact with their assigned Delegates to serve as a resource for clarification or for questions about this Letter. If you prefer not to have the Trustee phone you, please let him/her know when the initial contact is made. The Board will continue discussing Delegate concerns that have been raised on AFG Connects over the past several weeks.

In appreciation,



Lynette K.
Chairperson, Board of Trustees
Al-Anon Family Group Headquarters, Inc.