



# Al-Anon Family Groups

## Help and hope for families and friends of alcoholics

phone: 757.563.1600  
fax: 757.563.1656

al-anon.org  
wso@al-anon.org

## 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 2021 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 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.

### World Service Conference (WSC):

Each July, the Board approves the theme for the upcoming year's WSC. The 2022 WSC will be held in Tarrytown, NY. The CLT recommended and the Board approved that the theme for the 2022 WSC will be:

**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**

### Finance Update:

The Board approved the Revised 2021 Budget. Even though expenses continue to be cut wherever possible, the Revised 2021 Budget has a \$233,753 deficit. Although year-to-date literature sales are above the YTD budget by \$86,831, literature sales have still not returned to pre-pandemic numbers. Year-to-date contributions are below budgeted expectations by \$111,557. We continue to need members' contributions in order to meet the Revised Budget! (Please see the Finance Update attached to this letter.)

### **International Coordination Committee (ICC) Update:**

The European Zonal meeting (EZM) will be held September 3-5, 2021 via Zoom. Kerri K., Associate Director—International, and Jean L., ICC Chairperson, will be attending the EZM. The ICC has already started planning for the 2022 International Al-Anon General Services Meeting (IAGSM) which will take place in London, England October 13-15, 2022. The ICC will be seeking input from the IAGSM Delegates for a possible theme for the 2022 IAGSM.

### **Road Trip! You and Your Board Connect:**

Mark your calendars and start making plans to attend this year's Road Trip! event which will be held on Saturday, October 23, 2021 at The Westin Cleveland Downtown in Cleveland, OH. Road Trip! is a great opportunity to meet and interact with the members of the Board of Trustees and the Executive Committee. Registration information can be found at [al-anon.org/roadtrip](http://al-anon.org/roadtrip). The mail-in and the online registration deadline is Friday, October 8, 2021. We can't wait to see you in Cleveland!

Would your Area like to host the 2022 Road Trip! You and Your Board Connect? There is still time to submit an application. Delegates can find the information and requirements to apply to host the next Road Trip! event on AFG Connects. The deadline for submitting a bid to host the 2022 Road Trip! is September 17, 2021.

### **Strategic Planning:**

The Strategic Leadership Team (SLT) facilitated a 2022 Strategy Options session which 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. SLT will make another presentation to the Board at the October 2021 Board meeting where the Strategies will be given final approval. The 2022 Strategies will be announced in the October 2021 COB Letter.

It has been almost three years since the current Strategic Plan was approved by the Board. It was time to take a look at the current Strategic Plan and revisit our Objectives. Board members, Executive Committee members, and the Strategic Leadership Team (SLT) members participated in a three-hour session lead by an outside consultant. Work was started on goal statements and strategic objectives. This work will be continued at the October Board meeting.

### **Compensation Committee Update:**

The Compensation Committee is responsible for requesting a Compensation Study every three to five years. The Compensation Study should have taken place last year but was postponed due to budget restrictions in 2020. The Compensation Committee has engaged a Compensation Consultant who will make a report to the Board of Trustees at the October 2021 Board meeting.

### **Alateen Certification:**

Last year the Board passed two motions, one which established a WSO Al-Anon Member Involved in Alateen Service (AMIAS) training program, and the second, which required Trustees and Executive Committee members to become certified AMIAS through the WSO AMIAS Program. The very first WSO AMIAS training, led by Sue P., Associate Director—Group Services, was provided to Trustees, Executive Committee members, WSO Conference Staff, and Group Services.

### **Board Development:**

The Board continued its work towards becoming a high performing Board. The July 2021 Board Meeting Agenda looked much different than past agendas. The items that were more generative in nature were placed at the beginning of the agenda while the items that were more operational in nature were placed at the end of the agenda. The Envisioned Future Work Group (EFWG) was first on the agenda. The Chairperson of the EFWG facilitated a generative discussion regarding the Board's Duty of Foresight. The EFWG provided Board members with several questions that helped the Board have a thoughtful and productive discussion.

Board members participated in a three-hour Board Retreat facilitated by a Staff member trained in facilitation which allowed all Trustees the opportunity to participate fully. The retreat started with discussion about the Board's legal responsibilities and criteria questions that could 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 or decision by the Board and can go on the Consent Agenda. Using a list of all the Board motions and consensus from 2020, each

item was voted on by the Trustees to see if it should remain on the Board agenda. Items that did not receive substantial unanimity were discussed. This was an excellent exercise to help Board members be thoughtful about our work and know why items are placed on the Board Agenda and the Consent Agenda.

This work by the Board is helping us to become more forward-thinking so that we can focus our time together anticipating future changes that may affect AFG, Inc.

In appreciation,

A handwritten signature in black ink that reads "Lynette K." The signature is written in a cursive, flowing style.

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