FINAL NCWSC Minutes February 3, 2018
**** Santa Cruz/Scotts Valley, 6001 La Madrona, CA ****

Approved May 20, 2018, with no corrections, by Committee. Dean C/Lee B M/S/P with Substantial Unanimity (1 abstention - not present at the meeting)

Note: The minutes for this meeting are not chronologically ordered. In an attempt to make the minutes more easily used as a reference, the minutes are ordered in a topical fashion.

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Routine Business:
The meeting began at 8:32 AM. The Serenity Prayer, 12 Traditions, 12 Concepts of Service, General Warranties, and Alateen Safety Guidelines were read.
The Chairperson greeted the new Panel and presented a “Meeting Agreement” handout for members to consider as we work together.
By-Law VIII. Section 1.D.1&2 Guidelines VII F.5.c, ci, cii, VII.H and VII.I were read to the members regarding Voting Members, Procedures, Voice, and Consensus definitions.
Committee roll call was taken.
The August 26, 2017 NCWSC Minutes were approved with no changes.
The District Representative and Coordinator Reports were shared with the Committee.
The Election Process was added to the agenda in lieu of the Pink Can Fund Topic.
Elections were held for the open Committee positions, the Executive Committee and the Budget/Audit Committee.
Adjourned at 4:33 PM, closing with the Al-Anon/Alateen Declaration.

Motions and Consensuses

MOTIONS
1802.01 To approve the August 26, 2017 NCWSC Minutes as presented. The motion passed with substantial unanimity. No one was opposed and there were 8 abstentions.

CONSENSUS

- AMIAS Recertification. It was strongly supported to use the Alateen Safety Committee to work through the AMIAS Recertification Topic and report back in May. Committee includes the Alateen Coordinator, the AAPP, the Alateen Liaisons, and a past NoCAC Sponsor.
- Task Force on Do Not Refer Policy created. A sign up page was placed on table in front. A proposed plan to go to the October Assembly. Darby will give an effective charge to the task force.
Elections

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Old Business

NCWSA 2018 Convention Update - Rhonda

Chris A.C., Publicity Chair for the Convention spoke for Rhonda and introduced Rose S, the new Co-Chair from District 2. Several positions are now filled, including preregistration and donation drawing; hospitality chair is still needed. Program is posted on the web site. There will be Alateen participation.

AMIAS Recertification Timeline – Julie E, AAPP

Dear NCWSA:
I am learning that this job is all about details and interesting to say the least. With 357 AMIAS, 67 Alateen meetings and fliers needing to be approve for posting, I am kept pretty busy. Tom K. has been very helpful and we have spent many hours in the last few months in person and on the phone training me. And recertification, March through May, hasn’t even started yet!

Tom, the previous AAPP, had placed a proposal before the last panel that was never fully discussed and addressed. As new AAPP I am bringing it to the new panel. It is as follows:

Proposal:
Change AMIAS recertification frequency from annually to the third year of every 3-year panel.

Facts:
1. California Department of Justice notifies the NCWSA AAPP of any subsequent arrests of all current and past AMIAS in perpetuity.

2. California teaching credentials are renewed every 5 years for adults who work with minors full time. I have renewed my California Teaching credential every 5 years since 1985. I was finger printed in 1985 and simply answer a few questions on-line every 5 years. There are 300,000 teachers in public schools in California (www.cde.ca.gov)

3. WSO does not require annual collection of recertification forms (A22.9). At 2016 AMIAS R&R I spoke with Barbara O (WSO) for several hours. She was the key WSO person as the AMIAS requirement was implemented at WSO. She said it is up to each area how frequently to collect recertification forms. March 11, 2017 I confirmed the WSO opinion on this idea during the annual AAPP WSO conference call. May 17, 2017 Email from WSO confirms this fact.

4. The WSO AMIAS database must be updated annually. What AAPP does is go to the database and individually update each AMIAS. During the year AAPP receives new AMIAS, AMIAS who have resigned and those who have been de-certified by DOJ. If NCWSA chose to collect A22.1b recertification forms every 3 years then the NCWSA AAPP would simply renew every NCWSA AMIAS in the WSO database without collecting A22.1b forms the first 2 years of each panel then collect A22.1b forms every 3rd year of each panel.

5. Reducing frequency of signing A22.1b recertification form still allows the DAPP’s to contact AMIAS as frequently as needed on a case by case basis but at least every 3 years. AMIAS who are sponsoring Alateen meetings will connect with other AMIAS also sponsoring those Alateen meetings and will naturally keep in contact.

6. Other AMIAS who are never seen in meetings could be contacted by the DAPP or other AMIAS to check in more frequently than every 3 years to establish that they are continuing to attend meetings and remain active in their Al-Anon program.

7. Annual recertification in WSO database will be based on respect for AMIAS taking responsibility for notifying DAPP about any changes (address, status, last name, email address, phone, etc.).

Benefits:
1. Reduces obstacles from AMIAS certification process
2. Reduces work for AAPP
3. Reduces work for 27 DAPPs and alternate DAPPs
4. Reduces work for 370+ AMIAS
5. Would still be more protective than California Teaching Credential process for adults who work full time with minors with their 5-year frequency.

Specific Changes include:
Change A22.1b form to state "Recertification of AMIAS is required every 3 years (third year of each 3-year panel) with a deadline set by the AAPP". The only change is to delete "annually" and replace with "every 3 years (third year of each 3-year panel)". It is the first statement on the A22.1b form.

Change B17 definitions to match;
□ Page 3 in definition of AMIAS add; (recertification is required every 3 years, third year of each 3-year panel).
□ Page 4 in definition of Area Sponsor Candidate List remove "annually".
□ Page 5 definition of Recertification change "Each Spring" change to; every 3 years (third year of each 3-year panel), each AMIAS who wishes to remain certified until June 30 of the 3rd year of each 3-year panel.
□ Page 14 section J "Each year WSO requires recertification of AMIAS ..." add sentence at end of this section; NCWSA AAPP completes WSO recertification in the WSO AMIAS database without collecting A22.1b forms in years 1 and 2 of each 3-year panel and in year 3 of each 3-year panel collects A22.1b forms prior to completing WSO recertification in the WSO AMIAS database.
□ B17 and A22.1b are found at https://www.ncwsa.org/ncwsa-requirement-for-Alateen-member-safety/
If approved by NCWSC, local counsel and WSO it means that all AMIAS who recertified this year (2018) will need to complete recertification form A22.1b in the spring of 2021. The AAPP will check all AMIAS as recertified in WSO database in 2019 and 2020 without collecting A22.1b forms. In 2021 the 27 DAPPs
will send A22.1b forms and the AAPP will recertify only those whose forms have been completed. All newly certified AMIAS in 2018, 2019 and 2020 will be certified through Spring 2021.

A full discussion by the committee included comments such as, if the AAPP is required to certify our AMIAS every year to WSO even if yearly paperwork not processed from the district will the AAPP feel comfortable with that; why wouldn’t we want to check in with AMIAS members once a year; do we actually physically check in with our AMIAS; is there an AMIAS business meeting in your district; the accountability for AMIAS service lies with the district, not the area; the recertification is not really about safety but process and communication; checking a box won’t protect an Alateen; why does WSO require yearly certification.

The committee was asked for direction by Darby. 1) Keep it as it is; 2) Get more information from WSO and/or other areas and decide in May; 3) Take a vote now to change it to every three years. The AAPP suggested we continue this year as is and make a more informed decision in May. A suggestion to use the Alateen Safety Committee to work through this and report back in May was strongly supported (option #2). (Alateen Coordinator, the AAPP, the Alateen Liaisons, and a past NoCAC Sponsor would be part of this Alateen Safety Committee)

**Do Not Refer Thought Force Report**- John M., Thought Force Chair
Thought Force Members: David B. Rosanna H. Sidney R. Yvonne P.

Framing: The following background on the Do Not Refer topic is from conversations at the WSC since 2005 and provides the framing for this committee’s work in answering the Chairperson’s charge.

**2005 Discussion about Do Not Refer begins at the World Service Conference.**
“The Committee discussed “cult-like” groups and sponsorship. Committee members shared their experience with these groups, where Sponsors decide for others what meetings to attend and how to dress and behave. This type of direction is based on “lineage” of sponsorship. Members in these groups are afraid to speak up, leave the group, or question the way the group is being “run.” Delegates suggested that longtime Al-Anon members visit these groups and share a different view of sponsorship. Experience was shared that focusing energy on the negatives of these groups often gave them more power. The Committee recommended that the World Service Office (WSO) create a bookmark on what sponsorship is and is not.”


**2006 CHOSEN AGENDA ITEM NO. 2**
How does the fellowship help newcomers understand that Al-Anon sponsorship does not include: Pyramid sponsorship—Sponsor, grand-sponsor, great grand sponsor? Need for prior approval to be in a group? Being told not to attend other meetings? Fear of leaving a group, alienation, snubbing, or ridicule? Joyce B., the Panel 45 Delegate from Utah, introduced this topic with a brief presentation. Her comments follow: “To me sponsorship is a very special and intimate relationship. The following is on page 12 of Sponsorship, What It’s All About (P-31), ‘Often, a Sponsor is the first person to give us unconditional love.’… That’s good and necessary. However, it can be personally devastating to have someone use that trust and willingness for his or her own purposes… “Last year, one of the Chosen Agenda Item Workshops (of which I was a participant) was ‘In what ways can we support and/or protect those members affected by the increasing number of high-pressure groups (dictatorship rather than sponsorship)?’ At that point, I was surprised to learn that there are an increasing number of groups throughout the United States who practice sponsorship in this way.

2006 World Service Conference Summary p. 37

**2009 CHOSEN AGENDA ITEM NO. 2**
How can Areas, districts, and groups look at unhealthy groups in a positive way?
A few years ago, our Delegate brought to the World Service Conference the increasing problem of high-pressure groups in our Area. She spoke about someone she sponsors who had just left “the group” after
21 years under the thumb of a Sponsor. This woman and her family were severely affected by her group membership in every aspect of their lives: spiritually, emotionally, financially, socially, and had a very warped view of Al-Anon and A.A. Another former member told me she had decided to leave the group, but her husband wasn’t going to. Divorce papers were waiting for her immediately. The Sponsorship—Working Together to Recover bookmark (M-78) was an immediate response to bring the situation to the member’s attention. It’s important to remember that the problem still exists, and it is our responsibility to be informed and aware. In my Area there are several large high-pressure meetings. There are affiliated meetings all over the country. Using the name of Al-Anon, they shut members away from others, arrange marriages, approve the types of jobs members can hold, require members to recruit new members, and require members to pay dues. One solution is to love and support the members and welcome them to Al-Anon when they leave the group.”

2009 World Service Conference Summary p.41

2011 Thought force to support areas in dealing with groups whose activities fail to consider Al-Anon or Alateen as a whole.

One of the Chosen Agenda Items (CAI) at the 2009 World Service Conference was: How to support Areas that deal with unhealthy groups in a positive and productive way? There were similar discussions at the 2005, 2006, and 2008 World Service Conferences, as well as articles in The Forum. Following the 2009 presentation, there was a lengthy discussion from the Conference floor. It was noted that this issue continuously surfaces and is a source of frustration in many Areas. Several Conference members asked that a Thought Force be appointed to come up with ideas that might address this issue. The topic was brought to the July 2009 Board of Trustees (BOT) meeting for discussion. It was felt that the word “unhealthy” is judgmental and subjective because most groups do not consider themselves unhealthy. Further conversation resulted in the question that appears in the charge. The Thought Force was charged with identifying the issues that may lead to the practice of activities that fail to consider Al-Anon or Alateen as a whole and develop a variety of strategies that will assist the Areas in dealing with these groups in a positive and productive manner. The practices included:

1. High-pressure groups.
2. Unregistered groups.
3. Unfilled group (district and Area) positions.
4. Failure to follow the intent of the Group Registration Process.
5. Alcoholics Anonymous (“Big Book”) study groups.
6. Speakers from high-pressure groups.
7. Lack of trust at all levels.
8. Outside literature used in meetings.
10. Failure to financially support Al-Anon as a whole.

For the presentation, the Thought Force used the practice of “Outside literature used in meetings” as a model for discussion in the Areas. The Thought Force presented several strategies to deal with the practice of using outside literature in meetings.

Outside literature used in meetings

**Strategy A:** Emphasize Conference approved changes to the “Digest of Al-Anon Alateen Policies” in the Service Manual Anon’s message in focus and encourage unity, only Al-Anon/Alateen Conference Approved Literature (CAL) and Al Anon/Alateen service tools are displayed, distributed, and used at Al-Anon and Alateen meetings, conferences, and conventions. These items reflect the informed group conscience of the Al-Anon Family Groups as expressed by its other outside materials can distort the Al-Anon approach.”

**Strategy B:** Literature references, such as “Obedience to the Unenforceable” (The Al-Anon Family Groups—Classic Edition, pgs. 166-167), can be featured on the Members’ Web Site and in The Forum and other communications.  

**Strategy C:** Publicize the availability of the pamphlet, Why Conference Approved Literature? (P-35)

**Strategy D:** Create workshops based on Why Conference Approved Literature? (P-35)

Strategy F: Create workshops based on the CAL Corner from The Forum.

After the members of the Thought Force presented each strategy, Conference members discussed the topic and answered the following questions: Which strategy did you [sic] They are all well and good, if you can get your foot in the door in regard to these groups. How do you get this message to other members? • Letting them know there antonymous. How do you bridge the gap? • When we had a group that was committed to using outside literature, we went to that group and said, “What you are doing is lovely, but we would ask you not to call it Al-Anon.” • We have had the same kind of difficulties in getting groups to consider this topic. I referenced page 100 of the Service Manual that shows how to identify CAL. It helps when the message comes from other people in the fellowship and not just the Area officers. • I like Strategy D: create workshops based on Why Conference Approved Literature? (P-35). I suggest we have a Task Force to create workshops, so we appeal to the people who want our help. • I explain to newcomers about the CAL symbol and how it identifies CAL. I have asked for a group conscience within my group that chooses to use outside literature. Now I would like to have the district’s assistance. • I am one of those who likes the A.A. “Big Book,” and I don’t think it helps to hear that this is what is in the Service Manual. I have found that experience, strength, and hope are the best way to do this. Point out that using the “Big Book” perpetuates our focus on the alcoholic instead of ourselves. • Anytime someone says, “You should . . .,” I stop listening. • A strategy would be to have a dialogue with the members of the group to find out why CAL is not adequate for the group and encourage dialogue with the Area. • Sometimes it’s just the member who is chairing the meeting who reads from something that is not CAL. How do you address that, without being rude and interrupting in mid-sentence? • We used to have tapes of convention speakers; one day I brought it up that these [sic] tapes aren’t CAL. • In our Area, we have a problem with the “Big Book,” mainly in meetings that have a large population of dual members. What we try to do at the Area World Service Committee is to educate the members on what they can do. When they’re at A.A. meetings, we agree that they use the “Big Book.” We have our own basic book, How Al-Anon Works that we can use at our meetings. • I have been known as an Al-Anon cop. Instead of interrupting while speaking, I speak one-on-one with the member to explain and educate. It’s not just my responsibility, we’re all responsible—not just those in service, but all members. • The problem with this conflict is that we keep going head-on. Maybe it’s time to change the conversation to “what are the benefits and what are the negatives of not using CAL?” In that conversation, I would hope that you could share that it was Lois, assisted by Bill, who edited Al-Anon Family Groups in 1955 and that they and our early pioneers believed that Al-Anon should have its own literature. • I also thought about changing the conversation and having a meeting on unity. That is the point of using only CAL. • Using the outside literature seems to be a symptom of the isolating group that has only learned one idea out of the Traditions and that is “group autonomy.” • I would like us to see us tie our cultural competence and linguistic competence into this topic.

World Service Conference Summary 2011 p. 52-53

2011 The following questions were asked of the Delegates at the WSC in 2011 (Please note use of the term delist is used in place of Do Not Refer):

1. If your Area has a delisting criteria and procedure, please share that with us. Specifically, what principles were discussed when making the decision to delist? Who makes the decision not to list or refer members to a group? How does your Area feel about this decision/process?

2. If your Area has criteria and procedures for relisting a group that has been delisted, please share that. How are the principles applied? Who makes the decision? Have you worked through this process? What was the result? What are your Area’s thoughts about this decision/process?

3. What, if anything, might the World Service Office do to support Areas in regard to referring members, newcomers, and professionals to groups that an Area has determined do not follow Al-Anon’s principles?
2011  Additionally, several Areas are requesting assistance from the WSO regarding referrals to meetings that have been determined to be in violation of Al-Anon philosophy or Traditions. Historically, the Policy Committee and the WSO have not become involved in Area issues. During the discussions, numerous ideas were considered:

1. Should WSO code groups “do not refer” on our list to support Areas that have also coded meetings “do not refer?”
2. Would this violate Traditions and/or Concepts? • What criteria are needed to delist and relist meetings?
3. Would WSO be considered the ‘Big Brother?’
4. WSO is here to support Areas, but would this overstep boundaries?
5. How does this relate to the spiritual idea of “talk to each other and reason things out”?

After discussions, a Thought Force was formed to explore options on how the WSO could handle this situation. 2011 World Service Conference Summary, Policy Committee Report p. 89

2011 A 2011 WSC Thought Force identified several practices within meetings that fail to consider Al-Anon as a whole such as, but not limited to high pressure groups, AA Big Book study groups, modification of the language in the Legacies and several other practices.

2012 “The Policy Committee continued the discussion about groups that do not adhere to Al-Anon’s Twelve Traditions. Some Areas have requested that WSO not refer callers to these meetings. Hence, this topic has been referred to as “do not refer.” Normally, neither WSO nor the Policy Committee gets involved with Area issues. However, the concern on how this affects Al-Anon as a whole has resulted in further discussion at the Policy Committee. The Committee recognized that many Areas have not held discussions with their members, and do not currently have policies or a process in place to address these groups. Therefore, the Committee is facilitating a discussion at the 2012 World Service Conference to identify a list of principles that Areas can utilize when determining whether or not a group is adhering to the Twelve Traditions; principles the groups can use to more fully comply with the Twelve Traditions; and principles the Area can utilize to support groups to successfully adhere to the Twelve Traditions. Once Areas have had this discussion, the WSC will be clearer in what role, if any, the World Service Office should play in supporting the Areas and the groups.” 2012 World Service Conference Summary, Policy Committee Report

- The principles Areas can use to discuss and develop policies for groups not adhering to the Legacies.
- The principles the Area can use to support groups to successfully follow the Legacies.
- Principles above personalities. Groups that set themselves above the group conscience of Al-Anon Family Groups as a whole are acting as a personality rather than abiding by the principles. There’s an ego factor when a group says, “We can do whatever we want.”
- There needs to be a neutral, clear guideline so there isn’t a subjective method of making such decisions. Example: you have to use CAL. Once you’re in grey areas of interpretation, you have opened the door for people to impose their personal views and personalities get involved.
- Presume goodwill. Use dialogue.
- Tradition Four allows a group to continue to operate outside of the Traditions as long as they are not using the Al-Anon name.
- Our district is in the process of doing an inventory because of the use of outside literature in meetings. Using A.A. literature is really an endorsement of A.A. in our meetings. I need to be willing to be uncomfortable.
- The spiritual principle that comes to mind is the sharing as equals.
- I need to use all the Traditions, and all of each Tradition.
- We need to not be personally punitive as stated in Warranty Four.
- It is important to avoid public controversy.
- We need to consider all our Legacies.
The Policy Committee is asking you to take this discussion back to your Area and have a discussion on how to handle groups operating outside of the Legacies. To clarify for those who weren’t here the last few years, this is a topic that came from the Delegates, not the WSO. We asked what practices the Area had in place to delist the groups and what the groups need to do to be relisted. If the Areas have a process in place and the WSO sees it as fair and balanced, then the Policy Committee would discuss whether they would have a “Do Not Refer” policy. We may consider not referring, but not delist. The WSO was trying to get the talking points for the Areas that need help to develop a policy, but the WSO is certainly not demanding anything. At this point, the WSO does not have a policy in place. The WSO continues to serve all groups.

2012 World Service Conference Summary, Policy Committee Report p. 48

2013 “At the 2011 WSC there was a request for the World Service Office to develop a procedure of not referring newcomers to Al-Anon groups that service arms believe are operating outside of the Legacies. The Policy Committee discussed this request in depth and brought a presentation to the 2012 WSC that would encourage service arms to identify principles that are important for an Area to consider when developing a policy to deal with groups that are believed to be operating outside of the Legacies and also to identify principles that are important for the Area to use as they encourage, support, and educate the groups to return to operating in a manner that is within the Legacies. After discussions of the principles, Areas would then be able to develop a principle-based policy when determining whether or not a group is adhering to the Twelve Traditions. These spiritual principles may also provide guidance to the groups to more fully comply with the Twelve Traditions. Once Areas have had this discussion and have a policy in place, the Policy Committee would discuss what role the World Service Office would play in supporting Areas and groups who implement a “do not refer” policy.

2013 World Service Conference Summary, Policy Committee Report

2014 “Several Areas are working on composing criteria for groups in their Area to be listed on Area meeting schedules. Areas, districts, and AIs are encouraged to be sure that such guidelines are principle-based and can be applied to all groups.”

2014 World Service Conference Summary, Member Services Report p. 102

2017 In 2017, at the February NCWSC meeting, the Chair asked, “Who would be interested in starting the Do Not Refer discussion with a Thought Force?” The response was substantial unanimity to do so. A signup sheet went around the room, the Thought Force was formed, and I was appointed chair. We began meeting in April every Sunday by conference call for one hour. Members were asked to submit a report on their specific area of research followed by Q&A.

The Charge
Consider the 5 KBDM questions and apply them to the following charge:

1. Why has our Area found it necessary to form this Thought Force?
2. Is our Area affected by various practices not using our 3 Legacies and Al-Anon principles?
3. What ought our Area do with groups who are not abiding by the 4th Tradition?

KBDM Question #1: What do we currently know about the needs, wants and preferences of our members that relates to this discussion?

Through research, 6 out of 27 Districts responded that:

- Some groups choose to use outside literature, A.A. Big Book, A.A. promises, ACA Inc. literature.
- Some groups choose to endorse outside issues; changing the wording of the Steps or Traditions during the meeting.
- Some groups choose to call themselves Al-Anon but are not registered.
- Some groups choose to use “high pressure” sponsorship; also known as pyramid sponsorship.
- Some groups choose to endorse outside practices; meditation meetings, showing non-CAL film.
- Some groups choose to exclude members; men only, women only.
- Some groups choose to use religious materials during the meeting.
• Some groups are comprised entirely of AA members.

KBDM Question #2: What do we know about both our resources and strategic position that is relevant to this issue?
• Strategic position is defined as a strategy that determines the character of the organization. NCWSA is the second largest Area in North America and as such, our choices influence Al-Anon as a whole.
• “The WSO will register a group with the understanding that the group will abide by the Al-Anon Traditions and not affiliate with or endorse any outside entity or practice. Joint meetings for Al-Anon and A.A. members, meetings comprised of only A.A. members and groups that practice specific therapies, such as guided meditation are not in keeping with Al-Anon principles and do not qualify to be registered as an Al-Anon meeting.”

Service Manual p. 31 WSO Registration Process
• “No changes are to be made in the Al-Anon or Alateen Traditions, the Steps, the Concepts of Service or the General Warranties of the Conference Charter without written consent of three-quarters of the Al-Anon Family Groups.” Service Manual p. 172 Charter
• We currently have NCWSA Conflict Resolution Guidelines B-27 and Using Al-Anon Principles to Resolve Conflict Kit P-70.

KBDM Question #3: What do we know about the current environment and culture that relates to this issue?
• We know there are 7 Area Assemblies that have already approved Do Not Refer Policies including California (South), Ohio, Missouri, Virginia, Tennessee, Idaho, New York (South).
• Al-Anon’s Declaration of Unity puts it this way: “Each member of the fellowship is a significant part of a great circle of hope. While respecting each other’s individuality, our common welfare must come first. Our recovery depends on our mutual need and an atmosphere of trust.” How Al-Anon Works p. 107 Tradition One
• “To keep Al-Anon’s message in focus and encourage unity, only Al-Anon/Alateen Conference Approved Literature (CAL) and Al-Anon/Alateen service tools are displayed, distributed, and used at Al-Anon and Alateen meetings, including meetings at conferences and conventions. These items reflect the informed group conscience of the Al-Anon Family Groups as expressed by its World Service Conference since 1961.” Service Manual p. 104 Use of Materials at Al-Anon Meetings
• Tradition Four says Each group should be autonomous, except in matters that affect another group or Al-Anon or AA as a whole. The spiritual principle here is freedom with balance.
• “Although our “unenforceable” legacies offer some flexibility in interpretation, it is important to keep Al-Anon’s foundation firm.” “We are asked to be obedient to the unenforceable.” Paths to Recovery p. 164 Tradition Four
• Three Obstacles to Success: Dominance, Gossip and Discussion of Religion. Service Manual p. 24

KBDM Question #4: What are the ethical implications of our choice? What are the pros and cons?
• “That no conference action ever be personally punitive or an incitement to public controversy.” General Warranty Four
• “We protect our Fellowship and its principles, but not through revenge or punishment of individuals.” “Peace is our goal, and we believe that our best defense is to set a good example.” Paths to Recovery, General Warranty Four p. 326-327
• “In keeping with the Traditions and Warranty Five of Concept Twelve, local, Area, or WSO service entities have no authority to close a group or engage in other punitive actions against a group because they disapprove of the manner in which a group practices the Al-Anon program.” Service Manual, Autonomy of Groups p. 101
• “It has been said, Al-Anon is prepared to give away its knowledge and experience – all except the Al-Anon name itself.” Service Manual, General Warranty Four p. 223
• “It is within the autonomy of the Area to establish a policy on how to handle groups that are not Al-Anon. It is not punitive to remove a group from a District or Area meeting list if the group is not Al-Anon. Hopefully the Districts would work with the Area under such a policy. For a District to just remove a group on its own because they do not like what they are doing is punitive.” World Service Office, Member Services
• “Each group conducts its internal affairs as it wishes, only abstaining from acts that might injure Al-Anon or AA as a whole.” Service Manual, General Warranty Five p. 225

KBDM Question #5: What do we not know about this issue that we wish we knew?

Under the current situation with no Do Not Refer Policy:
• We don’t know how the Al-Anon program will be affected by groups that choose not to follow Traditions.
• We don’t know how members will be affected by groups that choose not to follow Traditions.
• We don’t know how many Areas are going to adopt a DNR Policy and when WSO will finally stop referring to problem groups.

If the Area adopts a Do Not Refer Policy:
• We don’t know if a Do Not Refer Policy will work for us.
• Is WSO going to not refer anymore and what would their policy look like? The WSO only follows the will of the groups at the direction of the WSC but how many Areas would have to adopt a DNR Policy before the WSO begins to implement their own protocol to follow the will of those Areas.
• Would an effective Do Not Refer Policy address the problems facing Al-Anon today?
• We don’t know how a Do Not Refer Policy will be communicated to non-represented groups in our Area.

Research Revealed:
When asked what approaches have been successful or unsuccessful in communicating with these groups, the Districts that responded said ...
• The groups feel what they are doing does not harm other meetings or Al-Anon as a whole.
• The groups just listened but were not interested in discussion or changing.
• In the past, one District’s dialogue resulted in removing six meetings from their list that chose not to follow the Traditions. Eventually, some of those meetings closed and some agreed to change and were added back to the list.
• That there is a need for members to become aware of and understand the purpose and importance of following the Traditions, Concepts and General Warranties.
• That until the Northern CA fellowship becomes more informed about the purpose and importance of following our Legacies, there will continue to be dilution and distortion of the Al-Anon program.
• That while we currently have a conflict resolution process in place (B-27) and conflict resolution tools (P-70), Districts are unable to reach a resolution with groups that choose to not consider the Traditions or Al-Anon as a whole.

Recommendation:
• It is the recommendation of this Thought Force that NCWSA create a Task Force to establish a working Do Not Refer Policy, with an appeal process, to support Districts in helping meetings remain consistent with Al-Anon Traditions and policies as presented in the Service Manual.
• An effective policy will clearly outline how to communicate to a group why they are put on a Do Not Refer list and what is needed to get back on their District and Area meeting lists and websites.

Closing
• This report was presented at the August 2017 NCWSC. Members were asked if they wanted to move forward with a Do Not Refer Task Force which would develop a policy to be presented for approval at
Assembly. NCWSC members voted with substantial unanimity to move forward with forming a Task Force to write a policy.

- Thank you for letting us be of service to the fellowship of NCWSA.
  Respectfully submitted by John M., Do Not Refer Thought Force Chair

The committee had questions (Q) and/or comments (C):

C: August 2017 Minutes do not show that a Task Force was requested but rather that the presentation would be taken to the October Assembly. The recording was available and was listened to by the Chairperson and the former Secretary: The former Chairperson apologized for not bringing it forward to DRs andGRs to and suggested that it go in the Thought Force presentation format to Assembly. That was supported by a substantial majority of the committee members. Darby then provided her thought that taking this forward to the Assembly, without a plan, will create the same conversation only much larger in scale. She would like a Task Force to look at what’s been presented, find out what needs to happen and make a recommendation on what our Area may/may not or could/could not do. The Task Force recommendation would then be reviewed by NCWSC, in May or no later than August, then taken to Assembly in October. DRs could be sharing the plan with the GRs for their action/discussion in October.

C: How would this be enforced, practically? C: By jumping to the Task Force, the GRs would be bypassed. C: The Chairperson can create any Task Force that the Chair needs. The KDBM work of the Thought Force does not need to be redone. C: More conversation is better than less. C: A plan from the Task Force allows members to see how it might work and to suggest changes to the presented plan. Q: Data is missing from the presentation – only 7 districts responded? How many meetings are experiencing any of these problems; a significant number to require our energy? A: Only 7 district responded that they experienced problems. The number of meetings with problems is not known. C: Some unlisted groups are thriving so to Unlist more seems unproductive. Several stories of personal experiences of good and bad moments in groups were shared. C: Yvonne deG reminded us that there are documents from other areas that she provided a while ago; they can be a resource to us.

Darby presented two choices and asked for a show of hands:
1. Move forward with a Task Force Sign Up sheet; bring it back in May or August and then to the Assembly in October. ** This choice chosen by consensus.
2. Continue the conversation with our districts and, in May NCWSC meeting, discuss whether to go with the Task Force or not.

**The Task Force Sign Up will indicate a willingness to being on the Task Force which is a ‘doing’ committee. Darby is in the process in creating an effective charge to the Task Force.

New Business

Review of Alateen Safety & the Alateen Safety Advisory Committee – G-16, Alateen Conferences & G-34 Alateen Safety Guidelines provided as WSO resources.

Darby opened the discussion on the topic with the idea that Al-Anon Family Groups are comprised of Al-Anon members and younger Al-Anon members sometimes called Alateens of whom some are of legal age – as 18, 19, and 20 year olds. She asked that we openly discuss and take a look at our guidelines and the safety of those members who are not adults as well as the safety of those persons who are adults whom we call teens. How does the behavior of each of us affect the whole? Such as, an adult in a room with a non-adult. The legalization of marijuana has the similar question on the legal age as well as appropriate activity at events and/or meetings.

Chris M shared some history on this topic: that there is an Alateen Committee, with their own guideline and there is an Alateen safety advisory committee, comprised of Al-Anon and Alateen members. In
2007, after the approval of Alateen safety requirements, the safety advisory committee was put in place for a three year term. Additional motions over the next few years were approved for continuing the safety advisory committee although sometimes it was used and sometimes not.

Darby asked us to discuss clear, specific suggestions and comments on how we can, as a group, allow our younger and older members to have a voice and vote in Alateen safety as it affects the area as a whole. There is a flow of communication lacking between NoCAC, Alateen, and NCWSC. An incident type reporting medium, when something out of the ordinary happens, would assist in providing basic information between NoCAC and NCWSC. The committee spent an hour discussing the topic. Some questions (Q) and/or comments (C) follow:

C - The AAPP and Alateen Coordinator and Liaisons have suggestions but this discussion is superseding any that work.
Q - What are the roles of Alateen Sponsors re: safety, at NoCAC and area events? Do both or either NoCAC and Alateen Sponsor Guidelines need to be updated?
C - There is work in progress with the AAPP and Alateen Coordinator that could provide some of the process.
C - The questions here could have been referred to the Alateen Safety Advisory Committee. Respect the past practice and to trust our new trusted servants to bring together all appropriate members to address all these concerns.
Q - Do Alateen Sponsor Guidelines need to be updated? How do we go forward to review and update those guidelines?
C - A proposal, called the Alateen Review Committee (ARC), presented a review process to be completed within an hour of an alleged violation. The Alateen Review Committee would consist of 6 Alateen and 2 AMIAS.
C - Let’s remember that the Alateens run their own program.

Wrap-up: The Chairperson stated that there was no intention to bring a solution or resolution forward but rather to have a discussion. If there are questions about the agenda regarding what kind of action or discussion is expected, then the chairperson is available by text, phone or email. The hope is that we can go forward in our various ways to a better understanding of how these things all work and better way to work together.

Childcare - Yvonne P
A review of the Childcare process was presented. There was significant support to continue the childcare opportunity but Yvonne P reminded us that there is no budget for child care. In addition to a budget, the duties of providing childcare needs a home; perhaps the tasks can be part of another’s position OR a new coordinator position created.

Executive Committee and Budget/Audit Committee Elections - The roles and eligibility of the Executive Committee were read by Yvonne P and the Budget/Audit Committee roles and eligibility were read by Chris M. The DR Caucus of the prior evening brought forward the names of Dean C, David D, and Penny P for the Executive Committee (EC) and Rose S, Lee B and John B for the Budget/Audit Committee. The EC will serve for the next 18 months; the Budget/Audit Committee serves for the next three years. All caucus recommendations were affirmed by the voting NCWSC members. In addition, the committees have two (2) At Large positions for the EC and one (1) at large position for Budget/Audit. Elections were held for these three positions. Guidelines for both committees (B-16 & B-18) are available on our NCWSA.ORG website.

Assembly Registration Fee - Darby
The facilities that we like best for temperature, comfort, and visual and hearing are getting more expensive and we can’t offer as much as other events to get a good price in the contract. May and October months are in heavy competition with other organization and are making our costs come out to
be $40 - $50 per person which includes one meal as part of the contract deal. Can our groups/districts afford this? DRs, please go back to your districts and ask how a registration fee of $50 (or less if possible) for October assembly will impact the groups. The alternatives to allow a lower fee of $15-$25 are to do with less: gyms, folding chairs, bleachers, sound, and light difficulties.

*Bonnie shared that the Request to Host is available in the bins and online to help her discover facilities throughout Northern California. Locations for both Assemblies are needed.*

- An incentive bonus offer: Once the Assembly information is posted on the web site, we really want members to pre-register for the Assembly. Darby shared that the district that has the highest percentage of online pre-registrations (total pre-registered for Assembly/total groups in district), at the end of the cutoff date will receive reserved front row seating at the Assembly.

**Election Process** – Topic not discussed; tabled to next meeting due to time constraints.

**New Business Topics**

**Sheri, 12 Stepper Editor** – Looking for 12 Stepper Proofers, sign-up page being passed around. (Darby indicated that there is a two week deadline from today’s meeting to get reports to the 12 Stepper Editor and the Area Secretary)

**Kristie, NCWSA Secretary** – Requesting a full committee discussion on moving to a new email list server.

**Nick, PI/CPC Coordinator** – PI/CPC is ready to come to the Districts to help with district’s Public Outreach – not a topic but rather a bit of information to DRs. Requesting an Area Inventory *(We started an Area Inventory last August which, in Darby’s opinion, was a group inventory rather than an area inventory. Al-Anon Area Inventories have been found on the internet as well and our Delegate has also provided some resources. She proposed a Task Force to work on this with a goal to have our first Area Inventory in February 2019 and then the February NCWSC meeting in 2020. (A Task Force sign-up paper started)*

**Bonnie, Facilities Coordinator** – Proposed that we have a “Guidelines Committee”. Currently, each coordinator can change their guideline as they see fit and the only real approving authority is the chair who may not be familiar with the position and then must do the research or trust that the coordinator made appropriate changes. Some areas who have a Guidelines Committee comprise the committee with two (2) past delegates, District Representatives from North, South, and Central districts and the By-Laws Coordinator with the Chairperson having veto ability. She will try to have a motion prepared in May to create that committee.

**Sandi, Treasurer** – Pre-registration for our events is done through PayPal

**Gary, At-Large Budget/Audit** – Presented for Chris M to remind the DRs to share with the GRs that there is a Conflict of Interest clause in our By-laws that recognizes family recovery and allows family members to serve together as long as they make up a minority on any committee, including officers. *(This should be part of the conversation when the Election Process is discussed.)*

Respectfully submitted on March 13, 2018
Kristie Anderson NCWSA Secretary
Delegate and Officer Reports

Delegate Report – Rosanna

Dear NCWSC Family,
The 5 items I will discuss are reminders of items I have posted on the NCWSC Yahoo group. If you need any of the information resent to you, please let me know.

1. MEMBER SURVEY ends February 27, 2018
Once every 3 years and it’s an easy way to help professionals understand how Al-Anon has helped its members and potentially encourage more referrals to Al-Anon. The survey is available in 3 languages and takes 15-30 minutes to complete. The last day to participate is Tuesday February 27th.

   al-anon.org/18membersurvey  (English)
   al-anon.org/18encuestamiembros  (Spanish)
   al-anon.org/18sondagemembros  (French)

2. WSO At-Large OPEN POSITIONS-
Trustee, Executive Committee for Real property management (ECRPM), Forum Editorial Advisory, Literature, Public Outreach and Audit Committee Deadline for submitting resumes is August 15, 2018.

3. AL-ANON INTERNATIONAL CONVENTION July 6-8, 2018
Every 5 years. This year it is in Baltimore, MD.
Registration is $165.00 if received by May 31st and $190.00 from June through July. There are fun add-on activities planned like the Day of Connection, Parade of Love and Pioneer Luncheon.
Go to www.Al-anon.org for details and a link to the registration packet.

4. Southwest Regional Delegates Meeting (SWRDM) March 9-11, 2018
WHAT: This annual meeting includes 8 Areas (CA North, CA South, Colorado, Hawaii, Arizona, New Mexico, Utah and Nevada).
WHO: Participants are Area Chairpersons, Alternate Delegates, current and Past Delegates and the Regional Trustee. All members are welcome to attend.
WHY: The purpose of the meeting is to prepare the Delegates and their alternates for World Service Conference and to keep past Delegates informed.
WHERE: Whitney Peak Hotel in Reno NV. Reservations must be made prior to 2/8 for the discounted price.

5. World Service Conference (WSC) April 16-20th, 2018
1. Love Gifts: Please include “Hold for WSC 4/16-4/20, 2018” in the address and to put the Delegate’s name and address in the return address section of the envelope or box in the event that mail delivery is delayed. Please plan to have mail arrive after April 13th. Traditionally, 100 of each item (love gift) is sufficient.

TO:  Hold for WSC 4/16-4/20, 2018
     Renaissance Westchester Hotel
     80 W. Red Oak Ln.
     West Harrison, NY 10604

RETURN: Rosanna Hollie
         22564 Northview Drive
         Hayward, CA 94541

2. Chosen Agenda Items for WSC – As we strive towards our primary spiritual purpose this year, consider if there are topics that you would like addressed at the next WSC. Agenda items that are
addressed in the SM will not be considered by the Conference planning committee. I will bring this topic up again throughout the year. The deadline for submitting a topic is the end of January. Peace, love and joy in service,
Rosanna H
Delegate, Panel 58

This year’s conference will be held in New York because the Delegates get a tour through the Stepping Stones facility. AFG Connects has groups for DR, Archives, Literature, and other coordinator roles. Contact Rosanna if you have that kind of position and are not connected yet.

Audit Report of the NCWSA 2017 Books, January 21, 2018

Audit Committee: Bonnie M., Alt Delegate and Chair, John S., Past Delegate and Past Alt. Delegate, Kristie A., Northern Representative, D1, Mary K., Central Representative, D12, Sheri W., Southern Representative, D19, Advisor: Chris M., NCWSA Outgoing Treasurer, Sandi C., Incoming NCWSA Treasurer, Volunteer: Anna P., Past DR, D23

The NCWSA Audit Committee met on January 21, 2018 and reviewed the financial transactions for 2017. One of the Committee members was unable to attend so Anna P., a past District Representative with financial experience, graciously agreed to join us to assist with the audit again this year.

The Treasurer provided the appropriate documents for review and answered questions, but did not choose the samples that were reviewed. Following is a synopsis of what was reviewed and the findings.

- The bank statements are balanced for all accounts. At year-end, balances were $11,244.79 for the checking account (reconciled), $17,334.11 for the Money Market savings account, $6,367.80 for the CD Reserve Fund account, 31,305.25 for the Wells Fargo savings account and $13,060.59 for the “Pink Can” checking account.
- The Committee reviewed 9 deposits randomly selected from 58 deposits made to the Operating (Citibank checking) account and 11 randomly selected from the Wells Fargo savings account deposits of 41. The documentation was largely complete and well organized but there were two deposits made without copies made of the checks deposited in both accounts or missing a deposit slip.
- We chose to review one of every ten checks chosen randomly of the 279 checks written on the Operating checking account for 29 checks reviewed, finding two signatures on all checks reviewed except one and very few missing receipts and small posting errors with date typos.
- There were a total of 67 Journal Entries and 11 were examined and found to be correct.
- There were five “cash advances” made during the year. All were cleared with appropriate documentation.
- For the “Pink Can” account, we reviewed four of the eighteen checks written and found no errors or issues. Fifty-six deposits were made and we randomly chose one per month to review for a total of 9. All were well documented and well organized.
- For the “NoCAC accounts, we reviewed five of the twenty-six checks written and found errors or incomplete or missing support documentation in three checks. Twenty-four deposits were made and we randomly chose one per month to review for a total of nine. Seven of the nine deposits reviewed were incomplete and missing documentation. Only about 50% of all the checks and deposits had the proper support documentation on file. NoCAC did not have a Treasurer all year and the Chair acted as Treasurer until Sept. Some documentation was lost but presented at the time the check was written. Bank accounts are in balance with a small unreconciled amount and the financial
spreadsheet was updated and reconciled to the bank statements and provided as a summary of all transactions which is used to file the NCWSA taxes.

Findings and recommendations:
• The year-end reconciled balances will be slightly different from the final Treasurer’s Balance Sheet for two accounts which reflect two corrections found during the audit. 1.) correction to a mis-posted deposit to the wrong account 2.) missing journal entry for a receivable due from NoCAC for the teleconference cost.
• We will continue to work with Financial Assistants to organize their documentation better. We request that the Executive Committee, when interviewing Financial Assistants, mention the audit process and ask Financial Assistants to be kind to their auditors by providing clear, legible, well ordered documentation. We also recognize that we are all volunteers striving for progress.
• The Treasurer needs to continue to meet quarterly with NoCAC Treasurer; and Co-Chair and CoSponsor to review the deposit process and documentation needed for T-shirts sold and support documentation for checks written. Recommend Treasurer attend at least one NoCAC meeting and remind committee about documentation.

A copy of the full audit will be sent to the Corporate Records.
I am so very grateful for an awesome Audit Committee!

Respectfully submitted,
Bonnie M., Outgoing Alternate Delegate.

Alternate Delegates Report - Chris M, Including Notes from Budget/Audit Committee

I look forward to serving as your Alternate Delegate and I have been busy this past month; turned over Treasurer responsibilities from the last panel and prepared for the audit and began the budget process for 2019. So far I have accomplished the following:

• Attended the turnover meeting in Cameron Park on January 13, 2018 and met with the new officers at the bank to setup new signatures and began the transfer of information.
• Participated in the first Officers call of the panel.
• Participated in the audit as the outgoing Treasurer and incoming Budget Chair. Thank you to the existing budget/audit committee willing to carry over and complete the audit on January 21, 2018 since the new budget committee will be elected today.
• NCWSA 2017 Audit Report is attached for review. No major problems discovered. 2 corrections found and provided to the Treasurer to adjust the 2017 financials.
• Reviewed the 2017 budget to actuals with the budget committee and the committee recommended the following to the Executive Committee for consideration and approval:
  o NCWSA 2017 financial reports were reviewed after the audit. Treasurer recommended that the budget to actual savings (excess) of $3,776 be distributed as follows:
    † Keep $1,261 in the bank to maintain the 12 month 3 year average of operations costs in the ample reserve accounts.
    † Adjust the balances in the reserve accounts to hold 25% of the reserves in CD’s; 25 % in the checking for cash flow and 50% in the savings.
    † Send the remaining 2017 excess of $2,515 to WSO as an additional donation.
    † Budget Committee approved recommendation and request was sent to the EC chair for consideration and approval at the next available EC meeting.
• Updated budget request form for committee members with a budget and provided a copy of the last three year’s actuals to each member today for review and to assist with the preparation of the 2019 budget.
• Requested that members turn in additional budget requests for 2019 by March 3, 2018 for consideration by the budget committee.
• Updated and provided a new Proposed Budget template for the last three years budget and actuals in Summary form, 2 pgs to be used with Assembly and Detailed version 12 pgs (email) for the NCWSC use only. See attached Proposed Budget 2019 – Summary with the 2018 approved budget and status quo for 2019 to be modified by NCWSC requests.
• Signed up to attend SWRDM, in Reno on March 9-11 to prepare to learn and grow and support the delegate and Area as needed.
• Plan to continue to review other Alt. Delegate responsibilities. First Things First and More to follow!

Thank you so much for the opportunity to serve and grow!

With Gratitude,
Chris M., NCWSA Alt. Delegate

**Coordinator Reports**

**Facilities Report** – Bonnie M
It's the start of a new panel and I find myself, again, at the bottom of a steep learning curve. Thank you for your patience as I learn the ropes.

So far this year:

- I attended the turnover meeting in Cameron Park where those in attendance learned ways our new jobs are connected. Sandi and I were introduced to our parts in online registration. We hope to have online registration available for Convention and for the May and October Assemblies.
- I have attended Convention Committee meetings and have been working with them as a member of the committee and a link to our NCWSA structure. We can now register for the Convention and the hotel online.
- I've been in communication with the folks at this hotel, arranging for more rooms as needed and confirming our setup needs.
- I've been working with Darby to plan for our Assemblies and NCWSC meetings for the next three years.

The dates proposed are as follows; I’ve included the rotation that we’ve been using to include as many of our members as possible.

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<tr>
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<td>Feb Committee</td>
<td>Southern Section</td>
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<tr>
<td>5/19 &amp; 20, 2018</td>
<td>May Assembly &amp; May Committee</td>
<td>Central Section</td>
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<tr>
<td>8/25/2018</td>
<td>August Committee</td>
<td>Northern Section</td>
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<tr>
<td>Oct. 26-28, 2018</td>
<td>October Assembly</td>
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<td>2/2/2019</td>
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<td>8/24/2019</td>
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<td>Oct 25-27, 2019</td>
<td>October Assembly</td>
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<td>Oct 23-25, 2020</td>
<td>October Assembly</td>
<td>Central Section</td>
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My Guidelines say that I am “to work with the various Districts who submit or request proposals for meeting locations (Assemblies, Conventions, Committee Meetings and Special Events) the NCWSA may
require." And “in the event a bid is not received from a District, the Facilities Coordinator will secure bids with the assistance of the NCWSA Chairperson. Assembly, Conventions and Committee Meeting locations rotate between the Northern, Central and Southern Sections.”

In the past, when the Districts expressed an interest in hosting a meeting, event or Assembly and offered suggestions for venues, it worked very well and allowed more of our members to participate. In recent years, we haven’t received as many requests to host and ended up overusing a few Districts where we could find affordable venues.

I’ve included an NCWSA Request to Host form for each of our Districts. We really need you to scout for appropriate venues for our NCWSC meetings and Assemblies. We are still searching for a place to hold our May Assembly and Committee meeting as well as August and October this year. Please help us find venues for our meetings next year so that we can all plan ahead.

I truly look forward to working with all of you over the next three years.

Love in service,
Bonnie M., NCWSA Facilities Coordinator

Group Records Coordinator

My name is George Leong and I will be serving as the Group Records Coordinator (GRC) for the 2018-2020 NCWSA Panel. The Alternate Group Records Coordinator is Nerissa Mendoza.

There are currently 798 meetings registered active groups that hold 904 meetings in the Area. Add to that total are 68 active Alateen meetings. The downside is that there are 6 meetings designated “Reported Not Meeting”, 20 meetings designated as “No Mail” and 26 meetings with “Bounced Email”. As a reminder, a meeting is designated as “Reported not Meeting” occurs when someone tried to attend a listed meeting and was unable to find and attend that meeting. A meeting designated with “No Mail” is a meeting that has an incorrect Current Mail Address (CMA) and mailings are returned to the WSO. A meeting with a bounced Email” has group email that is invalid. Each one of these situations makes it difficult, if impossible, for WSO to directly contact that meeting. It is our goal to reduce those numbers to zero.

The group record keeping has been steadily increasing as new Group Representatives are elected and changes are submitted via email or USPS. Thankfully Nerissa Mendoza, Alternate Group Records Coordinator, has access to the WSO database and will be meeting with me to get trained on WSO database entry.

If you contact us about an error or fill out the A16 change form, at a minimum, three items will help us identify you:

1. City of your meeting
2. WSO # of your meeting
3. Day and meeting time of your meet

There are over 800 groups and the three items noted above narrows it down!

1. If you are a group representative, we need your first and LAST name. The WSO database will not let us insert only a first name. For those service positions that are identified in the WSO database (CMA, GR, DR, Area Coordinators and Area Officers, first and last names are required for mailing purposes. The “Anonymity Within Al-Anon/Alateen” policy is stated on pages 92-93 in the “Digest of Al-Anon and Alateen Policies” section of the 2014-2017 Al-Anon/Alateen Service Manual (P-24/27) and states: Anonymity in Service “In Al-Anon/Aateen service positions (Group

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Representatives, District Representatives, Coordinators, World Service Conference members, etc.) it is practical to use full names and addresses to facilitate communication."

2. We only do group changes to the WSO database. We provide a monthly report to the NSCWA Website Team for them to update the NCWSA website.  We are not responsible for local websites, local meeting schedules, etc. Please find out who in your district does that for you.

In the near future, I will be asking each district representative to provide me with the name and contact information for their districts Group Records Coordinator, AIS coordinator, and/or the person who is responsible for the district meeting list. This will give me another person to contact should there be any questions regarding their respective meetings. WSO relies on the CMA information to disseminate important Al-Anon information to groups.

George

**Literature Coordinator** – John M

*Understanding & Hope for Parents & Grandparents (P-94)*: This new pamphlet is approved, designed and awaiting translations in French and Spanish. We hope to introduce it in April!

*Intimacy Book*: The Literature Committee unanimously approved the book, which is now undergoing policy review, so it can be introduced at the 2018 Al-Anon International Convention in July.

**NEW DAILY READER (working title)**: We have received over 1,100 sharings. We still need many more for this project. The Literature Committee hopes for this to be the first daily reader to include sharings on each of the Steps, Traditions and Concepts of Service.

Sharings needed for “CAL Corner”: We always need more sharings about how CAL has helped members with their recovery. Please urge members to write. We could especially use articles about *Discovering Choices* (B-30), *Lois Remembers* (B-7) *One Day at a Time in Al-Anon* (B-6), and the *Paths to Recovery Workbook* (P-93). Please see the writing guideline for “CAL Corner” in the Guidelines & Procedures folder under the “Library” folders in the Literature Coordinator community.

**NEWS FROM THE FORUM**

As we hope you have noticed, beginning in January, *The Forum* is now in full color. Please know that the magazine has always been a revenue-neutral project, which means that subscriptions cover the cost of producing it. There is no profit margin. That remains so, even in full color. Further, there are no plans to increase subscription prices.

We continue to remain very short on sharings about the three Legacies-especially about Steps 5, 7, 8, 10 and 12, all of the Traditions and all of the Concepts. We also need more sharings from Canadian and Alateen members, as well as from Alateen Group Sponsors.

Also, last week we posted the January Forum Subscription Report. These reports will be posted monthly. As the months pass, you can refer to previous reports to note changes in your Area’s subscriptions (See Excel report).

Regarding THE FORUM BOOK (working title) project, members have sent in over 740 titles and publication dates of *Forum* articles that they consider the best of recent years. There are only six for 2017 and none for this year. Please keep encouraging members to send in Forum stories they want included in the book.

Don’t forget to let members know that there is an e-magazine version of The Forum. You can now find direct links for ordering it on the Al-Anon Online Store at al-anon.org/onlinestore under the “Electronic Literature” category.
FORUM UPDATE: Increase in subscribers: Ever since the World Service Office stopped sending complimentary copies of *The Forum* to groups, there has been an increase in subscriptions. This has been most notably from groups buying subscriptions.

Instant Step Meetings: Beginning in January, the "Instant Meeting" feature of *The Forum* will include, in addition to two or three brief sharings on the Step of the month, several thought-provoking questions to get the conversations started.

E-books and Audiobooks: Improving ways for members to order Al-Anon/Alateen Conference Approved Literature (CAL) eBooks and audiobooks is important in the technological world we live in today. More members want to read CAL on their mobile phones, tablets, ereaders, and personal computers in addition to their print publications. Digital CAL also is a service to members who do not have CAL print publications. Every effort is made to uphold the spirit of Al-Anon’s Traditions and to adapt the WSO’s online store to today’s technological world.

Two new icons now appear in the “Books” and “Electronic Literature” sections of the WSO’s online store to identify and redirect members to our CAL eBooks and audiobook pages offered by Amazon, Barnes and Noble, iTunes, Kobo, and Audible.com.

A statement upholding Al-Anon’s Traditions follows the names of the electronic vendors for each digital CAL item: “This announcement is informational only, and not an endorsement of any electronic media provider, reader, or other products sold by electronic media providers.”

Announcements and articles about this addition to the WSO online store will also be sent Group e-News, AFG Announcements, and *The Forum*.

WRITING WORKSHOPS

Please contact me at literature@ncwsa.org if you would like me to conduct a writing workshop at your District Speaker Meeting, Day in Al-Anon or any other event. If you would like to conduct your own writing workshop in your district, I will send you the WSO Guidelines and the WSO flyer for the particular piece of literature.

LITERATURE ORDERS FOR INSTITUTIONS

For the year of 2018, there were 0 orders totaling $0.

Love in service,
John M., Area 3 Literature & Forum Coordinator

PI-CPC Report – Nick D and David B

Hello, Everyone

Cooperation with the Professional Community at the California Jails Programmers’ Association (CJPA).

My experience as the Al-Anon Liaison and the California Department of Corrections and Rehabilitation (CDCR) for 6 years had me thinking to look for a similar organization for County Sheriffs Departments that manage the jails. *There are 22 state prisons in the boundaries of NCWSA while there are 45 counties.* It was in mid 2017 that I heard of an association that
provided ongoing education and resources to the county staff of all counties in California. So I reached out and talked with the President of the CJPA Association and was encouraged to attend their next meeting. With that I attended their January quarterly meeting in San Bernardino as the Alternate PI-CPC Coordinator who has been carrying the Al-Anon and Alateen programs into state and federal prisons for six years and came to see that this is a similar outreach opportunity that previous NCWSA Institutions Coordinator Louise M. participated in with CDCR.

The first day consisted of meeting their new Board members and listening to their conversations as they were reviewing the events of the three day conference as well as other business. After lunch we were given a tour of the educational and workrooms as well as their bakery and culinary program. They bake all the food for their 5 locations within their county. One room was dedicated for the inmates to spend time with their kids to keep them connected as best as possible. As I met each of the professionals the reality that few of them know about Al-Anon and Alateen was not a surprise.

The second day had the largest attendance, as the day was full of programming. I realized that it was the opportunity to meet with the staff involved in inmate services. One staff member worked with the female inmates and was also an Al-Anon member. She was given the Detach sheet as well as the questionnaires and the Adult Child outreach pamphlet along with Al-Anon Faces Alcoholism (AFA). These are very inexpensive and are very useful in raising awareness with the professionals. Also in attendance were students from the local colleges were involved in a program that deals with trauma and family conflict that the inmates lived through in their youth at the county jail. I talked with all four of them and none were aware Al-Anon or Alateen so they also received the outreach publications.

Lastly I meet with program administrators and staff involved in inmate services from several counties including Alameda, Madera, Placer and Napa as well as others. All were familiar with the alcohol and dysfunctional environments that the incarcerated persons grew up in but only one was familiar with Al-Anon.

This experience taught me a number of important actions in cooperating with the Professional Community.
1. Have business cards to hand out.
2. Have plenty of outreach material – costs from 3 cents to 35 cents each.
3. Keep an Open Mind – there may be others in the room who will want to learn about Al-Anon and Alateen
4. Keep it Simple - ask questions and then Listen
5. Share my experience as a member of Al-Anon – not as a representative.
6. Know that the outreach material will continue the conversation well after I have left.

**Outreach Material**
Three Views of Al-Anon P-15 ($.30 each)
Just for Today Bookmark M-12 ($.10 each)
Serenity Prayer Card M-26 ($.10 each)
Al-Anon/Alateen Is and Is Not M-44 ($.10 each)
Troubled by a Problem Drinker S-17 ($.03 each)
Detachment S-19 ($.03 each)
Did you Grow Up with a Problem Drinker? 920 questions) S-25 ($.03 each)
Al-Anon Welcomes Adult Children of Alcoholics S-69 ($.05 each)
Al-Anon Faces Alcoholism AFA -2017 & 2018

**Display Items Al-Anon**
How Al-Anon Works
As you may know, the website redesign launched in November was found to be difficult to work with and all but abandoned in December. Becoming aware of a situation I was about to assume responsibility for, D6-10 Jim K and I came to accept the fact that the "backend," with its maze of protected pages and customization plug-in software, posed challenges that only the developer who built them in would know exactly how to manage without the possibility of causing additional problems.

The good news is volunteers on our small committee enjoy learning and are willing to be responsive to requests from members to make the website better serve Area’s needs. Goals accomplished: the lingering registration issues with our domain names were resolved on January 31; a new temporary home page was created at a more user friendly hosting service; the developer surrendered his administrative ties to the premium web host and now I am able to access their tech support; improved interface on the newly created site freed Area from the need for the outside worker who charged an hourly rate for site maintenance and postings; visible page content has been brought in keeping with WSO guidelines for websites; etc. Much has been accomplished during the first month of this panel but we certainly have a way to go!

Currently web pages navigate seamlessly between two sites. We are keeping useful pages on the primary site while directing traffic away from problematic pages and towards the familiar drop-down menu used before the redesign. There’s more clarity to navigation (with less scrolling and clicking) to find what you’re searching for on the website. Moving forward, these are some priorities:
- striving to stop the dreaded OOPS! This page cannot be found text from appearing in browsers by repairing internal and external links. Broken links are frustrating and can affect the public image of Al-Anon as a whole. You can help by sending me the URL of a page with broken link(s).
- establishing a system to get events and flyers published quickly on a calendar page with “one click away” downloads to Julie, Alateen Area Process Person approved flyers. I am forever grateful to Jim K who has put countless hours into making this happen and Jim S who, with help from Dean C, acted as interim coordinator to get the backlog of events posted. Tip: get your events published faster by sending flyers with Alateen participation to Julie at AAPP@ncwsa.org - offering our trusted servants the ability to respond to email from a (their position)@(our domain name).org account or simply continue to have it anonymously forwarded to their private account. - creating text for a warm local welcome in Español. At this point I have only added ‘click the button links’ for non-English speakers. By the way, we could use a Spanish speaker on our website committee!

Thank you for letting me be of service,
Barbara Green
website@ncwsa.org
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<th>Officer/Delegate</th>
<th>Delegate</th>
<th>Present</th>
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<tr>
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<td>Chairperson</td>
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<td>Secretary</td>
<td>Krista A</td>
<td>X</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Sandi C</td>
<td>X</td>
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<td>AAP*</td>
<td>Julie E</td>
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<td>EC At large</td>
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<td>Jenn A</td>
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**District Rep**
- D-1 DR (open)  
- D-1 Alt DR (open)  
- D-2 DR (open)  
- D-2 Alt DR (open)  
- D-3 DR (open)  
- D-3 Alt DR (open)  
- D-4 DR (open)  
- D-4 Alt DR (open)  

**Alt. Central**
- Gaby N  

**South**
- Carmel E X  
- Summer  

**Convention**
- 2018 NCWSA Chair: Rhonda D  
- 2018 Co-chair: Rose X  
- NoCAC Chair: Olivia P X  
- NoCAC Co-Chair: Katie X  
- NoCAC Sponsor: Shawna A X  
- NoCAC Co-Sponsor: Dede W X  

**Past Delegates**
- Immed Past Dele P-56: Yvonne deG  
- Regional Trustee: Joyce B  
- Past Dele P-2: Patrick B  
- Past Dele P-49: John S X  
- Past Dele P-48: Sandi C X  
- Past Dele P-43: Vicki H  
- Past Dele P-40: Marilyn R  
- Past Dele P-37: Cathy C  
- Past Dele P-34: Art B X  
- Past Dele P-31: Peggy C  
- Past Dele P-28: Mary A  
- Past Dele P-26: Barbara L  
- Past Dele P-22: Jean Mcl  
- Past Dele P-19: Faun L  
- Past Dele P-16: Imma C  
- Past Dele P-13: Bonnie H  
- Past Dele P-10: Judy W  
- Past Dele P-7: Muriel B  
- Past Dele P-4: Ann O  
- Past Dele P-1: Helen B-R.
Northern California World Service Area
Northern California World Service Area of AFG, Inc.

Sandi Cox
NCWSA Treasurer
9349 Colliston Drive
Elk Grove, CA 95624
(916) 685-5991
sandicox@surewest.net

Treasurer’s Report – February 3, 2018

Since I took office I have achieved the following:

- I attended the turnover meeting as well as a meeting to audit the 2017 Books.
- I trained on QuickBooks with Chris, now our Alternate Delegate
- I prepared requests received for payment and sent checks to be signed by the Chair or available officer.
- I recorded deposits in QuickBooks.
- Since it has only been a couple of weeks since I began this office, this report may be a little sketchy, but they will lengthen and become more complete as I move forward.

- Attached are the current financial reports of our audited books, for the period January 1 through December 31, 2017
  - Income as of December 31, 2017 - $130,573.93
  - 2017 Total Expenses - $126,797.71
  - 2017 Net Profit - $3,776.22
  - Ending Checking Account Balance as of December 31, 2017 - $11,193.79
  - Savings, Money Market, and CD Account Balances as of 12/31/17 - $55,007.16
  - Pink Can Fund Ending Checking Account Balance as of December 31, 2017 - $11,826.59
  - I was not given the amount of literature on hand in storage for Institutions, so will provide that on my next report.

All donations are appreciated. Please advise groups of the new address for donations:

P.O. Box 10475, Pleasanton, CA 94588-0475

Thanks to all of you for allowing me to serve,

Sandi Cox
NCWSA Treasurer
# NORTHERN CALIF. WORLD SERVICE AREA OF AFG, INC.
## Profit & Loss Budget vs. Actual
### January through December 2017

<table>
<thead>
<tr>
<th>Ordinary Income/Expense - Operations</th>
<th>Actuals</th>
<th>Original Budget</th>
<th>Adjusted Budget</th>
<th>$ Over</th>
<th>Adj. Budget</th>
<th>% of Budget</th>
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</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>4000 · Donations Income</td>
<td>82,630.37</td>
<td>78,375.00</td>
<td>87,375.00</td>
<td>-4,744.63</td>
<td>99.08%</td>
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<tr>
<td>4100 · Events Income</td>
<td>47,855.19</td>
<td>48,300.00</td>
<td>48,300.00</td>
<td>-444.81</td>
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<tr>
<td>4310 · 12 Stepper subscriptions</td>
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<td>50.00</td>
<td>50.00</td>
<td>-17.00</td>
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<tr>
<td>4910 · Interest Inc</td>
<td>55.37</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>130,573.93</td>
<td>126,725.00</td>
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<td>5000 · Officers &amp; Delegate</td>
<td>3,673.46</td>
<td>5,675.00</td>
<td>5,925.00</td>
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<td>62.0%</td>
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<tr>
<td>5100 · Coordinators</td>
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<td>26,220.00</td>
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<td>99.14%</td>
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<td>5300 · Conferences</td>
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<td>7,500.00</td>
<td>139.40</td>
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<tr>
<td>6100 · Events</td>
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<td>101.39%</td>
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<td>600.00</td>
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<tr>
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<td><strong>Total Expense</strong></td>
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<td>126,725.00</td>
<td>135,725.00</td>
<td>-8,927.29</td>
<td>93.42%</td>
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| Net Profit (Loss) Operations       |         |                 |                 | 3,776.22 |            | 100.0%     |
| Other Income/Expense               |         |                 |                 |         |            |            |
| Other Income - Pink Can Fund       |         |                 |                 |         |            |            |
| 8110 · Donations income            | 32,367.00 | 37,645.00       | 37,645.00       | -5,278.00 | 85.98%     |
| 8120 · Literature purchases        | -39,141.26 | -31,966.00      | -31,966.00      | -7,175.26 | 122.45%    |
| 8100 · Institutions Literature     | -6,774.26 | 5,679.00        | 5,679.00        | -12,453.26 | -119.29%   |
| Other Income (Loss) Pink Can Fund  | -6,774.26 | 5,679.00        | 5,679.00        | -12,453.26 | -119.29%   |
| **Other Expense**                  |         |                 |                 |         |            |            |
| 8060 · WSO Donation                |          |                 |                 | 4,493.00 | (Reserve includes 9 mos for operations and 3 mos for cash flow) |
| **Total Other Expense**            |         |                 |                 | 4,493.00 |            |            |
| **Other Income (Loss)**            |         |                 |                 | -11,267.26 |            | -198.4%    |
| Combined Net Income (Loss) - NCWSA | -7,491.04 | 5,679.00        | 5,679.00        | -13,170.04 | -131.91%   |

* Budget Committee made recommendation to Executive Committee to modify the budget for unanticipated expenses.
The Executive Committee reviewed and approved the request at the August 2017 NCWSC meeting in accordance with
guidelines and financial constraints. Modifications were reported to the Assembly in October 2017.
NORTHERN CALIF. WORLD SERVICE AREA OF AFG, INC.
Profit & Loss YTD Comparison
January through December 2017

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<th>Jan - Dec 17</th>
<th>Jan - Dec 16</th>
<th>$ Change</th>
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<td><strong>Total Expense</strong></td>
<td>126,797.71</td>
<td>105,817.47</td>
<td>20,980.24</td>
<td>19.83%</td>
</tr>
<tr>
<td><strong>Net Ordinary Income</strong></td>
<td>3,776.22</td>
<td>21,833.05</td>
<td>-18,056.83</td>
<td>-82.7%</td>
</tr>
<tr>
<td><strong>Other Income/Expense</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8100 · Institutions Literature</td>
<td>-6,774.26</td>
<td>6,997.72</td>
<td>-13,771.98</td>
<td>-196.81%</td>
</tr>
<tr>
<td><strong>Total Other Income</strong></td>
<td>-6,774.26</td>
<td>6,997.72</td>
<td>-13,771.98</td>
<td>-196.81%</td>
</tr>
<tr>
<td><strong>Other Expense</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8000 · WSO Donation</td>
<td>4,493.00</td>
<td>1,469.00</td>
<td>3,024.00</td>
<td>205.85%</td>
</tr>
<tr>
<td><strong>Total Other Expense</strong></td>
<td>4,493.00</td>
<td>1,469.00</td>
<td>3,024.00</td>
<td>205.85%</td>
</tr>
<tr>
<td><strong>Net Other Income</strong></td>
<td>-11,267.26</td>
<td>5,528.72</td>
<td>-16,795.98</td>
<td>-303.8%</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>-7,491.04</td>
<td>27,361.77</td>
<td>-34,852.81</td>
<td>-127.38%</td>
</tr>
</tbody>
</table>
### Ordinary Income/Expense - Operations

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>4000 · Donations Income</td>
<td>69,044.68</td>
<td>74,100.00</td>
<td>83,447.51</td>
<td>82,630.37</td>
<td>78,375.00</td>
<td>78,374.19</td>
<td>76,541.67</td>
<td>88,220.00</td>
<td>7%</td>
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<tr>
<td>4100 · Events Income</td>
<td>38,688.86</td>
<td>33,500.00</td>
<td>44,083.16</td>
<td>42,350.00</td>
<td>47,855.19</td>
<td>48,300.00</td>
<td>43,542.40</td>
<td>41,383.33</td>
<td>-8%</td>
</tr>
<tr>
<td>4310 · 12 Stepper subscriptions</td>
<td>102.00</td>
<td>50.00</td>
<td>72.00</td>
<td>50.00</td>
<td>33.00</td>
<td>50.00</td>
<td>69.00</td>
<td>50.00</td>
<td>52%</td>
</tr>
<tr>
<td>4910 · Interest Inc</td>
<td>44.87</td>
<td>47.85</td>
<td>0.00</td>
<td>55.37</td>
<td>49.36</td>
<td>0.00</td>
<td>-100%</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>

| Total Income                                | 107,880.41   | 107,650.00  | 127,650.52   | 119,550.00  | 130,573.93   | 126,725.00  | 122,034.95   | 132,370.00  |

| Expense                                     | 102,003.65   | 107,650.00  | 105,817.47   | 119,550.00  | 126,725.00   | 111,539.61  | 117,975.00   | 132,370.00  |

| Net Income (Loss) - Operations              | 5,876.76     | 0.00        | 21,833.05    | 0.00        | 10,495.34    | 0.00        | 0.00         | 0.00        |

| Other Income/Expense                         |              |             |              |             |              |             |              |             |
| Information Only                             |              |             |              |             |              |             |              |             |

| Other Income Pink Can Fund                  | 3 Yr. Avg.   | 3 Yr. Avg.  | 3 Yr. Avg.   | 3 Yr. Avg.  | 3 Yr. Avg.   | 3 Yr. Avg.  | 3 Yr. Avg.   | 3 Yr. Avg.  |
| 8110 · Donations income                     | 34,825.64    | 27,528.56   | 35,273.81    | 30,017.20   | 32,637.00    | 33,259.35   | 34,155.48    | 33,259.35   |
| 8120 · Literature purchases                | -39,319.05   | -24,723.35  | -28,276.09   | -31,217.77  | -34,141.26   | -34,386.84  | -35,578.80   | -34,386.84  |
| 8100 · Institutions Literature             | -4,493.41    | 2,805.21    | 6,997.72     | -200.57     | -6,774.26    | -1,127.49   | -1,423.32    | -492.38     |

| Total Other Income                          | -4,493.41    | 2,805.21    | 6,997.72     | -200.57     | -6,774.26    | -1,127.49   | -1,423.32    | -492.38     |

| WSO Donation                                | 0.00         | 1,469.00    | 4,493.00     | 1,967.33    | 0.00         | (WSO Donation is based on PY excess funds) |

| Total Other Expense                         | 0.00         | 1,469.00    | 4,493.00     | 1,967.33    | 0.00         |

| Combined Net Other Income                   | -4,493.41    | 2,805.21    | 6,997.72     | -200.57     | -6,774.26    | -1,127.49   | -1,423.32    | -492.38     |

| Combined Net Income for Tax Purposes        | 1,383.35     | 2,805.21    | 27,361.77    | -200.57     | -7,491.04    | -1,127.49   | 7,084.69     | 149.10      | -1,127.49   | -1,127.49   | 0.00        | -1,127.49   |