

Approved NCWSC Minutes February 4, 2017

7500 Old Dominion Court, Aptos

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 will be ordered in a topical fashion.

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Routine Business:

The meeting began at 8:20AM. The Serenity Prayer, 12 Traditions, 12 Concepts of Service, General Warranties, AA/AFG Statement, and Alateen Safety Guidelines were read.

Committee roll call was taken.

The following adjustments were made to the agenda: remove Bylaws- Electronic Voting and the 12- Stepper Timeline. Add time for the remainder of the Public Outreach Thought Force report. Due to lack of time, the following Coordinator reports were not presented: Archives, Group Records, Insurance, Literature, Diversity, PI/CPC, Institutions, Website and Alateen.

The August 25, 2016 NCWSC Minutes were approved as presented by substantial unanimity.

No one stood for the open positions of Alternate Archives Coordinator and Alternate Website Coordinator.

By consensus, we agreed to adjourn at 4:30PM and table any items not discussed by then. We closed with the AI-Anon/Alateen Declaration.

Motions and Consensuses

MOTIONS

1702.01 To accept the August 27, 2016 NCWSC Minutes as presented. The motion was passed with complete unanimity.

1702.02 To approve the following modifications to the NCWSC Guidelines
Under XI. Expenses of NCWSC Members, B. Members Eligible for Reimbursement, 1.a. and c :
a. NCWSC Meetings - add *Alternate Alateen Liaisons.* and
c. Assembly - add *Alternate Coordinators and Alternate Alateen Liaisons.*
The motion passed with complete unanimity.

1702.03 To present for vote at a 2017 Assembly the following modification to Bylaws, Article VI, Section 3 (Election Procedures):
"Cumulative voting of the election of Delegate and Officers shall not be permitted. Each voting member shall cast one vote, with voting done in accordance with Article IV Meetings of NCWSA Members, Section 2, Election , Annual and Other Regular Assemblies and Section 6 Voting at Annual, Regular, Election and Special Assemblies".
The motion passed by substantial unanimity. One member was opposed and there were no abstentions.

Old Business

PRAASA- Yvonne deG.

Yvonne shared what PRAASA is and how AI-Anon will be participating in AA's event on March 3-5 in Sacramento. Information for the event was posted to the NCWSC Yahoo group. A group conscience was taken to allow Bill W., a PRAASA committee member, to share his Experience, Strength and Hope via skype. NCWSC members shared how they benefitted from attending PRAASA.

NCWSA TEAM- Sandi C., TEAM Chairperson

The event is scheduled for Saturday, September 9th from 9AM-5PM at the Lions Gate Conference Center in Sacramento. WSO will send three members. NCWSA will submit three topics and WSO provides three additional topics. WSO has final say in the topics presented. The title we will suggest to WSO is *Participation is the Key to Harmony*. We will pay for the facility and lunch. As a separate event, we will have a speaker meeting the night before. The suggested registration donation is \$10 plus the cost of a pizza lunch if that is desired. The flyer needs to be approved by WSO and should be ready before our next NCWSC meeting in May. Some of the topics on the agenda may include *Realizing our Spiritual Potential*, *Service with Solutions*, WSO members give personal shares, and Trustee search information.

Childcare Report- Yvonne P.

Last year a Thought Force was formed to determine the feasibility of providing child care for NCWSC meetings and Assemblies. The Thought Force recommended that the care givers should be licensed. Child care has been provided for three NCWSA events (Diversity Day last year, Assembly last October and NCWSC this weekend). This report is about what we have learned from these three events and recommended guidelines for future.

At the August NCWSC, I volunteered to look into providing child care for the October Assembly. I coordinated with Joan W, our Chairperson, as well as with Carol G. on the insurance issues and with Carol S. on the facilities issues. Because we wanted to try to follow the Childcare Thought Force's recommendation for Assembly, I hired a caregiver through an online service who had a background check after personally interviewing 3 candidates. In order to reach the GR's, I had sent notices to the DRs announcing that child care would be provided and asking anyone who was interested to contact me. There were no responses. I learned after that I should have sent the announcement to the Yahoo NCWSC group in order to also reach the officers and coordinators. However, even though there were no responses from my announcement, I was concerned about possible last minute needs. So I arranged for the caregiver to come to Assembly Friday night and Saturday morning. The caregiver stayed until the session started and was paid for the times that she was here. As no children came, she left soon after the sessions began.

I received some valuable feedback. So for this event I came up with a plan which, I felt handled the concerns of the Thought Force and, at the same time was less complicated. Because we have so many people attending with background checks (AMIAS's), I decided to hire someone within the hosting district who had provided child care for the district. The caregiver would be supervised by 2 AMIAS's. I contacted Gael, District 23 Rep, who put me in contact with John R, Alt DR. John responded and acted immediately. He found 2 sisters who have provided child care for district meetings and events as well as AMIAS's who were willing to serve. One of the sisters cared for 1 child on Friday night and a total of 3 on Saturday. The function of the AMIAS's was to supervise the care giver by checking into the room a few times a day and by being available by text. They would be notified if there is a problem or if the caregiver needs to leave the room (e.g., to use the restroom or to take a child to the restroom). Of course, parents leave their cell numbers in case of emergency.

I have since learned that our insurance will cover our NCWSC meetings and requires that the caregiver be an adult (at least 18 years of age) and has a valid background check. If the person does not have a valid background check, we could run one for them. The cost could run up to about \$80. The cost of using a care giver service to hire is currently about \$38 per month. If a candidate already ran a background check on their own through the service, that status can be checked as part of their resume. The online service recommends candidates by location; so someone could vet them remotely through the service and by preliminary telephone interviews. However, qualified candidates would have to be personally interviewed by someone in the district.

The advantage to having the local district handle child care is that the caregivers are known within the district and are familiar with AI-Anon and our policies and traditions, especially regarding anonymity. It eliminates the logistical

problems of remotely interviewing. Also professional care givers charge \$18 - \$20 per hour per child rather than the flat rate for hour that we pay (\$15 per hour for up to 2 children and \$25 for 3 or more). For Assembly last October, I was able to find someone who accepted our flat rate. Bottom line is that in the future, the cost of hiring care givers is going to be \$40 to \$80 in addition to the salaries and expenses.

Recommended guidelines:

- The hosting district may arrange for the child care. The caregiver should be someone who is at least 18 years of age and has provided child care within the district. An AMIAS may be hired with another AMIAS as back up. An Alateen who is at least 18 years old may be hired with 2 AMIAS's to supervise. The backup or supervisor(s) will check the room periodically and will handle the care should the caregiver need to leave the room.
- A notice is to be posted on the NCWSC Yahoo group and the NCWSA website announcing that child care will be available. Anyone who is interested in using the service must provide information about the children such as age and sex. The purpose for the information is so that the event can provide some simple activities for the children and to determine how many caregivers may be needed. For example if there are large differences in ages (infants and pre-teens), 2 caregivers may be required.
- If the hosting district does not have anyone to recommend as caregiver, an outside service may be used. There are online services that offer candidates by location and will provide background checks if required.
- Parents are to be responsible for picking up the children for the lunch breaks and providing them lunch. Parents also provide any snacks for their children with the children's names clearly written on the snacks. (This is to avoid problems with food restrictions or allergies.)
- Parents may provide any special toys or activities that their children may like.
- If a parent is going to bring a child after a session is to begin, the parent must provide the time that the child is expected to arrive. (The commute may be a great distance or the parent may be arriving late for the session.)
- Payment recommended is a flat rate of \$15 per hour for up to 2 children and \$25 for 3 or more.

It was suggested that we get background checks from the FBI since they have information for the nation not just the state. A member also asked us to consider the ratio of providers to children and the ages of children as well.

Another member encouraged us to go back to our districts and tell the members that this service exists.

Do Not Refer- Yvonne deG., Delegate and Patrick B., Immediate Past Delegate

Patrick, Immediate past Delegate, shared some of the WSO history on the Do Not Refer topic. Most of the historical information came from the 2012-2014 WSC Summaries (available on the WSO members' website at <http://al-anon.org/members/2011-2020>).

Synopsis of WSC reports:

- The WSC identified a list of principles Areas and groups could use to determine if groups were following the 12 Traditions and principles. The groups could use this list to more fully comply with the 12 Traditions.

- If Areas and groups want WSO to support a Do Not Refer policy, it would need to emerge from the Areas and groups because our members are the ones who are in charge of Al-Anon. The WSO Policy Committee would continue to discuss this topic and seek input.

Yvonne shared SCWSC's PowerPoint presentation on their Do Not Refer Policy and its Task Force Evaluation Process (available on SCWSA's website. Click on "Assembly Presentations" then scroll down to "Group and Member Concerns".)

Jaime, Immediate Past Delegate from Southern California, was skyped in to explain Southern California's Task Force process and to answer our questions.

The questions (Q), answers (A) and statements (S) included:

Q: How is Alateen affected by this policy? **A:** That topic did not come up during their discussion. The Alateen meetings go by the Alateen Safety Requirements.

S: There were about 275 GRs at the Assembly and the process took about one hour because the committee was organized and the GRs were informed of the topic in advance.

Q: What is SCWSA's approach in addressing the affected groups? **A:** The Task Force is going out to the various AISs, and will be translating everything into Spanish. The implementation will be the same as usual with any policy. It's more about education.

S: The first line of defense is the DR or AIS representative to share with affected groups how they might be more compliant.

Q: When the policy started, how many meetings did members have concerns over? **A:** Currently there are 4 meetings that have been delisted. There is an appeal process. Most issues can be solved through education. Jaime received about 4-6 calls per month regarding non-compliance.

By consensus, we agreed to start a Do Not Refer Thought Force. Only those who would be committed to the process were encouraged to sign up to be on the Thought Force.

Q: Is the Thought Force being put together to decide if we want to have a Do Not Refer policy in our Area? **A:** The Chairperson said the Thought Force's purpose is to look into whether or not we want a policy and to gather information. Perhaps we will then have a Task Force if that is where our process leads us. Joan also said we might want to have GRs on the Thought Force.

Q: How can those who aren't here join the Thought Force? **A:** The Chairperson said we need a Chair for the Thought Force. She would look at the sign-up list and ask someone to Chair it.

Pink Can Fund Thought Force (PCFTF) Report – Patrick B., TF Chair & Immediate Past Delegate

Framing: The "Pink Can" fund was started in 2009 by then Institutions Coordinator, Louise M. (Yvonne deG. was the Alternate Institutions Coordinator). In 2012, "with the blessing of the Budget Committee and the Executive Committee", a separate account was created to track "Pink Can" funds in the NCWSA chart of accounts (see October 2012 NCWSA Assembly minutes, Treasurer's report). In 2016, the Budget Committee made a recommendation that "Pink Can" funds be used to cover mileage for travel to State Prisons, which is normally taken out of the NCWSA general fund. After discussion at the August 2016 NCWSC meeting, the Area Chair, Joan W. called for a Thought Force to answer three questions:

- 1) What was the original intent of the "Pink Can" fund?
- 2) How are the funds being used today?
- 3) How might the funds be used in the future?

Thought Force Members:

| | |
|-----------|--------------------|
| Art B. | Glenna H. |
| Carol G. | Moira L. |
| Deb H. | Stephan T. |
| Debbie O. | Patrick B. (Chair) |

Note: Members of the Budget Committee and the Institutions Coordinator and Alternate Institutions Coordinator did not participate on this Thought Force in order to avoid any perceived conflict of interest.

Question 1: What was the original intent of the "Pink Can" fund?

The Thought Force members agreed that the original intent of the funds is stated on the "Pink Can" label: "AFG Literature, Audio, Video, etc. for AFG meetings in & outreach to State Prisons, County Jails & Juvenile Halls etc."

Members of the Thought Force feel that several of the words are subject to interpretation, including:

- "etc." after the type of material
- "etc." after the types of institutions
- "and outreach to"

Question 2: How are the "Pink Can" funds being used today?

In answering this question, the Thought Force members considered information available about how the funds have been used from the time the "Pink Can" was first passed in 2009 through today.

Based on information taken from NCWSA Assembly minutes (includes Institutions Coordinator reports and other discussions) since the “Pink Can” started, funds from this collection have been used for literature only (books, pamphlets and meeting lists) to the following types of institutions:

- recovery homes
- hospitals
- juvenile halls
- California State penal institutions
- county “facilities”
- jails
- group homes
- shelters
- recovery centers

The literature is used:

- to start meetings
- for book studies (hard covers are removed)
- for inside members to use to work the Steps and hold meetings on their own
- for inside members to send literature and meeting lists to family members
- for visitors to these institutions (pamphlets, questionnaires)

Literature has been provided for:

- use at the Area level by the Institutions Coordinator/Committee
- to support some District Institutions service, although Districts with the financial means are asked to provide financial support for their Institutions service
- to the WSO for Institutions service

The Thought Force requested information on the percentage of literature that has gone to each of the different types of institutions, but this type of information has not been kept.

According to the current Institutions Coordinator, David B., currently (1/25/2017) the Pink Can Fund supplies literature to the following:

Juvenile Halls – 3 – Santa Clara County, Monterey and Contra Costa County. Contra Costa will start receiving literature this year.

County Jails – 4 – San Francisco, Sacramento (Stanislaus/San Joaquin DVT), El Dorado, and Santa Clara counties

Women’s Centers (Voluntary Confinement) – 3 – Sacramento, El Dorado and Yolo County

State Prisons – 12 (where are these, by name or District location?).

Question 3: How might the funds be used in the future?

The Thought Force agreed that any funds gathered so far need to be used in the manner indicated by the language that is printed on the label. As stated in our response to question #1, we feel that there is room for interpretation in the language that appears on the label and have included some possible interpretations in our ideas listed below.

As a non-profit under California Law, NCWSA needs to be sure not to divert charitable funds from their intended purpose.

The Thought Force agreed that, if funds are to be used for a different purpose, new language needs to be printed on the labels of the “Pink Cans” to reflect the change in use and only funds collected under the new labels should be used for that purpose.

For the purpose of generating ideas on different ways to use the funds, we started with the assumption that we are limited to the current language and intent on the “Pink Can” labels.

What follows are suggestions that may be from one or more members of this Thought Force and may represent multiple and not necessarily unanimous points of view:

- Expand the definition of institution to be inclusive of all of the types listed in the WSO Guidelines (there are 7 types listed).
- A possible interpretation of the current language could allow for expenses associated with literature including shipping costs, storage costs, and transportation to get the literature to the institution, to be covered by the “Pink Can” fund. This could also include program setup with a new facility, meeting with high level institutional officials and local Day in Al-Anon institutions workshops.

- Keep as is, but improve communication about how the funds are used and how Districts can get literature to support local Institutions service. Also, clearer reporting about how funds are used, so that members know where their donations go.
- Since the language on the “Pink Can” label includes “outreach to”, an interpretation could be that taking meetings into institutions is covered by the “Pink Can” fund.
- Purchase literature for family members and visitors to the institutions and make it available on site, so that even those whose relatives are not attending meetings inside have access to it.

Some of the discussion centered around what to do with the funds and literature that have been collected/purchased, but not yet used. Suggestions include:

- Stop collecting funds while we have a surplus.
- Determine an amount of funds and literature inventory for a reserve, in case there is a downturn, and then come up with a plan for using the surplus within a given period of time (ex. by the end of the calendar year). The plan may include:
 - Distribute the literature.
 - Do a special institutions literature project.
 - Pass the funds along to Districts, or WSO, for the purpose of providing literature to institutions in a way that is consistent with Traditions, NCWSA Bylaws and laws for California nonprofits.

Recommendations/Discussion Questions:

1) Provide an update at the May Assembly on the current vision for the “Pink Can” fund, how the funds are being used and how Districts can access the literature for their Institutions service projects.

- It was clear to this Thought Force that (despite the valiant efforts of Institutions Coordinators, DRs and GRs to communicate this information) there is a lack of clarity among Group Representatives, people involved in District and Area service, and members about:

- How the funds are used
- If the funds/literature are available for Districts
- What institutions are included
- Criteria for what institutions and Districts the funds/literature are available for

2) To help bring clarity where there is room for interpretation in the wording on the “Pink Can”, to ensure that the vision for the “Pink Can” funds and the vision for NCWSA as a whole are aligned, and to make sure that Group Representatives and other AFG members are clear on the intended use of the funds, hold a discussion and vote among the Group Representatives at the October 2017 Assembly, so that they can participate in setting the future vision of the “Pink Can” fund.

Note: While it was not part of the charge of this Thought Force, there was a lot of discussion among several (but not all) Thought Force members about the importance of involving Group Representatives (and ultimately AFG members) in discussion, decisions and setting the vision for the “Pink Can” fund and where NCWSA spends its time and resources to carry the Al-Anon message. It was also noted that by taking meetings into State Prisons, we are reaching a very diverse group of Al-Anon members, including people with mental illness, which has been discussed as important to our Area.

3) How does Area and District Institutions work nest together through the “Pink Can” fund?

4) Establish clear guidelines for Districts to request literature purchased with “Pink Can” funds for Institutions service work.

5) *Another question that was outside of the scope of the charge of this Thought Force, but that several (but not all) of the members of this Thought Force raised is “How does having a surplus of funds targeted for a specific purpose limit NCWSAs ability to support all Coordinators in their service work and to adapt to changing needs?”...Related to this, “What would the impact be if other Coordinators distributed cans for things like Diversity, Public Information, etc.?”*

Questions (Q), answers (A) and comments (C) from NCWSC members included:

Q (Literature Coordinator, Catalina L.) Is there an inventory of literature purchased from Pink Can Funds and are we paying rent to store this inventory? **A:** The Thought Force Chair said there is an inventory that is housed where

the Area corporate records are already kept. There are funds that have been collected and haven't been used yet. The PCF TF discussed what the reserve (funds and literature) might be in case there is a cut-off of donations. There needs to be some conversation about what that reserve should be.

C: (Institutions Coordinator, David D.): There is one purpose for the PCF, to provide literature to the Alateen/Al-Anon member who is incarcerated or voluntarily confined (such as shelters and recovery homes). We are working on having WSO ship literature directly to the facilities and individuals. We have never provided literature to group homes.

C: Patrick indicated the PCF TF focused on the PCF itself and not on individuals serving in Institutions.

C: What's written on the Pink Can is what members use to make a financial decision. Ideally, it would be great if members put their donations in the 7th Tradition basket so the Area can allocate funds where needed as opposed to specialized fundraising ideas like this.

C: (EC Chairperson, Darby T.) I believe the PCF statement signifies a mandate to provide literature as it's interpreted by the Coordinator using the funds. The problem, since the fund has grown so large, is there is no comparable mandate by this body or the assembly within the budget to accomplish the task which has resulted in over expenditures in delivering this literature. Earmarking creates this issue.

Q: Did the TF address "earmarking"? **A:** It was not part of the charge but the idea of the impact of earmarking is referenced in question 5 in the TF report.

Q: Did the TF investigate what AA does? **A:** Yes. AA has been used as a model. **C:** AA's H&I is independent from AA and is a separate, self-supporting entity.

Q: Is there a way you would summarize this information so I can share it with my district? **A:** You may want to focus on the Recommendation/Discussion Questions. A question that the PCF TF discussed was whether or not the GRs had a chance to approve the PCF. The TF Chairperson shared his perspective: GRs should have an opportunity to discuss this. GRs want to be updated on how we got here and to participate in how we move forward.

C: The Area Chairperson said an overview of the report will be presented at the May Assembly with hopes of having direction given for the October Assembly.

Q: Does the PCF TF Chair think there will be a Task Force? **A:** The Area Chairperson gets to make that decision. Since the GRs have indicated they want to be a part of the process, it seems premature to begin a Task Force.

C: (Area Treasurer, Chris M.) There are expenses that come from the general fund and include travel and thank you letters among other things. It is important that the GRs know these expenses are not covered by donations to the PCF. I am not in favor of earmarking and as the Institutions expenses are exponentially growing, it is challenging for the Budget Committee and NCWSC to recommend anything to the GRs.

Group Focus Box Task Force Report– Wendy L., Task Force Chair and Group Records Coordinator

Problem:

The motion passed on October 10, 2012 regarding keeping the Group Focus box is a decision that was not processed into standardized procedures between Group Records and Website Coordinator and is not workable today.

Motion 1210.02

That the NCWSA should retain the Focus check box on the NCWSA Group Registration Form (A16) for NCWSA uses.

Moved: Cindi N., District 11, Seconded: Clare P., District 14

Passed by substantial unanimity, Opposed: 20, Abstentions: 3

Definition: Group focus is a 6-checkmark choice on the A16 Al-Anon Group Record Registration of Change form to identify your group as one of the following: **#1) Regular Al-Anon**, **#2) Al-Anon Adult Children**, **#3) Parents**, **#4) LGBT**, **#5) Men**, **#6) Women**. (Can Only Check One)

The Charge: After the October 2016 Assembly Group Focus presentation, the Chair asked for a TASK FORCE on group focus to determine how to track the Group Focus Box.

TASK FORCE MEMBERS:

Volunteers:

1. Wendy L. – Chair
2. Ed McK.
3. George L.
4. John S.
5. Penny G.
6. Dean C.

The team met for roughly 4 hours via 3 conference calls November 11, December 9 & January 26. The two latter meetings included SHOW MY PC web based meeting to see on-line the Group Records Database and then the Area website database. We reviewed the history, and what is currently being done. We explored ways to initiate focus tracking. We kept these 4 questions in mind during our discussions.

1. **Is it technically feasible to download new data, merge with Group Focus (GF) data monthly?**
2. **Is it technically feasible to upload merged data to website?**
3. **What will be required for maintainability (data integrity)?**
4. **What can we do to move forward?**

Determination and Challenges:

1. Group Focus could, technically, be captured.
2. Requirements to track this include additional duties and separate database for entry. Challenges will be errors associated with keeping separate databases.
 - a. We explored possibilities that the WSO database would allow a separate field for AREA use but WSO is not able to provide this yet.
 - b. We explored entering group focus data directly into an Area Group Focus Database, currently hosted by the Area website.
 - i. PROS: direct source to website visibility of meeting location by group focus, web based – can access to update from anywhere
 - ii. CONS: Transfer of leadership, role responsibility
3. The WSO unique ID for meetings cannot be the sole source for group focus because many groups have one ID number with multiple meetings. (i.e. Woodland AFG)
 - a. Key identifiers must include Meeting Day, Meeting Time and New Meeting
 - b. The GRC must note the key ID's mentioned above to enter directly into Area Group Focus Database.
4. Groups that use WSO directly for group changes or respond to WSO's annual mailing audit are currently our challenge for group focus tracking.
 - a. Could forfeit focus data traceability and default to "Regular Al-Anon meeting."
 - b. Key ID's (meeting day, meeting time, new meeting) when changed, show up on the monthly downloads, but not in the separate database for group focus.
 - c. A report can be run to show conflicts (from WSO changes) between Group Focus Database and all group database. (Presently, monthly downloads are sent from the GRC and uploaded into Website database)
 - i. Process and responsible party for running report and
 - ii. Process and responsible party for resolving conflicts are still open to discussion.
5. Procedures must be updated so that the next service volunteer can perform consistent duties.

Moving Forward:

1. Testing phase for GRC entering into Area Group Focus Database has just begun.
2. Back ground work for Focus Data to go live on website has begun. Estimated time frame: By Assembly.
3. Additional work load uncertain
4. Responsible party for process in 4(c) unresolved
5. Message to groups needs to be done: if their meeting name does not reflect their group focus, send in A16 form to get added to Area Group Focus Database.

Discovered topics:

1. Data quality needs emphasis to DR's, Intergroup(s), groups at large – Districts and Intergroups that use separate data for meeting lists, etc. We discovered many groups will ONLY notify intergroup and not WSO/AREA.
2. Since the AREA is tracking focus, it is anticipated that the question will come up: does it have to be limited to the 6 categories currently on the A16 form as the Assembly voted in 2012. (Presently you can have a large net in your group name: i.e. *Friday Night Gay Men's Open To All Step Study AFG*)

The discussion that followed included the following questions (Q), answers (A) and comments (C):

Q: If we decide to move forward with group focus, could we put a regular (non-focus meeting) Al-Anon check box on the A-16 form? **A:** That is an option.

Q: Have we asked the current Assembly if they want to go forward with the 2010 vote given the amount of labor the Task Force says will be required? **A:** We had a conversation about the current Assembly not knowing the history of this topic, the current Assembly being ready to make a motion in October but then deciding to have a Task Force after it was suggested that keeping the Focus box was possible.

C: The Task Force Chairperson said the next step is to test the entry of Focus Box data over the next 3 months, to document the procedures and work out the kinks.

C: The Website Coordinator said it is important that we assess the cost of entering the data, both in time and money.

C: The Task Force Chairperson will present the results of their research at May NCWSC meeting.

Public Outreach Thought Force Report – Veronica P., PI/CPC Coordinator

See the Thought Force Report in the August 2016 NCWSC Minutes.

There was a portion of this report that was not presented in August 2016 or at this February meeting. The Chairperson and PI/CPC Coordinator would discuss the possibilities of a final presentation and inform the NCWSC of their decision.

Bylaws Revision- Gael R., Alternate Bylaws Coordinator

Gael discussed a suggested modification to the Bylaws regarding “by written ballot”. We were reminded that NCWSC passed a similar motion in August. This current suggestion pertains to another reference to voting by written ballot. Gael read Bylaws Article VI, Section 3 and represented the suggested revision.

The motion passed by substantial unanimity. Concept 5 was practiced when the one member who opposed the motion wanted to see “written ballot” remain as an option. No action followed and the motion was carried.

We were reminded that the Assembly needed 45 days’ notice for any suggested changes to the Bylaws. The 12 Stepper Editor said she was on track to meet that Bylaws requirement.

New Business

Alternate Alateen Liaisons’ NCWSC Status- John M., Alternate Alateen Coordinator

The NCWSC was asked if it was our intention to reimburse the primary Alateen Liaisons but not the Alternate Alateen Liaisons if both were in attendance at NCWSA and NCWSC business meetings.

Under NCWSC Guidelines, Section XI, B.,1.,a. and c., it was noted that Alternate Coordinators are reimbursed at NCWSC meetings and neither the Alternate Coordinators nor the Alternate Alateen Liaisons were reimbursed at Assemblies.

It was shared that traditionally the NCWSC votes on NCWSC guidelines changes.

A motion was passed to include the Alternate Alateen Liaisons’ expenses at NCWSC meetings as well as Alternate Coordinators and Alternate Alateen Liaisons’ expenses at NCWSA Assemblies.

Elections- Alternate Website Coordinator and Alternate Archives Coordinator – Joan W.

Penny G, the Website Coordinator, provided a list of the specific skills she believes the Alternate Website Coordinator needs in order to meet the Area’s needs. The list was included as part of her Coordinator report.

No one stood for Alternate Website Coordinator or Alternate Archives Coordinator.

Alateen Safety Guidelines- Lisa B., Alateen Coordinator

The Alateen Safety Advisory Committee has been meeting for one year to discuss how they might gather the various bits of information regarding Alateens at events to help members address Alateen safety procedures at NCWSC and NCWSA meetings. The *NCWSA Committee Meetings and Assemblies Alateen Safety Guidelines* were created. It has been a working document for about one year.

The Alateen Coordinator wanted feedback on where to place these guidelines on the Area's website.

We were reminded that B-17 Guidelines are requirements that meet WSO's minimum safety requirements for all Alateen activity. This new document is a how-to guideline.

Suggestions were made to modify the title and to place these guidelines under the A22 guidelines.

These guidelines would follow the NCWSA procedures for approval.

The Chairperson suggested and the Alateen Coordinator agreed to gather more information and bring it back to the Chairperson.

May 2017 Assembly Plan – Joan W.

- The Pink Can Fund and approving one Bylaws change will be on the May Assembly agenda.
- We will start ½ hour earlier and end ½ hour later. This will allow Coordinator/Officers/Delegate to share with the GRs what they have done in their positions and GRs can ask questions. Hopefully GRs/DRs will bring their Alternates to the May Assembly.
- In October, the officers will be elected during the day and the Coordinators will be elected on Saturday night. The GRs will be encouraged to attend.
- Anyone intending to stand for any position is asked to present a resume that can be included in the 12 Stepper.
- 5 questions we might ask the outgoing trusted servants were passed out. We will have a questionnaire or something like that for the members who stand for the officers and delegate positions.

Respectfully submitted on April 1, 2017 by

Rosanna H.
NCWSA Secretary

APPENDICES

REPORTS

DR Meeting – Gael R., Hosting District DR,D23

20+ District Reps and some Alternate DRS attended as well as Yvonne our Delegate and Sandi C., a past Delegate.

Some issues covered were:

- Hot line calls: how are districts handling them?

One district has a cheap mobile phone which gets passed around. The gamut of land lines, hot lines, yellow pages, answering machines with pre-recorded messages, volunteers that take calls, answering service was covered with the cost of these services.

- Outreach: how to. One option was for outreach coordinators to bring a list of targets to the District Service Meeting and get volunteers to follow through with the outreach.

- Providing a list of sites to leave literature.
- Inviting the Pub. Outreach Coordinator to come to the District.

Newsletters: how different districts are handling them.

- Using PayPal for donations?

- Preparing GRs for their next service position should they choose to when the panel of officers and coordinators changes in their district.

- Starting Service meeting with some of the officers and coordinators sharing how their service position has helped their recovery.

9/9/17 TEAM on Service.

- Elections to happen before Fall Assembly. Spiritual progress of being in service then taken to back to the groups.

- Day in AI-Anon workshop on service; service sponsor plays pivotal role for their sponsee.

- Having an Alternate GR for each GR and if economically possible have them go to Assembly.

- "Tag someone for service.... You'd be great....would you like to come along with me?"

- Nominating process helps the nominee possibly with self-esteem.

- For sponsors to encourage their sponsees to take a service position right from the beginning.

- Exiting panel does the prep work for new oncoming panel.

- Sharing on how service has helped each of us. How we got to where we are – starting with simpler jobs.

- Yvonne leads a workshop designed by WSO on service: Facing our fears; ghosts of the past.

- Fear of commitment

- Fear of failure

- Fear of being alone

- Fear of rejection

- Fear of judgement

- Fear of not having enough time

- When we share our struggles others can relate. Perhaps sharing your fears might help others to try.

It seemed like everyone was happy with the meeting and we shared a lot of information. John M. and Barbara are willing to chair the next DR meeting in May.

Thank you Kristie (DR District 1) for taking such great notes.

Love and Peace in Service,

Gael (DR District 23)

Alateen Liaison & Committee Reports

Alateen Liaison North – Sophia S.

A report was not submitted.

Alateen Liaison Central –Gabby N. (Zach L. presented his report as Alternate)

Hi my name is Zach and I am your current Alternate Liaison for the central Districts. I am excited to start this new journey with you guys. I am here to discuss my plans for this upcoming year.

I have already done many things like going to Shasta Winterfest to provide outreach and fundraising for NOCAC and Alateen as a whole and bringing the Alateen express to my meeting in Dublin because none of the kids in my meeting had heard of it before I presented it. I also have many other plans for this upcoming year like improving the amount of Alateen participation at the Convention since it's in the central area this year and not a lot Alateens go there. I plan to do this by going to meetings in my area and speak about it consistently every month.

I will also continue pushing the ideas of Alateen, NOCAC, the Alateen Express and this year's convention at any event I can go to. These are my main goals for this upcoming year and I hope the next time I or Gabby talk we can have some more goals.

Alateen Liaison South- Carmel E., Alateen Liaison, South

A report was not submitted.

Executive Committee (EC)- Darby T

On Friday, February 3, 2017 the Executive Committee anticipates completing the second round of interviews of the officers currently serving NCWSA.

We anticipate being able to report that all of your officers are working together effectively and carrying out the business of Northern California World Service Area.

The Executive Committee has also completed 12 Financial Assistant positions for those persons involved in handling monies being collected for Area Events. Anyone handling monies for the Area needs to be interviewed and approved by the Executive Committee. This is accomplished by sending an email request for an interview to ecchair@ncwsa.org. Please include your name, phone number and at least three times you are available for a thirty minute interview.

Lastly, we encourage all members to presume good will and if or when controversy occurs, please use the NCWSA B27 Guideline for Conflict Resolution. It is a simple, clear and valuable tool for resolving differences without blame or punishment. Al-Anon has no rules, regulations or police – we are all volunteers working together toward our one purpose: to help families of alcoholics. In addition, we remember in our General Warranties “That no Conference action ever be personally punitive.”

Thank you for allowing us to serve.

Submitted in Gratitude

Darby T.

EC Chairperson

2016 NCWSA Convention Chairperson –Delta D.

We had our Convention Committee meeting last Sunday, January 29th.

The Convention t-shirts are ready for purchase for \$15.00 small to large sizes and \$17.00 for X-large and XX-large. We have folding fans with logo for \$3.00 each. We have them here to sell.

All central districts have taken a position on the Convention committee except for districts 11, 13 & 26. We would like them to help with hospitality and donations drawing.

In order for the 2017 NCWSA Convention to be a success we need every member at NCWSA to get involved and help out. We need all districts to donate a donation raffle basket to be successful. Please ask your meetings and members to donate also. We need help with greeters and registration. We need people who speak a different language help open the main speaker meetings with the Serenity Prayer in their language. Also encourage people to wear their native garments to convention in keeping with the theme/logo

"We are Family/Somos Familia".

When I was new to AI-Anon I went to NCWSA Conventions with my sponsor and other AI-Anon members and they were so much fun and always something to look forward to. We all need to participate and bring back the life and fun to our AI-Anon Convention. Let it begin with us.

There will be a 1,000 piece jigsaw puzzle with the logo to work on in the Hospitality Room. All other rooms will be closed during the main speaker meetings each day out of love and respect for our main speakers.

The next convention committee meeting will be a walk through at the Crowne Plaza Hotel in Concord on Saturday, February 25th at 1:00 PM.

All are welcome to join us!

Please register online for the Convention and reserve your rooms. It's very easy and PayPal friendly. Or mail your registrations in before March 10 for the price of \$25 at the door will be \$35.00. Convention flyers are in all your bins.

We'll see you all there!

Love in Service,
Delta D.

When the topic of the Alateen registration forms came up, the Alateen Coordinator said she has shared with the Convention members involved that there is information and action is needed on their part before the Alateen Registration packet can be presented. She is available to support them if they ask.

2017 NCWSA NoCAC Chairperson – Francisco L-M.

I'm pleased to report that NoCAC is ahead of schedule. I am in the process of contacting hotels and have already received several hotel bids. The dates for NoCAC will either be November 3-5th or 10-12th in order to avoid conflict with Thanksgiving Weekend as well as the Yosemite Summit Conference. As to the organization of the committee, two of NoCAC's goals for 2017 are to improve the efficiency of NoCAC as well as to involve more Alateens in the process of NoCAC in a manner which is both comprehensive and conducive to the transition of knowledge. Part of this will be done by slightly restructuring the relationship between several sub-committees and the respective Heads of Committees. Part of this will also be accomplished through the addition of the Head of Technology and the Head of Outreach. Outreach this year is already off to an amazing start.

On January 27th-28th, some of my committee was able to attend Shasta Winterfest and raised over \$500. This is a parallel for a projected, plausible, and achievable 50% increase of attendees this upcoming year. This will be achieved and properly managed by the robust committee we have.

Currently there are 24 wonderful, committed teens on Committee presented at the Turnover Meeting. Even so, many of the Sub-Committees still have space. The only major missing position is the Treasurer position because it has a large amount of responsibilities and requirements such as being 18 or over. This is where y'all come in. Please let your Alateen Coordinators know that we are looking for an Alateen 18 years or older who wants to be on Committee, so if they meet a teen fitting that description, please contact me at nocacchair@ncwsa.org Similarly, if they meet any teens that wish to join committee please contact me as well. Going off of that, our Outreach goal is being coordinated by the Head of Outreach to ensure that the entire committee as well as the Outreach Task Force are all cheering for NoCAC throughout the year. This means if **anyone** needs an Alateen speaker or help finding an Alateen speaker, please **do not hesitate** to contact me.

One of the goals for NoCAC 2017 is to thoroughly represent the voices of Alateen as a whole as well as to present topics that speak to the hopes, dreams, fears and tears of Alateen as a whole so we may change and grow. Finally, I just want to reiterate, please take this information to your Alateen Coordinators because NoCAC 2017 will be beautiful, prosperous, and enriching with your help and aid as well as our Higher Power willing.

Permission was given to pass a basket for NoCAC scholarship donations.

Coordinator Reports

Alateen Coordinator- Lisa B.

AMIAS TRAININGS

- I am available in May, June, July, August and October to do trainings in your district. Also the WSO training Modules II and IVA and IVB are on the AMIAS list server so you can do the trainings 24/7.

SPONSORS R & R

- The 2017 committee will be having our first phone meeting on February 10, 2017 and will meet monthly up-until the R & R.
- I have a first draft of the Guidelines in the works and will complete them this panel and hopefully they will be finalized, approved and posted to the NCWSA website by the end of this year.

NoCAC

- I attended NoCAC in November and am genuinely impressed by the committee and the quality of the convention.
- We voted in the three new Liaisons and Alternate Liaisons for the north, central and south section. Please ask them to participate in the events in your sections; DIA, district business meetings, etc.
- The Alateens also approved the new NoCAC guidelines and voted in the 2017 NoCAC Chair and Sponsor.

ALATEEN SAFETY ADVISORY COMMITTEE

- As you know we worked on creating a comprehensive Event Safety Guideline in 2016. The committee had a wrap-up phone call after the October Assembly and based on our call we have completed a draft which I have placed in your bins as well as posted to the NCWSC list server. The title is "NCWSA Committee Meetings and Assemblies Alateen Safety Event Guidelines" and we will discuss it under "New Business" on Saturday.

LIAISONS

- Welcome Sophia, Katie from the North, Gabby, Zach from the Central and Carmel and Summer from the South.
- We are ready to start the mentoring/internship program this year. I have posted the proposed program on the NCWSC list server John and I met with the liaison to discuss the program. I am committed to getting it off the ground and hope look forward to learning more about ways we can include more Alateen in our service structure. See back side or proposal.

WSO

- This is the 60th anniversary of Alateen. What is your district doing to celebrate?

NCWSA CONVENTION COMMITTEE

- I have only been able to attend one committee meeting and was so glad I did. There is a lot that needs to be done regarding the Alateen program before the registration packet can be approved and posted. I am attempting to schedule a phone call with the Alateen Chair, Alateen Co-Chair and the Alateen Sponsor and Co-Sponsor.

NCWSA ALATEEN COORDINATORS PHONE CALL

We had our first call this year on January 29, 2017. There were seven of us on the call and the two topics were:

1. Ideas for new AMIAS orientation and what to do when AMIASs who became certified before they work the steps and how can we encourage them to continue and finish working the steps and attend regular Al-Anon meeting.
 2. As AMIASs we can help the Alateens to work on their steps on a more personal level versus working on the steps in the meetings. What to do when Alateen meeting sponsors are not working their steps.
- I will schedule another call sometime during the summer. Although the attendance has been small the topics and sharings have been powerful!

GOALS

- Continue working on the R & R Guidelines and get them approved and posted by the end of my term.

UP-COMING TRAININGS

Saturday, February 25, 2017 District 20 & 22, Contact Anita L at (650) 533-2581

Saturday, March 11, 2017 District 15, Contact James H at jhyatt1053@aol.com

Saturday, April 22, 2017 District 3, Location and times TBA

September 15-17, 2017 Sponsor's R & R in Occidental at Westminster Woods Contact Lisa B (me)

ALATEEN EXPRESS

John is requesting sharings for the Spring 2017 issue. Please continue to send sharings (pictures, poems, songs, photos, etc.) to altalateencoordinator@gmail.com

Alateen Rocks! Yours in Service, Lisa B & John M

Archives Coordinator - Diana C.

Northern California World Service Area ARCHIVES needs your help. Please join us for fun and fellowship at the Archives Party to consolidate and organize the Area Archives on April 22, 2017 at The Turlock Mini Storage, 2912 N. Golden State Blvd., Turlock, CA from 10:00am-3pm.

The Lois and Anne Skit and Lois' Story have been on the road; we shared the skit in District 18 at Paths to Serenity's quarterly speaker meeting; also, at the Winter Fest in Redding. Both were a great success! We have, on occasion, experienced some technical difficulties which inspire us to adlib more and it just gets better and better!! HP is in charge!!!

Please join us March 3rd-5th at PRAASA (AA Event with Al-Anon participation) to celebrate Lois' Birthday...come see the fantastic Archive Display along with the Lois and Anne Skit, Lois Movie and much, much more!! Flyer and Registration are posted on the NCWSA website.

Did you know.....This year Alateen celebrates its 60th Birthday!!
The First Alateen Group formed in 1957 in Pasadena, California.
In 1971 The Northern California Assembly established the position of Alateen Coordinator.

The first Alateen representative to the NCWSC Committee was appointed in 1977 by Irma C., as Delegate. The following year the position of Alateen Liaison was established and elected by the Alateen members.

In 1978, two Alateens from Northern California, attended the Southern California Alateen Conference (SCAC). They came back excited and inspired to start a new conference, as a result, NoCAC (Northern California Alateen Conference) began in 1979 at the Lemington Hotel in Oakland with 102 members in attendance.

Do something special for the Alateens...attend and/or volunteer at an Alateen Event; Attend NoCAC, Al-Anon's are welcome; become an Alateen Sponsor.

Thank you for the opportunity to Serve,
Diana C., Archives Coordinator

Bylaws Coordinator – Jim S. (Presented by Gael R., Alternate Bylaws Coordinator)

Dear NCWSA,

The Bylaw Coordinator and Alternate Bylaw Coordinator have been working at 3 revisions to the Bylaws. Numbers 1 and 2 below should not require any discussion, 3 will need some discussion:

1. To revise the Executive Committee address registration contact. This was requested by Rosanna H, our current NCWSA Secretary. As it stands it's written that the Executive Committee registers their addresses with the Group Records Coordinator of NCWSA. The revision would be to register their address with the NCWSA Secretary.
2. To add information about electronic voting in the Secretary responsibilities of the Bylaws. Currently the language states that "Cumulative voting for the election of Delegate and Officers shall not be permitted. Each voting member shall cast one vote, with voting done by written ballot only, in accordance with Article IV, Sections 2 and 6." The revision would be to remove: done by written ballot only. There was a similar revision to remove "with voting done by written ballot only" approved at the NCWSA Assembly.

At that time the Bylaws Coordinator had seen only one written voting process section in the Bylaws which was the one that was approved at NCWSA Assembly in October. However since then Rosanna has found a written

voting section in the Secretary responsibilities of the Bylaws which is the one we are presenting at this NCWSC meeting. Article VI. Delegate, Officers and Financial Assistants; Section 3, Election Procedures.

3. To revise eligibility to serve as AAPP to allow added qualified candidates. This was requested by Tom K., NCWSA AAPP for Alateen Safety. The current language in the Bylaws under eligibility to serve for Area Alateen Process Person states: "An AI-Anon member who is serving, or has served, as a DR and who is a certified AI-Anon Member involved in Alateen Service is eligible to serve as Area Alateen Process Person."

The revision would read: "The Area Alateen Process Person must be an AI-Anon member involved in Alateen Service. In addition the Area Alateen Process Person is an AI-Anon member who is serving, or who has served as a DR or is serving or has served as a District Alateen Process Person for at least one year."

The Bylaws Coordinator and Alternate Bylaws Coordinator would like to recommend putting these in the April/May 12-Stepper for presentation and motions proposed for the NCWSA Assembly in October 2017.

If anyone has an NCWSA Guideline revisio, please contact me beforehand so I may send a copy of the Guideline Format Template to be used with your revision.

Yours in Service,
Jim S., NCWSA Bylaws Coordinator

Diversity Coordinator – Nick d

Dear Committee – As we begin 2017 we continue to recognize that the family disease alcoholism knows no boundaries as we strive to bring awareness and **"Offer hope and welcome to Anyone, Anywhere reaching out for help"**

There have been no events since the Fall assembly, however we participated at Sponsors R&R, NoCAC and were present at the Yosemite Summit Conference. During these events we got an opportunity to talk to the "younger crowds" and both Stephan and I got feedback and additional clarity for future opportunities. The Alateens to whom we spoke regarding service continued to restate the feeling that their voice is not always heard and they feel treated as children, not having equal voice or access in matters regarding their positions in various events. The young AI-Anons we talked to also felt that they were not "heard" or understood and that it is difficult to complete the Alateen-to-AI-Anon transition.

We encourage all AI-Anons to reach out to Alateens in your groups or districts and engage in simple conversations and for example ask them how they are doing, what they are doing for service, how they are working the steps and then listen.... That is it. Warmth and welcome may be all they need to "feel part of" As far as the actual access and voice relative to service positions, I'd ask all AI-Anons working alongside Alateens doing service to ensure that you are doing whatever is possible to include them in conversations, meetings and decisions. A voice heard is a heart touched.

Diversity Day 2017 will be held on June 10th 2017 in Castro Valley. This year we plan to highlight the following:

- Our second international Virtual or possibly in person Speaker
- Increased Attendance from last year, please announce at groups
- Repeating our fantastic Location – close to BART
- Close Captioning will be available thanks to Betty, one of our members
- Childcare will again be available
- Increased Spanish only speaking participation thanks to our Hispanic Liaison
- We welcome ADA; service animals
- English/Spanish and vice versa interpretations
- Bi-lingual Alateen Panel
- Spanish AI-anon speaker
- Pay Pal available for registration, donation drawing, silent auction
- Young People's and LGBTQIA Panel
- Hoping to find "new" speakers from under-served populations (such as Native American, someone who found meetings in an Institution...). If you know someone, please pass the contact info to Nick or Stephan

Fabulous Committee:

- In keeping with the theme of anyone anywhere the committee meetings will again be virtual and most of the tasks accomplished via email or phone.
- Inclusion: We still have many things to learn about inclusion. I would ask all GRs to continue to carry the message: Anyone! Anywhere!
- In 2017, we will ask for a smaller "suggested donation"; collect the 7th Tradition, conduct a silent auction and donation drawing. We hope that this way we can attract many more people.
- We plan to continue the potluck lunch as there is no substitute for our member's food, which is always plentiful and delicious.

If you wish to join next year's committee please let us know or email us at **Diversity Committee** ncwsadiversity@gmail.com

We welcome new members and suggest districts encourage establishing Diversity Coordinator Positions.

Simultaneous Interpreters/ Document Translators

We need help. We thank all the districts for using the translation equipment at their local meetings as you are offering hope and gratitude, but we need more. At the 2016 Diversity Day we only had 3 people. Two of them did the bulk of the work and it's a lot of work for one day, so please keep reaching out to your fellows to see if they are willing to be of service.

Document Translation

Most of you are now translating via with online tools. Thank you. Online tools are not perfect yet they are pretty accurate, and convey accurately the information that is translated. This is another example of progress, not perfection. Many documents and flyers at the request of Area and districts all those are available on the Diversity shared drive and many are posted in the area documents repository

Translation/ Interpretation Requests

- We need live interpreters and ask that GRs communicate to members with that skill set (again, any language) to send us an email. If any group/event needs equipment please let us know. More districts are providing their own member interpreters. Requests for translation equipment is easy just email NCWSADiversity@gmail.com with the date, location needs and ensure you can pick up and deliver the equipment to the next event that needs it
- Thanks to the Spanish Intergroups and Districts who reached out to talk about how we can help expand the concept of diversity.

Diversity Outreach

- We encourage Districts to host Spanish Speakers at their speaker meetings. We hope more English speakers will "want what they have" and will attend Spanish speaker meetings to "hear the translated experience strength and hope".
 - In 2016 the equipment has been to Districts 23, 25, 2 and 3, 15, 16, 19, 5 NCWSC, AMIAS trainings, Convention, H&I Conference, Tracy, Livermore Assembly, GTW, NCCAA, and traveled from Fresno to Monterey to north of Santa Rosa and to the Sponsors R&R. Great job to all those who are using the equipment fully to welcome "anyone anywhere" and thank you for taking good care of it. We are noticing that the requests for equipment are starting to die down, though we will be interpreting both AI-Anon and AA speakers at the Sacramento Spring Fling Feb 10-12th.
 - We continue to reach out to diverse groups and encourage all GRs to ask any fellow members that are also part of LGBTQIA, Asian, African-American Populations, Hispanic Cultural centers that you reach out and get in touch with them by establishing a diversity coordinator position in your districts.
- Thanks to all DRs and GRs that continue to reach out diverse groups helping them feel included and part of AI-Anon. We ask all DR's to announce that we are looking for people to participate Diversity Outreach by emailing ncwsadiversity@gmail.com or call me Nick d @ 925 570 3969

Diversity Database

- Google Drive is used to centralize our interpreter/translator database, shared with collaborators and can be shared with past and future trusted servants. We continue to look for translators in other languages

The List of Documents translated Available in Spanish is posted on the NCWSA Website. If you are looking for a particular document please contact us and we will help you find it. Some of the most used documents are as follows:

- A22-7-Alateen Travel And Treatment Authorization
- A22-3-Letter To Alateen Sponsor Applicant
- B17-EN ESPANOL Alateen Safety Guidelines
- Sponsors R&R registration packet
- NoCAC Registration packet
- Growing Together Weekend Registration Packet
- NCWSA Intergroup bylaws
- Sponsors R&R reg. packet
- Sponsors R&R invitation email
- Instructions for collecting 7th Tradition
- Alateen Poster Template
- Diversity Day Workshop
- A22-6 Alateen WSO registration

Love in Service,
Nick d. - Diversity Coordinator
Stephan T. - Alt Diversity Coordinator

**Let us Offer hope and welcome to Anyone, Anywhere reaching out for help.
Let it begin with me!**

Facilities Coordinator - Carol S.

- The 2017 Convention will be at the Concord Crowne Plaza on March 24-26, 2017. Room cost will be \$119.00 for king and \$139.00 for double per night. Delta is our Chair. I've been going to most of the committee meetings.
- Our May Assembly will be at the McClellan Conference Center. Since we were cramped in the Hotel we decided to use a room upstairs at the Conference Center. They call it the bowling alley. It's a long room with plenty of space. There is an elevator or you can choose stairs. Tom approved the "Save the Date" flyer. The registration flyer will be out soon.
- The Committee Meeting the evening of May 20th and the next day the 21st will be at the Lions Gate Hotel. Rooms for Friday night will be \$115.
- Our August Committee Meeting will be at the Jackson Rancheria on August 25-26, 2017. The room cost will be \$139.00. I will send that information as it get closer.
- The TEAM Event will be at the Lions Gate Hotel on September 8-9, 2017. If you would like to stay over Friday night, the room cost is \$115.
- Because the prices of the hotels in our area are so high and the McClellan Conference Center is willing to work with us inside our budget the October Voting Assembly will also be at the McClellan Conference Center. We ran out of rooms at our last 3 day Assembly so for this Assembly we have 105 rooms each night. The room cost will be \$115. If we need more rooms one option is to use the Crowne Plaza on Date Ave.
- I want to talk a little about the other Hotels in the Area that came back with bids. I will give you an example of the three lowest bids. Doubletree Fremont. Rooms \$129, no meeting space rent. \$9000 each day for Food & Beverage. Crowne Plaza San Jose. Rooms \$169. Meeting space \$4000 per day. San Ramon Marriott. Rooms \$142. Meeting space \$12,800. The Lions Gate and McClellan Conference Center are giving us Room Rates of \$115 and Meeting Space for \$1,200 per day with a discount rate on Friday nights for \$900. That is a huge difference and one I hope you all are happy to take advantage of. I know this puts a huge burden on Districts 6-10 intergroup so I am going to add a check box on the Assembly flyers for those members in other areas that would like to help out. We need someone to step up to Chair for both Assemblies.

- We are using credit cards for our online Convention Registration. It seems to be working well. We also use the QR Code on the flyer that sent us directly to on-line registration.
- Joan, David D. and I did a walkthrough at the Santa Cruz/Scotts Valley Hilton yesterday for our February 2018 Committee Meeting. I am now focusing on next year's events so the next panel will have some facilities covered. This was a nice hotel. Marilyn lowered the room cost for Friday night from \$1000.00 to \$600. Saturday's room is \$1000. The sleeping room cost is a little high at \$159. I'm trying to get breakfast added to the room for an extra \$10 per room. We can rent a suite for daycare for \$209 and Marilyn will extend our check out until 6pm so we only have to rent it for one night. This room could also be used as a sleeping room to reduce cost to the Area. Out of all the facilities in the surrounding area, this is the only one that responded to our requests.
- I have tried to get the Audience Response Clickers to work. I've taken several apart and replaced the batteries. I haven't been able to make any of them work. The batteries I took out of the used Clicker are still good. There must be something else that fails after they've been activated. I've reached out to a couple of people about replacing them with permanent clickers, but at this time I don't have enough information to make any decisions.

In Service

Carol S.

NCWSA Facilities Coordinator

Since so many Area events are taking place in the Sacramento area, a member inquired if it would be possible to have a list of jobs or things needing to be done so districts other than 6-10 could participate. The Facilities Coordinator thought this was a great idea.

The Facilities Coordinator shared costs for electronic voting device: \$7000 for 350 devices but we need to upgrade the software and pay \$508 for 2 days of device-usage. Another brand costs \$11,000 and the devices do not have a per diem charge.

A member suggested we consider using the internet instead of rented or purchased electronic voting devices. This member agreed to be on the committee to find a reasonable solution.

Group Records Coordinator – Wendy L.

GROUP RECORDS: 861 Active AI-Anon Groups & 70 Active Alateen Groups

We sent every District Representative a Group Detail Report in December and thank you for submitting changes and updates. Groups change constantly! and record upkeep is always happening. Currently we have 20 groups in NO MAIL STATUS, 2 Groups REPORTED NOT MEETING and 25 Groups with BOUNCED e-mails. We have printed these out and they are in your bins.

If status shows "**No Mail**" then the Current Mailing Address resulted in a returned mail piece from WSO. They will mark the meeting as "No Mail" until the address is corrected. Also, we won't use the address to mail a 12-Stepper. So, a "no mail" status leaves a group out of the loop in terms of mailings.

If the status is "**Inactive**" this can be true. It also can be a result of "no mail" status for a period of time, eventually becoming inactive. Inactive meetings are not shown on the meeting list on our website, and neither WSO nor NCWSA will direct members to that meeting.

If the status is "**Reported Not Meeting**" this is a result of someone going to the meeting and the meeting was not there. WSO gets the call and immediately marks the meeting for follow-up. The meeting stays in this status until I or the Delegate reports back to WSO why that happened. Sometimes a meeting had to cancel a night, or meet in another room. Sometimes the person reporting was in error. Whatever the reason, we need to know why ASAP. Until then, the meeting is treated as "Inactive."

NEW GROUPS: Last quarter we had 4 new AI-Anon groups register and welcome packets were mailed in January.

GROUP FOCUS: We have been involved in the GROUP FOCUS TASK FORCE to determine how to track group focus and more will be reported in that part of the AGENDA.

A16 Change Form is now PDF and fill-able. The Website "FORMS" host only the A16 PDF and A16i Instructions versus the 4 choices previously there.

2017 GOAL: This is the year I hope to have updated procedures in place so that in the fall the newly elected Group Records Coordinator and Alternate can easily step into position.

George & Wendy

Institutions Coordinator - David B.

Hello, Everyone

Here is what has happened since the Fall Assembly of 2016.

The Institutions event hosted by Districts 6 through 10 (Greater Sacramento) went very well. Louise M chaired the planning committee and they had a great combination of volunteers who did fantastic service. The committee held panels of professionals from rehabilitation centers and transitional housing. The Al-Anon members in the audience asked questions and the guests were able to see that Al-Anon members are able and willing to carry our message of hope to their clients and their family. A potluck lunch followed with a wide and generous selection of very good food. After lunch a panel of members involved in Institutions service shared their experience, strength and hope. There were new faces on this **panel as well as some familiar ones. The last segment was the speaker meeting and the guest speaker, Sergio, called** in to the meeting to share his experience, strength and hope. He started his Al-Anon program in the first meeting at Solano State Prison. Sergio expressed how he related to Dan M's story and thus started his recovery from the family illness of alcoholism. I hope that this event will be held annually to bring members together to grow their local institutions service to all of the different types of facilities.

Any District (or Districts) can hold a similar event, as it is a great way to jump-start or build upon the foundation of the District's Institutions service. Today District 14 is planning an event in 2017 and District 19 (Fresno) is in the process of considering hosting one. One goal is for the hosting District to start a regularly scheduled Institutions Committee meeting so members can visit to find out what they may do in carrying the Al-Anon and Alateen message to those in need.

The NCWSA Institutions Conference Planning Committee has reserved the facility for the 2017 H&I Conference of AA with Al-Anon participation. The Al-Anon meetings will be held at Christ the Good Shepard Church in San Jose and the AA meetings will be held at the Napredak Hall in San Jose, which only has enough space for the AA meetings. This event has taken place in Redding and Chico in past years. This year, the event will be held on May 5, 6 & 7. The Al-Anon meetings will be held on May 6th and all members registered can attend any part of the AA meetings over the three days. Look for the event registration flyer to be posted on the NCWSA website in the near future.

I participated on two conference calls with the California Department of Corrections and Rehabilitation. The first was with the Secretary of Corrections, Scott Kernan, who announced that the state legislature is establishing Rehabilitative Achievement Credits along with the existing Milestone programs in state prisons. The second conference call was with the Deputy Director and a member from each of the three 12-Step programs: AA, NA and Al-Anon. The staff explained that the Achievement Credits program is being designed to acknowledge those attending the programs and to recommend that regular attendees have up to 4 weeks reduced from their sentence each year. I explained to the staff that this is an outside issue and that the inside member will handle any work concerning these credits before the Al-Anon meeting starts. In short, the staff anticipates an increased attendance once this program starts in October 2017.

Last October we handed the responsibilities of the two Al-Anon meetings at the High Desert State prison in Susanville over to the volunteers in Reno. This happened after two Day-in-Al-Anon events were held two weeks apart. Working with the Reno fellowship has been very rewarding to see their enthusiasm and commitment in keeping the Al-Anon/Alateen Declaration alive. Their round trip drive from Reno is just over three hours!

Just last December the first Al-Anon Meeting was started in the CSATF State Prison in Corcoran. The staff was knowledgeable about the Al-Anon program and knew that their incarcerated population would benefit from the adult child perspective. This Institution has seven separate facilities and each facility has from four to six buildings (living quarters). I am working with two local members in starting this meeting and a third member is submitting her paperwork.

The first Al-Anon meeting in the general population in San Quentin is scheduled to start on March 4th of this year. The current meeting in H Unit has always been a small and well-attended meeting. We have been patiently waiting since 2010 to carry our message into the mainline where 85% of the total incarcerated population lives. On the topic of patience, Avenal State Prison has said that they are now ready for Al-Anon to come into their institution.

They were ready in May of 2015, but their internal business became priority and we went into Pleasant Valley later that year.

The Pleasant Valley and Correctional Training Facility prisons have agreed to having an AI-Anon meeting start in an additional facility at their Institution and this will likely double the AI-Anon membership there.

I am in communication with the staff at the Federal Correctional Institute in Dublin to start an AI-Anon meeting. There used to be an AI-Anon meeting there many years ago, but no one knows who or if anyone from the outside AI-Anon meetings was supporting it. Three local members and I will establish the meeting. Since the first AI-Anon meeting in Solano State Prison in August 2009, the resources provided by our members—including literature funds and volunteer hours—continues to demonstrate our commitment to Institutions service and putting the AI-Anon/Alateen Declaration into continued action. The Pink Can Fund is a democratic process allowing any member to vote with their quarters, nickels and dimes to provide Conference Approved Literature (CAL) to the AI-Anon and Alateen member who is incarcerated or voluntarily confined and not able to attend meetings in our communities.

The donations to the Pink Can Fund in 2016 are leveling off from previous-year increases. Handling the requests for literature just over the last three months has kept me very busy and may show a new increased level of need as the State continues to ask for our message of hope for their incarcerated individuals.

With that said, I will continue to remind everyone by handing out copies of the Pink Can Fund statement Why the Pink Can Funds at the last two two Assemblies to inform the new Group Representatives and remind everyone else.

I have been working on some projects with the WSO. They agreed to allow NCWSA Institutions to reprint the cover of the Courage to Change (B-17) (large print) since the hard cover has to be removed. They also gave permission to reproduce the table tent displays that hold the M-1 pamphlet. These will be used at the Friends Outside reception centers for families and loved ones visiting the prison. CDCR has implemented more restrictive policies in keeping visitors to a shorter time frame. Volunteers who go into the prison are not to talk with the families. We will ask each prison if they will allow these displays in the visiting rooms. Since the first meeting in Solano, the most effective outreach to the families has come from inside members mailing shares from The Forum Magazine to their loved ones or reading from one of the daily readers over the phone. Inside members want to return to their families and communities using the tools of our program.

Finally, I answered the few questions sent to me by the Pink Can Thought Force. This request was one of the very few times any program-related body has asked me questions about the Pink Can Fund. It was clear that there were no questions about the continued growth in serving incarcerated AI-Anon and Alateen members and the effects of that growth on the use of the funds. There were no questions about prudent reserve levels both in the checking account and literature in storage. More will be revealed at the February Area Committee meeting.

Insurance Coordinator- Carol G.

Hello Committee Members. It has been a fairly busy past three months. I am fortunate to have a very good working relationship with our Assistant Client Advisor who makes this job easier.

Since our last meeting, I took part in the renewal of our General Liability Policy. As of Feb.06, 2017 our policy will be renewed. We have a new Insurance Carrier as our old one stopped covering us. Fortunately, our insurance broker found us a new one, and their quote for our coverage has ended up saving us about \$900. Thanks to a question by Bonnie, we have opted out of having automobile coverage (which was in the policy when I took over this position). I would ask that groups schedule their special events later in February to avoid the stress and anxiety of planning them so close to our annual renewal. As it is, I will be submitting 3 separate special event requests for events to be held Feb.11 and 13th.

I have submitted many insurance applications for regular weekly meetings and special events. We have been working with our insurance broker regarding coverage to continue to offer daycare at our Assemblies and Committee Meetings. It turns out we don't have to request a certificate for a special event every time we have a special event, which will save us the extra fee that's charged for overnight and weekend. Ultimately, this will result in a savings of \$1,135. Our current policy covers babysitting at these events at no extra charge. As usual, the sooner requests are received, the sooner you can get your certificates.

Thank you for allowing me to be of service.
Carol G. / NCWSA Insurance Coordinator

Literature Coordinator – Catalina L.

NEWS FROM THE WSO

Sharings still needed: As of November 2016, the WSO has received over 1,272 sharings for the intimacy piece, about 230 sharings for the parents/grandparents pamphlet, and 882 sharings for the new daily reader. The WSO continues to accept sharings for all three projects. The WSO is close to selecting two freelance writers/editors who are Al-Anon members. One will compile the intimacy piece and the other will compile the parents/grandparents pamphlet. The daily reader does not have enough sharings yet for us to proceed in selecting a writer/editor.

Paths to Recovery Workbook (P-93) is now available. It includes all the questions from *Paths to Recovery* (B-24), along with space to write. The workbook is now also available through our Al-Anon Online Store at [al-anon.org/online store] al-anon.org/onlinestore through the following direct links:

ecomm.al-anon.org/ItemDetail?iProductCode=P93

ecomm.al-anon.org/ItemDetail?iProductCode=P93C

ecomm.al-anon.org/ItemDetail?iProductCode=K31

It is the same size and format as the revised *Blueprint for Progress* (P-91), at a price of \$10 US for the workbook, with a *Paths to Recovery* Set (K-31) of the book and the workbook for \$25 US. The workbook is spiral bound, 8 ½ x 11, three-hole punched, and 112 pages. Priority Order Forms are posted to the LDC community of AFG Connects. The cost is \$450 a case. The back flap of the January issue of *The Forum* features an order form for this item. French and Spanish versions should be available by March. **Remember—when you buy from your local Literature Distribution Center, you support your local services.**

The January edition of **Group e-News** in English, Spanish, and French is now available.

- For English: hosted.verticalresponse.com/1059861/0e873b0b13/522364979/...
- For Spanish: hosted.verticalresponse.com/1059861/3501d11b47/522364981/...
- For French: hosted.verticalresponse.com/1059861/2771860754/522364987/...

According to the terms of our agreement with our e-mail distribution vendor, the newsletter can only be posted on the vendor's Web site. If you are forwarding the *Group e-News* link to members, please include the notice below:

You are going to a vendor page that is hosting our newsletter. Use of this vendor page does not imply endorsement or affiliation. Please include this notice if you are forwarding to other members.

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. Please remind groups that receiving *The Forum* is a great way to make the magazine visible, and let everyone know of its value for recovery.

***The Forum* needs more sharings!** The WSO is very short on sharings about the three Legacies--especially about Steps Five through Twelve, and all Twelve Traditions and Concepts of Service. Also needed are sharings from Canada and from Alateen members.

New Department in *The Forum*: In October 2016, *The Forum* began a year-long series of articles written by members of the Board of Trustees. They share about the recovery their service provides them, and provide an inside peek at the work the Board does for our fellowship.

THE FORUM BOOK (working title): So far, members have sent in over 270 titles and publication dates of *Forum* articles they consider the best of recent years. Please encourage members to let the WSO know which *Forum* stories they want to see included in this book. And don't forget to send in your own picks too!

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.

If you have any questions for the WSO staff regarding *The Forum* or your role as *Forum* Coordinator, please call 757-563-1600 between 9 a.m. and 6 p.m. ET, Monday through Friday, or email questions to wso@al-anon.org, with "The Forum" in the subject line.

Forum Article or Daily Reader Sharing—What's the Difference? The "Inside Al-Anon Family Groups" article in the January issue of *The Forum* addressed the difference in writing a sharing for *The Forum* and writing for a daily reader. Many of the sharings the WSO has received for the new daily reader have been more like *Forum* sharings.

CAL Sample Chapter: Each quarter the WSO posts a Sample Chapter of Conference Approved Literature on both the Public Outreach site, www.al-anon.org and the Members' site, www.al-anon.org/members. The Sample Chapter for January through March 2017 is be *Alateen—Hope for Children of Alcoholics* (B-3).

“CAL Corner”: Each month, the “CAL Corner” feature in *The Forum* includes members’ sharings on how a particular piece of our literature has enhanced their recovery. The December articles featured *Reaching for Personal Freedom* (P-92). The WSO always needs more sharings about how CAL has helped members with their recovery. Please urge members to write. The WSO could especially use articles about *From Survival to Recovery* (B-21), *A Guide for the Family of the Alcoholic* (P-7), *The Al-Anon Focus* (P-45), *Opening Our Hearts, Transforming Our Losses* (B-29), *Alateens Speak to the Adults in Their Lives* (formerly *Dear Mom & Dad*) (P-67), and *Hope for Today* (B-27). Please see the writing guideline for “CAL Corner” in the Guidelines & Procedures folder under “Library” in the community.

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, e-readers, 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*.

Revisions to Existing Literature: Coming soon, the Al-Anon Newcomer Packet (K-10) will have a new look! It includes the same information at the same low price, but now, rather than in a sleeve, it is in a booklet. All other Newcomer Packets for men, adult children, parents, etc. are still in the original format.

The 2017 CAL Catalog (S-15) will be available in January, and will be included as an insert in the January issue of *The Forum*.

The latest printing of *Lois Remembers* (B-7) is now available, including a shortened timeline of Al-Anon and A.A. historical events that now ends in 1978, when Lois wrote it. Reference to the complete timeline is available on the Members’ site.

The revision of *Information for the Newcomer* (S-4) is now available.

Alateens Share with Adults in Their Lives (P-67, formerly titled *Dear Mom & Dad*) is now available.

A revision of *Getting Started* (S-15R) is also in print. This leaflet is only found in the Newcomer Packet, and is not available separately.

A revised version of *Al-Anon: Then and Now* (AR-2) is posted on the Members’ site and in the Al-Anon Online Store under “Free Downloads.” It is not available in print.

WRITING WORKSHOPS

If you would like to conduct a writing workshop in your district, I will send you the WSO Guidelines, the WSO flyer for the particular piece of literature, and if you want, sample “scripts” I have prepared.

LITERATURE ORDERS FOR INSTITUTIONS

For the entire year of 2016, there were 13 orders totaling \$28,547.44.

In loving service and gratitude

Catalina, Area 3 Literature Coordinator Email: nocallit@outlook.com; Phone: (415) 509-2706

and Verena, Area 3 Alternate Literature Coordinator

PI/CPC Coordinator- Veronica P.

1. NCWSA Goals for 2017

- a. New NCWSA Outreach Web Page. Connect with Professionals, Members, Outreach, Coordinators resources
- b. Revise the PICPC Guidelines - OMG they are so old like 1995 old.
- c. NCWSA Outreach Day 2017 - First Event of this type ever!!

2. Outreach Orientation for District Outreach Coordinators

- a. Part 1 Jan 19th Budgets and I Got Elected Now What? District Outreach Coordinator Orientation
- b. Part 2 Jan 26th Al-Anon Outreach in the 21st Century

- c. Part 3 Feb 2nd Building Your Outreach Committee
 - d. Explored the Service Relationship with your District Alateen Coordinator, Treasurer, and Website Coordinator
3. Feb 8th AFA 2017 Order Deadline
- a. Deadline to order Feb 8th 2pm EST. www.al-anon.org
 - b. Who can order? - EVERYONE!!!
 - c. WSO does not print past issues
 - d. digital AFA's on the Al-Anon.org website
 - e. min order is qty: 25
 - f. WSO Goal 200K
4. Outreach Day - PICK UP YOUR INVITES
5. News & Updates
- a. WACYPAA (Western Area Conference for Young People in AA) Dec 29th - Jan 1st, 2017
 - 1. I encourage all Al-Anon members and AMIAS to attend a YPAAC (Young Person in AA Conference)
 - 2. Demographic 18-40. Some teens under 18 as well
 - 3. These conferences speak to the young person in recovery
 - 4. Next WACYPAA 2017 Edmonton, Canada
 - b. WACYPAA PROGRAMMING
 - 1. 24hr meetings
 - 2. Dance Friday and NYE Dance Saturday
 - 3. Drag Show
 - 4. Topics Covered: Dating/Breaking up with People within the fellowship, powerful raw shares "My 1st year in recovery was service and Fu**ing" Maybe shocking to the older Al-Anon, but this is a real topic to the young person in recovery.
 - 5. Poker Night Thursday. Friday was an open mic talent show. Blew me away. Very edgy performances. Teens were in the audience. Content wasn't an issue it was that performers were going over their time.
 - 6. Staying sober in the 21st Century, job, kids, divorce, suicide/self-harm, LGBTQ. No topic left behind
 - c. Al-Anon at WACYPAA
 - 1. 2000 in attendance at conference
 - 2. Outreach table in high foot traffic area
 - 3. 160 total attendance for Al-Anon Programming
 - 4. At any one time 58 visitors were in the Al-Anon RM
 - 5. Programming that speaks to the 18-40 demographic who are affected by another's problem drinking
 - a. Drug of Choice: People
 - b. So you love an Alcoholic... (brother sister dynamic)
 - c. Young People in Al-Anon (San Jose YAR)
 - d. Is Al-Anon for AA Members?
 - e. From Survival to Recovery (Adult Child of Alcoholics) -
 - f. Al-Anon fliers at WACYPAA
 - 6. Slides of the Al-Anon fliers presented
 - 7. This conference made me rethink that perhaps our B-17 is interpreted to rigidly. Is it putting blocks on our outreach efforts? Has bureaucracy of B-17 diverted from our primary spiritual purpose of "Anyone Anywhere"?
 - d. After Thoughts since attending WACYPAA 2016 & ACCYPAA 2015
 - 1. Connect with YPAA trusted servants on how they handle underage attendees at Young AA Conferences
 - 2. AA doesn't have their version of an AMIAS. How do they keep it safe for teen member seeking recovery?
 - 3. How are AA Young People's Conferences are over 1000 in attendance and Al-Anon Conferences not? What's the secret?
 - 4. NoCAC Continuous Delays in getting registration packets out, securing the hotel sites. This affects Outreach. How effective IS our outreach when we have a month to register teens and Al-Anon's or anyone who is in need of Al-Anon/Alateen Recovery?

5. YPAA Registrations months in advance. Hotel locations are secured months in advance.
ICYPAA Chicago Aug 2017. Registration opened since last fall. Booking hotel available Dec 2016.
1000 Pre-Registrations. I'll be going to the conference.

e. Next ACYPAA 2017 (All CA Young Person in AA)

1. San Ramon, CA March 30th - April 2nd, 2017 Theme Raised from the Dead
2. San Ramon Marriot Hotel 2600 Bishop Dr., San Ramon, CA visit www.2017.acypaa.org to register \$20.00

6. Spanish Anniversary Meeting Jan 21, 2017 Santa Rosa

- a. Go to Spanish AI-Anon Events!
 1. But I don't Speak Spanish! Use Google Translate App
 2. Language of the Heart
 3. Collaborate with the Spanish Outreach Coordinators for a joint outreach event
 4. Bi-Lingual Members attend these events
 5. Mi Familia the concept of family in Spanish Culture

7. WSO Social Media

- a. Official Social Media Profiles on Facebook, Twitter, LinkedIn, and Instagram
- b. How to Share the message in the Social Media World
- c. WSO Social Media Guidelines for District and Area
- d. Foresee a New Area Service Position Social Media Coordinator to meet the needs of today's recovery in Social Media

8. My Term Coming to a Close

- a. Not running for a second term or for another area position in the next panel
- b. Area PICPC has made significant Milestones in busting outreach myths
- c. Rallying support for AI-Anon Outreach I have experienced both positive feedback and resistance. The resistance mostly from lack of being knowledgeable about AI-Anon outreach, functioning on OLD ideas and information, or Fear or all of the above.
- d. Using my service sponsor has been key during my term
- e. My hope is that my approach can inspire the next Coordinator. Think about the person who has NO IDEA that we exist. Whatever is holding you back from considering this position, At least you know where recovery is at, some don't even realize that there is a solution.

12 Stepper Coordinator - Debbie O.

1. Input/output going on....
2. Submitted an updated 12 Stepper guideline to our chair and waiting for approval.
3. Will Work on Getting the 12 Stepper out in a timely manner with your help.
4. I encourage the DR's to go to their GR's encourage each group to purchase a 12 Stepper that can stay with the group and the GR can have the copy provided by NCWSC for the next upcoming Assembly.
5. If you want your report send it to me at 12stepperedit@ncwsa.org, or mefirst55@yahoo.com, our secretary is still collecting and updating her minutes of the official "Draft" of the minutes which I will input at that time. But for now what you send me is what the GR's will be reviewing. I only cut and paste what you send me so the only editing will be grammatical and Our Name, I always correct the Spelling of AI-Anon as I feel it is important.
6. Get your reports to me by Feb 24, 2017, that is two (2) weeks from today. This 12 stepper is for Officers and Coordinators. DR reports only go into the Winter Issue.
7. I will have it to the Review committee by March 10, 2017, the guidelines state 30 days for this portion. I am asking the review committee to have their updates back to me by March 24, 2017 to cut 2 weeks off so I can get it to the printer by April 3, 2017. Yes that is not 45 days as our By-Laws Suggest.
8. This is the dilemma I have come across this entire panel, I am encouraged that now the Timeline will be looked in the proper way to help get recommendations on who we can find a solution.

Love in service and thank you for allowing us to serve. Debbie O. and Melinda N.

Website Coordinator – Penny G.

Dear NCWSC:

- The position of Alternate Website Coordinator is open. Please share this information with all of the groups. The position is interesting, highly technical, time consuming and rewarding. The new Alternate Website

Coordinator needs to have significant experience with WordPress, HTML, and hosting accounts. We will need to see published websites as a resume for this position. In addition to WordPress and HTML, the current website committee members are also experts in PHP, JavaScript and Google Maps API. These skills are desired but not required.

- The primary website goal for 2017 is to transfer our existing website to new WordPress software. When approved this will be accomplished by a professional website company. The purpose of this upgrade and transfer is to allow us to be able to use mobile devices and be able to update the website regularly. There are also quite a few more technical upgrades that will be made. The website is currently a hybrid of the previous HTML website and the WordPress platform. We are significantly held back in a number of areas with the out of date code. After the website is upgraded it is planned that the Website Coordinator, Alternate Website Coordinator and Committee members will continue to post calendar items, post all of the content and documents that are on the current website. We currently have a professional assistant that works 8 hours per month to post calendar items and content. This will continue as needed. If someone steps up to post the calendar items this outside assistant won't be needed, or needed as much. The professional website will also manage updates and upgrades.
- We have accomplished our goal of transferring the website hosting and domain name to NCWSA. The members involved in the website have established non-personal email accounts that will be transferred to the next panel members for knowledge transfer.
- Committee members are working with Group Records to continuously refine meeting data. The meeting data has been back online and working well, with data directly from the WSO database. We worked extensively with the D6-10 Intergroup to provide once source of accurate information. D6-10 recently adopted use of the WSO data, the same used on the NCWSA website. The website committee and the Group Records Coordinators assisted the Intergroup in this effort, including creating a method to print a schedule.
- In conclusion, I can't stress enough the importance of members stepping up right away to join the website committee, stand for Alternate Website Coordinator and receive training. This will be a steep learning curve for anyone to take over as the new Website Coordinator, and this is the time to involve members that have the interest and potential to carry this work over into the next panel.

Respectfully,

Penny G, Website Coordinator

District 6-10 Intergroup – Currently not represented.

Northern California Hispanic Intergroup – Isabel P.

A report was not submitted.

Santa Clara Valley Intergroup- Currently not represented.

Oficina de Informacion Hispana del Este de la Bahia Al-Anon (South) - Maria Elena H.

A report was not submitted.

South Bay Spanish Intergroup- Currently not represented.

Delegate & Officers Reports

Delegate – Yvonne deG.

A report was not submitted.

Alternate Delegate - Bonnie M.

Hello family,

Thank you for sending me to the TEAM event in Hawaii! It was wonderful to discuss our similar challenges and to discover some of our differences. I've made a separate report but would like to mention some highlights:

- The Friday evening workshops on welcoming newcomers and encouraging them to keep coming back were wonderful. I noted some suggestions in my TEAM Hawaii report
- With the strains on our current Budget, I was interested in their use of “Quarters to Quarters” change jars used for members to contribute to the WSO Quarterly Appeal – this might be worth considering for Area Appeals.
- Their Area has a “Policy and Procedures” committee of the Chair, two past Delegates and two DRs, to review and revise their guidelines, rather than having one coordinator and the Area Chair carry the whole load of reviewing and approving all changes. I believe including the past Delegates provided broader experience and “institutional memory” and would like for us to consider that for NCWSA

The Budget Committee has not yet started on the 2018 Budget but would like to raise awareness of where your money goes. I hope we can restore the funds cut from the 2017 Budget. It is usually recommended that we make additional funds available to our incoming panel – but we need increased income to do that. Please send your Budget Requests for 2018 soon to give the Budget Committee time to review any requests before our MayNCWSC meeting. And please consider sending me a short description of how your spending benefits our membership so we can share that when asked “Why should I give to NCWSA; what does my group get out of it?” When planning your Days in AI-Anon, please consider a workshop on that question.

January 28, 2017, the Budget Committee met for our audit of the 2016 financial records.

- We received some large one-time donations at the end of 2016 that will allow us to fully fund our “ample reserve”. We discussed Chris’s recommendations for distributing our excess funds from 2016. We are recommending a change from our current policy of a nine month reserve to a policy of a twelve month reserve, allowing us ample funds to meet rising costs. Our excess funds will allow us to make a contribution to WSO after filling our reserve funds.
- The audit went well and we were able to complete our review of all accounts except the NoCAC accounts. We did make a good start on the NoCAC audit but were missing one hotel bill. We should be able to finish and report on the NoCAC audit this month
- Since the DRs from the North, Central and South sections will not be elected for the Panel 58 Budget Committee until February 2018, we suggest the current Budget/Audit committee do the audit of the 2017 books, including participation from the new Treasurer and Alternate Delegate.

It has been wonderful having greater use of our Roll Call Conferencing for committee meetings. The calls can be recorded and the recordings shared with the participants or used to help with minutes. I now receive a summary after each call that can be sent to the moderator to confirm that the information is accurate.

Our local Districts continue to do an awesome job of hosting AI-Anon participation in AA Conferences hosted by Northern California Council of Alcoholics Anonymous (NCCAA). District 13 is planning the AI-Anon program for the March 10-12, 2017 conference in Foster City, with Alateen participation and with our own Diana C, NCWSA Archives Coordinator, sharing her story in the main room on Friday evening. I hope you will all come to Foster City to support the event. Coming up in June 2017, NCCAA’s summer conference will be held in the McClellan Conference Center, so we need our members in the Sacramento Districts and Intergroup to help plan the AI-Anon program. And District 27 has already begun planning the AI-Anon participation in the October conference in Lodi. Thank you all for serving families of alcoholics!

Thank you so much for letting me be of service.

Bonnie M.
NCWSA Alternate Delegate

Chairperson – Joan W.

Good morning committee,

It seems like ages since our last meeting in August. This is the final year of our panel and I hope you have found this service encouraging and a great learning experience, I certainly have. Thank you to the Chairs of our Thought Forces and for those who volunteer to serve on these committees.

It has been a challenge to provide licensed child care professionals for our events, especially those who carry their own liability insurance. I believe that this Friday and Saturday child care is being offered due to the wonderful efforts of Yvonne, John and Gael

I look forward to upcoming events: March – PRAASA; May, August and October – Assemblies and committees; and TEAM in September.

I'm always grateful to be invited to districts to conduct workshops and share my Experience, Strength and Hope, and meeting such wonderful people, both AI-Anon and AA members.

Attending SWRDM has been inspiring and I have learned much. Looking forward to another opportunity for growth next month in Denver.

I continue to visit facilities with Carol S for upcoming events, sign contracts and checks; approve Guidelines; prepare agendas and facilitate same; facilitate monthly conference calls with the other officers; discussions with E.C. Chair; reading evaluations to see what works and what didn't (not always fun); and respond to calls and emails on different topics and concerns. I always hope to be part of the solutions not the problems

I appreciate the continued help from members of our committee and the ability to reason things out with many trusted servants, many thanks.

I believe I've shared before what my loving sponsor told me: If you don't risk you will not grow. I didn't realize at the time the wisdom of her words.

Very grateful to serve,

Joan W., Area Chairperson

Area Alateen Process Person – Tom K.

Dear NCWSA Family,

AMIAS-CA-NO Yahoo Group: I removed all who are not currently AMIAS and sent invitation to over 100 AMIAS to join the group. Since doing that I always send an invitation to newly certified AMIAS.

Prerequisites or Requirements Change Proposal: AAPP currently must be an AMIAS and current or past DR. I propose allowing current or past DAPP to serve as AAPP.

I propose the following to put in NCWSA Bylaws Article VI, Section 2.B. (page 9):

“The Area Alateen Process Person (AAPP) must be an AI-Anon Member Involved in Alateen Service. In addition, the Area Alateen Process Person is an AI-Anon member who is serving, or who has served, as a District Representative or, is serving or, has served, as a District Alateen Process Person (DAPP) for at least 1 year “.

When I was elected to serve as AAPP I was overwhelmed since I knew nothing about recertification details. I had been certified as an AMIAS since certification has been required and had served on and off as an Alateen sponsor since the mid-1990s. I think a person with DAPP experience is far more applicable than DR experience. The ideal would be a person who has served as DR and DAPP.

Alateen Meetings Current Status: 70 active meetings in NCWSA, 59 inactive meetings in the entire database and 1 marked for deletion.

Web Postings: I need to assure the safety of teens at district and area events. For detailed instructions see <https://www.ncwsa.org/submit-an-event/#about-submit-an-event>

New AMIAS: In 2016 I sent letters of congratulations to 68 new AMIAS's. I am the custodian of records – keeper of confidential information for 366 certified AMIAS in our area, plus 350+ past-recertifiable people who are now inactive AMIAS.

Recertification 2017: I will be sending instructions to DAPPs in early March for completion of recertification by mid-May.

Love, Peace and Joy in Recovery,

Tom

Secretary – Rosanna H.

Dear NCWSC Family,

Here is what I've been doing since October:

- Continue to compile and submit for posting the Minutes for NCWSA assemblies and NCWSC meetings. The Draft NCWSC August 2016 Minutes were posted in late November. I estimate the Draft October 2016 Assembly Minutes will be posted on the Yahoo group by late February or early March.
- Take minutes for our monthly Officers' Calls.
- Continue to invite NCWSC members to join the NCWSC Yahoo group. There was quite a bit of turn over for the liaisons (Alateen, Intergroup and Spanish Intergroup) and NoCAC committee members. I have sent a few reminders and invitations to each new member. I then let the member decide how involved they wish to be. I do try to stress the importance of being in the Yahoo group.
- Start scanning the NCWSC and NCWSA Minutes from prior to 2005. Currently the only place you will find these Minutes is in our Corporate Storage in Dublin. I have scanned NCWSC Minutes for 1990 and 1991 and have asked the Website Coordinator to post them to the Area's website.
- Continue to review any documents that reference responsibilities of the Secretary. At the October Assembly, I noticed the website states the Secretary is responsible for A-13 (Voting Procedure Guidelines). This was news to me. After a conversation with the other officers, we thought it was best to let a committee update these guidelines. I subsequently discovered the A-13 Guidelines are embedded in the NCWSC Guidelines. I will request from the Chairperson that the website remove the Secretary as the person responsible to update these guidelines.
- I plan to create a list of helpful hints for the next secretary. Anyone interested in learning more about my position is welcomed to call me.

Thank you again to the amazing proofers!

Peace, love and joy in service,

Rosanna H

Treasurer – Chris M.

Since the last Assembly I have accomplished the following: (It continues to be busy but manageable!)

- Filed the 3rd and 4th Quarter Sales Tax report.
- Prepared the 4th Quarter financial reports and provided to the website to be posted.
- Prepared requests received for payment and sent checks to be signed by the Chair or available officer.
- Provided copies of financial reports to Officers and the Executive Committee Chair.
- Prepared PayPal transfers for Events using credit cards.
- Prepared monthly transfers from Wells Fargo Savings to fund operations.
- Participated in Conference call with officers monthly to discuss business between meetings.
- Prepared financial reports and journals through year end and reconciled bank accounts.
- Prepared quick books backup for budget committee and executive committee chair.
- Provided financial history of the Pink Can Fund to the Pink Can Thought Force.
- Prepared for the 2016 audit and made financial records available to the audit committee. Noted recommendations for improvements or corrections required.
- Reviewed finances, 2017 budget and current reserve funds and made recommendation to budget committee for 2016 excess funds. Recommended increasing reserve fund to 12 months of Operating

Expenses which is in keeping with the WSO reserve guideline and recommended sending up the excess funds to WSO.

- Note that between the cash and literature in storage the Pink Can Fund also has about a 12 month reserve of literature as of 12-31-16.

Attached are the current financial reports for the period ending December 31, 2016.

- 2016 Income - \$127,650.52 (increase from 2015 by \$19,770, due to increased donations of \$10,924, primarily one-time from Districts sending up excess funds.)
- 2016 Expenses- \$105,127.49 (increase from 2015 by \$3,124, primarily from increased event costs offset by reduced committee and coordinator expenses and NoCAC not needing their grant funds this year)
- 2016 Net Profit (Excess Funds before transfer to Reserve) - \$22,523 (increase from 2015 by \$16,646) (P&L Attached)
- Excess Funds of \$17,138 for Reserve Funds and excess of \$5,385 sent to WSO.
- Ending Checking Account Balance after WSO donation - \$29,733 (about 6 months operating expenses), and \$30,754 in the Savings, Money Market & CD Accounts for an Ample Reserve (about 6 months of operating expenses, for a total of 12 months operating cash on hand. Balance Sheet - Attached)
- 2016 Pink Can Fund Income of \$35,273.81 Less Literature Expenses of \$28,276.09 for remaining Excess funds of \$6,997.72 leaving \$18,600.85 in the Pink Can Fund and literature in storage of \$13,346 or \$31,947 ample reserve available equivalent to more than 12 months recent institutions literature expense.

Things to Think about:

- Based on estimated donations for 2017, it is anticipated that each group donate \$105 year and each District/AIS donate \$555 year in order to achieve the funds necessary to cover the operating expenses approved by the Assembly. Please encourage members, groups, districts, AIS, and special events to donate excess funds after supporting their own costs and after setting aside funds for ample reserves.
- **All donations are appreciated. Please mail to: NCWSA, PO Box 728, Vacaville, 95696.**
- How is your group or district fully self-supporting to its service arms? How do you celebrate your recovery?
- Your personal donations to NCWSA may be tax deductible since NCWSA is a 501c3.

Please thank your groups for their donations! We can't continue to carry the message without their continued support! Thanks so much for your support. Think abundantly!

Participation is the key to harmony! Yours in service, Chris M., NCWSA Treasurer

NCWSC Roll Call EVENT: NCWSC - Aptos, CA

DATE: February 4, 2017

POSITION NAME PRESENT=X

| | | |
|-----------------------|-----------------|---|
| Delegate | Yvonne D | X |
| OFFICERS | | |
| Alt. Delegate | Bonnie M | X |
| Chairperson | Joan W | X |
| Secretary | Rosanna H | X |
| Treasurer | Chris M | X |
| Area Alateen PP | Tom K | X |
| EXEC COMMITTEE | | |
| EC North | Julie E | X |
| EC Central | Marilyn H | X |
| EC South | Brenda W | X |
| EC At large | Darby T., Chair | X |
| EC At large | Yvonne P | X |
| COORDINATORS | | |
| Alateen | Lisa B | X |
| Alt. Alateen | John McG | X |
| Archives | Diana C | X |
| Alt. Archives | (open) | |
| Bylaws | Jim S | - |
| Alt. Bylaws | Gael R | X |
| Diversity | Nick d | X |
| Alt. Diversity | Stephan T | X |
| Facilities | Carol S | X |
| Alt. Facilities | David D | X |
| Group Records | Wendy L | X |
| Alt. Group Records | George L | X |
| Institutions | David B | X |
| Alt. Institutions | Dean C | X |
| Insurance Coord. | Carol G. | X |
| Alt Insurance Coord. | Sandi C | X |
| Literature | Catalina L | X |
| Alt. Literature | Verena R | - |
| Public Information | Veronica P | X |
| Alt. PI/CPC | Pleas S | X |
| 12 Stepper Editor | Debbie O | X |
| Alt 12 Stepper Ed. | Melinda N | X |
| Website | Penny G | X |
| Alt. Website | (open) | |
| DISTRICT REPS | | |
| D-1 DR | Kristie A | X |
| D-1 Alt DR | (open) | |
| D-2 DR | Carolyn L | X |
| D-2 Alt DR | (open) | |
| D-3 DR | Julie E | X |
| D-3 Alt DR | (open) | |
| D-4 DR | Ruth H | X |
| D-4 Alt DR | Mollie M | - |
| D-5 DR | Barbara G | X |
| D-5 Alt DR | (open) | |
| D-6 DR | Dru W | X |
| D-6 Alt DR | Denese G | X |
| D-7 DR | Walter L | - |
| D-7 Alt DR | (open) | |
| D-8 DR | Amparo M. | - |
| D-8 Alt DR | Dean C | X |
| D-9 DR | Heide P | - |
| D-9 Alt DR | Carol K. | |
| D-10 DR | Yvonne P | X |
| D-10 Alt DR | Todd M | - |
| D-11 DR | Darby T | |
| D-11 Alt DR | Edy R | X |
| D-12 DR | Mary K | X |
| D-12 Alt DR | (open) | |
| D-13 DR | Linda L | X |
| D-13 Alt DR | (open) | |
| D-14 DR | Marilyn H | X |

| DISTRICT REPS | CONTNUED | |
|-------------------------|---------------|---|
| D-15 DR | Maria A | X |
| D-15 Alt DR | Nerissa M | - |
| D-16 DR | Bill G | X |
| D-16 Alt DR | Sandy S | X |
| D-17 DR | Eva B | X |
| D-17 Alt DR | Delta D | X |
| D-18 DR | Brenda W | X |
| D-18 Alt DR | George L | X |
| D-19 DR | Sheri W | - |
| D-19 Alt DR | (open) | |
| D-20 DR | Penny P | X |
| D-20 Alt DR | Jackie C | - |
| D-21 DR | Maria G | X |
| D-21 Alt DR | Robin W | X |
| D-22 DR | Carla F | X |
| D-22 Alt DR | Nancy D | X |
| D-23 DR | Gael R | X |
| D-23 Alt DR | John R | X |
| D-24 DR | (open) | |
| D-24 Alt DR | (open) | |
| D-25 DR | John McG | X |
| D-25 Alt DR | (open) | |
| D-26 DR | Maggie E | X |
| D-26 Alt DR | Amanda W | X |
| D-27 DR | Gaye E | - |
| D-27 Alt DR | (open) | |
| INTERGROUP | | |
| D 6-10 Intergroup | (open) | |
| SCV Intergroup | (open) | - |
| Spanish –East Bay | Isabel P | - |
| Nor Cal Hispanic | | - |
| Spanish- South | Maria Elena | - |
| ALATEEN LIAISONS | | |
| North | Sophia S | - |
| Alt North | Katie | - |
| Central | Gaby | - |
| Alt. Central | Zach | X |
| South | Carmel | X |
| Alt. South | Summer A | - |
| CONVENTIONS | | |
| 2017 NCWSA Chair | Delta D | X |
| 2017 Co-chair | Rhonda D. | X |
| NoCAC 2017 Chair | Francisco L-M | X |
| NoCAC Co-Chair | Brittany | - |
| NoCAC Sponsor | John McG | X |
| NoCAC Co-Sponsor | Ayisha B | - |
| PAST DEL. /Other | | |
| Immediate Past Del | Patrick B | X |
| Regional Trustee | Joyce B | - |
| Past Delegate P-49 | John S | - |
| Past Delegate P-46 | Sandi C | X |
| Past Delegate P-43 | Vicki H | - |
| Past Delegate P-40 | Marilyn R | - |
| Past Delegate P-37 | Cathy C | - |
| Past Delegate P-34 | Art B | - |
| Past Delegate P-31 | Peggy C | - |
| Past Delegate P-28 | Mary A | - |
| Past Delegate P-25 | Barbara L | - |
| Past Delegate P-22 | Jean McL | - |
| Past Delegate P-19 | Faun L | - |
| Past Delegate P-16 | Irma C | - |
| Past Delegate P-13 | Bonnie H | - |
| Past Delegate P-10 | Judy W | - |
| Past Delegate P-7 | Muriel B | - |
| Past Delegate P-4 | Ann O | - |
| Past Delegate P-1 | Helen B-R | - |

NORTHERN CALIF. WORLD SERVICE AREA OF AFG, INC.

Balance Sheet

Dec 31, 2016

ASSETS

Current Assets

Checking/Savings

| | |
|---------------------------------------|--|
| 1010 · Checking General | 35,118.29 |
| 1015 · Money Market | 17,328.09 |
| 1020 · Certificate of Deposit | 6,346.36 |
| 1025 · Wells Fargo Savings -Donations | 7,079.94 = combined total of \$65,872.68 |
| 1030 · Checking Pink Can Fd | 18,600.85 + \$13,346 in storage = \$31,947 |
| Total Checking/Savings | <u>84,473.53</u> |

Other Current Assets

| | |
|-------------------------------|----------|
| 1110 · Advances | 97.48 |
| 1190 · Inventory | 1,143.80 |
| 1210 · Postage account | 1,000.00 |
| 1220 · Prepaid convention | 2,000.00 |
| 1230 · Prepaid facility | 3,675.00 |
| 1240 · Prepaid insurance | 1,110.50 |
| 1250 · Prepaid archive rent | 450.00 |
| 1260 · Prepaid WSO conference | 1,909.00 |
| 1290 · Prepaid other | 414.00 |

Total Other Current Assets 11,799.78

Total Current Assets 96,273.31

Fixed Assets

| | |
|----------------------------------|-----------|
| 1610 · Equipment/Software | 3,510.69 |
| 1620 · Old Equipment | 7,202.05 |
| 1690 · Accum. depreciation | -2,582.00 |
| 1691 · Accum.Deprec.Old Equipmen | -7,202.05 |

Total Fixed Assets 928.69

TOTAL ASSETS 97,202.00

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

| | |
|------------------------------|----------|
| 2110 · Sales/Use tax payable | 473.00 |
| 2210 · Accrued expenses | 2,037.54 |
| 2390 · Deferred Inc. Alateen | 3,609.22 |

Total Other Current Liabilities 6,119.76

Total Current Liabilities 6,119.76

Total Liabilities 6,119.76

Equity

| | |
|---------------------------------|------------------|
| 3200 · Fund balance | 74,496.34 |
| 32000 · Unrestricted Net Assets | -10,775.87 |
| Net Income | <u>27,361.77</u> |

Total Equity 91,082.24

TOTAL LIABILITIES & EQUITY 97,202.00

NORTHERN CALIF. WORLD SERVICE AREA OF AFG, INC.

Profit & Loss Budget vs. Actual

January through December 2016

| | Actuals | Budget | \$ Over Budget |
|---------------------------------|-------------------|-------------------|-----------------------|
| Ordinary Income/Expense | | | |
| Income | | | |
| 4000 · Donations Income | 83,447.51 | 77,150.00 | 6,297.51 |
| 4100 · Events Income | 44,083.16 | 42,350.00 | 1,733.16 |
| 4310 · 12 Stepper subscriptions | 72.00 | 50.00 | 22.00 |
| 4910 · Interest Inc | 47.85 | 0.00 | 47.85 |
| Total Income | 127,650.52 | 119,550.00 | 8,100.52 |
| Expense | | | |
| 5000 · Officers & Delegate | 3,161.56 | 6,350.00 | -3,188.44 |
| 5100 · Coordinators | 16,148.36 | 22,150.00 | -6,001.64 |
| 5200 · Committees | 22,139.71 | 25,200.00 | -3,060.29 |
| 5300 · Conferences | 7,178.64 | 8,000.00 | -821.36 |
| 6100 · Events | 43,096.95 | 42,450.00 | 646.95 |
| 6310 · NOCAC grant | 0.00 | 3,000.00 | -3,000.00 |
| 6410 · 12 Stepper expenses | 4,622.98 | 3,450.00 | 1,172.98 |
| 66900 · Reconciliation Discrepa | -376.88 | | |
| 7000 · Corporate Expenses | 9,846.15 | 8,950.00 | 896.15 |
| Total Expense | 105,817.47 | 119,550.00 | -13,732.53 |
| Net Ordinary Income | 21,833.05 | 0.00 | 21,833.05 |
| Other Income/Expense | | | |
| Other Income | | | |
| 8100 · Institutions Literature | 6,997.72 | 0.00 | 6,997.72 |
| Total Other Income | 6,997.72 | 0.00 | 6,997.72 |
| Other Expense | | | |
| 8060 · WSO Donation | 1,469.00 | | |
| Total Other Expense | 1,469.00 | | |
| Net Other Income | 5,528.72 | 0.00 | 5,528.72 |
| Net Income | 27,361.77 | 0.00 | 27,361.77 |

NORTHERN CALIF. WORLD SERVICE AREA OF AFG, INC.
Profit & Loss YTD Comparison
January through December 2016

| | 2016 Actuals | 2015 Actuals | \$ Change | % Change |
|--------------------------------------|-------------------|-------------------|------------------|------------------|
| Ordinary Income/Expense | | | | |
| Income | | | | |
| 4000 - Donations Income | 83,447.51 | 69,044.68 | 14,402.83 | 20.86% |
| 4100 - Events Income | 44,083.16 | 38,688.86 | 5,394.30 | 13.94% |
| 4310 - 12 Stepper subscriptions | 72.00 | 102.00 | -30.00 | -29.41% |
| 4910 - Interest Inc | 47.85 | 44.87 | 2.98 | 6.64% |
| Total Income | 127,650.52 | 107,880.41 | 19,770.11 | 18.33% |
| Expense | | | | |
| 5000 - Officers & Delegate | 3,161.56 | 4,293.69 | -1,132.13 | -26.37% |
| 5100 - Coordinators | 16,148.36 | 18,080.13 | -1,931.77 | -10.68% |
| 5200 - Committees | 22,139.71 | 24,142.20 | -2,002.49 | -8.3% |
| 5300 - Conferences | 7,178.64 | 6,467.64 | 711.00 | 10.99% |
| 6100 - Events | 43,096.95 | 35,356.30 | 7,740.65 | 21.89% |
| 6310 - NOCAC grant | 0.00 | 3,000.00 | -3,000.00 | -100.0% |
| 6410 - 12 Stepper expenses | 4,622.98 | 4,312.02 | 310.96 | 7.21% |
| 66900 - Reconciliation Discrepancies | -376.88 | 0.00 | -376.88 | -100.0% |
| 7000 - Corporate Expenses | 9,846.15 | 6,351.67 | 3,494.48 | 55.02% |
| Total Expense | 105,817.47 | 102,003.65 | 3,813.82 | 3.74% |
| Net Ordinary Income | 21,833.05 | 5,876.76 | 15,956.29 | 271.52% |
| Other Income/Expense | | | | |
| Other Income | | | | |
| 8100 - Institutions Literature | 6,997.72 | -4,493.41 | 11,491.13 | -255.73% |
| Total Other Income | 6,997.72 | -4,493.41 | 11,491.13 | -255.73% |
| Other Expense | | | | |
| 8060 - WSO Donation | 1,469.00 | 0.00 | 1,469.00 | 100.0% |
| Total Other Expense | 1,469.00 | 0.00 | 1,469.00 | 100.0% |
| Net Other Income | 5,528.72 | -4,493.41 | 10,022.13 | -223.04% |
| Net Income | 27,361.77 | 1,383.35 | 25,978.42 | 1,877.94% |