

**Oregon Area Assembly Minutes
November 19 - 20, 2011
District 10
Red Lion Hotel on the River - Jantzen Beach
Portland Oregon**

Saturday, November 19, 2011

The Assembly was called to order by Chairperson, Rita, B, at 9:00 am.

Announcements: Rita B., Chairperson, read the 'Microphone and Voting Statement'.

After the Serenity Prayer, John O. read The Steps and the Traditions were read by Chris K.

Roll Call - New GR Introductions and Welcome: Mary W., Secretary,
Excused – Billie L., Alternate Delegate, Colleen G, Audit Budget, Ted B, Portland AIS Liaison.
Absent – Bonnie A, District 13

Secretary's Report: Mary W.
Minutes of July 2011 Assembly were approved with suggested changes.

Housekeeping: Host District 10, Barb B.

Treasurers Report: Bunny G. (see Attachment 1),

Audit & Budget Report: Sue B
The Audit Budget committee audited the Treasurer's budget at last AWSC and no errors were found.

Delegates Report: Bette R.

One year from today we will be electing Panel #53. Every quarter the board of trustees puts out a newsletter. Question posed by the board was what is one skill or insight that you have gained in your role as delegate that has helped in your success. My insight was that the most important thing that I can do as delegate is to open my heart and connect with you. The skill that I learned was dealing with conflict. Embrace the conflict its part of your spiritual growth. I have learned how to support and not enable. I hope that in this next year we will grow together. 2012 WSO conference theme is "Our spiritual journey we get as we give". Last year Bette was assigned to Thought Force on how to include dual members in service work while maintaining our policies. The Thought Force recommended that our policy about dual members does not adequately reflect our spiritual principles. They are going to set up a Thought Force to look at how this policy could be rewritten in a positive manner to better reflect our spiritual principles around this policy.

For the 2013 International in Vancouver, BC, July 5-7, (July 4 will be presentation about service). WSO is looking for volunteers for positions.

Bette asked for volunteers to put together an agenda item addressing the possibility of restructuring the current Conference regions. The current Conference structure has Oregon with Nebraska, North Dakota. The committee would put together a question and background of 500 words including what was the original division why was it done that way and why would we want to change it. We would suggest restructuring the Conference divisions so that Oregon would be with Arizona, Nevada, California, Idaho and Washington instead of with the Midwestern states.

GRs Report - What is in one thing that you learned from the Conference summary?

Nancy - sometimes we lose sight of the spirituality of Al-Anon in business meetings. P11 describes 3 goals of conference attendees. Two are spiritual including existing in a culture of trust, mutual respect and acceptable conduct by members. Sometimes all we need is the discussion

Caralynn – p 19. There is a public outreach DVD on Alateen and Al-Anon's role in recovery. On p20 the International Convention that Bette talked about is described. If you save \$10 a week, you could have \$1000 by the time the Convention started.

Roberta – p49 on the dual members and service work. I didn't know there was so much on dual members. This gives so many possibilities for service work for dual members, who have been a blessing in our district.

Judy J. – p17 Podcasts are a wonderful way to bring Al-Anon into your home. There is a new green and blue icon that provides access to pod casts which have information on how groups function.

Fran – all the electronic communication struck me. Not too long ago we were receiving both emails and hard copies. The delisting of groups is a difficult concept for me to think about. Sometimes we have groups that aren't really Al-Anon. Sometimes it is best not to recommend that people go to these groups. Sometimes if older members let things go, they can slowly watch these meetings change. At one of these, I got brave enough to talk about service and now members in this group are becoming interested in service.

Ree – Gave me connection to the large Al-Anon family. P52 & 53 the Thought Force when things happen not according to my plans I sometimes turn into the Al-Anon police. When we had a group that used outside literature, we went to it and asked them not to refer it as Al-Anon literature. I can educate my sponsees so that they know where to turn to. I learned how to frame my concerns without putting my feelings into it.

Trish – p3 talks about the different legs of doing service. I like the detailed description that clarifies what each of these is.

Action Committees: Judy J. The action committees met for 1 ½ hours.

New GR Orientation: Bette R. met with the new GRs for orientation.

The Assembly broke for lunch at 11:45 a.m. Paula J. was the speaker at the lunch.

The Assembly reconvened at 1:15 pm with the Serenity prayer.

Alateen presentation: Carolyn H. gave a slide presentation on WAAC (Washington Area Alateen Conference). Carolyn asked Alateens, who went to WAAC, Abby, Hunter, Morgan, and Philip to talk about what they found most important from their experience of WAAC.

Abby – we gathered around the campfire and told stories. The stories were powerful and important for me to hear.

Hunter – as Oregon Alateen we enjoyed meeting the Washington Alateens and learning that this really is a global community.

Morgan- enjoyed the fellowship and getting to know the people better

Philip, Oregon Area Alateen Chair – It was awesome meeting everyone. I want to bring this to Oregon which is why I volunteered to be Chair. There were a lot of happy and sad tears. The Sunday that we left, one kid was joining the Army. Everybody loved him, even people that only saw him once a year.

Budget presentation: Sue B.

Sue presented the proposed budget for Oregon Area 2012. The budget handed out needs to have Lines 80 and 81 corrected. Line 80 column C should be \$7700 for Line 81 column C would then be 0 balance. Line 22 is a new item and is for support of Alateen conference.

It was proposed that Line 49 in favor of Public Outreach be set at \$4000. Line 22 Alateen Conference take out the word "advance" and we voted consensus for this proposal.

It was proposed that Line 55 CPC be set at \$300 and encourage CPC to work with districts for help in getting proposed work accomplished. A consensus was reached for this proposal.

Line 54 for archives, Jodie P. Archivist suggested that we lower from \$450 to \$300 because her research has shown that she can get a scanner for \$300. Bette R. is willing to donate her scanner to archives. Sue suggested that we still include money for scanner to make sure that we have a scanner that will meet the needs.

It was motioned that Line item 49 and 55 be reconsidered as originally proposed for \$7000 and \$500, respectively. The motion to reconsider failed.

It was moved and seconded to pass budget as it was modified.

The following lines have been modified to:

- Line item 2 - Group contributions \$11600
- Line item 20 - Communicator line 20 \$1000
- Line item 49 - public outreach action committee \$4000
- Line item 54 - archives coordinator \$300
- Line item 55 - CPC coordinator \$300
- Line item 75 - Ample Reserves \$38800
- Line item 80 - Experienced shortfall of Budgeted Expenses line \$7700
- Line item 81 - \$0 balance

The budget was passed by a 2/3 majority.

Website presentation: Barb L presented slides showing what the new Oregon Area Al-Anon website will look like.

Forum workshop: Paula J.

The number of Forum subscriptions has held steady since last July. Oregon with 2.2 subscriptions/group has the highest average in the US and Canada. Groups have diminished in the US and Canada, which lowers the subscription numbers.

Group Services / Links of Service / Skit

The meeting was adjourned at 5 pm with the Al-Anon Declaration.

SUNDAY, November 20, 2011

Rita B. called the meeting to order at 9:00 a.m. by the Serenity prayer.

Group e-mail Address: Membership Outreach - Carole presented "How and Why to Set up a Group e-mail Address."

DR Breakout / Workshop on Newcomers for GRs & Others (see Attachment 6)

Report back from Action Committees

- ☆ Group Services: Jerri B. (see Attachment 2)
- ☆ Membership Outreach Action Committee: Chris K.
- ☆ Fellowship Communication: Dave B. (see Attachment 3)
- ☆ Public Outreach: John O. (see Attachment 4)
- ☆ Business Services: Kim F. (see Attachment 5)

Groups have been randomly chosen by WSO to receive packets with surveys from the Veterans Administration to be given to newcomers. Several groups expressed concerns about giving this packet to newcomers. Bette would like to receive e-mails voicing the concerns that the groups have.

Archives Workshop: Jodie P showed slides of the history of the Archives and what they look like now.

Bid on November 2012 Assembly

District 4, Salem, bid for the Assembly. District 4 received the bid to host the Assembly.

Bid for 2013 State Speakers Meeting (SSM)

Melissa, District 14 in Klamath Falls put in a bid. District 14 received the bid.

Select Past Delegate to attend North West Regional Delegate's Meeting –

Bunny G. was selected to attend the North West Regional Delegate's Meeting in Idaho, March 2012.

Upcoming Events

Assembly Eugene District 6, March 17 & 18, 2012: Kim F.

The assembly will be at Hilton Garden Inn, which is right off of I-5. Friday night sharing topic will be 2012 WSO theme "Our spiritual journey we get as we give."

Assembly Bend District 5, July 21 & 22: Jerri B.

The assembly will be at Shiloh Inn, which is at the same place as the SSM a few years back. Theme is "AL-ANON = bAL-ANced ON self"

SSM Astoria District 1 May 18-20, 2012: Chris K. The SSM will be at the Astoria Fairgrounds with a Friday night potluck.

SSM / Skit was postponed until another Assembly.

Raffle for SSM

The meeting was adjourned at 12 pm with the Al-Anon Declaration.

Attachment 1

Continue to mail a few letters out to groups reminding them of the requested information needed on contribution checks.

Page 91 in Service Manual - about not putting the word "Al-Anon" on the face of an envelope.

Questions from Paths to Recovery

1 – What does self-supporting mean to me?

4 – Do I consider costs...

5 – Quarterly Appeal page 92

Cash Flow Statement vs. Annual Budget

	A	B	C	D	E	F
1		Jan 1, 2011 - October 31, 2011		2011 Budget		Over/Under Budget
2	Income					
3	Group Contributions	\$ 9,606.41		\$ 13,000.00		\$ (3,393.59)
4	Assembly Registrations	\$ 1,283.00		\$ 3,000.00		\$ (1,717.00)
5	State Speaker Meeting	\$ 6,037.68		\$ 4,000.00		\$ 2,037.68
6	Advances	\$ 1,500.00		\$ 1,500.00		\$ -
7	Miscellaneous	\$ -		\$ -		\$ -
8	Beginning Cash Forward	\$ 12,109.52		\$ 10,600.00		\$ 1,509.52
9	Total Income	\$ 30,536.61		\$ 32,100.00		\$ (1,563.39)
10	Expense					
11	Delegate Fund					
12	WSO ETF	\$ 1,966.00		\$ 1,966.00		\$ -
13	Extra Day	\$ 237.29		\$ 250.00		\$ (12.71)
14	Delegate Meeting	\$ 779.35		\$ 1,000.00		\$ (220.65)
15	Delegate Travel	\$ 228.17		\$ 1,000.00		\$ (771.83)
16	Delegate Miscellaneous	\$ 217.20		\$ 250.00		\$ (32.80)
17	Total Delegate Fund	\$ 3,428.01		\$ 4,466.00		\$ (1,037.99)
18	Working Fund Expense					
19	Archive Rent	\$ 693.00		\$ 693.00		\$ -
20	Area Travel Fund	\$ 1,162.39		\$ 3,500.00		\$ (2,337.61)
21	Communicator	\$ 667.07		\$ 1,000.00		\$ (332.93)
22	SSM Advance	\$ 1,500.00		\$ 1,500.00		\$ -
23	Assembly/AWSC Rent	\$ 1,287.60		\$ 3,300.00		\$ (2,012.40)
24	Insurance	\$ -		\$ 750.00		\$ (750.00)
25	Total Working Fund Expense	\$ 5,310.06		\$ 10,743.00		\$ (5,432.94)
26	Assembly Allowance/M meal/Lodging					
27	Officers	\$ 863.70		\$ 1,920.00		\$ (1,056.30)
28	Audit/Budget	\$ 281.25		\$ 900.00		\$ (618.75)
29	Coordinators	\$ 883.40		\$ 2,970.00		\$ (2,086.60)
30	Past Delegates	\$ 586.30		\$ 1,680.00		\$ (1,093.70)
32	Total Assembly Allowance/M meal/Lodging	\$ 2,614.65		\$ 7,470.00		\$ (4,855.35)
33	Officers Expenses					
34	Alternate Delegate	\$ 16.90		\$ 200.00		\$ (183.10)
35	Chairperson	\$ 69.35		\$ 100.00		\$ (30.65)
36	Secretary	\$ 182.31		\$ 350.00		\$ (167.69)
37	Treasurer	\$ 29.48		\$ 250.00		\$ (220.52)
38	Total Officers Expenses	\$ 298.04		\$ 900.00		\$ (601.96)

Cash Flow Statement vs. Annual Budget

	A	B	C	D	E	F
1		Jan 1, 2011 - October 31, 2011		2011 Budget		Over/Under Budget
39	Assembly Expenses					
40	Assembly Workshops	\$ 16.04		\$ 150.00		\$ (133.96)
41	Business Services	\$ 7.00		\$ 100.00		\$ (93.00)
42	Membership Outreach	\$ -		\$ 150.00		\$ (150.00)
43	Group Services	\$ -		\$ 125.00		\$ (125.00)
44	Fellowship Communication	\$ 16.29		\$ 100.00		\$ (83.71)
45	Public Outreach	\$ 2,676.00		\$ 5,000.00		\$ (2,324.00)
46	Audit Budget Extra Day + Expenses	\$ 54.02		\$ 350.00		\$ (295.98)
47	Total Assembly Expenses	\$ 2,769.35		\$ 5,975.00		\$ (3,205.65)
48	Coordinators					
49	Alateen	\$ 69.44		\$ 150.00		\$ (80.56)
50	Archives	\$ 604.45		\$ 750.00		\$ (145.55)
51	CPC	\$ -		\$ 50.00		\$ (50.00)
52	Forum	\$ 10.98		\$ 100.00		\$ (89.02)
53	Group Records	\$ 73.43		\$ 150.00		\$ (76.57)
54	Literature	\$ -		\$ 100.00		\$ (100.00)
55	Public Information	\$ 8.40		\$ 50.00		\$ (41.60)
56	Website Coordinator	\$ 68.50		\$ 100.00		\$ (31.50)
57	Total Coordinators	\$ 835.20		\$ 1,450.00		\$ (614.80)
58	Delegate Meeting					
59	Alternate Delegate	\$ -		\$ -		\$ -
60	Past Delegates	\$ 793.86		\$ 1,000.00		\$ (206.14)
61	Total Delegate Meeting	\$ 793.86		\$ 1,000.00		\$ (206.14)
62	Other					
63	Ad Hoc/Task Force/Special Projects	\$ -		\$ 300.00		\$ (300.00)
64	Alateen Sponsor Workshop	\$ 198.26		\$ 300.00		\$ (101.74)
65	Transition Fund	\$ -		\$ 358.00		\$ (358.00)
66	Contingency Fund	\$ -		\$ 300.00		\$ (300.00)
67	Handbook Update	\$ -		\$ 50.00		\$ (50.00)
68	Purchase of Equipment	\$ -		\$ 300.00		\$ (300.00)
69	Total Other	\$ 198.26		\$ 1,608.00		\$ (1,409.74)
70	Total Expense	\$ 16,247.43		\$ 33,612.00		\$ (17,364.57)
71	Cash on Hand as of 10/31/11	\$ 13,770.78		\$ (1,512.00)		\$ 15,282.78
72	Reserves	\$ 7,700.00		\$ 7,888.00		\$ (188.00)
73	Cash Available as of 10/31/11	\$ 6,070.78		\$ (9,400.00)		\$ 15,470.78
74						
75						
76	Oregon Area Checking as of 10/31/2011	\$ 13,770.78		DONATION PAYABLE TO		
77	Communicator Checking as of 10/31/2011	\$ 500.00		Oregon Area		
78	Total Funds in Checking Accounts	\$ 14,270.78		% Bunny Grimes		
79				1872 Alcan Drive		
80	REMEMBER 3 ITEMS ON CHECK			Medford, Oregon 97504		
81	GROUP NAME, WSO ID#, DISTRICT #					



Attachment 2

Group Service Action Committee November 2011 Assembly Minutes

Meeting opened by Judy J., Chair.

Sue from District 15 read minutes from July assembly.

Voice Boxes.

What exactly are the Voice boxes (VBs) for? They are to ask the question from members: What do the members want from the area, from AI-Anon? They are to get a better flow of info from GRs to groups.

Newcomers asked lots of questions in their voice boxes. We will have a skit today re: links of service; we will have a workshop to help newcomers.

How do we get answers to the groups? Who answers the questions? Group services people? Do we continue to answer the VB questions at assemblies? Instead of an area thing (and sending the answers to GRs via email), do we want to get questions answered by districts and GRs? Do we want to make a Group Services blog?

We decided we'd like to have a Group Services link on the Oregon area website with the questions and answers. (Our second choice would be to send an email to all DRs, who will, in turn, get the answers to the GRs.) Rita, Judy, and the Group Services action committee will answer the questions. We will put a few questions into the Communicator, and then all the Qs & As on to the Group Services' link. We will also continue to ask the GRs to continue the VBs at their meetings and to bring VB and questions to the Assemblies. Keeping a blog would be too much; email communication is difficult enough.

We will decide which questions are "ask-it basket" questions and which ones are VB questions.

Rita then told us that ask-it baskets were discontinued by WSO and our area has stopped using them; Judy mentioned that our area has autonomy. This committee will request that this be put on the February 2012 AWSC Agenda.

Judy read questions and we all decided which to answer right now or which to send to the Group Service Action Committee via email for answers. We will put a "comments" section on the web link since some were comments.

We will continue to reach out to the membership because we all have a voice.

Archives: Jody's report.

Jody instructed us on filling out a group history form. The newest rendition is only 2 pages (down from 7-pages!). They would be catalogued through our district numbers. We will make copies and give to the GRs to fill out. GRs should keep a copy in the group notebook and send a copy to Jody via mail or give to her at assemblies.

If you want to know when your group started, email Group Records Helen; she has a WSO contact who will find the info for us.

Judy passed out a paper with the Group Services Action Committee definition on it.

Links of Service skit.

Trish passed out placards for her skit on Links of Service.

Respectfully submitted by
Jerri B.
DR/D5

Attachment 3

Fellowship Committee

Agenda

1. Open with reading the Action committee guidelines.
2. Prepare a handout for our favorite literature.
3. How to use Forum and CAL literature in meetings.
4. How are we using "How It Works".
5. New ideas open for discussion

Clarification of mission of the group – To promote use of conference approved literature.

Lynda handed out copies of the CAL handout to the group. Her idea about these handouts is that they could be given to attendees at next Assembly, then collected after members had a chance to fill them out. Then results could be presented at next Assembly after that.

Handout asks members to name their favorite piece of CAL, tell why they like it, and provide a favorite quote from it. Also, on the form is space for their name, district, and whether or not they want the information to be made anonymous.

Lynda opened the topics for discussion by the group.

Someone suggests that "How have I used CAL?" be added to the handouts.

Q. "Are we educating the Assembly or our groups?"

A. "We bring all Assembly items back to our groups, so both."

Q. "Is the handout something we might bring to our groups?"

A. "Yes."

Discussion follows. Topics include using e-mail to communicate to the Fellowship Communication Committee, and also ideas for promoting CAL that don't have to do with the handout.

Lynda asked the group to vote on whether or not we want to proceed with the handout. Some discussion followed and the motion passed. Minority views: "This handout is a good idea, but I think that there are better ones" and "goals of the handout are unclear."

More discussion about handout and also other unrelated discussion of how to promote the use of CAL. Lynda asked for 5 ideas of how handouts could be used. The group came up with 5 ideas

and discussed ways to further improve the form and other ways that the form could be used at the group and Assembly level. Changes to the form were agreed upon and a clarification about copyright issues was suggested. Solution to copyright issues is on pages 103 & 104 of the Service Manual.

Group moved to vote on the form with the changes as detailed in our meeting. Lynda repeated the changes to the form so that everyone was clear on what they were voting on. Motion was seconded and the group approved the form with the changes detailed by Lynda.

Item 3 – How to use the Forum and CAL in group meetings.

- One group reads from the Forum once a month during a meeting.
- Group is reminded that part of the GR job description includes encouraging members to subscribe to and read the Forum. That's on page 45 of the Service Manual.
- Groups give out newcomer packets.
- One group includes literature in meeting by putting literature in the center of the circle, introducing a topic and then asking group members to find readings about the topic in different pieces of literature.
- Another group has a collection to buy Forum subscriptions for its members. The subscriptions are awarded by lottery.

Question: Why push the Forum?

- Is delivered in mail directly to subscribers?
- It's easier for members to get a written submission in the Forum.
- Forum is portable and can be read anonymously.
- Forum can be left.
- Forum has information about the Steps, Traditions and Concepts.

Item 4 – How are we using the \$5 "How Al-Anon Works" paperbacks.

- One group gives them to newcomers
- Another group gives them to newcomers after they have attended 3 meetings
- Members try not to "push" people to take them
- Two other groups still sell them. Reason 1 – They sell out whether or not we give them away. Reason 2 – People might be more likely to read something they pay money for.
- Question: How much longer will they be available at \$5? Nobody seems to know answer.
- Three members speak out in support of giving the book free, and also about how important the literature has been to them.

Attachment 4

Public Outreach Action Committee

John briefly reviewed our last meeting.

Joanne, Public Information Coordinator, gave us a handout with details of the coming summer and holiday campaigns to show the PSA in Regal Cinemas. She also had the figures on funding for banners on the major universities' electronic newsletters.

Cheryl H., CPC coordinator, talked about distributing the new Al-Anon DVD's to all Districts – if your DR didn't get a set at AWSC, please contact Cheryl.

If your district has a Public Outreach or Public Information Coordinator, please give their contact information to Cheryl or Joanne.

Both coordinators shared that they were going to ask for additional funds in their budget. The Group Conscience of the Assembly approved part of their requests, but not all.

Plans for 2012 and beyond:

Find out what this Action Committee can do to support the membership in doing Public Outreach.

Attachment 5

November 2011 Business Services Meeting Jantzen Beach, Portland, Oregon

The Business Services Committee continued to review sections of the Oregon Area Handbook to bring more clarity as to how monies are handled in the Oregon Area. The following are some of the items we discussed:

We continued to review Section III of the handbook: Striking subtract 80 miles which has already been an approved motion. There will be a mileage chart placed in the handbook.

AWSC Discussion Point: Are we doing AD HOC committees, thought forces, or task forces? How do we define these in the Oregon Handbook? Does an AD Hoc member qualify for travel reimbursement? What are criteria for becoming a member?

We agreed that we will be sending our notes to the handbook committee for additional comments and then we will be putting this on the February AWSC Agenda.

We have questions under the Delegate Expense Guidelines. In the World Service Conference section, when did it start that we send the full estimated amount to the WSC instead of the average amount? It has become a pattern but was it ever discussed and approved? There is no explanation of this in the budget. Also, we are seeking clarification on several words used, airport, per diem. We will be working with our Delegate to clear some of this up and eventually clarify in the handbook.

The Business Services Committee would like to do some education pieces:

The Business Services Committee would like to host a workshop for DRs and Coordinators at the February Area World Service Conference on Budgeting. This will assist them in their positions and help them to prepare for requests and budget preparations for future assemblies.

The Business Services Committee would like to do an education piece at the March Assembly for the membership. Are we utilizing the 36 legacies in our spending when we come to Assemblies? What is prudent spending? What accountability is there?

Respectfully submitted by: Kim F.

Attachment 6

Newcomers

How do we keep newcomers coming back? Newcomers are the lifeline to Al-Anon. I felt lost the first few weeks. I wish someone had suggested a reading. For the growth we need to include them on set up and/or take down. I would like someone to call me during the week to see how I am doing back.

#5 We could greet newcomers at the door and tell them that we are glad that they come and if they don't like the group and suggest trying another group
Eileen assigns someone to greet newcomer and rotate position.

#9 When a newcomer comes into my meeting, I give them a safety pin to remind them that they are in a safe place. Maybe put a bead on it to make it a little more distinct.

#16 we can include newcomers in social events after the meeting. Our meeting has fellowship after every one of our meetings and we announce at 7th step that there is fellowship. Our group just did a group inventory and newcomer's is a big topic for us.

#2 How Forum Magazine can be used to attract newcomers? It can be overwhelming for newcomers; it needs to be on a person by person basis.

#20 when newcomers are in the room share on step 1. For me step one was a big one, it helps them not feel so alone.

#29 I have a good supply of newcomer packets and telephone lists. At my meeting I have the meeting list with the phone numbers and generally a Forum is handed with that.

#19 Newcomers need care remember their names. I have a hard time remembering anybody's name. I attempt to remember newcomer's names. I do feel that is very special. What I have found is that if I focus on their name and I often don't hear what they say.

#25 Call them, don't wait for them to call you.

I wouldn't give them a call. I would give them a big hug and if they showed signs of interest I would contact them. When I first came into these rooms, it was not safe to call my home. I couldn't have talked on the phone.

#1 We are creating an us versus them when we are restrictive when we attempt to control what is used in our meetings. I see this in my group. I see people wanting to add a "do not do" list into the format of the meeting. Do we really need to add this stuff? There needs to be a balance between what is in the format and what happens in the circle

#10 The first group I went to kicked me out because I went because of my daughter's bulimia, later she was diagnosed with alcoholism. My Tuesday night men's meeting is a closed meeting. We are pretty hard-nosed, we will talk with people after meeting to see if there is any alcoholism involved. If not, we will tell them that they are not welcome. We suggest a newcomers group that is just before my meeting.

#18 To preserve our spiritual growth we have to give it away. We come early to set up chairs. Newcomers often come early so it is important for us to be there. We offer the newcomer a packet and say something about our program

#4 If a member cannot afford a book, someone can loan them. Many libraries have books. The groups that I go to, we hand them a newcomer's packet, a phone list, a forum, the one dollar book, a pamphlet on sponsorship and a hug. We tell them all of our books are in the public libraries.

#12 The public outreach media is a new podcast about conference summary. I have noticed for years that our group is great on welcoming newcomers. I will come early; I will greet them and talk to them. We don't let that newcomer feel unwelcome. We give newcomers that have come for a few weeks the soft cover of "How It Works".

#32 Group members encourage newcomers to express themselves, read the steps take part in some way that makes them feel they belong. The \$1 manual goes around so that everyone gets a chance to read. I agree that new comers come new. Have them help set up chairs and ask them to help put chairs away.

#7 Some groups use special cushions to make them special. I remember being a newcomer and it was real hard for me to come to that first meeting. I was really afraid of crying. Everyone respected that. We need to respect that I can't assume what they are feeling. We need to ask the person directly, if they want to be called, hugged, shaking hands...

#11 I like to welcome new comers. One of the best things I do is to give them a hug. If I see a newcomer, I ask them if they are a new comer. I love hugs now but when I came, I wasn't familiar with them.

#33 Whoever is leading the meeting can give their experience, strength and hope. We encourage the new comer to stay and ask questions after the meeting. I make sure that someone is talking to them after the meeting.

#38 Sometimes desperate newcomers need to unburden. At our meeting we announce that newcomers will have sharing time and after the meeting we elected not to call them temporary sponsors, since sponsors can sound like a commitment. We ask somebody to volunteer to talk to them after the meeting.

#46 New comer arriving at the door of Al-Anon can't help but notice the serenity in older members. I assure newcomers that I felt a lot of emotion when I first came in

#16 Does a person who works in the AIS office use discretion in recommending meetings? When I am in the AIS office answering the phone, I try to find something that will work into their schedule and try not to pry too much.

#8 Have greeters outside the room. If we are in a conversation, make sure to take time to greet the newcomers. Maybe the group needs somebody outside to direct them to the room.

#17 Explain to new comers about the CAL symbol and how it identifies conference approved literature. I don't know that I have ever explained the CAL symbol to new comers. I got the lecture on CAL so now I try to mention the words "conference approved literature".

#26 Show up early and have the meeting set up. I did that for a lot of years now I let the kids do it. I heard just yesterday, about a new comer going to a meeting and nobody was there. Newcomers are very important.

#3 It's good to keep your meetings open on holidays. We use an outline for the chair person to say to newcomers, explain what sponsorship is and call on people willing to be temporary sponsors. The sponsorship pamphlet is a good one to send with new comers.

#43 I try to keep my focus on welcoming the newcomers. I let them decide if they belong in Al-Anon. I think that we give them the literature and the tools.

#37 Sponsoring a new member challenges us to work our program. Our group encourages sponsorship.

#24 When newcomers come to our group, I tell them that I can call you and extend invitation to lunch and coffee. It's important to give attention to the newcomers.

#14 The Forum can be an important tool with your members but members need to be familiar with the contents and point newcomers to appropriate material. We haven't followed up on that. Something that might attract newcomers might be meeting in some place that not a church. The first meeting that I went was at a church. The only reason that I went was because I had gone to that church and was familiar with it.

#30 Greet newcomers when they come in the door. I am kind of quiet and shy and it's kind of hard to meet the newcomers. I greet them at the door. I tell them I'm bad at names, would it be okay if I call you 'sugar'?

#31 Newcomers are often nervous lonely and desperate, attention from members can be important. We have a portion of 10 minutes of the meeting dedicated to the newcomers.