

**BOARD BIG QUESTION: How can we empower our members in the use of our Legacies and policies when seeking solutions to issues within the Area, District and group?**

From *One Day at a Time in Al-Anon* (B-6), p. 305

“Al-Anon is not an organization; it has no managers or bosses. It is a fellowship of equals, held together in close union by something called “obedience to the unenforceable.” This means that every group conducts Al-Anon’s work according to the spiritual principles stated in our Traditions, which they accept and follow *of their own free will*, without being directed or compelled by anyone.

“The ... autonomy granted by the Fourth Tradition is limited to *what is good for the fellowship as a whole*. If a group departs from the ideas and procedures that make for *the greatest good for the greatest number* of Al-Anon members, it takes on its shoulders the responsibility for damaging the fellowship to which all of us look for help.

“When a group faces questions or problems, the answers will be found in our Twelve Traditions. That is why it is so important for all of us to know them. The health and unity of all Al-Anon depends on the cooperation of the groups.”

From *Reaching for Personal Freedom—Living the Legacies* (P-92), p. 133

“I learned that leadership is not a position where I wield authority and make laws. Rather, leadership is a gentle understanding of the way the principles of Al-Anon work and the willingness to stick to those principles, regardless of what other people are doing. There will always be some gray areas, but I can feel confident enough to make a decision. If it is the wrong decision, I can change it. If I aim for excellence instead of perfection, I believe that I can become an effective leader.”

**QUESTIONS FOR SMALLER GROUP DISCUSSION**

1. Why is it so important that the members believe in themselves and believe in a Higher Power—that members become capable of using and interpreting our materials? And why is it so important for the future of Al-Anon?
2. What happens to individuals and groups who research our Legacies, *Service Manual* and Policy Digest and hold discussions among the membership?
3. What are the spiritual benefits of the membership finding their answers through these resources and having discussions among themselves?

**QUESTIONS FOR ENTIRE GROUP**

4. As you review this chart, what part(s) of the process do you envision you can use to strengthen your Area, District and group? (In other words, what is or is not happening?)  
We do not want you to get stuck in the problem, but rather to spend time discussing the process you used or use to get to the answer.
5. What role can you as a leader play in helping the membership become more familiar with the process of seeking solutions using the Legacies and policies?

**QUESTION FOR ENTIRE GROUP**

6. What strategies can we as a group devise to empower members to seek their own solutions?

## Empowering Ourselves by Using Al-Anon’s Legacies and Policies When Seeking Solutions

<u>Issue of Concern</u> →	<u>Service Level</u> →	<u>Policy/Legacies</u> →	<u>Talk with Others</u> →	<u>Spiritual Principles</u> →
<p>Identify individual(s) or service arms involved or affected;</p> <p>Clarify the primary concern.</p>	<p>Determine whether this issue is yours to solve.</p>	<p>Read Conference Approved Literature (CAL);</p> <p>Explore the Twelve Traditions and Concepts of Service for insight into applying one or more to the issue;</p> <p>Browse the <i>Conflict Resolution Using Our Twelve Traditions</i> (S-72) cards about resolving differences using the Traditions;</p> <p>Review the Policy Digest in the <i>Al-Anon/Alateen Service Manual</i> (P-24/27) for interpretation of our Legacies.</p>	<p>Reason things out with a service sponsor or other experienced member;</p> <p>Research previous, similar situations or decisions;</p> <p>Discuss <i>Talk to Each Other—Resolving Conflicts within Al-Anon</i> (S-73) booklet;</p> <p>Conduct KBDM* (Knowledge-Based-Decision-Making) to reach an informed group conscience. *If you are not familiar with KBDM, ask.</p>	<p>Identify spiritual principles involved;</p> <p>Turn it over to the Higher Power;</p> <p>Wait, or postpone any actions, remaining open to more information that might be revealed.</p>
<p><b>Example:</b> Member selling jewelry before and after home group meeting</p>	<p><b>Example:</b> Group</p>	<p><b>Example:</b> Policy Digest, pp. 97-98 Tradition Three Tradition Five Tradition Six</p>	<p><b>Example:</b></p>	<p><b>Example:</b> Primary Purpose Unity</p>
<u>Issue of Concern</u> →	<u>Service Level</u> →	<u>Policy/Legacies</u> →	<u>Talk with Others</u> →	<u>Spiritual Principles</u> →


## BBQ LEADER'S SCRIPT FOR BREAKOUT DISCUSSION GROUPS

### LEADER INFORMATION ONLY— NOT TO BE READ ALOUD

**Group Leadership:** Four leaders are assigned to each session: two Trustees, one staff and one Executive member. Leader asks one of these four people (probably staff) to record ideas shared by the group. This will *not* be for a report-back, but for a record of all ideas discussed. The Task Force will compile the information from all groups for sharing with World Service Office (WSO) Directors, the Strategic Plan Oversight (SPO) Work Group and World Service Conference (WSC) members on AFG Connects, if appropriate.

**Reminder:** Please transition quickly from one discussion section to the next (A, B & C), as time will go quickly. Leader can mention any discussion “rule” that seems practical— “only share one time,” etc.

**LEADER SAYS:** “We have one hour to share together about how we can empower our members in the use of Al-Anon’s Legacies and policies when seeking solutions to issues within the Area, District, and group.”

#### A. DISTRIBUTE INTRODUCTORY HANDOUT ONE (Two Quotations and Six Discussion Questions)

**(Five min. for welcoming people to group and reading aloud)**

**LEADER SAYS:** “\_\_\_\_\_, will you please read the first quote? \_\_\_\_\_, will you please read the second quote? \_\_\_\_\_, will you please read the first three questions?”

Let’s divide into four groups (Count off from one to four). In your small groups, you’ll spend 15-minutes sharing on the first three questions on this handout. Try to discuss all three questions. Then we’ll come back together as a whole group to share ideas.”

#### THREE QUESTIONS: **(Ten min.)**

1. Why is it so important that the members believe in themselves and believe in a Higher Power — that members become informed about the use and interpretation of our materials? And why is it so important for the future of Al-Anon?
2. What do we hope will happen to individuals and groups who research our Legacies, *Service Manual* and Policy Digest; and hold discussions among the membership?
3. What are the spiritual benefits of the membership exploring these resources and finding their answers by having discussions among themselves?

**LEADER SAYS:** Now let’s take a few minutes to hear the ideas shared in your small group discussions.

**(Five min.)**

**LEADER INFORMATION ONLY—NOT TO BE READ ALOUD:**

Allow one or two min. per small group so each can recap their responses to the first three questions.

Some possible “answers” to the above three questions: Members feel capable. They can apply the principles in multiple situations. They gain confidence, become self-reliant, self-respecting. They become able to find solutions, especially ones based on principles and not emotions or reactions. They learn to trust themselves, others and the Higher Power.

**B. DISTRIBUTE HANDOUT TWO: Chart of Process, Examples and Principles**

**(20 min. for reviewing and discussing the next two questions, using the Chart as reference)**

**LEADER SAYS:** This Chart came about as a result of exploring our Legacies and reading Conference Approved Literature (CAL), particularly about Tradition Four in *Reaching for Personal Freedom—Living the Legacies* (P-92) and Concept Three in *Paths to Recovery—Al-Anon’s Steps, Traditions, and Concepts* (B-24). Please look over the ideas on the Chart about seeking a solution to an issue. Do you see how this information could be helpful to members as they begin to seek their own solutions?

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Allow a few moments for people to survey the Chart. Ask members to read each column (starting on the left and working to the right) including the example on the back. Clarify any questions/comments about the Chart. Then proceed to discuss the next two questions within the whole group.

**LEADER SAYS:** “Now let’s discuss the next two questions (No. Four and No. Five) on our initial handout, using the Chart as our reference.”

**TWO QUESTIONS:**

4. As you review this chart, what part(s) of the process can be strengthened in your Area, Districts and groups? (In other words, what is or is not happening?) *We do not want you to get stuck in the problem, but rather to spend time discussing the process you used or use to arrive get a satisfactory resolution.*
5. What role can you as an informed and responsible trusted servant play in helping the membership become more familiar with the process of seeking solutions using the Legacies and policies?

**LEADER SAYS:** “Keeping in mind your discussion ideas as well as your role, let’s move on to our final activity, brainstorming ideas to share in our final Conference Room Summation Session.

**C. PREPARE FOR SUMMATION/REFLECTION SESSION (20 min.)**

**LEADER SAYS:** Now that we’ve talked about *why* it’s important for members seek their own solutions and *how* to begin, let’s talk specifically about ways we can help empower the membership. Let’s suggest some answers to our final question.

**FINAL QUESTION:**

6. What strategies can we as *a group* devise to empower members to seek their own solutions?

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**Prompts – Examples of Strategies:**

Share the Process Chart.

Introduce *Reaching for Personal Freedom* and *Paths to Recovery* workbooks to encourage members to study how the Legacies apply to their own lives.

Hold a “What is Policy?” workshop.

Supply some “dilemmas” and ask members to seek their own solutions, using the Chart process.

Prepare a simple KBDM handout for an Assembly workshop so that all members have access to the five questions (thanks to their Group Representative [GR]) and can apply them to an issue in their group or District.

**LEADER SAYS:** “As we close this session about *empowering our members—our hope for the future—* keep in mind those strategies you’d like to share with others during our final Summation and Reflection session scheduled at [Insert day/time in the blank] \_\_\_\_\_.