

**Minutes of the Meeting of the Board of Directors
February 19, 2022**

INTRODUCTION

1. Call to Order: 12:01 EST, by Maria S, Chair

2. Roll Call: by Maria

<u>Name</u>	<u>WSB Role</u>	<u>Attendance</u>	<u>Monthly Report</u>
Maria S	Chair	P	W
Marcia C	Vice Chair	E	W
Cindy C	Treasurer	P	W
TBD	Secretary	NA	NA
Barbara S	BMAL	P	W
Ann P	BMAL	P	W
Bob S	BMAL	E	W
Chris Y	BMAL	P	W
Chris Z	BMAL	P	N
Clive W	BMAL	P	W
Helen L	BMAL	P	L
Jeff S	BMAL	E	L
Mike B	BMAL	P	L
Sara L	BMAL	A	N

Attendance Key: P=Present, A=Absent, E=Excused, LOA=Leave of Absence

Monthly Report Key: W= Submitted by deadline, L=Submitted after deadline,
N=No report submitted, E=Excused for extenuating circumstances, LOA = Leave
of Absence

Maria reported that Greg C asked to step down from the Board. Someone is needed to serve as Chair of the Financial Oversight Committee. Chris Z asked Maria to provide her with more information about the role; she will then consider whether to volunteer.

3. Acceptance of Published Agenda:

- Clive moved to accept the Agenda, Cindy seconded, voted on and accepted.

4. Tradition One:

- Read by Barbara *“Our common welfare should come first; personal progress for the greatest number depends on unity.”*

5. Approval of January 2022 WSB Minutes:

- Ann moved to accept the January WSB Minutes, Barbara seconded, voted on and approved. Maria to distribute.

6. Chair's Report:

- There were no comments or questions concerning the Chair's Report.

7. Treasurer's Report:

- Cindy provided the January monthly financial reports, as part of her monthly report.
- Cindy reported that we are doing fairly well so far; there are 3 months left to the fiscal year. She thinks we will end the year in a better position than we had thought. Donations have been very generous; literature sales are doing better. We have also watched expenses closely. We will still end the year with a loss, but it will be less than we had budgeted.
- Cindy informed the board that the increased literature prices went into effect on February 15. She proposed increasing the price of the e-book version of TABW from \$7.99 to \$9.99; this would be the maximum allowed in keeping with Amazon pricing rules and compares favorably to the \$13 price for the hardcover version. Cindy will coordinate with Ann and let her know when the e-book price goes into effect. Ann will then update the literature catalog to reflect the price change.
- Clive, who serves as Treasurer for the UK NSB, mentioned that although they are not suffering from a running loss, they are wondering whether that may occur. They would like to find a way to make the donation process easier for online meetings; something like a one-click form.
 - Mike mentioned that we have the same issue in the US. He's working with Chris Y and Cindy on it. They've identified a product, but need to identify tech resources to implement it. They're in the process of getting 3 bids.
 - Cindy agreed that we need a simple, intuitive process that is similar to the “passing of the basket.” Cindy indicated that we will share with Clive any information that we get on this.
 - Chris Y added that there are two levels of donation. We've been looking at making the process easier to donate to the WSO on our website. At group

meetings, some use Zelle, and donations are sent to a bank account set up by the group treasurer. Ann added that according to our policy, the group bank account should not be a personal bank account, since those assets could then be confiscated in certain situations.

- Chris Z, who is treasurer of her local group, shared that they use Venmo and that it has been working very successfully.
- Maria will add this to the agenda for a future meeting once Chris Y, Mike and Cindy are ready to report back.
- There were no other comments or questions concerning the Treasurer's Report.

STANDING COMMITTEE REPORTS

<u>Committee</u>	<u>Chair</u>
SC-1 Public Information	Jeff S
SC-2 WSO	Maria S
SC-3 Literature	Ann P
SC-4 Serenity Messenger Newsletter	Robert S
SC-5 Bylaws, Parliamentary	Barbara S
SC-6 International Groups	Helen L
SC-7 Budget Committee	Cindy C
SC-8 Sponsorship	Helen L
SC-9 Group Outreach	Marcia C
SC-10 Financial Oversight	TBD
SC-11 Technology	Chris Y

- Other than the information provided in the monthly Board Reports, there were no additional updates from the Committee Chairs.

AD-HOC COMMITTEE REPORTS

<u>Committee</u>	<u>Chair</u>
AH-1 Convention Liaison	Barbara S
AH-2 Intergroup Support & Development	TBD
AH-3 Document Review	Ann P
AH-4 Long Range Planning	Mike B
AH-5 Revenue Growth Task Force	Cindy C
AH-6 Education	Marcia C

- **AH-6 Education (Marcia)**
 - Maria mentioned that on the FA website, the EC calendar has been updated to include topic names.
 - Ann mentioned that a “Guide to the Family” is in the process of being revised, and should not be selected as a literature topic in the short term. Maria will feed this back to the EC.

UNFINISHED BUSINESS: None

TABLED ITEMS:

1. Discussion: Proposed changes to By-Laws

- Bob S had emailed the Board an outline of the proposed wording options. Maria indicated that Bob suggested we move forward with the wording proposed by Ann, for the reasons cited in her board report. “Substance use disorder” is the umbrella term used by the medical community and cited in psychological manuals.
- Building on Ann’s proposal, Chris Y suggested we consider the following wording: “substance use disorder and related behavioral problems and disorders.” The board liked this suggestion. We agreed to think about it and vote on it at the next meeting. This will still give us time to have it ready to send out at least 30 days before the Annual Business Meeting vote.
- Ann volunteered to go back and revise the wording in her summary of the proposed changes to the by-laws. She will send the updated wording to the board.

NEW BUSINESS:

1. Discussion: Chair needed for Convention Planning Committee

- The board had previously agreed that we would like to have a virtual convention this year. Barbara will continue to serve as Convention Liaison. We need to identify someone to serve as a Chair for the Convention Planning Committee (CPC). Ideally, it would be someone who previously served on a CPC; it does not need to be a board member. We would also need individuals to serve on the CPC and identify speakers, fund-raising opportunities, etc. Board members are asked to reach out and help identify volunteers.

- Mike suggested we do a targeted reach out to those groups with strong membership. They tend to be the groups that have hosted conventions in the past.
- Chris Y suggested we also communicate to the general membership that we are planning to have a convention this year; we may be able to solicit volunteers that way as well.
- Barbara suggested that we place an announcement in the Serenity Messenger that we're looking for help.
- Barbara suggested that we hold the convention in the autumn.

2. Proposal for Board Member Outreach to Group Secretaries

- A proposal for board outreach to group secretaries was included in Maria's February board report. She reviewed it with the board members.
- Barbara agreed that a script should be provided for board members to use for the call.
- Helen agreed that the International Groups Committee (IGC) could consider how best to reach out to groups outside of the US. She will follow up with Sara and then report back to the board.
 - Ann indicated that there are people that the LC have worked with in the translation process who have good English skills. She has made suggestions to them about joining the WSB. They may be amenable to joining the IGC. Ann will provide a list to Helen of the people she has been in touch with.
- Nicole is in the process of updating group information from the re-registration process. She expects to be done in the April / May timeframe. The board could begin making calls after this.
- Chris Y suggested we give group secretaries a heads up that we would be making these calls. This could improve responsiveness. Mike agreed, suggesting that we text them, letting them know that we will be calling them, and provide a short list of topics for the call.
- Barbara and Maria agreed to reach out to those group secretaries whose groups have previously hosted a convention. Other board members who would like to help with these calls should reach out to Maria.
 - This endeavor could serve as a "mini-pilot" for the broader outreach.
- Clive shared the UK experience. Board members make calls quarterly, after their board meetings. He suggested that our response rate would most likely be lower initially, but that over time it would improve as we develop personal relationships through the calls. Initial calls should be about explaining who we are; keep it simple.

3. Long Range Planning Proposals (Mike):

- Mike reviewed the information that he had provided to the board members via email (See Attachment A). The information reflects the status of each of the proposals as of February.
- The following additional points were made:
 - Clive mentioned that they are running monthly virtual 12 Step workshops in the UK, both at the group level and at the UK level; each month they cover one step. Because they use the 12 Step Workbook, there is not a lot of preparation required to run it. They have been very successful; the hardest part is creating awareness. They haven't yet analyzed the impact on their literature sales. They are considering offering workshops on other topics as well. They will share their experience with us.
 - Mike emphasized the importance of optimizing search engine results (i.e., if someone types in family support groups, FA would pop up). Our workshops could be linked to some key words, such as setting boundaries.
 - Ann mentioned that the board discussed search engine optimization for a number of years and we haven't found a way to do it; now may be the time to invest in it.
 - Mike mentioned that we would need advice on "key words." Personally, Mike is building a website; he will share with the board what he learns concerning "key words."
 - Chris suggested that this work could be included with the upgrading of our website.
 - Some workshops, such as Setting Boundaries, would provide added benefit if individuals could be given feedback during the workshop (e.g., is their boundary one that they could really keep).
 - Regarding outreach to professionals, Ann mentioned that #7010 *FA and the Professional Community* is available as a free download. It is also available as individual pamphlets for particular practitioners. Mike will add this note to his proposal.
 - Mike indicated that he would spearhead the following task: "Solicit New Ideas" (described on Page 13 of the LRP proposal).
 - Mike suggested we consider an alias link (e.g., something short such as FAanon.org), so people don't have to type out familiesanonymous.org. The alias link would redirect people to our site.
 - Ann suggested we consider group meetings based on language, in addition to day of the week. She is aware of individuals who would welcome a meeting in Spanish. For example, our meeting locator would give you the option to find a meeting by day of the week, language, or zip code.
 - Chris Y asked whether we would eventually need to limit the size of virtual meetings, to ensure that individuals have the opportunity to share.

- ▶ Mike is aware that some AA meetings have over 60 people in attendance; not everyone shares. People selectively share when something significant happens in their life. Time limits could be set for sharing. Breakout rooms could also be set up.
- ▶ Chris Y suggested that best practices be set up. Barbara mentioned that Donna D and the Education Committee are considering providing a session on best practices for virtual meetings.
- ▶ Clive added that at their virtual convention last year, they had a series of virtual breakout rooms; Zoom can do this fairly easily. They were also able to identify tech support by reaching out to their groups and asking for volunteers with this expertise.
- Within the coming week, Mike agreed to forward the updated proposals to the relevant Committee Chairs. He will work with the Chairs to advance them.
- Mike suggested that the following 2 proposals be given priority:
 - Search for meeting by day
 - Search engine optimization
- Maria suggested we recruit individuals to work on the committees to help move these proposals forward.
- Mike suggests that the LRP effort should be a Standing Committee, rather than ad hoc.
 - Chris Y agreed; he indicated that the LRP Committee could oversee the Strategic Plan, with Tactical Plans to support that.
 - Barbara, as Parliamentarian, will look up the procedure for doing this.

CLOSING

1. Announcements and Other Items:

- Helen mentioned the challenges facing the Intergroup in Greece. She had agreed to take on the role of Chair for the Intergroup. Many groups had dissolved during the pandemic; people aren't sure where to begin. Helen is also interested in many of the initiatives discussed today, and would need support to implement them in Greece. Maria volunteered to set up a separate GoToMeeting to discuss the issues Helen is facing in Greece. Mike and Barbara volunteered to help as well.

2. Adjournment

- Motion to adjourn was made by Barbara, seconded by Ann, voted on and passed (1:54 pm EST).

3. Closed with the Serenity Prayer

Attachment A

		POSITIVE IMPACT	
		Low	High
EFFORT REQUIRE D	High	<ul style="list-style-type: none"> •Multi-Language Literature (1) 	<ul style="list-style-type: none"> •FA App (5) •Phone Support (6) •Public Outreach (7) •New Print Titles (8) •E-Lit (Subscription) (9) •Web/Podcast (10)
	Low	<ul style="list-style-type: none"> •Discounted Literature Sale (2) •Office Space Reduction (3) •Announce Accomplishments (4) 	<ul style="list-style-type: none"> •Workshops (11) •Outreach (Professionals) (12) •Solicit New Ideas (13) •Newcomer Kit (14) •Awareness/Promotion (15) •Social Media Contribution (16) •Encourage Virtual Meetings (17)

Efforts have begun

Fully underway (if ongoing) or Done

(2) Discounted Literature Sale (Overstock Sale) announced 1-21-2022

(3) Office space reduction complete (gave up storage space saving \$2,000+ annually)

(7) Public Outreach videos created

(8) Revised Five Faces of Anonymity published

(11) Education Workshops fully underway and scheduled throughout 2022

(13) Solicit new ideas - working on improvement for donations based on membership feedback

(15) Awareness/Promotion of FA and literature videos created

(16) Social Media Contribution - events, literature and general program info posted to Facebook

(17) Encourage Virtual Meetings - email blast in process, social media awareness/promo posts, Serenity

Messenger Group Outreach article in-process

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Task: Discounted Literature Sale

Description: Sell slow moving Stock at a discount; take advantage of the propensity to consume sale items. We are not earning on these items and paying to store them.

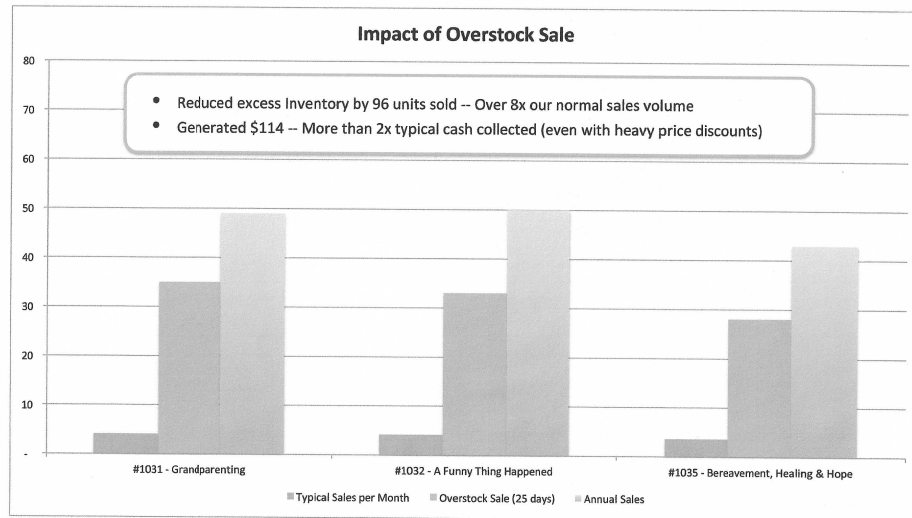
Effort Required: Low/Moderate. Set sale price for items, update cost to members, sell. Sale price set by Treasurer with consideration to original cost and cost to store inventory.

Anticipated Benefit: Moderate. We go from \$0 revenue on these items to a positive revenue stream.

Updated status(February 2022): *The overstock sale was put in place and resulted in an additional \$114 in funds. It is very important to avoid any thinking that there are lost funds here. When inactive literature sits, there are only lost funds from NO revenue coming in - not lost revenue for it selling for less than ideal selling price. In other words, this was only a positive result !*

Editorial note: *This should encourage more out of box thinking that can result in a positive result. There was no expense in discounting this Literature.*

Updated status(January 2022) : Work with The Treasurer has resulted in a proposal to the Board for discounted overstock and an overdue price increase.



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Task: Workshops

Description: Centrally, we experienced great attendance and literature sale success with our 12 Step Workshop. Topical areas in great demand would mimic this success

Effort Required: Moderate. This is an area that has shown to work/succeed. It requires the commitment of a workshop leader(s). The registration process, I believe, is currently limited and manual.

Anticipated Benefit: High. Information provided in this manner is highly desired and well received.

Updated Status(February 2022) : *As previously noted, there are many benefits to be derived from the scheduling of these sessions. Having conducted some, the feedback received is notable. I believe we need to receive the feedback as an opportunity and not a criticism in any way.*

- ❖ **Conduct the Workshop as a Workshop, not a FA meeting**
 - *Allows the commitment of more time to lead/instruct in the material rather than encroach in the workshop time with meeting format*
- ❖ **Understand that Literature sales will increase when Workshop is titled (nearly) the same as the Literature available**
 - *Skill topics are great opportunities:*
 - *Steps*
 - *Boundaries*
 - *Enabling vs Helping*
 - *Language (What do I say?)*

- Three C's
- Note; Let's investigate where we want to teach skills that we may not have literature
- Staying Connected
- How to maximize Value of **TABW (Little Red Book)**
- ❖ **Analyze the Literature Sales/Workshop Participant trend**
 - Initial class has high number of participants/ literature sales
 - Number of participants/ Literature sold steadily declines
 - Suggests new workshop topic scheduled in successive months to tap greater potential of participants/sales

Updated Status(January 2022): This effort has been developed into multiple workshops. The benefit here comes in multiple forms:

- Increased involvement by members
- Increase in member's skills
- Relevance of the WSO
- Possibility of Member **information draw** , i.e. participating members asking for additional topics
- Financial Health of WSO by linking topics to Literature sales
- Potential for **New Literature** linked to members request of additional topics if we don't already have pertinent literature

******Actionable efforts******

- Brainstorm potential additional workshop topics tied to available Literature

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Task: Outreach (Professionals)

Description: Have a 'connection' with local professionals (counselors, therapists, et al) so that the visibility and availability is enhanced.

Effort Required: Moderate. With WSB members leading the way in major regional areas, we can begin to build some momentum and then point out the benefits to all other Group Secretaries.

Anticipated Benefit: High. The Professional world suffers from short supply for great Family demand. They **do** recommend support groups to their clients now. We want to be on the list they recommend.

Updated status (February 2022): *In reality, more and more Mental Health Professionals are recommending that their client participate in Support Groups concentrating on the issue they struggle with. We fit very nicely alongside:*

- ❖ *Individual Therapy (anxiety about Substance Use or Behavioral Disorder)*
 - *There is a strong case for referral among Addiction Counselors for the funding family members*
 - *Family Therapy (fractured relationships in Family)*
- ❖ **Action : Assign Board members to address any conflicts in approaching professionals within FA Traditions**

Updated status (January 2022): *The good news is that there is benefit -at two least two members in my home group have told me that their therapist recommended the pursuit of a "Family support Group" in addition to the Therapy sessions. One even suggested a "family support group that is a 12 step program" which we are in the sweet spot. The trick is: how do we begin those "associations/co-operations" and navigate the "affiliation" issue/conundrum.*

******* Opportunity*******

Work has to begin on defining the leeway in the tradition to discern between

- ***Association***
- ***Co-operation***
- ***Affiliation***

Where could the distribution of The Benefits of FA" brochures left in offices fit within the above Tradition boundaries? I strongly believe there is a justifiable path to this somewhere. I also believe that Board members are capable of finding that path without corrupting the Traditions in place.

The recommendation here is to convene the effort of Board members with significant experience and concern about this topic.

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Task: Solicit New Ideas

Description: Poll the membership and Listen. What is desired ? What is needed ? What can we consider that will benefit the membership ?

Effort Required: High. Most likely a requirement of manual effort to solicit, review, grade and prioritize feedback will be needed. When efforts to solicit information fail, new methods need to be investigated and pursued.

Anticipated Benefit: High. Effective, growing groups are responsive to the membership and provide what is being desired. Not a carte blanche but not an ivory tower approach - more of a ground level approach. Groups that are served spread the word organically.

Updated Status (February 2022): *The following is simply a spray of ideas (practicality was not used as a limiting or vetting toll);*

❖ **The New FA Forum**

➤ *LRP Chair hosts a zoom session to present a variety of changes to FA (both in reality and discussed in planning)*

■ *"My Virtual Home Group"*

- *This concept cannot be stressed enough - it is our chance to continue to increase our membership by eliminating geographic and comfort barriers. It may be the single largest benefit resulting from the pandemic.*

■ *"How can I improve ?"*

- *Our workshops coupled with our literature coupled with our instruction provide people with tangible takeaways from our group*

- *"FA Library of Learning"*
 - *Rebrand FA Literature to announce that there is a wealth of information available that can be read and stimulate learning.*
- *This concept is intended to*
 - *Offer fresh approach to our personality*
 - *Stimulate contributions from the faceless members*
 - *Focus our efforts*

Updated Status(January 2022): *Rethinking this, surveys can reap benefits. The new dynamic is **Ease** ! Perhaps it's easier to **tell** someone something than fill out a survey.*

*******OPPORTUNITY*******

Schedule an Town Hall type meeting for the membership to contribute these new ideas by speaking their mind. Prepare in advance:

- ***Some new ideas to throw out to the crowd***
- ***A "Lure" - example: \$50 gift card usable toward purchase of FA Literature, really bold :just a \$50 gift card toward anything***

Good chance this should be hosted by LRP chair

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Task: Awareness/Promotion

Description: This is an area of struggle as we try to stay within our traditions. We have been following, for the most part, a passive model providing information for our members and prospective members to *find*. We find ourselves necessarily moving toward the need to *push* information out so that our visibility and viability increases. ***Note: There is a dollar limit (\$250) established that tips the scales from Awareness to promotion.***

Effort Required: Moderate. Recent efforts have created some tools in Social media to push information on channels our members will be able to find easier. We will benefit greatly by creating more authors to help our publishers.

Anticipated Benefit: High. Meeting locators, easy ways to order literature, information about workshops, etc. will reach more members or prospective members.

Updated Status (February 2022): *Back in the early stages of the Website creation for companies and groups, the recipe for success was variety - a new look to the home page, new features, options, tools available. Predictable is wonderful for refined Family behavior - not so much in information thirst.*

❖ **Surprise members with where they find out about offerings**

➤ *Examples: We have always emailed you announcements.*

Possibilities:

- *Tweet that we have new information, features, tools*
- *Announce on Instagram*
- *Provide links on Facebook*

- *To do the above, allow more board members to play here (Jeff isn't enough)*
- ❖ **Break the Ice with Public Service announcements**
 - *Radio, arguably, is best for anonymity/privacy purposes*
 - *How can TV work ?*
 - *We need aggressive, creative ideation as to how to raise our profile*
- ❖ **Community (let's define) engagement**
 - *If we are physically local, we can speak at library info sessions*
 - *If we are virtual, we need links into popular venues (is Find an Al-Anon meeting link anywhere besides themselves ?)*
- ❖ **Search Engine Optimization(SEO)** *This means when you search for Family Support Groups - the result of your search should point to us as one of the options*
 - **We NEED to have this happen - people still use this as a source of how to seek help**

Updated Status (January 2022) *This is an issue interwoven with a few threads:*

- *Tradition*
- *Survival*
- *Obligation (to make others aware of FA benefit)*

****** Opportunity******

We are currently pursuing the opportunity, through Social Media, to increase awareness at little to no cost. We have additional opportunities(I believe):

- ***Identify stronger with our membership (meet them where they are at)***
- ***Pursue more media opportunities, including and not limited to, Television, Radio(maybe more suitable) and print to increase awareness***
- ***Talks/Presentations to Community Groups. Public association (presenting you, your face, your name and your family story) is what the GROUP doesn't have the right to violate and what the individual can choose to disclose for the greater good. This is a precarious navigation perhaps.***

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Task: Social Media Contribution

Description: This is a mindset/orientation change. Rather than, "what could go wrong if we use Social Media?" ; we change to "what benefit can we gain if we use Social Media for this ?" The occasional problem that occurs for everyone will be offset by much more benefit. Thus, this becomes a Board wide mindset shift and responsibility to find ways to contribute. Simple announcements of new Literature titles will be huge.

Effort Required: Moderate. Meeting locators, easy ways to order literature is the work already being done. The additional work consists of considering how to announce/provide content on Social Media.

Anticipated Benefit: High. Consider the benefit of additional exposure or "free advertising".

Updated status (February 2022): *We should celebrate our own initiative - we took the chance to increase our Social Media presence without any disastrous negative issue arising (to this point in time). This, I believe, is an indication that we can a) continue b) feel some confidence to expand our efforts.*

******Read January Status for Steps/actions recommended******

Updated status (January 2022): *Additional benefit is found here in:*
1. **Increased** content

The PR Chair has championed this effort yet the reality is that they have other demands on their time as we all do. Their own recovery, local group service, employment, Family, etc. throttles the contribution this person can make on an ongoing basis.

******* Actionable efforts *******

- *Target one(1) contribution per group per month.*

Example : " FA has a Long Range Planning effort underway. What does FA need that you don't find offered ?

You see..it doesn't have to be info..it can be a question !

2. Various types of content

How about :

- *Testimonials from members ?*
- *Asking members if they have been trying to get to a meeting and can't find one ?*
- *Broadcast need for position staffing on WSO*
- *Announcing new group formation and location(maybe contact for virtual link)*

*These are just some of the ideas - Im sure there are more and **better ones !***

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Task: *Encourage Virtual Meetings*

Description: Virtual meetings are here to stay. The convenience, casual wear, comfortable seating...and on and on has become attractive to many. Additionally, the availability of an online meeting when no physical meeting occurs in your area is fantastic. We responded with instructions as to how to do them, we also created a locator to find those meetings - we need to now recommend them. Not necessarily instead of physical meetings, yet also not as a lesser alternative.

Effort Required: Low to Moderate. We can regularly 'advertise' the possibility of joining virtual meetings, we can regularly provide a link to our virtual meeting locator - all through the Social Media presence we have established.

Anticipated Benefit: High. This all will support the main theme of increasing our membership.

Updated status (February 2022): *New Initiative:*

❖ **Create New Directory of Meetings**

- *Let's decide that there should be an available FA meeting every weeknight of the week (Monday through Friday)*
- *Let the new Directory list the Meeting occurrence by Day of week*
- *Let's make the opportunity to join that meeting (Get an invite) easy*
- *Let's plug any holes (no Friday night meetings ?) with a board sponsored meeting perhaps.*

❖ **Force ourselves to have a problem (overload meetings)**

- *Wouldn't it be wonderful to have this problem instead of shrinking membership ?*
- *Let's pre-format actions that members can leave zoom with:*

- How to get Literature from FA
- How to Donate to FA WSB

Updated status (January 2022): This effort has two fronts:

1. Members actively **seeking** Virtual meetings as a means for support
By the above steps, the WSO has done an above average to excellent job embracing Virtual meetings. It demonstrates the commitment to this platform by :

- Holding the ABM virtually
- Modifying Familiesanonymous.org to make the search for virtual meetings available and easy
- Included links on Social Media platforms(Facebook, Twitter, etc.) to find virtual meetings
- Published "How to" guidelines including some best practices for running a Virtual meeting

2. Groups actively **offering** Virtual meetings as a means for support
There are **many** groups offering, migrating to and holding Virtual meetings as a regular course of events.

**** **ALERT** ****

Unfortunately, there are groups that either have ceased to exist because of the restrictions that once or are now in place due to COVID or are in risk of extinction.

We feel this is the result of:

- Lack of technical sophistication of the Leader
- Lack of technical sophistication of the Members
- "Break in the Action" - " We stopped because of Covid and we never got going again." Hindsight wishes that these groups had picked up Virtual meetings soon after In person meetings were suspended.

**** **OPPORTUNITY** ****

Grapple with communication to members that says, in a non-threatening way to local groups, Home groups are preferable...but in the absence of being able to attend one of those - try a virtual meeting ! It's possible, appropriate and beneficial.