

RHODE ISLAND AREA WORLD SERVICE COMMITTEE GUIDELINES FOR SUPPORTING THE SUCCESS OF AWSC OFFICERS OR COORDINATORS

Background:

Effective service work is important for area functioning and to fulfill Al-Anon's overall purpose to help friends and family members of alcoholics. Weak or non-existent area service hampers the fulfillment of this purpose. Service work is encouraged for all Al-Anon members. There is a presumption of good will for anyone accepting a service position, and a policy and attitude of a presumption of good will in reviewing the work of others. A myriad of reasons could then exist as to why a position is not being effectively filled.

Avoiding or ignoring the problem of non-performance of an officer or coordinator is not a healthy solution, and proactively addressing the issue can be a growth experience for all involved. Before any action or discussion of non-or ineffective performance is undertaken, all officers and coordinators are entitled to a job description inclusive of reasonable expectations, and service members are encouraged to discuss the responsibilities of their positions with the Chair, Delegate, or other AWSC members.

Procedure:

Area 49 (Rhode Island) has 15 voting officers and coordinators as set out in Policy 02-2010. Therefore concerning those persons or any other area positions:

1. Concern by any person about the performance of any Area 49 Officer or Coordinator shall be directed to the Area Chairperson. Concerns about the performance of the Area Chairperson shall be directed to the Delegate.
2. The Chairperson or Delegate will discuss the concerns about job performance with the member in question if, in their discretion, they deem it appropriate to do so. Perhaps this will result in a satisfactory resolution.
3. If not resolved in a satisfactory manner, the chairperson and the delegate will confer as to what further action(s), if any, would be appropriate. Perhaps these further actions after mutual discussion will result in a satisfactory resolution.
4. If warranted, in the discretion of the Delegate and Chairperson, recommendations as to further actions, including removal, shall be presented for an area vote at the next area meeting. A two-thirds majority vote of voting members present will be needed for approval of the recommended action, including removal of any officer or coordinator. Just cause for removal can include, but is not limited to continual absence from area meetings, failure to carry out the responsibilities of the position, malfeasance or misuse of funds, public controversy in violation of Al-Anon principles, etc.
5. Any person so removed from a service position shall be sent notice of the removal action by mail to the last recorded address of such person.
6. Any service position that becomes vacant through this process can be temporarily filled by appointment by the Area Chairperson until the next Assembly.

Effective Date: _____