

Single Process Trustee Selection

(with process flowcharts)

The Board of Trustees is composed of 18 volunteer members: one sustaining member (the Executive Director), Trustees at Large and Regional Trustees. The term of office for Trustee at Large (TAL) and Regional Trustee (RT) is three years; they may service two terms, which may be consecutive. (2022-2025 Al-Anon/Alateen Service Manual, page 173). Once these two types of Trustees become Board members their authority and responsibility are the same. The difference between the two is how they are selected.

Historical Reference

Regional Trustees have been discussed since 1966 when the Chairman of the Board announced that the Board would include two out-of-town Trustees from outside the New York City metro area and that 'Prohibitive costs prevent Al-Anon from having Regional Trustees at this time'. "However, at the 1967 WSC, plans were discussed and voted on at the 1968 WSC for a three-year trial to introduce regional representation on the Board of Trustees". This regional representation consisted of one trustee from Canada and two from the US (one from the west and one from the east).

Regional Trustee Purpose

To ensure Trustees come from all over the US and Canada to create a diverse perspective on the Board.

There are nine Regions:

- 3 in Canada, 6 in the United States / Bermuda.
- One Trustee is selected from each Region for a 3-year term. Terms are staggered with 3 Regions electing a Trustee each year.

Current Application Processes - Refer to the first three Flowcharts at the end of this handout.

- All Al-Anon members interested in applying to serve as Trustee begin the application process at al-anon.org. One can find the online application under Members then Board of Trustees and then WSO Volunteers.
- For a Trustee at Large position, the deadline is August 15th of each year
- For a Regional Trustee, the Area approval process must be completed in time for an applicant to apply online by August 15th. In our Area, applications were due by April 15, 2025. Then, there are presentations to the GEA Officers and Global Electronic Area World Service Committee (GEAWSC), which makes the final selection. No applications were submitted in 2025.
- An applicant must commit to the Area their interest in being Regional Trustee about a year before they would become a Trustee, if selected.

Differences Between Regional Trustee and Trustee at Large Application Process

Regional Trustee

- After the Area has approved the Regional application and the Delegate notifies the WSO of the approval, all applications received within a Region are reviewed and scored by that Region's Regional Committee on Trustees (RCT).
- The RCT is composed of all Delegates in the Region and 1 to 3 Out-of-Region Delegates.

Trustee at Large

- When an application is received by the WSO, the Delegate of the Area the applicant is from is given the opportunity to submit objections.
- The Conference Committee on Trustees (CCT) scores Trustee at Large applications.
- The CCT consists of Delegates representing all three panels.

From this point on the process is the same for Regional and At Large Trustees.

Realities of the two Trustee category system

- The Regional process can be complicated and time consuming because Areas are involved. Area members can be confused about the process and how it works.
- Each Area within a Region (in the SW Region there are nine Areas) can submit an applicant for Regional Trustee. WSO typically receives one application per Region and more often no applications.
- For the last two years the WSO has received many more applications for Trustee At Large than there are positions to fill.
- The Board has been at only 88% capacity for the last 20 years and 72% for the last 5 years. Currently 5 of the 9 Regional Trustee positions are vacant.
- At the same time the pace of change and need for strategic leadership has grown substantially due to technology expansion, increasing legal threats, evolving cultural awareness and cybersecurity concerns. When Trustee positions are vacant, the Trustees receive more responsibility or work is delayed.

Eliminating Regional Trustees Thought Force

This Thought Force's results were presented at the 2024 World Service Conference. At the July 2024 Board meeting the Overcoming Regional Trustee Application Barriers Thought Force and the Single Process Trustee Selection Task Force were created.

Application Barriers Thought Force strategies presented at the 2025 WSC

- Educate Area members about the Trustee position and responsibilities.
- Develop, simplify and document the Area's process for nominating a Regional Trustee candidate. GEA has a two-year trial Regional Trustee nomination process.
- Condense the timeframe of the Area process. Educate members that the process can take place whenever the position is vacant, not just every three years.
- Avoid personality conflicts with anonymous resumes. Encourage members to apply even when the incumbent Trustee can apply for a second term. The incumbent may not always want to apply again.

Single Process Trustee Selection Task Force

This Task Force was charged with creating a single process while also maintaining diverse perspectives and allowing for Area input. This Task Force presented three options at the 2025 World Service Conference. Delegates were asked to review these options with our Areas and then the conversation will continue at the 2026 Conference.

Option One – CCT scoring represents Regions

- The CCT composition would expand to include at least one Delegate from each Region. Ensuring all Regional voices are heard in the evaluation of all Trustee applicants

Benefits

- At least one Delegate from the Region is available when considering applicants from that Region.
- Delegates could voice objections to applicants from their Areas.
- Regional objections could be heard through objections submitted by the CCT.
- There would be no Regional Committees on Trustees (RCTs) to form and train. Scheduling can be a problem.

Option Two – RCT reviews all applicants from Region

This option supports both CCT and RCT application reviews running concurrently.

Benefits and Drawbacks

- Unlike the current process, however, the CCT would review and score all Trustee applications.
- RCTs would be established after the Aug 15 deadline when it was determined which Regions had applicants.
- RCTs would no longer require out-of-Region Delegates, as the potential for Regional bias would be offset by the CCT reviewing all applications.
- RCTs would score only applicants from their Region, as they do today.
- Area Delegates can object to any applicant from their Area and RCTs can object to any applicant from their region.
- One drawback is that this option would create redundancy of applicant scoring between the CCT and the RCT.
- Could be 9 RCTs and CCT each year (heavy load on volunteers and WSO staff).

Option Three – CCT only scoring body (NO RCTs formed)

- Only the Conference Committee on Trustees would score applications. The composition of the CCT would be the same as now with Delegates from all 3 Panels.

Benefits and Drawbacks

- There would be no RCTs to form and train.
- Area Delegates would have input on all applicants from their Area.
- All Delegates from each Region have input on all applicants from their Region.
- This regional input is requested later in the process after a candidate is selected by

the Nominating Committee to be interviewed by the Board.

Common differences of all three options from the current process

- They all are a single process for nominating Trustees.
- The Area Delegate can express objection to any Trustee applicant from their Area, not just for Trustees at Large.

Common improvements of all three options from the current process

- A single selection process aligns with the single Trustee role on the Board.
- August 15th application deadline for all applications; no Area approval.
- All three options provide a greater opportunity to fill all Board positions.

Common drawbacks of all three options from the current process

- AWSC and/or Assembly members will not have the opportunity to vote on applicants as they may in the current Regional Trustee process.
- Area objections are only expressed through the Delegate.
- There is potential for the perception of the Regional voice being less represented on the Board.
- There is a potential for Regional imbalance on the Board.

To recap:

- **Option One:** This option would redefine the composition of CCT to include the geographic and/or Regional voice across panels and expand its mandate to review all Trustee applications. Option One would eliminate the unique step of gaining RT application approval by the Area, relying instead on an expanded definition of the CCT that includes geographic representation to carry the Regional voice during application review.
- **Option Two:** This option would still invite both the CCT and RCTs to score applications; however, the RCT mandate would be expanded to include all applicants from their Region and the CCT mandate would be expanded to include all applicants. Option Two would eliminate the unique step of gaining RT application approval by the Area, relying instead on Trustee applications being reviewed concurrently by both the CCT and an RCT from their respective Region. In other words, each application would be reviewed by members of three Committees rather than two.
- **Option Three:** This option would maintain the CCT as is but expand its mandate to include reviewing all Trustee applications. Option Three would eliminate the unique step of gaining RT application approval by the Area, relying instead on a new process to obtain objections from all the Area Delegates in each candidates' Region.

How do you feel about the idea of implementing a single process for selecting Trustees?

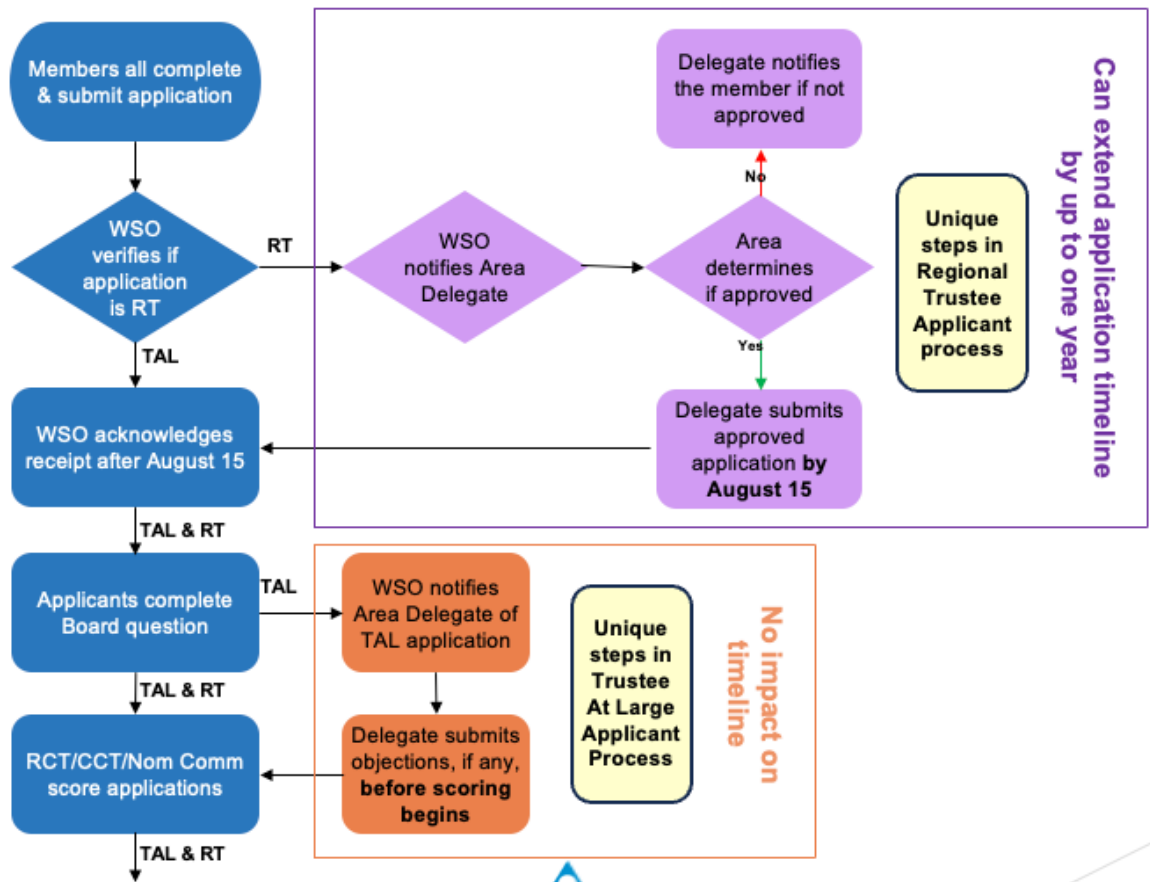
If you agree a single process would be a good thing, **which option do you prefer?**

- Option One – **CCT scoring represents Regions**
- Option Two - **RCT reviews all applicants from Region**
- Option Three - **CCT only scoring body (NO RCTs formed)**

Please respond through the Zoom poll.

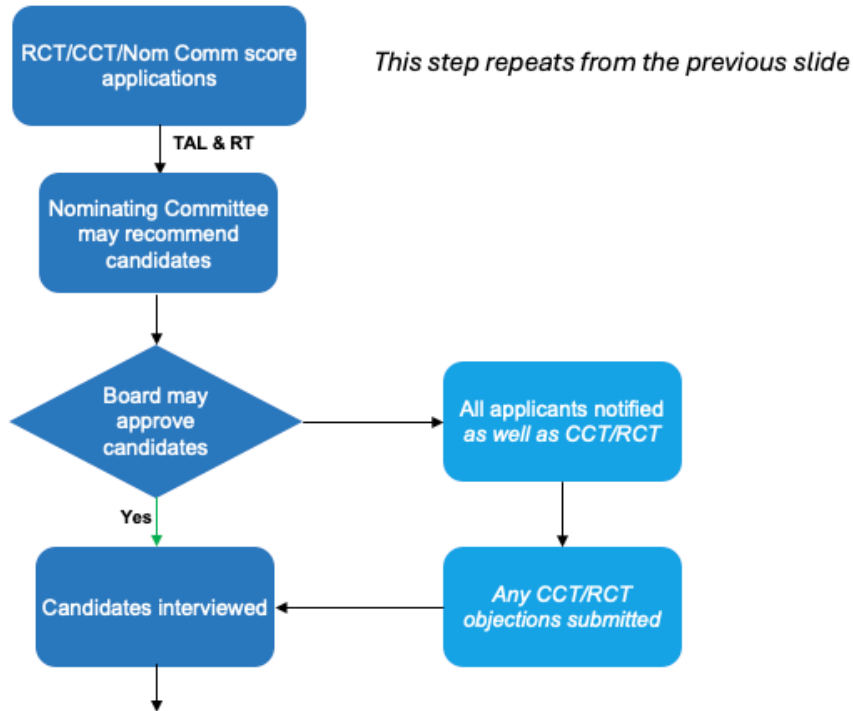
Send any additional comments **by 21 March 2026** to Burt at [**GEADelegate262@gmail.com**](mailto:GEADelegate262@gmail.com).

Current Application Processes (Part 1)

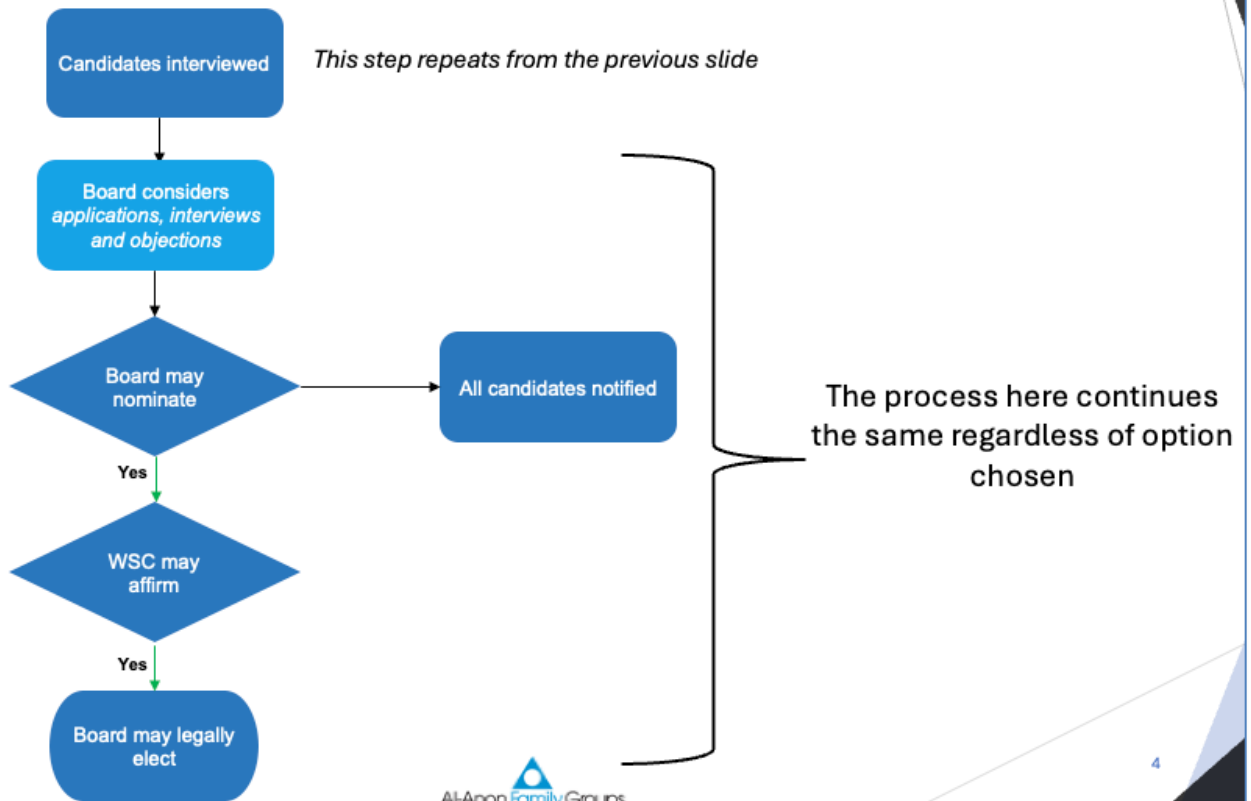


Current Application Processes (Part 2)

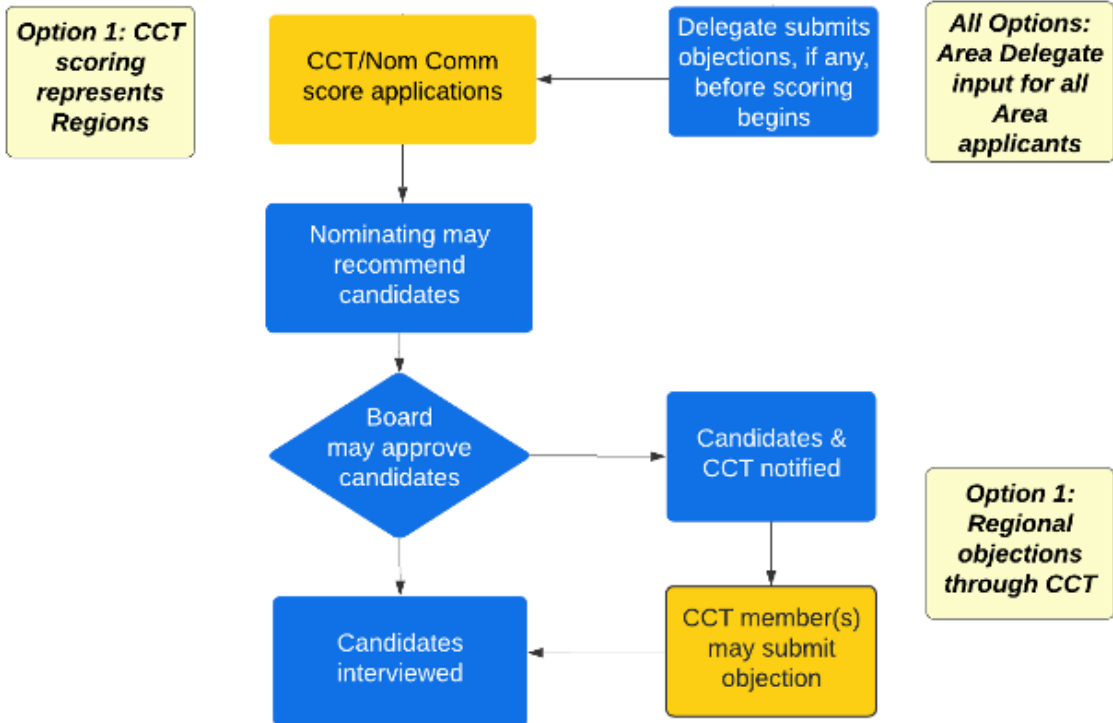
Options for change impact this part of the process



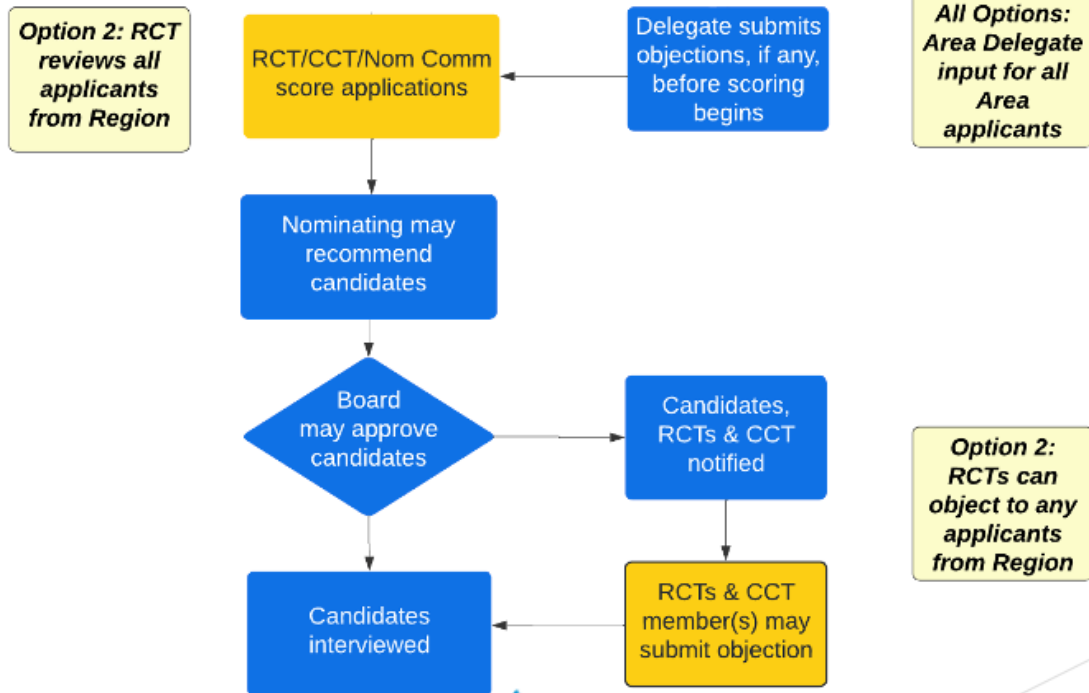
Current Application Processes (Part 3)



Option 1: Expand composition of Conference Committee on Trustees to include geographic/regional voice across panels



Option 2: Run the Conference Committee on Trustees and Regional Committee on Trustees scoring processes concurrently



Option 3: Only Conference Committee on Trustees scores applications / Regional Delegates provide feedback for all candidates from their Region

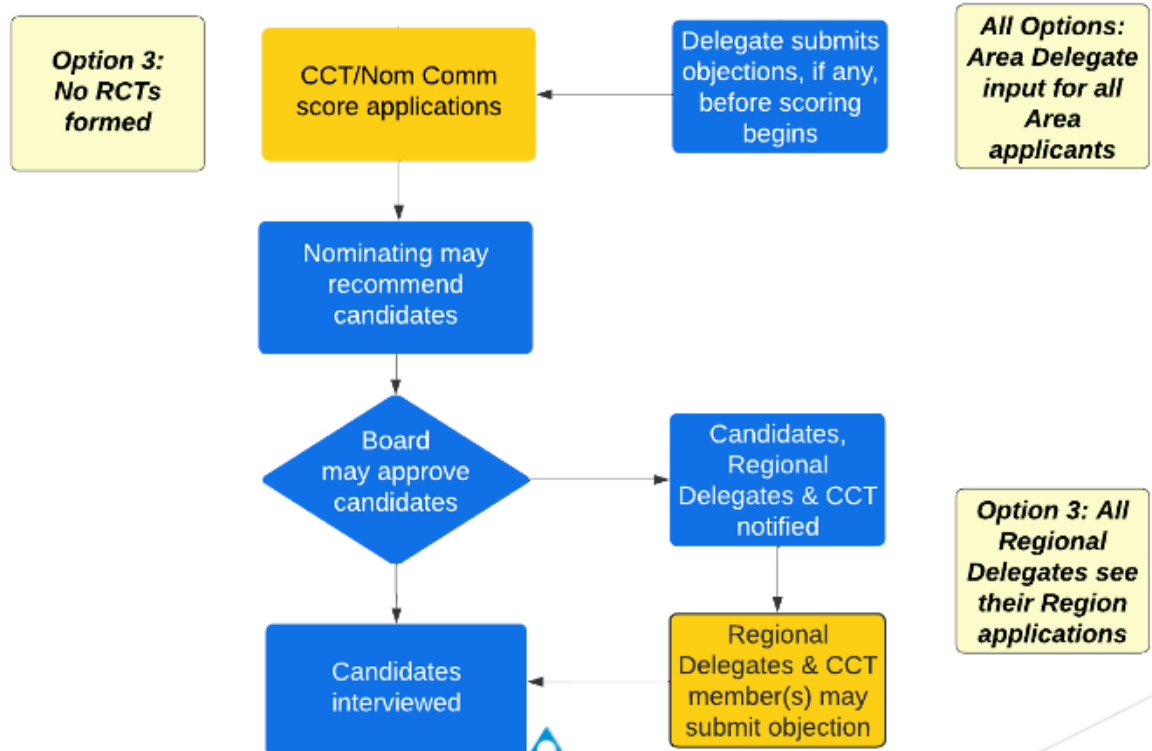


Table of Areas in Regions—updated August 21, 2023

US NORTH CENTRAL	US NORTHEAST	US NORTHWEST
Illinois North	Connecticut	Alaska
Illinois South	Delaware	Idaho
Indiana	Maine	Montana
Iowa	Maryland/DC	Nebraska
Michigan	Massachusetts	North Dakota
Minnesota North	New Hampshire	Oregon
Minnesota South	New Jersey	South Dakota
Ohio	New York North	Washington
Wisconsin and the Upper Peninsula of Michigan	New York South	Wyoming
	Pennsylvania	
	Rhode Island	
	Vermont	
US SOUTH CENTRAL	US SOUTHEAST	US SOUTHWEST
Arkansas	Alabama/Northwest Florida	Arizona
Kansas	Florida North	California North
Louisiana	Florida South	California South
Missouri	Georgia	Colorado
Oklahoma	Kentucky	Global Electronic
Texas East	Mississippi	Hawaii
Texas West	North Carolina/Bermuda	Nevada
	Puerto Rico	New Mexico/El Paso
	South Carolina	Utah
	Tennessee	
	Virginia	
	West Virginia	
CANADA CENTRAL	CANADA EAST	CANADA WEST
Manitoba/Northwest Ontario	Maritime Provinces	Alberta/Northwest Territories
Ontario North	Newfoundland/Labrador	British Columbia/Yukon
Ontario South	Quebec East	Saskatchewan
	Quebec West	