

KNOWLEDGE-BASED DECISION MAKING, KBDM

- 1. What do we know about our **membership's needs**, wants and preferences that are relevant to this discussion? For this purpose, "membership" is this body (**Assembly**) [meeting, District, Board, Conference, etc.]
- 2. What do we know about our "capacity" (**resources**) and **strategic position** of our fellowship that is relevant to this discussion?
- 3. What do we know about the **current realities** and evolving dynamics of our fellowship's environment that is relevant to this discussion?
- 4. What are the **ethical implications** of our choices? (Pros/Cons) *What is meant by "ethical" in this question is how our choice will affect others*
- 5. What do we **wish we knew** but don't? *Maybe one of these questions is "What are the unintended consequences of our actions?"*

You have a handout with these 5 Questions of KBDM that are to be considered by any ThF or TF.

KBDM question 1 investigates our membership's needs, in this TF it is for the Assembly.

KBDM question 2 is about our resources and strategic position of our fellowship.

KBDM question 3 looks at the currently realities of our fellowship's environment.

KBDM question 4 considers the ethical implications, meaning how our choice will affect others.

KBDM question 5 asks us to think about what we wish we knew but don't, and what might be some unintended consequences of our actions.

NEXT SLIDE

OUR MEMBERSHIP'S NEEDS

1. What do we know about our **membership's needs**, wants and preferences that are relevant to this discussion?

- more efficient election process
- time at Election Assembly for other Area business
- follow Service Manual
- use KBDM when electing SCWS officers, in order to better know and evaluate candidates
- provide everyone who is eligible, qualified and prepared with an equal opportunity to stand
- hear from candidates at microphone at Election Assembly

OUR MEMBERSHIPS' RESOURCES & STRATEGIC POSITION

2. What do we know about our “capacity” (**resources**) and **strategic position** of our fellowship that is relevant to this discussion?

- Large group of talented members who are eligible:
 - Current DRs
 - Past DRs active at Area level
 - Service experience
 - Knowledge of Legacies, Service Manual, and service structure
 - Professional and technological skills

With 30 districts in Southern California, there are many past and current District Representatives.

THESE are the members who are eligible to serve as Officers.

As DRs, they have service experience, knowledge of the Legacies, Service Manual and the service structure.

Many also have technological and professional skills (from their job and/or volunteering).

OUR FELLOWSHIP'S CURRENT REALITIES

3. What do we know about the **current realities** and evolving dynamics of our fellowship's environment that is relevant to this discussion?

- Voters want to know candidates better, for an informed vote, KBDM
 - Currently GRs hear candidates at microphone for a few minutes but with nothing written for GRs to read ahead of time
 - Each year 1/3 GRs are new and possibly inexperienced with election process
- Candidates / voters need realistic picture of positions to make choices
 - Previous versions of the job descriptions do not reflect all special knowledge/talents needed and realistic time commitment
 - Existing job descriptions vary in information and style: no uniform format
- Members want a more efficient Election Assembly

Can we try new ideas to see if they work for SCWS
before adopting them formally?

Members expressed concern that they do not know the candidates well enough to choose between them.

"I saw that person at an Assembly meeting or event once."

Time-consuming to collect, unfold, read / decipher, sort, count handwritten ballots (better in script)

Members hear candidates at the microphone for a few minutes each.

One-third of the GRs at the Election Assembly are in their first year as a GR in the current term...

since each year one-third of the districts in SCWS rotate the GRs and DRs.

Voters who are newer and without prior history with the candidates end up voting for the officers even though they have very little information.

Many other Areas rotate all Assembly members (GRs, DRs and Board) at the end of a single, joint 3-year term, and vote on the new officers at the end of that 3-year term (see Service Manual).

Having an opportunity to know the candidates better would lead to a more informed decision.

Likewise, having comprehensive job descriptions would allow voters to choose which candidate they think might best serve the fellowship.

We are reminded in Hope for Today, page 101, that "the God of my understanding wants me for my availability as well as for my abilities. ...God doesn't call the qualified. God qualifies those who are called. Am I listening?"

We do get to learn when we take on a service position, and yet for an officer position, there are more responsibilities.

...When we take a service position, we start with a foundation from our abilities and previous experiences that let us become more and more qualified for other positions. Sometimes we build new skills while in a position, and other times we strengthen skills we already have.

Can we try new ideas first, to see if they work, before adopting them formally?

ETHICAL IMPLICATIONS / PROS

4. What are the **ethical implications** of our choices? (Pros / Cons)

What is meant by “ethical” in this question is how our choice will affect others.

PROS:

- Written Service Resume provides background and equal format for comparison – same questions asked of all candidates
- Comprehensive job description and using standardized resume prior to voting day enables voters to make an informed decision
- Potential candidates understand job expectations
- Resumes submitted prior to Election Assembly
 - Allows resume to be distributed to GRs, posted on website, etc., because some candidates may be unknown to voters
- Officer resumes have not been used prior; many other Areas find beneficial
- “Written vote” (specified in Service Manual) can be electronic
- Electronic voting requires GRs to register prior to the Assembly
- Valuable info available for outreach to meetings without GR or GR not attending Assembly

4. What are the ethical implications of our choices? (the Pros and Cons)

What is meant by “ethical” in this question is how our choice will affect others. List pro and con for each possible choice.

PROS:

Members would have more info about candidates to evaluate their qualifications for the job.

Using resume and job descriptions follows the spiritual principles of KBDM, all voters have access to the same information so they can make a more informed decision before a choice is made.

potential candidates understand job expectations

members are prepared to vote for most qualified candidates

helps avoid resignation of someone who cannot fulfill all the duties

retains the spirituality of standing spontaneously at Election Assembly

the resume submitted earlier shows one’s qualifications, preparedness

the individuals’ choice of position is not revealed until the position is announced at the Election Assembly.

ETHICAL IMPLICATIONS / CONS

4. What are the ethical implications of our choices? (Pros / Cons)

What is meant by "ethical" in this question is how our choice will affect others.

CONS:

- Some might be resistant to trying something new
- Resume might discourage "standing" of some who are eligible
- Some might not be familiar with legal differences of service structure
 - Although guided by the spiritual principles of the 12 Traditions and 12 Concepts, SCWS is a legal, non-profit corporation requiring the prudent management of Area business
 - Al-Anon meetings are informal gatherings of the FELLOWSHIP, do not have legal standing
 - Officers have legal requirements, more responsibilities
- Campaigning could happen
- Some might prioritize technological or professional experiences above experience with Al-Anon principles
- Some new GRs still might not know whom to choose, even with resumes available
- Electronic voting requires GRs to register prior to the Assembly, therefore some new GRs from a first-time registered meeting might not be able to vote.

4. What are the ethical implications of our choices? (the Pros and Cons)

What is meant by "ethical" in this question is how our choice will affect others. List pro and con for each possible choice.

CONS:

Some might be resistant to trying something new

Some who are eligible might decide they don't want to submit a resume for all members to see.

Some may not understand that SCWS is the legal, business side of CA(S) vs. the meetings which ARE the fellowship.

Some might start campaigning – which would show others something about that candidate's personal choices.

Some might give higher priority to technological or professional experiences than experience with Al-Anon principles.

Some still could say they don't know how to vote, no matter how much information we give them.

For the electronic voting system we are considering, Email addresses must be inputted prior to the Election Assembly, and so electronic voting necessitates GRs registering prior to the Assembly. There could be a brand new meeting whose GR did not get registered prior to the Election Assembly who would not be able to vote.

THE UNKNOWN – WISH WE KNEW

5. What do we **wish we knew** but don't?

Maybe one of these questions is "What are the unintended consequences of our actions?"

- Would this process produce better qualified leaders?
- Would this process lead to leadership development?
- Would the needs of members be better represented as a result of these changes?
- Would the GRs embrace this process?
- Would the groups feel greater involvement in the Area and the Election process?
- Would some meetings remain unaware of new deadline until their unregistered GR came to the Election Assembly and so such meetings would not have a vote?
- Will electronic voting work? Will it save time?

5. What do we wish we knew but don't?

Maybe one of these questions is "What are the unintended consequences of our actions?"

1. Would this process produce better qualified leaders?

Would it give us candidates with better skill sets, better availability and more knowledge and use of AI-Anon principles?

Would it give us candidates with understanding and agreement with the time commitment/workload?

2. Would this process lead to leadership development?

3. Would the needs of members be better represented as a result of these changes?

4. Would members welcome the accountability that comes with having one's service resume available?

5. Would the GRs embrace the process?

Would they read all of the one-page resumes submitted?

Would they read the job qualifications?

6. Would the groups feel greater involvement in the Election process when they too get to see the qualifications of the candidates ahead of time? Would they feel more a part of the Area.

7. Would some meetings remain unaware of the new advanced registration deadline until their unregistered GR came to the Election Assembly and therefore those meetings not be represented?

8. Will electronic voting work? Will it save time?