



**The Binder of the
35th Annual Business Conference**

**Adult Children of Alcoholics® / Dysfunctional Families
World Service Organization, Inc.**

**Held virtually across the globe
on May 6th and 7th, 2022**



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Serenity Prayer/Secular Serenity Affirmation

***God, grant me the serenity
to accept the people I cannot change,
The courage to change the one I can,
And the wisdom to know that one is me.***

From Adult Children of Alcoholics/Dysfunctional Families (BRB)
Chapter 14 – Taking our Program to Work

ACA Secular Serenity Affirmation

***Today I seek the serenity
to accept the people I cannot change,
the courage to change the one I can
and the wisdom to know that one is me.***



The Problem

The Problem (Adapted from *The Laundry List*)

Many of us found that we had several characteristics in common as a result of being brought up in an alcoholic or dysfunctional household. We had come to feel isolated and uneasy with other people, especially authority figures. To protect ourselves, we became people-pleasers, even though we lost our own identities in the process. All the same we would mistake any personal criticism as a threat. We either became alcoholics (or practiced other addictive behavior) ourselves, or married them, or both. Failing that, we found other compulsive personalities, such as a workaholic, to fulfill our sick need for abandonment.

We lived life from the standpoint of victims. Having an overdeveloped sense of responsibility, we preferred to be concerned with others rather than ourselves. We got guilt feelings when we stood up for ourselves rather than giving in to others. Thus, we became reactors, rather than actors, letting others take the initiative. We were dependent personalities, terrified of abandonment, willing to do almost anything to hold on to a relationship in order not to be abandoned emotionally. Yet we kept choosing insecure relationships because they matched our childhood relationship with alcoholic or dysfunctional parents.

These symptoms of the family disease of alcoholism or other dysfunction made us “co-victims,” those who take on the characteristics of the disease without necessarily ever taking a drink. We learned to keep our feelings down as children and kept them buried as adults. As a result of this conditioning, we confused love with pity, tending to love those we could rescue. Even more self-defeating, we became addicted to excitement in all our affairs, preferring constant upset to workable relationships. This is a description, not an indictment.



The Solution

The Solution is to become your own loving parent. As ACA becomes a safe place for you, you will find freedom to express all the hurts and fears you have kept inside and to free yourself from the shame and blame that are carryovers from the past. You will become an adult who is imprisoned no longer by childhood reactions. You will recover the child within you, learning to accept and love yourself.

The healing begins when we risk moving out of isolation. Feelings and buried memories will return. By gradually releasing the burden of unexpressed grief, we slowly move out of the past. We learn to reparent ourselves with gentleness, humor, love, and respect. This process allows us to see our biological parents as the instruments of our existence. Our actual parent is a Higher Power whom some of us choose to call God. Although we had alcoholic or dysfunctional parents, our Higher Power gave us the Twelve Steps of Recovery.

This is the action and work that heals us: we use the Steps; we use the meetings; we use the telephone. We share our experience, strength, and hope with each other. We learn to restructure our sick thinking one day at a time. When we release our parents from responsibility for our actions today, we become free to make healthful decisions as actors, not reactors. We progress from hurting, to healing, to helping. We awaken to a sense of wholeness we never knew was possible. By attending these meetings on a regular basis, you will come to see parental alcoholism or family dysfunction for what it is: a disease that infected you as a child and continues to affect you as an adult.

You will learn to keep the focus on yourself in the here and now. You will take responsibility for your own life and supply your own parenting. You will not do this alone. Look around you and you will see others who know how you feel. We will love and encourage you no matter what. We ask you to accept us just as we accept you. This is a spiritual program based on action coming from love. We are sure that as the love grows inside you, you will see beautiful changes in all your relationships, especially with God, yourself, and your parents.

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The Suggested Commitment to Service

The Suggested Commitment to Service from page 601 of the ACA Fellowship Text:

“I perform service so that my program will be available for myself, and through those efforts, others may benefit. I will perform service and practice my recovery by:

1. Affirming that the true power of our program rests in the membership of the meetings and is expressed through our Higher Power and through group conscience.
2. Confirming that our process is one of inclusion and not exclusion; showing special sensitivity to the viewpoint of the minority in the process of formulating the group conscience so that any decision is reflective of the spirit of the group and not merely the vote of the majority.
3. Placing principles before personalities.
4. Keeping myself fit for service by working my recovery as a member of the program.
5. Striving to facilitate the sharing of experience, strength, and hope at all levels: meetings, Intergroups, Regional committees, service boards, and World Services.
6. Accepting the different forms and levels of service and allowing those around me to each function according to their own abilities.
7. Remaining willing to forgive myself and others for not performing perfectly.
8. Being willing to surrender the position in which I serve in the interest of unity and to provide the opportunity for others to serve; to avoid problems of money, property, and prestige; and to avoid losing my own recovery through the use of service to act out my old behavior, especially in taking care of others, controlling, rescuing, being a victim, etc.
9. Remembering I am a trusted servant; I do not govern.



Strengthening My Recovery

May 6 - Disease of Family Dysfunction

“Family dysfunction is a disease that affects everyone in the family. Taking a drink is not necessary to be affected. This is an ACA axiom, and it serves as a basis for our First Step.” BRB p. 22

Whether we are teetotalers or “self-made” alcoholics, our perfectionist and risk-taking attitudes and behaviors far outlast the seemingly temporary effects of alcohol and other dysfunction in the family body. In Step One in ACA, we admit that we are powerless over the effects of alcoholism and family dysfunction. Those effects seem infinite in number, just as with the stars in the sky. No matter which effects we start to work on in recovery, we will most assuredly uncover more subtle effects each time we do the Steps. It is a process of discovery – that we are all affected by this disease of family dysfunction. As we keep coming back, we experience the ever-expanding foundation of our recovery as we continue to admit the effects over which we have no control.

On this day I will remember that I am powerless over the effects of alcoholism and family dysfunction. However, I am not powerless over myself. I now have the willingness to face the impact my childhood has had on me.

May 7 - Worldwide Fellowship

“ACA is a worldwide fellowship.... New groups are established each week somewhere in the world.” BRB p. 350

We suffered such confusion and chaos as children. Feeling horribly alone, on display, hunted, in danger, and lost, we wondered when our world would ever look like other kids’ worlds. What was wrong with us that made our world different? Many of us grew into adults who became jaded and numb and shut down. We gave up on our world becoming like others. We were just hoping to get by without too much drama, too much pain. We did little things daily to hang on, but we were aware that our lives were a struggle and very disappointing. When we got to our first ACA meeting, we discovered that we were not the only people who felt like this – we weren’t alone after all. When we heard that ACA was a worldwide fellowship, it was exciting to know that so many people were finding help. Sadly, this disease of family alcoholism and dysfunction exists everywhere. Now that we know this is a global problem, we also know it wasn’t created by our particular parents, and we must admit they weren’t the only problem. It’s bigger than that. Knowing that we’re part of a world of people who are now recovering together as adult children gives us great hope and a feeling of comfort.

On this day I join hands with the world of adult children as I remind my Inner Child, “We were never alone.”



A Letter from the Board of Trustees Chairperson

Dear fellow adult child,

For the third straight year, ACA is holding its Annual Business Conference virtually. In January, we had to cancel a planned in-person meeting in San Francisco, when yet another COVID-19 surge threatened our ability to host a safe and welcoming event.

While I am disappointed that we cannot meet in one place, ACA has in many ways grown stronger in the COVID era. In particular, the Annual Business Conference (ABC) and Annual World Convention (AWC) have become truly global events. This year, we anticipate attendees from Europe, Africa, Asia, Australia/New Zealand, and Central and South America, as well as from the United States and Canada.

In 2022, the ACA World Service Organization is embracing our international identity more than ever. Issues at the ABC will be discussed in a group conscience style, with a minimum of formal discussion rules. Just as significantly, most major issues will be decided through worldwide online voting. After a day of discussion, all registered delegates will have a 10-12 hour period in which to cast their votes.

Why is this significant? For the first time, delegates in Japan, Australia, and India, just to name a few countries where ACA is growing, can vote during daylight hours, instead of having to remain awake all night to participate in a meeting timed to serve North American ACA members. A web page will provide background and audio clips from ABC discussions, so that delegates who could not attend a session scheduled for 9 a.m-5 p.m. eastern U.S. can cast informed votes.

All of this will be new, and there may be glitches. We ask for your patience and support.

Once again, the 12 months since our last ABC have provided exciting opportunities and major challenges. As noted above, we had to cancel our third consecutive in-person meeting because of COVID. Three of this year's ballot proposals concern the future of either the ABC or the AWC. This is a welcome and timely discussion, and the views of ABC delegates will guide us going forward.

Economic disruptions have affected the business operations of ACA World Service. The price of printing literature has risen sharply, and because of paper shortages in the U.S., the Big Red Book is currently being printed in India. For the first time, we are considering an increase in literature prices to adjust for higher costs and falling revenue margins. A process is being established to ensure that fellowships that can't afford higher prices will receive support. A briefing on this situation will be presented by ACA's treasurer, and again, we welcome the input and feedback you can provide as delegates.

Finally, exciting changes have occurred in literature and publishing.



In the summer of 2021, the Loving Parent Guidebook was published and has become an important new tool of ACA recovery. In the next year, two new publications, Getting Started and Ready Set Go!!, are on course to explain recovery in a more accessible way, especially for newcomers. A booklet will explore the critical topic of support relationships, in which newer ACA members seek help from those with more experience. And an ACA Bill of Rights was recently approved for fellowship review and input.

Equally exciting, international delivery of ACA literature is exploding. In the spring of 2021, ACA World Service established a new Publishing Committee, and it has worked heroically to ensure that books will be printed and sold at an affordable price to fellowships in all continents. ACA book printing now occurs in Europe, the UK, South Africa, and India, and more global printing locations are being identified. This is greatly reducing the cost and delivery time for adult children in Europe, Asia, and Africa.

New translations of ACA literature also are surging. In 2021, we added one new translated publication. This raised our total from 20 to 21, and the number of languages stayed at nine, including English. In the first half of 2022 alone, we will grow to 27 publications, and adult children will read ACA's message in 13 languages. This is an extraordinary achievement by translation committees around the world, supported by ACA World Service volunteers and publishing professionals.

Because of the growth and complexity of the fellowship's service needs, ACA World Service has made a conscious effort in the last year to bring greater professionalism to our business operations. We have upgraded our top staff position to General Manager. The Board has tasked that individual with greater executive authority over paid staff and instructed him to take the initiative in assessing numerous strategic needs. Other paid staff have strengthened our management of publishing, fellowship communications, and administration.

All of this is improving our ability to serve a fellowship that continues to grow rapidly. Many additional details about the work of ACA World Service are contained in our Treasurer and committee reports.

This is my last annual letter to the ABC. I am stepping down as Board Chair on June 30, after more than three years. I am honored to have served at a critical time in ACA's history. The chance to meet and serve adult children from around the world has been one of the great privileges of my life. ACA has grown, and I have grown with it. I cannot thank you enough for the trust that you and other delegates have extended to me and my fellow board members.

I would like to close with a personal note of thanks, and to put your service as an ABC delegate into context. First, why is your participation in the ABC so important?

The needs of recovering adult children are immense. It is literally impossible for a relatively small Board of Trustees (currently 10 members, most of us from North America) to truly know the needs and thinking of the global fellowship. Without your input, ACA cannot fulfill its world



service mission. The discussions at this year's ABC will be invaluable in keeping ACA World Service aligned with the fellowship.

Also, few delegates recognize this when they attend their first ABC meeting, but you are the future of ACA World Service. Just by deciding to attend this year's ABC, you made an important commitment to serve others in recovery. Almost every current board member, and most of our committee chairs, first encountered world service by attending an Annual Business Conference. We were inspired by the work being done, but we also saw more help was needed. So we volunteered for ACA World Service committees.

I want to invite you to recognize how important you are to ACA's continued growth. When this year's ABC closes, please look for opportunities to help others know the joy of healing and recovery. This can be at the local or world service level, and WSO can help you find a service mentor to make world service less mysterious.

Please know that all of ACA will be much richer if you stay involved in service after this ABC ends. And if my experience is any indication, you will be rewarded, and your personal recovery will benefit immeasurably, from the support you provide to others in ACA.

Thank you again for your caring and service. I look forward to meeting you at this year's ABC.

Charlie

Charlie H., Virginia

WSO Board of Trustees chair, on behalf of the WSO Board



Annual Business Conference Agenda

2022 ABC Agenda

Start time: 1 pm GMT/UTC, 9 am eastern US

Approximate ending time: 10:15 pm GMT/UTC, 5:30 pm eastern US

A.Day 1

9-9:35 am: Opening activities and welcome

- Serenity prayers from each continent
- Commitment to Service (Reading)
- Daily Meditation (Reading)
- Ratification of Conference Co-Chairs
- Conference Chair intro, and explanation of critical procedures
 - Deliberation, polling, and online voting
 - Process for handling business that exceeds available time
 - Process by which Delegates may submit Floor Proposals.
 - Explanation of social breakout rooms at end of each day

9:35-40 am: WSO Chair welcome

9:40-45 am: Approval of 2021 ABC Minutes

9:45-10:15 am: Treasurer's report and presentation on book price increases, followed by Q&A

10:15 am-12:15 pm: Begin discussing Ballot Proposals in the following order, taking a five-minute break between each item.

- **Ballot Proposal 5 (study on changing ACA's organization name)**
- **Ballot Proposal 4 (Change wording of Concepts 2 and 6)**
- **Ballot Proposal 2 (Tony A. steps)**

Approximately 12:15 pm: Begin a 30-Minute Personal Break: During a natural pause in Delegate discussions, the Conference Chair will announce a 30-minute personal break for Delegates, and explain how to access social breakout rooms.

Approximately 12:45 pm: Reconvene, reminder of Delegate Floor Proposal process and submission deadline

1-3:15 pm: Continue Discussing Ballot Proposals in the following order:

- **Combined Discussion on Future of Annual Meetings (Ballot Proposals 10, 11, and 12)**
- **Proposal 8 (List all "Only" meetings)**
- Complete Proposals not discussed in the morning



- If time, discuss one or more of remaining Ballot Proposals
 - Proposal 13, KBDM
 - Proposal 7, change Seventh Tradition donation formulas;
 - Proposal 3, write and publish Tony A.'s life story
 - Proposal 1, Proposal to publish pre-2006 literature

3:15-3:30 pm: 15-minute break

3:30-4:15 pm: ABC Chair request for guidance on various scheduling issues:

- Introduce this discussion by explaining the bind we are regularly in. More ballot proposals get on the ABC agenda than can be handled in two days.
 - Summarize 2022 Proposals that may not be completed by the end of ABC, based on progress to date.
- ABC AWC Committee would like delegates to consider some possible short-term and long-term solutions.
- Poll of short-term solutions for 2022:
 - Meet up to two hours on Sunday, May 8, to hear worldwide online voting results and discuss minority opinions. Refer unfinished business to WSO.
 - Meet up to two hours on Sunday, May 8, to hear worldwide online voting results and discuss minority opinions. Add a third full day to complete work that is unfinished.
 - Meet Saturday, June 18. Minority opinions and unfinished business will be considered at that time.
 - Schedule a third day, at a date to be determined in July or August, to consider outstanding minority opinions and other unfinished business.
 - End the ABC on May 7. In this scenario, there will be no opportunity for minority opinion for any new Day 2 motions and ratifications. There will also be limited or possibly no time available to work on additional Ballot Proposals.
 - Schedule quarterly delegate meetings of 2-4 hours, in July/August, November, and February. The July/August quarterly meeting will handle spillover business.
- Final reminder of Delegate Floor Motion process and submission deadline

4:15-5 pm: Trustee self-introductions, followed by Delegate Q&A of board members (as preparation for Trustee ratification vote)

5-5:10: Day 1 closing, Final Announcements and Serenity prayer

5:15-6:30: Optional social hour (Delegates may move among breakout rooms)



- Three optional social hour breakout rooms to meet other ABC Delegates, meet the board, or join ACA recovery meetings

B. Day 2

9:00-9:15 am: Reconvene, opening announcements Serenity Prayer in 3 languages, Commitment to Service, Daily Meditation

9:15-10:10: Continue Ballot Proposal discussions

10:10-10:15 am: Five-minute break

10:15 am-12:15 pm: Complete business of Day 1 voting (chair may declare a 5-minute break during this session)

- Board ratifications certified
- Report of Ballot Proposal votes
- Minority opinion discussions
- Consideration of Delegate Floor Proposals
- If time allows, consideration of remaining Ballot Proposals

12:15-12:45 pm: Half-hour break

12:45-1:10 pm: Business Operations (Finance, IT Committee and GM reports)

1:10 -1:25: Publishing Committee report

1:25-1:40: Literature Committee report

1:40-2:05: Questions and Answers (Q&A) session

2:05 - 2:10: 5-minute break

2:10-2:45: Fellowship Engagement (Global, Europe, Member Services & Public/H&I)

2:45-3:10: Policy & Structure (Nominating Committee, Archives, Service Network, OPPM)

3:10-3:30: Delegate Q&A on committee reports, ending with final comments from Board

3:30-3:40: 10-minute break

3:55-4:50 pm: Consideration of remaining Ballot Proposals or, if a third day has been approved, a series of Delegate feedback discussions

4:50-5 pm: Motion to table remaining business, or to extend the ABC by up to 1 hour.

5-5:15 pm: (Unless Delegates extend meeting) Closing comments and activities

- Reminder of AWC, May 21-22
- Final explanation of any remaining electronic voting and final posting of results
- Closing Serenity Prayer in multiple languages.



5:15-6:30 pm: Optional Open Houses in breakout rooms (Delegates may move among breakout rooms)

- o Social gatherings and “meet your fellow Delegates”;
- o ACA recovery meetings;
- o Volunteer open house discussions
- o “Discussion and feedback on the 2022 ABC experience”

C. Agenda Time Zones Information

Day ONE with some Time Zone References						
EDT Time (Boston)	UTC/ GMT Time	CEST Time (Paris)	IST Time (Delhi)	JST Time (Tokyo)	My Local Time (FILL IN)	AGENDA TOPIC
8:45	12:45	14:45	18:15	21:45		<i>Zoom Lines Open</i>
9:00	13:00	15:00	18:30	22:00		Welcome & Opening Activities
9:40	13:40	15:40	19:10	22:40		2021 ABC Minutes Approval
9:45	13:45	15:45	19:15	22:45		Treasurer's Report & Presentation on Books Prices Increase
10:15	14:15	16:15	19:45	23:15		Ballot Discussions Begin
12:15	16:15	18:15	21:45	1:15		Personal Break (30 min.)
12:45	16:45	18:45	22:15	1:45		Ballot Discussions Continue
15:15	19:15	21:15	0:45	4:15		Personal Break (15 min.)
15:30	19:30	21:30	1:00	4:30		Guidance on Scheduling Issues
16:15	20:15	22:15	1:45	5:15		Trustee Introductions and Q&A
17:00	21:00	23:00	2:30	6:00		Day 1 Closing
17:15	21:15	23:15	2:45	6:15		Optional: Social Hour/Breakout Rooms

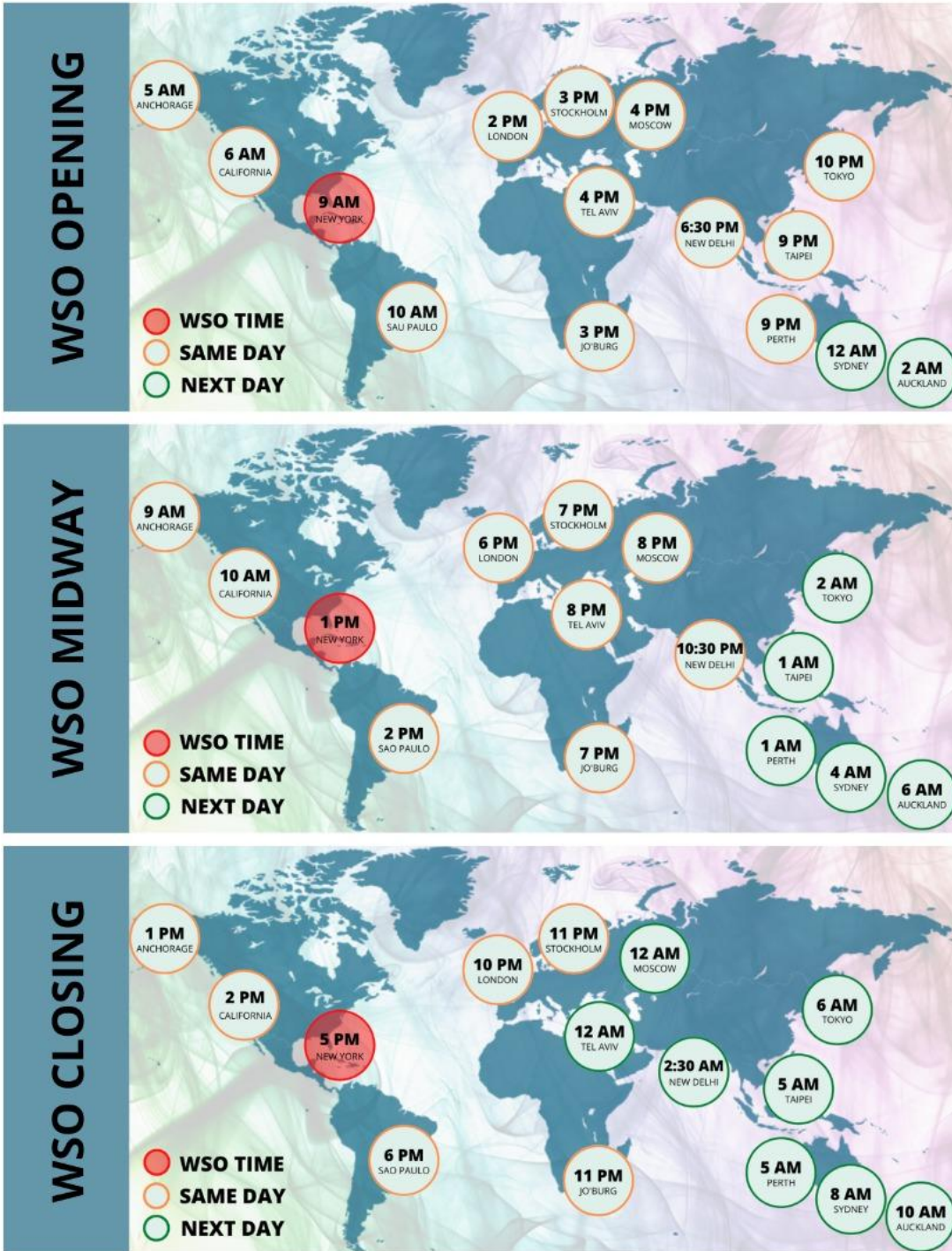


Day TWO with some Time Zone References

EDT Time (Boston)	UTC/GMT Time	CEST Time (Paris)	IST Time (Delhi)	JST Time (Tokyo)	My Local Time (FILL IN)	AGENDA TOPIC
8:45	12:45	14:45	18:15	21:45		Zoom Lines Open
9:00	13:00	15:00	18:30	22:00		Opening Activities & Announcements
9:15	13:15	15:15	18:45	22:15		Ballot Discussions Continue
10:10	14:10	16:10	19:40	23:10		Personal Break (5 min.)
10:15	14:15	16:15	19:45	23:15		Complete Business of Day 1- Trustee Ratifications, Proposal Votes, etc.
12:15	16:15	18:15	21:45	1:15		Personal Break (30 min.)
12:45	16:45	18:45	22:15	1:45		Business Operations Reports
13:10	17:10	19:10	22:40	2:10		Publishing Committee Report
13:25	17:25	19:25	22:55	2:25		Literature Committee Report
13:40	17:40	19:40	23:10	2:40		Question & Answer Session
14:05	18:05	20:05	23:35	3:05		Personal Break (5 min.)
14:10	18:10	20:10	23:40	3:10		Fellowship Engagement Committees Report
14:45	18:45	20:45	0:15	3:45		Policy & Structure Committees Report
15:10	19:10	21:10	0:40	4:10		Delegate Q&A on Committee Reports
15:30	19:30	21:30	1:00	4:30		Personal Break (10 min.)
15:55	19:55	21:55	1:25	4:55		Consideration of Remaining Ballots
16:50	20:50	22:50	2:20	5:50		Motion to Table Remaining Items or Extend
17:00	21:00	23:00	2:30	6:00		Day 2 Closing
17:15	21:15	23:15	2:45	6:15		Optional: Open House/Breakout Rooms



Times Across the World





Section I - Ballot Proposals

A. Ballot Results

The Proposal Process

Each year the Ballot Preparation Committee (BPC) of the ACA World Service Organization (WSO) gathers the submissions of any group (group is defined as any registered meeting, Intergroup or region) that wishes to submit suggested changes to the organizational structure of ACA, its processes or literature. Each group is asked to keep in mind that our service structure operates within the Spirit of the Twelve Steps and Twelve Traditions and that we must exercise judicious behavior in being of service to our fellowship. We encourage all submissions to strive to embrace the needs of our fellowship as a whole. The ballots are collected by the BPC and presented to the fellowship through a special edition of the Traveler Newsletter, the WSO service website, informational town halls and emailed to each group's registered contact. The group contact brings the ballot to their group and each group then, through group conscience decision process, answers a single question for each proposal: "Will the fellowship benefit from discussion and debate of this proposal at the ABC? Group voting takes place from mid-February to the end of March. The votes are then tabulated, and the results are published online, at acawso.org.

Each proposal receiving at least 60% affirmative votes (not including the votes of 'no opinion') will be placed on the ABC agenda for discussion. Those proposals that are to be on the ABC agenda are published in the Delegate Binder. The discussion at the ABC may result in a motion carried.

The Group Conscience

Throughout the entire process the Group Conscience is the authority. At the ABC the discussion and final decision of the whole delegation determines the outcome of a proposal. Each proposal from its inception belongs to the group. Once on the ABC agenda the proposal is owned by the conference delegation

Each proposal is intended to be the product of a group position, not an individual. It is a group meeting, an Intergroup, or region that puts forth a proposal. When the ballots are presented for a vote, it is the group, or the Intergroup, which renders a consensus vote, yes or no.

Nowhere in the process is it intended that an individual opinion or suggestion be blindly adopted as the point of view of the group.

The Delegate Binder

ACA World Service Organization, Inc.
2022 Annual Business Conference



The 2022 ABC Proposals are Listed Below

[Please see Appendix A for full information on 2022 ABC Ballot Results - page 97]

Proposal 2022 – 1

Submitted by: CA1312

Issue: We propose that, upon signing WSO's 2020 revised copyright release, any (non-religious, non- treatment facility) pre-2006 anonymous ACA/ACoA Twelve-Step program materials may be put up for direct fellowship review on the ACA Literature page of adultchildren.org for a period of three years, subject only to Literature Committee vetting for compliance with the ACA Twelve Traditions.

Proposal 2022 – 2

Submitted by MA063

Issue: We propose that Tony A's Twelve Steps be added to all published ACA Literature as "Founder Tony A's Steps". We suggest this be done by: • Including them in future ACA publications and revisions. • Making them prominent on ACA websites and provide a PDF that can be printed by meetings or used online at virtual meetings. • Producing a pamphlet or a laminated bookmark with these steps, integrated with the traits, solution, or promises.

Proposal 2022 – 3

Submitted by: MA063

Issue: We propose that the ACA draft "Founder Tony A's Guide to Lifelong Recovery" based on the written and spoken words of ACA founder Tony A. The book will familiarize readers with his practices for working the twelve ACA steps. It will invite members to learn about and reflect upon their own experiences in light of Tony A's insights. The book's topics, readings, and questions will be structured for use at meetings and to promote fruitful sharing.

Proposal 2022 – 4

Submitted by: WEB0393, DC008, IG729, WEB0609 and WEB0616

Issue: Change Concepts II & VI to clearly identify the Annual Business Conference (ABC) as seat of the actual voice and effective conscience of our fellowship. Suggested changes will clarify that authority for the maintenance of world services is delegated to the ABC by the fellowship, while Trustee members of the ACA World Service Organization (WSO) are empowered by the ABC to act as legal agents for the fellowship regarding the maintenance of world services.

Proposal 2022 – 5

Submitted by: WEB0580



Issue: Create an ad-hoc committee to explore changing the fellowships name, logo, acronym, and any other identifying marks to include dysfunctional families. This group would meet for a year and then report results during the 2023 ABC committee reports. If the work results in a recommendation, it will appear on the 2023 ABC agenda. (If not ready by the 2023 ABC, then the report and potential recommendation will appear on the 2024 ABC agenda)

Proposal 2022 – 6

Submitted by: IG76

Issue: To establish and legitimize the bottom-up service structure of ACA, we propose to phase in the policy that Region Representatives are the only Trustees on the WSO service board. Tradition 9 states "...we may create service boards directly responsible to those they serve." As meeting representatives make up their Intergroups and intergroup representatives make up the Region boards, the Region representatives are logically the Trustees of the World service board.

Note: Did not reach ballot threshold to be considered at ABC 2022.

Proposal 2022 – 7

Submitted by: The Member Services Committee's Regions Subcommittee

Issue: We propose that the ACA Meetings' suggested 7th Tradition donation percentages of excess funds be, Intergroups 45%, Regions 30%, and ACA WSO 25%.

Proposal 2022 – 8

Submitted by: WEB0524, WEB0642, WEB0541, WEB0554 and GBR0017

Issue: That all "only" meetings catering for underrepresented or disadvantaged groups (i.e., LGBTQ+, PoC) as well as single sex spaces (women only, men only) be listed on the WSO meetings web site. In line with Tradition 4, we request that the autonomy of such "only" meetings in determining how they wish to be listed be respected. In keeping with Tradition 9, we also ask that the principle of non-organization in ACA be observed.

Proposal 2022 – 9

Submitted by: GBR0019

Issue: We believe that "only" meetings should not be listed on any website worldwide, and would therefore not be official ACA meetings.

Note: Did not reach ballot threshold to be considered at ABC 2022.

Proposal 2022 – 10

Submitted by: The ABC/AWC Committee

Issue: We propose creating a task force to investigate whether the ACA Annual Business Conference (ABC) should be restructured. This task force would report to the ABC Committee and include ABC Delegates, Standing Committee liaisons, and other



interested volunteers. The goal would be to gather information about whether the needs of the Fellowship are being met with the current structure, and if not, to develop recommendations to be submitted to the 2023 ABC for consideration.

Proposal 2022 – 11

Submitted by: IG729, TEL0411, WEB0616, WEB0609, WEB0615

Issue: We propose that the Adult Children of Alcoholics and Dysfunctional Families (ACA) World Service Organization (WSO) host an in-person/hybrid International Convention every five years. Furthermore, we propose WSO continue to host an Annual World Convention (AWC) virtually in the years between in-person/hybrid events. This proposed schedule is intended to encourage participation from all members, Intergroups, and Regions including those outside of North America and Europe.

Proposal 2022 – 12

Submitted by: IG729, TEL0411, WEB0616, WEB0609, TEL0411 and WEB0615

Issue: To decrease financial costs and increase equitable access to the decision-making process at the ABC, we propose the creation of an ad-hoc committee to investigate the following changes to the ABC: splitting it from the AWC, holding it on weekends only, and holding it online only. We believe holding the ABC in the manner described will aid in hearing the effective conscience of our fellowship by providing more equitable access for all delegates.

Proposal 2022 – 13

Submitted by: IG729, TEL0411, WEB0616, WEB0609, WEB0615

Issue: We propose that, within three years, The Adult Children of Alcoholics and Dysfunctional Families (ACA) World Service Organization (WSO) will implement Knowledge Based Decision Making (KBDM) at the level of the Board of Trustees, WSO committees and the Conference. WSO will create educational materials to assist the rollout of KBDM for potential use by Meetings, Intergroups, and Regions.

B. New Voting Rules

Rules for ABC Delegate Deliberation and Voting (for virtual meetings)

Introduction

The Annual Business Conference (ABC) brings together adult children from around the planet. It is important that Delegates experience a safe environment of openness, inclusion, unity, placing principles before personality, and relying on a worldwide group conscience to achieve substantial unanimity on major issues. These values reflect the First, Second, Fifth, and Twelfth Traditions; Concepts 1, 2, 4, 6, 7, and 12; and ACA's Commitment to Service.

To help support this type of deliberation, the following considerations have been put into place:



- To accommodate all global time zones, worldwide online voting will be conducted outside of the actual ABC hours to make decisions on motions and ratifications.
- Formal rules for discussion have been kept to a minimum.
- There will be flexibility around time. Except where noted, delegates should limit their comments to about a minute. But speakers always will be given a small amount of additional time to complete a thought, and the ABC Chair may give up to two minutes to those who do not speak English as a first language. The Chair may also extend group discussion time if that is needed to allow additional viewpoints to be heard.
- The Conference Chair also has the discretion to call on Delegates out of order so that those who have not been heard previously will be given an opportunity.
- Delegates are highly encouraged to not repeat points that have already been made.

The process also honors the minority's right of petition (Concept 5), by including the opportunity to request a re-vote on motions and Board Trustee ratifications.

Important note: Historically, it has not always been possible to complete the business of the Conference in two days. Therefore, a discussion will be scheduled near the end of Day One to consider options for managing potential work overflow.

Worldwide Online Voting

The fullest discussion of issues, including the Ballot Proposals, will occur over two consecutive days, from 1 pm GMT to approximately 9 pm GMT (9 am eastern US to approximately 5 pm eastern US). However, except on specific procedural matters, most final decisions will be made through the worldwide online voting process lasting 10-12 hours, available to all registered ABC Delegates. Online voting will start within two hours after the close of the day's session. The results of the online voting will be made available approximately two hours prior to the start of the following day.

The worldwide online voting system will increase access to registered Delegates in countries with different time zones, and to those who cannot attend the ABC during the day because of work or other conflicts.

After initial discussion at the ABC, Delegates will decide whether to submit a Motion for worldwide online voting, and if so, what the wording of that Motion will be. At the end of each day's ABC session, an email will be sent to all registered Delegates that enables them to cast their online votes. Online voting will begin once an individualized online voting link is emailed to each Delegate.

To assist in this process, a WSO web page will be available that lists Motions and Board Trustee Ratifications that are to be voted on. This page will include a brief summary of main pro and con arguments, as well as audio recordings of Delegate discussions.



Quorum: Quorum rules exist to ensure that a vote reflects a substantial unanimity, not just a small percentage of Conference Delegates. Quorum counts will be taken at the beginning of each morning and afternoon session, and about an hour before the completion of each business day. If any vote, in either a poll or in worldwide online voting, gets a total number of votes that is fewer than 50 percent of the most recent quorum count, the proposal or motion will be tabled until quorum is reestablished. At that time, Delegates will be given the choice of calling for a revote, or accepting the initial vote as reported.

Day 1

Ballot Proposal Discussions

Once the ABC begins, in accordance with Tradition 2, the final word on all Ballot Proposals and Floor Motions belongs to the Delegates, not to the group that authored them. In discussing items, the Conference Chair will rely on group conscience discussion and electronic polling to assess agenda items. *Note: in 2022, tri-chairs will rotate in the Conference Chair role. The term “Conference Chair” applies to whichever of the tri-chairs is currently conducting the business meeting.*

Introduction of a Ballot Proposal

Initial Assessment. When consideration of a Ballot Proposal begins, a Delegate designated by the submitting group may speak up to a total of three minutes to advocate for/explain their Proposal. Delegates will then have 20 minutes to discuss the general merits of the Proposal, and the Conference Chair will advise Delegates when only five minutes remain.

Each Delegate may speak only once during a Proposal’s discussion time. Any Delegate who spoke during the submitting group’s presentation may not speak again, unless called on by the Conference Chair to answer a question posed during the Delegate discussion.

Identifying a general direction. The Conference Chair will then announce a poll, generally with four possible responses. Delegates will be asked, “Which of these positions do you most agree with?”

- a. I support the spirit of the Ballot Proposal and would like a Motion to be crafted for approval at the ABC.
- b. More information is needed. I prefer a motion to be crafted to initiate an in-depth study that will report to a future ABC.
- c. I would like a motion to be crafted to delegate this matter to the ACA World Service Board for assessment and possible action that could be taken before the next ABC.
- d. I do not support the Ballot Proposal in any form.

Note: If the purpose of a Ballot Proposal is to call for a long-term study, Option A will be reworded to reflect this, and Option B will be eliminated.



Delegates may vote for one of the options or choose to abstain in the polling. If a Delegate poll indicates 60 percent or more support for any one option, the Conference Chair will direct the proceedings to the next stage in the process (“crafting a motion”). Exception: if option D (I do not support the Ballot Proposal in any form) receives 60% or more of the vote, the Proposal is defeated and dropped from the ABC agenda. No motion is necessary.

If no option receives at least 60% in the initial poll, a second poll will be taken with the top two options, plus Option D. If no option receives 60 percent in the second poll, a third and final poll will be taken, with the top option plus Option D. If the remaining option achieves 60 percent or more, “Crafting a Motion” will begin. If it receives less than 50 percent, the option dies. If the option receives a simple majority, but less than 60 percent, it will be referred to the ACA World Service Organization, where an appropriate committee will give the issue further study.

Quorum: Quorum rules exist to ensure that a vote reflects a substantial unanimity, not just a small percentage of Conference Delegates. Quorum counts will be taken at the beginning of each morning and afternoon session, and about an hour before the completion of each business day. If any vote, in either a poll or in worldwide online voting, gets a total number of votes that is fewer than 50 percent of the most recent quorum count, the proposal or motion will be tabled until quorum is reestablished. At that time, Delegates will be given the choice of calling for a revote, or accepting the initial vote as reported.

Crafting a Motion. The Conference Chair will announce that the next step is for Delegates to determine the actual motion to be considered. Delegates will submit alternative language for a motion that will achieve the general direction set by the previous polling.

If Delegates choose Option A (“support the spirit of the Ballot Proposal”), the group that drafted the Proposal may submit a written motion first. A Delegate designated by the proposing group will read their motion.

The Conference Chair then will invite Delegates to draft alternative motions, reminding Delegates that motions must accomplish the general spirit of the Ballot Proposal. There will be three minutes of quiet reflection. Delegates who would like to pose an alternative motion may use this time to draft a motion for consideration.

At the end of the three minutes, Delegates who have written a motion may raise their digital hand, and when called on, will read their motion out loud. Similar to all other portions of the ABC when there is Delegate interaction, the Conference Chair will have the option of calling on Delegates who have not been heard from before, or as often as others. After each motion is read, if the Parliamentarian agrees that the motion accomplishes the general spirit of the Ballot Proposal, the Delegate will submit their written motion, using a process announced at the ABC. As each motion is submitted, it will be posted visually so that it can be seen by all Delegates. Ten minutes will be allotted for the process of submitting motions, and the Conference Chair will advise Delegates when only three minutes remain.



If Option B (“long-term study”) or C (“refer to the Board”) is chosen, the above “crafting a motion” procedure will be used, except there will be no original motion from a submitting group. Delegates will be reminded that alternative motions must align with the general direction chosen by the Delegates during the initial assessment and polling.

Discussing and selecting a preferred motion. After all motions are posted on the screen, Delegates may discuss the merits of the motions for a total of up to 15 minutes, and the Conference Chair will advise Delegates when only five minutes remain.

Delegates will then be asked, “Which motion do you prefer?”

A series of polls will be conducted, to eliminate less popular motions. *Note: if at any point there are not enough motions to consider, or enough motions exceeding 20 percent, to require one of the polls, the chair will move on to the next step.*

First poll: will include all motions, plus, “I do not support any of the motions.”

Following the first poll (if no motion gains 60 percent): the chair will identify all motions that received 20 percent or more. Those motions will be placed in a second poll, along with “I do not support any of the motions.”

Following the second poll (if needed): The chair will identify the top two motions, and place them in a third poll, along with “I do not support any of the motions.”

Following the third poll (if needed), the chair will place the top remaining motion, along with “I do not support any of the motions” in a final poll.

Fourth and final poll: If the remaining motion receives 60 percent, it is added to the worldwide online voting Ballot. If it receives less than 50 percent, it is defeated. If the motion receives a simple majority, but less than 60 percent, it will be referred to the ACA World Service Organization, where an appropriate committee will give the issue further study.

Combined Discussions of Multiple Ballot Proposals

Occasionally, multiple Ballot Proposals are either nearly identical or address very similar issues. When this occurs, the ABC AWC Committee may propose an agenda that groups multiple Proposals into one combined discussion. In this scenario, the ABC AWC Committee will briefly explain how the Proposals are related. The submitters of each Proposal may designate one Delegate who will have up to 3 minutes to speak on their Proposal.

After 30 minutes of Delegate discussion that covers all of the potential combined Proposals, the Conference Chair will announce a poll, asking, “Which option do you prefer, as a general way of proceeding?” The ABC AWC Committee will develop polling language that allows Delegates to consider each Ballot Proposal individually, as well as options that combine multiple Proposals.



The options will be posted on a screen, and also on a special web page that all Delegates may access, and a series of polls will begin. Once one option receives 60 percent, polling is concluded, and “crafting a motion” will begin. Otherwise, polling will be conducted in the following manner (*Note: if at any point there are not enough options exceeding 20 percent to require one of the polls, the chair will move on to the next step*):

First poll: will include all options, including, “I do not support these Ballot Proposals in any form.”

Following the first poll (if no option gains 60 percent): the chair will identify any option that received 20 percent or more. Those options will be placed in a second poll, along with “I do not support these Ballot Proposals in any form.”

Following the second poll (if needed): The chair will identify the top two options, and place them in a third poll, along with “I do not support any of the options.”

Following the third poll (if needed), the chair will place the top remaining option, along with “I do not support any of the options,” in a final poll.

Fourth and final poll: If the remaining option receives 60 percent, it is added to the worldwide online voting ballot. If it receives less than 50 percent, it is defeated. If the option receives a simple majority, but less than 60 percent, it will be referred to the ACA World Service Organization, where an appropriate committee will give the issue further study.

Trustee Ratifications (Day 1)

Ratification of Trustees requires a simple majority of all voting Delegates. Trustees may each speak up to three minutes. At the end of the individual Trustee introductions, Delegates will have a total of up to 15 minutes to ask questions of Trustees. Trustees will have up to one minute to respond to questions asked of them. More time will be allotted if needed. Trustee ratifications will be placed in worldwide online voting.

Deciding Whether to Add an Additional Day for ABC Business

It appears unlikely that all scheduled business can easily be accommodated during the two scheduled days of the ABC. During the afternoon of Day 1, the Conference Chair will poll delegates to choose from among the following options.

- o Meet up to two hours on Sunday, May 8, to hear worldwide online voting results and discuss minority opinions. Refer unfinished business to WSO.
- o Meet up to two hours on Sunday, May 8, to hear worldwide online voting results and discuss minority opinions. Add a third full day to complete work that is unfinished.
- o Meet Saturday, June 18. Minority opinions and unfinished business will be considered at that time.



- o Schedule a third day, at a date to be determined in July or August, to consider outstanding minority opinions and other unfinished business.
- o End the ABC on May 7. In this scenario, there will be no opportunity for minority opinion for any new Day 2 motions and ratifications. There will also be limited or possibly no time available to work on additional Ballot Proposals.
- o Schedule quarterly delegate meetings of 2-4 hours, in July/August, November, and February. The July/August quarterly meeting will handle spillover business.

Worldwide Online Voting

Within two hours after the conclusion of Day 1, an email will be sent to all registered Delegates that will provide access to the worldwide online voting. Voting hours will be announced and posted online. Delegates in attendance will be encouraged to be available to vote as soon as possible after voting opens.

Day 2

Minority Opinion/Request for Re Vote for Day 1 Online Voting

Results of Day 1 worldwide online voting will be posted on the website two hours prior to the beginning of Day 2. At the beginning of Day 2, the Conference Chair will announce each result, asking if anyone in the minority requests to challenge the result and state a minority opinion. Any motion or ratification that is not challenged is final.

If any Delegate challenges a specific motion or ratification, up to three speakers, each speaking up to a minute, may voice a minority opinion as to why the original vote should be reconsidered. The Conference Chair has discretion to recognize additional speakers who have views that may not have been presented.

Where a Trustee's ratification is challenged, the Trustee will have up to two minutes to respond to concerns raised during the minority opinion.

The Conference Chair will then poll Delegates, asking whether there should be a revote. If more than 40 percent request a revote (meaning that this motion no longer holds 60% or more of the votes) on either a Motion or ratification, the original substantial unanimity will be in question, and the matter will be submitted to Day 2 of worldwide online voting, with an explanation that a revote was requested by Delegates. If fewer than 40 percent request a revote, the original vote is final.

Delegate Floor Proposals (Day 2)

Delegates may submit Proposals from the Floor. The Conference Chair will explain the process multiple times during Day 1, including at the beginning of the ABC and after the midday break.



Before considering a Floor Proposal, Delegates must determine that the issue is time sensitive and cannot wait until a future ABC.

Delegate Floor Proposals:

1. May not contain the sum and substance of any Proposals that were on the Ballot sent to groups in January, whether they are on the ABC Agenda or not.
2. Must be submitted in writing to the Conference within an hour after the official close of ABC business on Day 1.
3. Should be in the form similar to the Ballot Proposals, with a background that Includes reasoning and why it is time sensitive, e.g., it affects a decision that is in the process of being made about an upcoming WSO event.
4. Should be brief – not to exceed 75 words for the Proposal, with up to 100 words for the background.
5. Indicate the best way that the submitters may be contacted.

All Floor Proposals will be posted for preview on designated web pages and Slack channels before the start of Day 2. The process will be as follows:

1. The Conference Chairs and Parliamentarian will review the Proposals to determine if they follow the guidelines above. Submitters may be contacted if clarification is needed.
2. At the time of consideration for Floor Proposals, the Chair will inform the Delegates of any Proposals that do not follow the guidelines and will, thus, not be considered.
3. Delegates will then determine if they feel the remaining Floor Proposals are of a time sensitive nature.
 - i. If yes (60% or more agree it is time-urgent), the Proposal will be added to the ABC agenda.
 - ii. If no, submitters will be asked to submit a Proposal for the following ABC or refer it themselves to an appropriate WSO Committee.
4. Due to time constraints, if several Proposals are found to be time sensitive, the Conference Chair will poll Delegates on the order of consideration. If there is not enough time for all time sensitive Proposals to be considered, those that remain will be scheduled for consideration if an overflow day has been determined. Otherwise, they will be passed to the Board for consideration as soon as possible.

If a Proposal is considered time sensitive, the same process will be used as for Ballot Proposals. This includes an initial assessment of up to 20 minutes and, if needed, “crafting a motion.”

Minority Opinion for Motions Introduced on Day 2

If delegates authorize a third day to consider ABC business, motions and ratifications introduced on Day 2 will be subject to a minority opinion challenge at that time. The same procedure will be used as for Day 1 minority opinion/request for revote, and delegates will be notified if additional worldwide online voting for a final decision is required.



If Delegates vote to end the ABC on May 7, there will be no opportunity for minority opinion on Ballot Proposals, floor proposals and ratifications discussed on Day 2.

Committee Presentations (Day 2)

During committee reports, each committee will identify its chair and top three strategic priorities for the coming year.

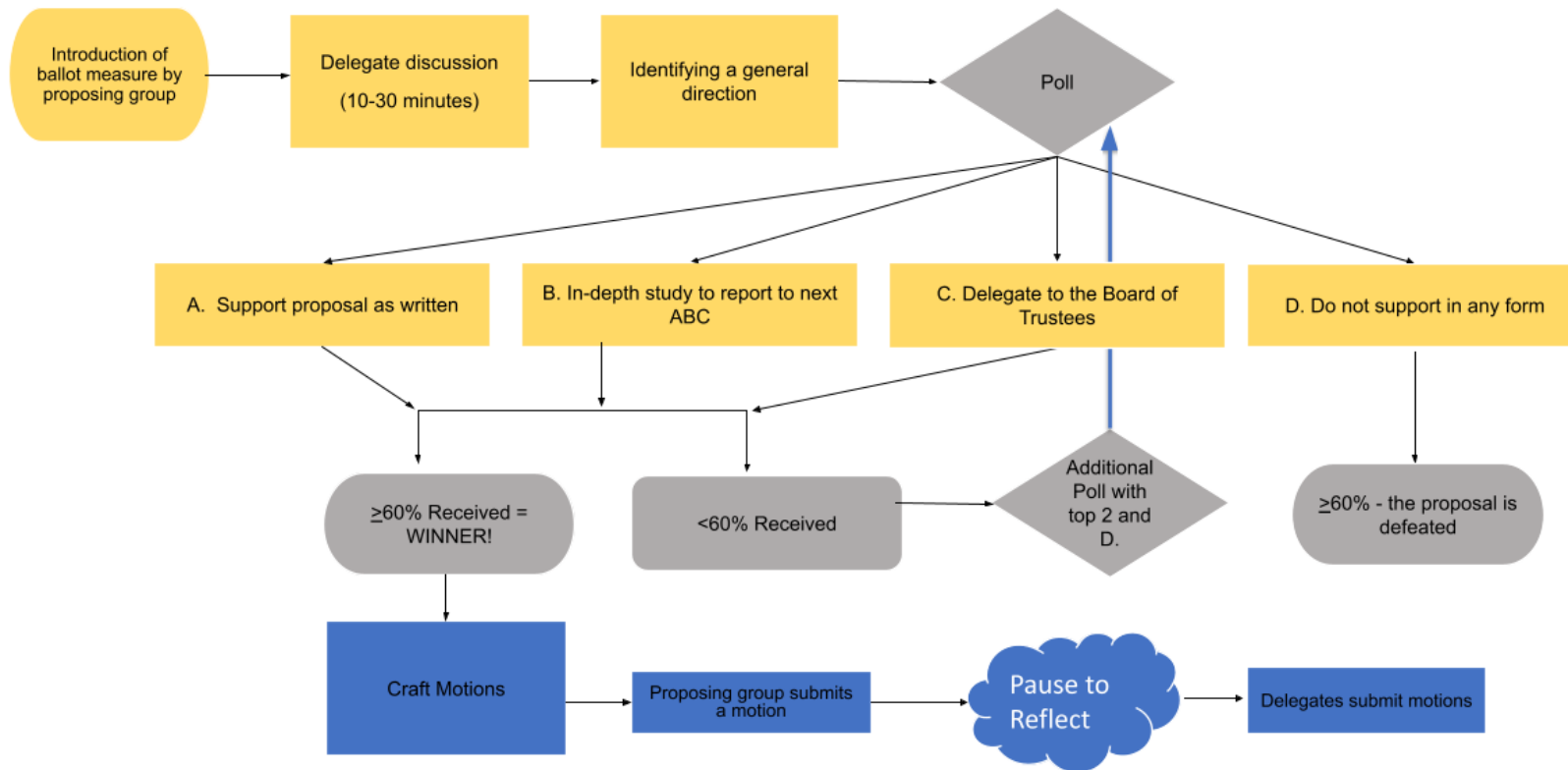
There is no Delegate ratification of committee chairs, as they are accountable to the Board of Trustees. If during the Q&A, a Delegate wishes to protest a committee chair's appointment or any of a committee's strategic priorities, the Conference Chair may conduct a Delegate poll to assess whether a majority of Delegates agree with the concerns raised. In that event, the Board of Trustees will schedule a follow-up public session, open to Delegates and the fellowship within three months to invite input on the concerns raised.

At the end of committee reports, the Board may choose to ask Delegates to ratify WSO's broad strategic priorities, or specific high-profile initiatives, for the coming year. Following a presentation of any ratification questions, Delegates may discuss the ratification request for up to 15 minutes. If 60 percent of Delegates approve, the ratification question(s) will be added to worldwide online voting.



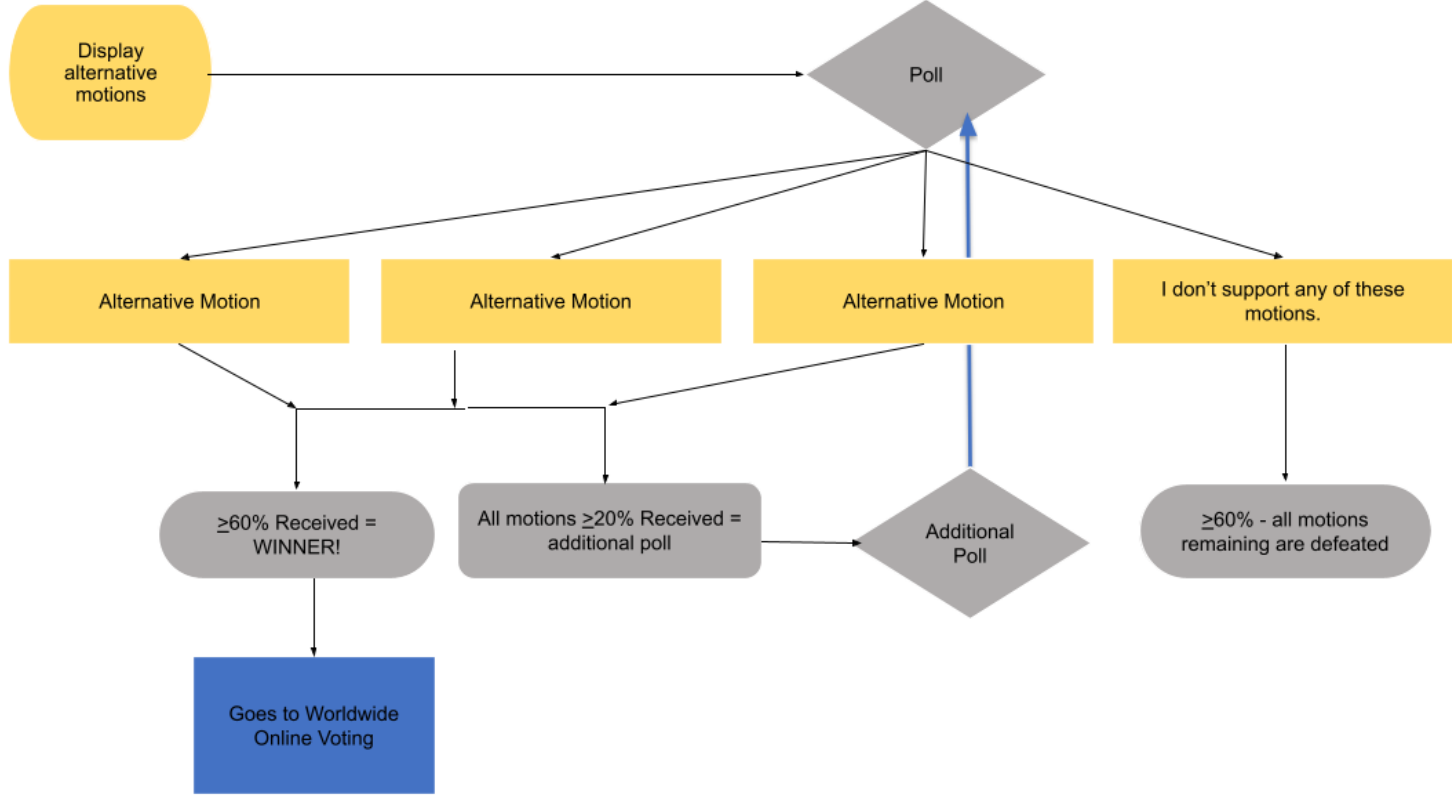
C. Voting Process Flowchart

Proposal Voting Process





Proposal Voting Process



2



Section II - 2021 Annual Business Conference

A. Minutes

See Appendix B (page 119) for 2021 ABC Minutes -OR

Click on this LINK to view the full copy of Minutes on the ACA WSO Website:

<https://acawso.org/2021/07/14/minutes-from-the-2021-aca-annual-business-conference/>

B. Current Status of 2021 ABC Motions

Issue	Outcome	Status
To revise or develop Amazon Kindle editions of ACA literature so that they correspond to the same page in hard copy publications	Board Motion prior to ABC	Status: The publishing staff have updated the kindle BRB and are ensuring the SMR and LPG is also updated. All new kindle literature will have the pages aligned.
International Literature Scholarship Fund	Board Motion prior to ABC	Finance Committee and Publishing have been tasked with setting up procedures for application and disbursement of those funds. Status: DONE: The 7th Tradition page currently accepts funds for the fund.
Creation of 12 Step & 12 Tradition Book (12x12 or 12x12x12 to include the Concepts)	Motion did not pass	Groups, Intergroups and/or Regions who are interested in developing this literature are welcome to submit a draft to the Literature Committee. Referred to the Literature Committee as well. Status: The Literature Committee took no action on this proposal.
Creation of a pamphlet/trifold be developed to outline/ describe the significant differences between the ACA fellowship and other 12-step programs.	Referred to the Board	Refer to the Literature Committee for assessment. Status: The Literature Committee was not informed of this referral.
We move that a new literature subcommittee begin planning a revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experience of gender, sexual	Passed	Referred to the Literature Committee. Status: The Literature in Development Subcommittee is beginning plans to survey the membership on possible changes to the Big Red Book bits 20th anniversary in 2026. The Language Subcommittee will suggest



<p>orientation, ethnicity, religion/spirituality, and a broader range of socioeconomic and cultural backgrounds.</p>		<p>changes in language to be more inclusive.</p>
<p>We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) either be deleted entirely or be edited to remove any reference to the speaker's dislike of gay people.</p> <p>Friendly-amended version reads, "We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) be deleted entirely."</p>	<p>Passed - Friendly amendment passes to remove the idea of rework, in favor of simply dropping the passage entirely.</p>	<p>Referred to the Literature Committee. Status: The Publishing staff have updated the current BRB and the translated publications currently being worked on. We will ensure the change is implemented in all future translated publications and reprint orders for older translated publications.</p>
<p>We propose that Adult Children of Alcoholics (ACA) officially change its name to Adult Children of Alcoholics and Dysfunctional Families (ACADF). - combined with</p> <p>We propose that WSO use the acronym ACA/DF in order to include people whose parents are not alcoholics.</p>	<p>Referred to the Board</p>	<p>Status: On hold until this topic is discussed at the 2022ABC</p>
<p>We propose that a Topic book that covers the very unique and specific challenges that ACA deals with be developed. Ideally this would be in a format that each individual topic could be read in 15 – 20 minutes, so can be used as the content of a topic meeting.</p>	<p>Referred to the Board</p>	<p>Groups, Intergroups and/or Regions who are interested in developing this literature are welcome to submit a draft to the Literature Committee. Referred to the Literature Committee as well. Status: The Literature Committee took no action on this proposal.</p>
<p>We propose that WSO create an ACA app for mobile devices.</p>	<p>Referred to the Board</p>	<p>Referred to the IT Committee to call for volunteers to form a group to study cost, feasibility, and scope. Status: was discussed by the IT Committee yet not a priority at this time. Priorities are the new adultchildren.org website and revamp of ACAWSO website.</p>
<p>We propose that WSO assemble a committee—comprised (wholly or in part) by transgender, nonbinary,</p>	<p>Referred to the Board</p>	<p>Referred to the Literature Committee. Status: The Literature in Development and the Language Subcommittees of the Literature</p>



<p>gender-fluid, and/or other gender-non-conforming ACAs—to determine whether and how to make future printings of the BRB more gender-inclusive.</p>		<p>Committee will focus on these issues as part of its evaluation of revising the BRB by 2026.</p>
<p>We propose that WSO produce a version of the BRB and other literature where the level of language is aimed at junior high school level rather than university-grade English, so that the content is more easily understandable to people for whom English is a second language, rather than their mother tongue.</p>	<p>Referred to the Board</p>	<p>Referred to the Literature Committee. Status: This issue is part of the Language Subcommittee charter.</p>
<p>General idea: Policy for listing or delisting meetings from the WSO meeting list.</p>	<p>Not discussed at ABC due to specificity of floor motion and prior Board action</p>	<p>WSO began a series of “Only Meeting” Town Halls to launch a Fellowship-wide discussion of the issues (safety vs exclusion) in order to guide the Board in developing a Traditions-based policy on which meetings can be listed or delisted from the website. Status: Action is on hold until after delegates at the 2022 ABC discuss a ballot proposal affecting this topic.</p>
<p>Motion to approve a suggested allocation of a meeting’s surplus funds be 60% to local IG, 30% to WSO, and 10% to region.</p> <p>If the funds are coming from an IG, the suggested allocation would be 60% to WSO and 40% to the Region.</p>	<p>Delegates deemed not time-sensitive</p>	<p>Status: The Finance Committee has recommended a formula of 50% to local IG, 25% to WSO and 25% to the region. They intend to introduce this as an alternative during a 2022 ABC ballot proposal discussion.</p>
<p>We propose WSO create a working group to investigate the viability of utilizing and implementing Knowledge Based Decision Making (KBDM) in future ACA business conferences.</p>	<p>Delegates deemed not time-sensitive</p>	<p>Status: A working group met multiple times to study KBDM. Further action is on hold until this matter is discussed at the 2022 ABC.</p>



Section III - ACA Service Network

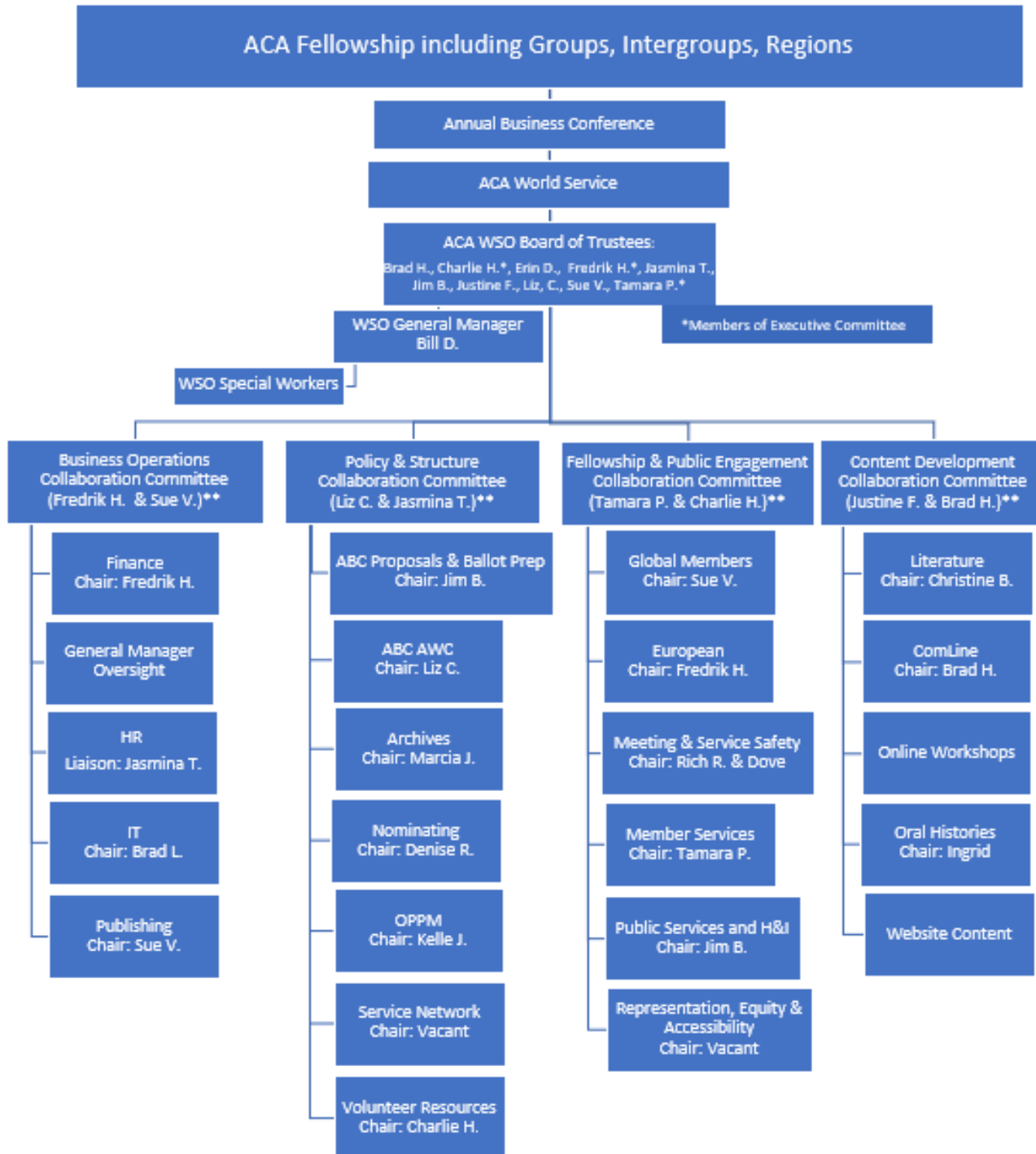
A. ACA Groups Statistics

- **Meetings:** 2,941 registered meetings, down 147 from a year ago.
 - There are also hundreds of unregistered meetings in Europe and other countries that are not English language meetings. We encourage those meetings to also register with ACA World Service.
- **Intergroups:** 116 active Intergroups, compared with 107 in 2021.
- **Regions:** With the formation of the Northeast U.S. region, WSO now has two certified Regions, with others in the process of forming.



B. Organizational Chart

ACA WSO Organization Chart – April 25, 2022



**Trustee members + Com. Chairs/Reps.



C. Trustee Ratifications

Members of the Board of Trustees of the ACA World Service Organization

Trustees Seeking Ratification

- Brad H., Oklahoma, USA-New Board Member
- Charlie H., Virginia, USA
- Fredrik H., Sweden
- Erin D, Pennsylvania, USA
- Jasmina T., New York, USA
- Justine F., Pennsylvania, USA
- Liz C., Connecticut, USA
- Sue V., Ontario, Canada
- Tamara P., Minnesota, USA

Trustees Leaving the Board

- Jim B., Florida, USA
- Sharon F., Missouri, USA - completed term on March 23, 2022

Trustees Presented for Ratification for 2022 -2023

Brad H. - will begin on April 25, 2022 (Requesting ratification for 1st term/1st year)

Hello! I'm an adult child and my name is Brad. On April 10th of 2022, I celebrated the 5th anniversary of my first ACA meeting in Oklahoma City. Although I was not new to the 12 steps, I was emotionally intoxicated. My recovery in ACA, though still ongoing, has helped me find emotional sobriety and a new-found ability to behave as an adult instead of repeating the patterns of my childhood. In my ACA service work, I'm finding ample opportunities to practice the principles of the 12 steps in all my affairs and to make use of the skills, knowledge, and abilities I've acquired in a 45-year career in public service as an administrator and financial manager. I want to use that experience and my available time in retirement to help ACA carry the message of recovery to adult children who still suffer, and to continue my own path of recovery in service work.



Charlie H. - began in November 2016 (Requesting ratification for 3rd term/2nd year)

Like many others, ACA saved my life and gave me a chance at real happiness. The ACA World Service Organization is uniquely positioned to help individuals, meetings, intergroups, and regions carry the message of recovery. I serve because I want others to receive what I got.

Erin D. - began in May 2019 (Requesting ratification for 2nd term/2nd year)

Experiencing the far-reaching complexities of trauma and holding them with the open-mindedness and compassion of our Steps, Traditions, and Concepts, is challenging and rewarding personally and in service with the fellowship. Attending meetings and witnessing the transformation from lives of fear and shame to trust and fellowship, and when possible, forgiveness, is a gift worth giving back. It has been less than easy to juggle family, work, and service and so I anticipate this fourth year to be my last as a Board member. I began board service as an unexpected honor and privilege. Service has uncovered the hidden gems of my inner child, and teenager and allowed an adult who knows her self-worth to come forward. I serve in gratitude, to carry the message of service, the fellowship voice, and recovery.

Fredrik H. - began in June 2020 (Requesting ratification for 2nd term/1st year)

Being able to do service for ACA is really rewarding. To be a part of this global fellowship, see the rapid development that is happening and be able to participate and contribute. That's like a grace for me.

The deep love I feel today for my parents I have received through ACA. And giving love back to fellowship is rewarding.

Doing service in the Board also gives me the opportunity to live in the program on an almost daily basis.

Jim B. - began in April 2017 (Not seeking ratification for 3rd term/2nd year)

My name is Jim, and I am an adult child. Service is a major part of my program. Step 12 grounds me in gratitude for the gifts of healing that the ACA program has given me – self-love, compassion and forgiveness. And provides me the opportunity to carry the message to other adult children which helps me to grow and learn more. I am extremely grateful and want to thank all of you for the opportunity to serve these past 5 plus years. I am rotating off the board of trustees and will remain in service where the spirit calls me. See you on this beautiful journey!



Justine F. - began in April 2021 (Requesting ratification for 1st term/2nd year)

What an incredible time to be a board member - or to be involved with WSO at all! The isolation of the covid-19 pandemic sent thousands of newcomers to our rooms, and we've welcomed them all but have become aware of policies and practices that are perhaps too small for our growing Fellowship. The current board is an incredibly dedicated group of people who love this program and the people in it. I'm proud to be working with them to grow and serve our diverse fellowship, especially with regards to inclusivity in literature projects.

Jasmina T. - began in April 2021 (Requesting ratification for 1st term/2nd year)

Recovery in the ACA 12 step program has transformed my life beyond anything I could have imagined. I am filled with humility and gratitude for experience, strength and hope this program offers to me every day.

My first year of service on the Board of Trustees of ACA WSO has only deepened this exposure and it has been a joy to be able to serve and give back. I would be grateful for the opportunity to continue in this capacity for one more year.

Liz C., Region 5 Trustee - began in April 2021 (Requesting ratification for 1st term/2nd year)

My name is Liz; I'm an adult child from Connecticut. My life has changed in innumerable ways as a result of working my ACA program. I love that working this program continues to bring the promises to my daily life. The gratitude I feel for the program and the fellowship continue to grow as my recovery evolves. I see performing service as one part of working my program as well as a way to show my gratitude. I thank you for allowing me to be of service as an ACA WSO Board Trustee. Serving on the board has been challenging at times and has been consistently rewarding. I am looking forward to starting my second year in board service.

Sue V. - began in April 2021 (Requesting ratification for 1st term/2nd year)

I am a grateful and hopeful Adult Child from Toronto, Canada. I serve as a board trustee so that I may go more deeply in my ACA healing and through my efforts that our fellowship may benefit. I have provided service for my meeting group, my Intergroup, our WSO Global Members Committee, our WSO Publishing Committee and as a Trustee for the WSO Board. This is and has been a wonderful opportunity to practise my ACA recovery in service meetings. My heart is called to support accessible and affordable ACA resources for Adult Children around the world. I would be honoured to be ratified for my second year at the 2022 ABC.



Tamara P.- began in April 2021 (Requesting ratification for 1st term/2nd year)

I serve so that I can communicate to others that every human being can find peace. I am honored to do that through my work on the board. It is so gratifying to take part in building solutions that will strengthen the ACA program and the ACA service structure so that we all can help bring the message of hope and healing to everyone who needs it. I have learned so much in my first year as Trustee, about myself, about interacting with others, about my strengths and my limitations. This experience has taught me both confidence and humility, and that both are necessary to living fully in emotional sobriety.



Section III - Reports/Committee Reports

ADMINISTRATIVE REPORTS

Executive Committee Report

The Executive Committee is made up for four Board of Trustees officers—chair, vice chair, treasurer, and secretary. Current officers are Charlie H. (chair), Fredrik H. (treasurer), and Tamara P. (secretary). The vice chair position has been vacant since March 2022, when Sharon F. left the board.

The committee's charter is laid out in the Operating Policy and Procedures Manual, starting on Page 22, with additional duties cited on Page 17.

The committee meets twice monthly, on the first and third Thursday of the month, and all board members are invited to attend committee meetings.

The Executive Committee is primarily administrative in function and does not set strategic priorities for the coming year. Some of its regular roles are:

- 1) Approval of unbudgeted expenditures up to \$2,000.
- 2) Scheduling of committee motions and other items for Board of Trustees consideration.
- 3) Planning of quarterly strategic retreats by the Board of Trustees.
- 4) Hosting of in-depth study sessions on complex issues.
- 5) Other duties assigned to it by the Board of Trustees.
- 6) Prior to a change in the process, the Executive Committee approved many reprint orders of ACA literature.

Treasurer's Report

ACA WSO Treasurer's Report to the 2022 Annual Business Conference

Fredrik H, Sweden, Treasurer

Hello family, my name is Fredrik H., and I am an adult child. I have had the distinct honor to serve as the Treasurer on your Board of Trustees of the ACA World Service Organization most of last year.

In addition to submitting this written report to the Board of Trustees and the Delegates, I will present slides that will better help illustrate the financial position of WSO.

I am pleased to report that your WSO has met all our financial obligations in a timely manner this past year. We are continuing to invest in literature development around the world because it



is important for the members coming to ACA from so many different countries to have the literature in the language their inner child understands. Having said that, I would like to mention we still rely on our book sales to meet much of our global fellowship's growing needs. Your contributions this past year were the highest ever received in ACA's history. However our expenses exceeded the increase in the contributions.

WSO is a robust growing organization and as such needs to hire professionals to take on the massive workload the volunteer Board Trustees have been providing for years.

The financial statements for 2021 are presented herewith for your information. Please bear in mind these are not the audited financial statements and may be subject to revision by our accountants.

Balance Sheet

- ACA WSO ended the year with Total Cash of \$648,445 which reflects an increase of cash of \$198.7k from the prior year's ending cash balance of \$449,739.
- Our Inventory Assets are \$154,205 showing a decrease of \$45.8k since the prior year.
- Combining the Cash and Inventory Assets along with other smaller miscellaneous assets (Prepays and Receivables) for the period gives WSO's Total Current Assets a total of \$859,694 which reflects an increase over last year of \$166k.
- Fixed Assets include office furniture, equipment, and intangible assets such as the website, software, and legal instruments like copyrights and trademarks. WSO's Net Fixed Assets decreased by \$15,823 to \$48,486 due to depreciation recorded during the year.
- Current and Fixed assets added together left WSO with Total Assets of \$908,180. This represents about an increase of \$150.2k from the previous year.
- Our Total Liabilities increased by \$18,484 over the prior year.
- Total Liabilities and Equity amount to \$819,176.

Profit & Loss Statement

- Total Income for 2021 before expenses was \$1,587,066.
- This is a 23.5% increase over the previous year's income of \$1,285,286.
- The Cost of Goods Sold (COGS) totaled \$891,630 which was an increase of \$163,787 over 2020.
- We had combined Warehouse Payroll and Administrative Payroll expenses of \$393,246 for approximately 7 special workers employed at a given time. Prior year Payroll totaled \$248,860 for approximately 6 special workers.
- WSO's total expenses were \$563,727 compared to \$434,310 last year, decreasing of \$129.4k. This is primarily due to the increase in Payroll and Contractor's expenses during 2021.
- That left our organization with a net income of \$131,709 for the year, which was an increase from the prior year net income of \$123,133.

2021 7th Tradition Contributions

For a Twelve Step organization like ACA, money is a spiritual tool. Our 7th Tradition reminds us "We are self-supporting through our own contributions". It is a sign of emotional and spiritual maturity when we as recovering adult children can take care of our world-wide service organization.



As your Treasurer, I can assure you WSO appreciates and puts to good use every dollar it receives from members, groups and intergroups. We could not do the work that we do without that crucial financial support.

WSO income from books and literature accounted for 83% of our total income for the year while the 7th Tradition contributions compromised only 17% of our total income for the year. Hopefully that percentage will increase in the years to come as more members and groups are added. We have implemented an enhanced software which will make it easier to donate, capture bank fees for donation transactions, and facilitate recurring donations. During 2020, we created an International Literature Scholarship Fund in increase ACAs access around the world to purchase affordable literature. These funds carry the ACA literature to groups internationally.

The 7th Tradition Contributions for 2021 were \$270,962. This was a 47.2% increase over the \$184,124 that WSO received in 2020. The annual 7th Tradition report is included in this report and details the donations for all 12 months totaled by month. This is one of the 7th Tradition reports that I provided.

More information about the 7th Tradition Contributions can be found on the WSO website repository here: <https://acawso.org/category/7th-tradition-contributions/>

In Addition to Chairing the Finance Committee these are the Treasurer Activities and Tasks Completed in 2021

- Fulfilled the Treasurer's fiduciary responsibilities to the fellowship by accurately reporting all expenses and income for the organization.
- Reviewed and approved requests for more or less, all payments from WSO bank accounts.
- Was a part of the newly created Publishing Committee.
- With the help of the Finance Committee presented a mid-year budget evaluation and variance report for use by the WSO Board during its fall strategic planning meeting.

The future:

I want to end by saying a few things. I want to thank everyone for the trust I have gained to be the Treasurer. It was scary at first even though I love numbers and finances. It's a big, big responsibility that I took on. I have done my best but without the support I have received I would not have been able to do it.

During the year, a number of very important issues were looked at.

While doing the work supporting the possibility of the increase in the price of books, it became clear how little of ACA's revenue comes from the 7th Tradition compared to other 12-step programs. We have started to map and investigate opportunities for simpler ways of printing and distribution of literature worldwide. We have started to look at having a Prudent Reserve, as other 12-step fellowships have implemented.

ACA is growing worldwide at a pace we have never seen before. More and more countries are translating ACA literature, which also means that we need to hire more people, which affects budgets, revenues and expenditures. We have tried to analyze this as best we can and are trying to prepare for, as I see it, the exponential increase that is taking place in ACA worldwide.



WSO has grown enormously in recent years. But so far, revenue has not kept pace with costs. From 2016 until today, revenues have grown by 183% for literature, while costs of goods have increased by 235,5%. This over a period of 5 years. Again one of the factors that made us have recommended a price increase of the literature.

I would also like to especially thank everyone who has been involved and served in the Finance Committee during my time as Treasurer. You are invaluable.

I want to thank everyone on the board who supported me, listened to me and gave me different points of view on issues than the ones I myself had.

I would like to send a very special thank you to our special workers, our Controller, Lucia S, Bill D our General Manager and Bookkeeper, Gloria D. Without you, this service position as Treasurer would have been impossible to handle.

Finally, I would like to thank the entire ACA for giving me the opportunity to give back of all the wonderful things you have given me in life.

In loving service,

Fredrik H, Sweden

Treasurer

Chair, Finance Committee

WSO Website – Repository URL of Treasurer reports

<https://acawso.org/category/treasurer-reports/>

Contact information: treasurer@adultchildren.org

Reference Information: see below



Adult Children of Alcoholics World Service Organization Inc
Profit & Loss YTD Comparison
 January through December 2021

PROFIT & LOSS
 January through December 2021 and 2020

	<u>Jan - Dec 21</u>	<u>Jan - Dec 20</u>	<u>\$ Change</u>
Ordinary Income/Expense			
Income			
4010 · Shopify Revenue	637 136,99	492 983,62	144 153,37
4030 · Amazon Revenue	620 141,85	554 250,40	65 891,45
4050 · Barnes & Noble Revenue	940,63	1 043,58	-102,95
4060 · Audible Revenue	26 083,00	24 099,99	1 983,01
4070 · Royalty Contract Revenue	28 741,07	11 785,16	16 955,91
4080 · 7th Traditions Contributions	270 961,74	184 124,12	86 837,62
4150 · European Sales	166,74	0,00	166,74
4200 · Other Revenue	2 893,78	16 998,78	-14 105,00
Total Income	<u>1 587 065,80</u>	<u>1 285 285,65</u>	<u>301 780,15</u>
Cost of Goods Sold			
5000 · Shopify-Cost of Goods Sold	452 698,85	344 898,05	107 800,80
5050 · Amazon COGS	435 976,28	382 944,85	53 031,43
5560 · International Printing Costs	2 954,85	0,00	2 954,85
Total COGS	<u>891 629,98</u>	<u>727 842,90</u>	<u>163 787,08</u>
Gross Profit	<u>695 435,82</u>	<u>557 442,75</u>	<u>137 993,07</u>
Expense			
6010 · Payroll Expense	215 599,05	120 615,26	94 983,79
6030 · Payroll Taxes	17 485,12	9 690,60	7 794,52
6050 · Travel & Mileage Expense	21 423,35	7 841,37	13 581,98
6054 · Contractors	55 674,45	20 591,33	35 083,12
6057 · Events	15 016,28	2 758,79	12 257,49
6070 · Program Initiatives	5 748,39	3 247,93	2 500,46
6080 · Professional Fees	70 688,90	120 282,58	-49 593,68
6090 · Technology IT Support	33 223,47	28 216,43	5 007,04
6100 · License & Permits	104,00	101,19	2,81
6110 · Insurance Expense	3 046,89	2 544,39	502,50
6120 · Rent Expense	47 358,78	43 287,20	4 071,58
6130 · Utilities Expense	6 873,05	6 062,27	810,78
6140 · Office Expense	8 596,87	5 088,82	3 508,05
6150 · Dues and Subscriptions	1 263,27	3 131,02	-1 867,75
6160 · Repairs & Maintenance	2 145,00	0,00	2 145,00
6180 · Warehouse Supplies	73,52	11 216,80	-11 143,28
6190 · Tax Expense	1 471,22	9 887,12	-8 415,90
6200 · Bank & Merchant Fees	41 857,21	19 620,39	22 236,82
6210 · Depreciation & Amortization	15 823,48	14 693,44	1 130,04
6400 · Other Expense	0,00	764,64	-764,64
9999 · Suspense	254,30	4 668,45	-4 414,15
Total Expense	<u>563 726,60</u>	<u>434 310,02</u>	<u>129 416,58</u>
Net Ordinary Income	<u>131 709,22</u>	<u>123 132,73</u>	<u>8 576,49</u>
Net Income	<u>131 709,22</u>	<u>123 132,73</u>	<u>8 576,49</u>



Adult Children of Alcoholics World Service Organization Inc
Balance Sheet
As of December 31, 2021

BALANCE SHEET
As of December 31 2021, and 2020

	<u>Dec 31, 21</u>	<u>Dec 31, 20</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash & Cash Equivalents	648 444,93	449 738,54	198 706,39
Total Checking/Savings	<u>648 444,93</u>	<u>449 738,54</u>	<u>198 706,39</u>
Accounts Receivable			
1300 · Customer Receivable	5 366,10	788,18	4 577,92
1302 · Sales Credit Memo	-129,55	0,00	-129,55
Total Accounts Receivable	<u>5 236,55</u>	<u>788,18</u>	<u>4 448,37</u>
Other Current Assets			
1310 · Other Receivables	0,00	253,00	-253,00
1320 · SHOPIFY-Shopp'g cart receivable	7 540,20	3 293,59	4 246,61
1330 · Interest Receivable	118,92	2 520,00	-2 401,08
1350 · Prepaid Expenses	44 148,12	37 035,05	7 113,07
1400 · Inventory Asset	154 204,78	200 048,25	-45 843,47
Total Other Current Assets	<u>206 012,02</u>	<u>243 149,89</u>	<u>-37 137,87</u>
Total Current Assets	<u>859 693,50</u>	<u>693 676,61</u>	<u>166 016,89</u>
Fixed Assets			
1800 · Fixed Assets	48 486,05	64 309,53	-15 823,48
Total Fixed Assets	<u>48 486,05</u>	<u>64 309,53</u>	<u>-15 823,48</u>
TOTAL ASSETS	<u><u>908 179,55</u></u>	<u><u>757 986,14</u></u>	<u><u>150 193,41</u></u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	43 430,30	44 711,89	-1 281,59
Total Accounts Payable	<u>43 430,30</u>	<u>44 711,89</u>	<u>-1 281,59</u>
Credit Cards			
2011 · Bank of America-Corp Card #1794	5 777,21	3 859,95	1 917,26
Total Credit Cards	<u>5 777,21</u>	<u>3 859,95</u>	<u>1 917,26</u>
Other Current Liabilities			
2120a · AMZ Facilitator PMTS	-0,01	0,00	-0,01
2100 · Payroll Liabilities	20 212,71	10 139,79	10 072,92
2120 · Sales Tax Payable	8 087,18	6 308,09	1 779,09
2130 · Other Liabilities	2 205,10	0,00	2 205,10
2200 · Accrued Liabilities	9 291,42	5 500,00	3 791,42
Total Other Current Liabilities	<u>39 796,40</u>	<u>21 947,88</u>	<u>17 848,52</u>
Total Current Liabilities	<u>89 003,91</u>	<u>70 519,72</u>	<u>18 484,19</u>
Total Liabilities	<u>89 003,91</u>	<u>70 519,72</u>	<u>18 484,19</u>
Equity			
32100 · Restricted Net Assets	3 010,58	0,00	3 010,58
32000 · Unrestricted Net Assets..	684 455,84	564 333,69	120 122,15
Net Income	131 709,22	123 132,73	8 576,49
Total Equity	<u>819 175,64</u>	<u>687 466,42</u>	<u>131 709,22</u>
TOTAL LIABILITIES & EQUITY	<u><u>908 179,55</u></u>	<u><u>757 986,14</u></u>	<u><u>150 193,41</u></u>



7th Tradition by Country - 2021

Sum of Amount	Column Labels							
Row Labels	Africa	Asia	Europe	Intl Lit Scholarship Fund	North America	Oceania	South America	Grand Total
Africa	97,30							97,30
Argentina							50,00	50,00
Asia		10,00						10,00
Australia						6 252,52		6 252,52
Belgium			800,95					800,95
Brazil							50,87	50,87
Canada					9 275,54			9 275,54
Denmark			994,78					994,78
Europe			404,25					404,25
Finland			10,33					10,33
France			100,00					100,00
Germany			2 075,21					2 075,21
Greece			143,77					143,77
Haiti					920,55			920,55
India		33,00						33,00
Intl Lit Scholarship Fund				4 542,49				4 542,49
Ireland			392,71					392,71
Israel		146,86						146,86
Italy			35,00					35,00
Kazakhstan		6,00						6,00
Latvia			5,00					5,00
Mexico					301,52			301,52
Netherlands			895,53					895,53
New Zealand						143,38		143,38
North America					46,03			46,03
Norway			1 603,46					1 603,46
Oceania						35,00		35,00



Panama							25,00	25,00
Philippines		13,30						13,30
Poland			10,00					10,00
Portugal			20,00					20,00
Romania			13,00					13,00
Russian Federation			576,83					576,83
Singapore		51,74						51,74
Slovakia			13,03					13,03
South Africa	22,00							22,00
South America							25,87	25,87
Spain			256,05					256,05
Sweden			4 461,10					4 461,10
Switzerland			40,00					40,00
Taiwan, Republic of China		10,00						10,00
United Kingdom			1 728,84					1 728,84
USA					234 187,51			234 187,51
(blank)							135,42	135,42
Grand Total	119,30	270,90	14 579,84	4 542,49	244 731,15	6 430,90	287,16	270 961,74

See Appendix C for 7th Tradition Contributions in 2021 by Month



World Service Office Report

Statement or Description of Purpose

The World Service Office purpose includes acting as the worldwide clearing house for all things related to the ACA Fellowship worldwide including overseeing and coordinating the production and distribution of ACA literature and materials, assisting new and existing groups, assisting with ACA's public outreach efforts, and responding to the needs of members, groups, service entities, and the public.

The office also administers the legal responsibilities of the fellowship with respect to government regulations and reporting, accounting, human resources training and documentation, intellectual property management, and by maintaining the archives and files of ACA.

Special Worker Staff and Consultants (First name, Last Initial; State or Country)

Bill D., General Manager, California	Trish I., Assistant to Board Secretary, Florida
Lucia S., Finance Controller, Florida	Carrie R., Customer and Member Services, California
Gloria D., Accounting, California	Jose V., Order Specialist, California
Markus S., Publishing Consultant, Sweden	Vacant, Amazon Fulfillment Associate, California

WSO Website - Repository URL of meeting minutes / reports

<https://acawso.org/2022/03/11/distribution-center-progress-report-for-february-2022/>

Office Contact information

Meets with Board Oversight Committee: Bi-weekly on 1st and 3rd Thursdays of each month at 12:30 pm Eastern

Zoom Meeting Information: This is a Board member attended meeting

Email Contact: gm@acawso.org

Slack Channel: Bill D

Office Highlights for 2020

1. Printed and distributed 37,743 books through the shop.adultchildren.org webstore
2. Printed and distributed 29,403 books through the Amazon.com US webstore
3. Printed and distributed 6,039 booklets through the shop.adultchildren.org webstore
4. Printed and distributed 23,750 pamphlets through the shop.adultchildren.org webstore
5. Ordered and distributed 9,813 chips and medallions through the shop.adultchildren.org webstore
6. Distributed 108,070 items throughout the year
7. Received and responded to 5,946 calls and emails to the office
8. Prepared literature order quotes and sent motions to the board for approval
9. Prepared annual report for the 2021 ABC
10. Worked with the Finance and Publishing Committees to make improvements in processes and to publish literature globally
11. Leveraged alternative printing vendors globally to counteract the supply chain disruptions facing the printing industry worldwide

Goals for the year ahead



The service office meets an important need for the fellowship and the WSO board and committees, but with the focus on revising the organizational structure to accommodate the worldwide growth.

The goals for the coming year are:

1. Ensure availability of ACA literature and products to members and groups around the world.
2. Evaluate the need for a larger headquarters/ fulfillment warehouse and prepare a recommendation to the board.
3. Organize and position the World Service Office systems and staffing to meet the growing needs of the fellowship.



BUSINESS AND OPERATIONS

Finance Committee Report

Statement or Description of Purpose

The mission of the Finance Committee is to examine the financial affairs of the WSO on an ongoing basis to ensure transparency and integrity of all financial aspects of the organization. In doing so, all financial processes are reviewed, and recommendations are made to the WSO Board for improvements to the fiscal policies and procedures, as well as ensure adherence to state, federal, and international laws. All tasks are done with the primary purpose of keeping the fellowship financially stable and healthy so that the message continues to be carried to ACAs throughout the world.

Chair / Vice Chair (First Name, Last Initial; State or Country)

Chair: Fredrik H. (Sweden) Vice Chair: Lucia S. (Florida)

Members (First Name, Last Initial; State or Country)

Bill D. (California) Brad H. (Oklahoma)

WSO Website - Repository URL of Meeting Minutes / Reports

<https://acawso.org/category/finance/>

Committee Contact information

Fredrik H.: treasurer@adultchildren.org

WSO Slack Channel: wso_finance

Weekly Meeting: Thursday at 2:30 p.m. Eastern Time [6:30 p.m. UTC]

Zoom: <https://us02web.zoom.us/j/82385200974>

Detailed Descriptions of Accomplishments in 2021

1. 7th Tradition Webpage Update

The Finance Committee has been working with IT to update the 7th Tradition Webpage to include a “Planned Giving” option and a separate page for the International Literature Scholarship Fund. The committee is looking at improving the overall appearance of the page. The committee is considering ways to improve communication with potential planned giving donors and maintain information in a database.

2. Prudent Reserve Policy

The Finance Committee is developing a policy for establishing a prudent reserve for consideration by the Board of Trustees. We will review and consider similar policies adopted by other fellowships and nonprofit organizations. The committee will also determine the amount of reserve that is appropriate for WSO and the guidelines for using reserve funds.

3. Software Upgrades

As WSO has grown, there is a need to upgrade our current General Ledger system, as well as implement an Inventory Management system. The Finance Committee, together with the IT Chair and our outside accounting firm, is researching and vetting various



viable software options. Committee members are engaged in additional meetings to review software demos and continue to discuss and evaluate what would work for WSO's needs now, and long term.

4. Policies and Procedures for Expenses

The Finance Committee is involved in active discussion regarding our bill payment and approval procedures from both audit and efficiency standpoints. We need to review the OPPM for improvement in clarity of the language in the development of better business practices. This would include, but not be limited to looking at the party or parties involved in the approval process, and the threshold amounts. It would also encompass the re-evaluation of the process, so that the General Manager would have the tools available to make proper expenditures within their authority as well as implementing software that will streamline the process.

5. VAT Regulations

The Finance Committee is evaluating its compliance with VAT regulations for our overseas sales. Currently, we are reporting and paying VAT on our Amazon sales through a tax firm assigned by Amazon. We are looking into a means of including our Shopify sales into the Amazon reporting process. It appears that a Tax Advisory firm is needed to help us structure transactions and contracts as well as establish a method of charging, recovering, remitting the taxes, and filing the VAT returns. Members of the committee reached out and met with Tax Advisory firms to gather information and obtain proposals for their services. When completed, the committee will make a recommendation to the Board.

Goals For the Year Ahead

- Upgrade WSO's General Ledger software and implement new inventory management software to provide better measurement, planning, and reporting tools. The software enhancements will improve worker efficiency, as well.
- Participate in implementation of the WSO Business Operations Collaboration Committee to improve coordination on projects, increase understanding, knowledge, and feedback prior to action, provide more flexible responses to fellowship needs, build consistency and trust, and speed up feedback, response, and action.
- Prepare for an independent audit by an outside auditing firm by documenting accounting and office financial policies and procedures that comply with generally accepted accounting principles, completing a revision of applicable sections in the OPPM, and completing development of an Accounting Manual. This will ensure the ability to maintain consistent financial operations regardless of turnover of employees and Finance Committee members. Internal control procedures must be reviewed and tested. This goal is imperative due to the anticipation that WSO will reach the revenue level at which an independent audit is required by the State of California for the year 2022.
- Attract increased contributions by completing the update of the bequest and International Literature Scholarship Fund Webpages and improving the overall appearance and accessibility of the 7th Traditions page.
- Develop a plan for funding the prudent reserve.

Human Resources Committee Report

Chair / Vice Chair (First name, Last Initial: State or Country)



- Chair: Rich R.
- Board Liaison: Jasmina T.

Status for 2022: Committee Discontinued by Board Motion

The Human Resources Committee was formed in 2019, with a goal of drafting an HR manual guiding paid ACA World Service Organization employees. The committee also served as a liaison with WSO's paid HR consultant, and assisted in overseeing personnel matters.

By 2021, the committee's work on the manual was largely completed. The committee continued to serve as liaison to the HR consultant and also helped mediate several disputes involving employees. In October 2021, the Board hired an interim General Manager and assigned all oversight of paid staff to that manager.

In November and December, the HR Committee examined its role and recommended to the Board that the committee be disbanded. The HR Committee also recommended that a new committee, the WSO Volunteer Resources Committee, be formed. Both recommendations were approved by the Board. The HR Committee disbanded in January 2022, and the new committee is developing resources to guide and support volunteers participating in ACA World Service.

Information Technology (IT) Committee Report

Statement or Description of Purpose

The Information Technology Committee supports a number of websites, including adultchildren.org, shop.adultchildren.org, acawso.org, acawsoec.com, and acaworldconvention.org. We also provide technical guidance for the shopping cart, teleconferencing and other technical tools to support the work of other committees, special workers, and the Board of Trustees.

Chair / Vice Chair (First name, Last Initial; State or Country)

Chair – Brad L. – MD, USA

Vice Chair - Vacant

Members (First name, Last Initial; State or Country)



<p><u>IT Committee</u> Brad L (chair) – MD, USA Mary Jo L– IL, USA Jim B – FL, USA Marcin C - England Kathy T - CA, USA Joe A - KS, USA Sun L - Singapore</p>	<p>SUBCOMMITTEES: <u>Website Redesign</u> Kathy T (chair) – CA, USA Mary Jo L(co-chair) - IL, USA Marcin C- England Brad L - MD, USA</p> <p><u>Meeting List Maintenance</u> Mary Jo L (co-chair) – IL, USA Marcin C (co-chair) - England Kathy T - CA, USA Brad L - MD, USA</p> <p><u>Business IT</u> Brad L (chair) - MD, USA Marcin C - England Tamara P - MN, USA</p> <p><u>Coding</u> Jim B (chair) - FL, USA Sun L - Singapore</p>
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WSO website - Repository URL of meeting minutes / reports
<https://acawso.org/category/information-technology>

Committee Contact information
itchair@acawso.org

A list of the Committee activities of 2022

Progress on Goals from 2021

1. Complete redesign and deployment of a modern adultchildren.org website
 - a. Content Update Project - Website Redesign Committee has revised 10+pages with many more in progress
 - b. Web Design Firm *Next Level* has been approved to redesign the site with the following goals
 - i. Implement modern attractive design
 - ii. Utilize content update project material
 - iii. Optimize site for faster response
 - iv. Improve accessibility
 - c. The new website is expected to be deployed during July and August 2022
 - d. All ACA web sites have been moved from shared hosting at GoDaddy to hosting on a virtual private server at A2. Our websites are now faster and A2 provides better technical support and quicker response times.

2. Meeting list update project
 - a. Received fellowship input to improve the list
 - b. Search functions have been enhanced



- c. Next Level will redesign the meeting list to match the aesthetics of the new website
3. Review options and develop a plan for updating the acawso.org site
 - a. Make the site geared toward newer volunteers to make committee information more accessible, making the different volunteer opportunities more apparent.
 - b. Display committee monthly reports and announcements in a more space efficient manner
 - c. Utilize a menu system that reduces reliance on sidebars
 - d. Use graphics and icons to make the site less text heavy

Other Accomplishments

Security

1. Consulted with security experts
2. Deployed a cloud based firewall and content delivery network
3. Deployed an endpoint (server level) firewall
4. Enacted two factor authentication for web server access
5. Automated enhancements and security updates wherever possible

Virtual Meetings Calendar

1. Launched <https://adultchildren.org/virtual-meetings-calendar/> to provide a real-time list of upcoming meetings.

Meeting List Maintenance Subcommittee Established

1. Dramatically improved response time to the fellowship by having IT take over new meeting and intergroup registrations and updates as well as responding to email inquiries.
2. Developed a plan that will soon be deployed to require periodic updates from each meeting thus improving the accuracy of the listings.
3. Have removed hundreds of duplicate and inactive meetings since October.

Website Redesign Subcommittee

1. For the new adultchildren.org website
 - a. Developed flow chart of new and existing pages
 - b. Redesigned the menu structure for easier access
 - c. Revised menu items to improve navigation and many pages and links
 - d. Added new pages including Serenity Prayer, AWC Audio Workshop, Other Audio Workshops, interim homepage

Meeting List Coding Subcommittee Established

1. Rewrote the meeting list as a plugin that can be transferred to a new website
2. Many enhancements for the maintenance team to update meetings
3. Improvements such as selecting languages for meetings

Business IT Subcommittee Established

1. Provided software research and support for:
 - a. Archiving software: archives committee



- b. Inventory and Financial software: WSO office and finance committee
- c. Translation software: Global and publishing

Support given to other WSO Committees

1. Developed IT_Requests slack channel for the fellowship
2. Examples of some of the support IT does for committees
 - a. Email creation
 - b. Web page updates
 - c. Zoom Hosting and policy development
 - d. Calendar Maintenance
 - e. Web Form Support
 - f. Online Surveys
 - g. Credit Card and other online payments
 - h. WSO online store

ABC/AWC Support

1. Provided upfront and real time support for the online only ABC & AWC, ensuring that all technology was available and functional

Supporting charts, graphs and reports, as needed

see below

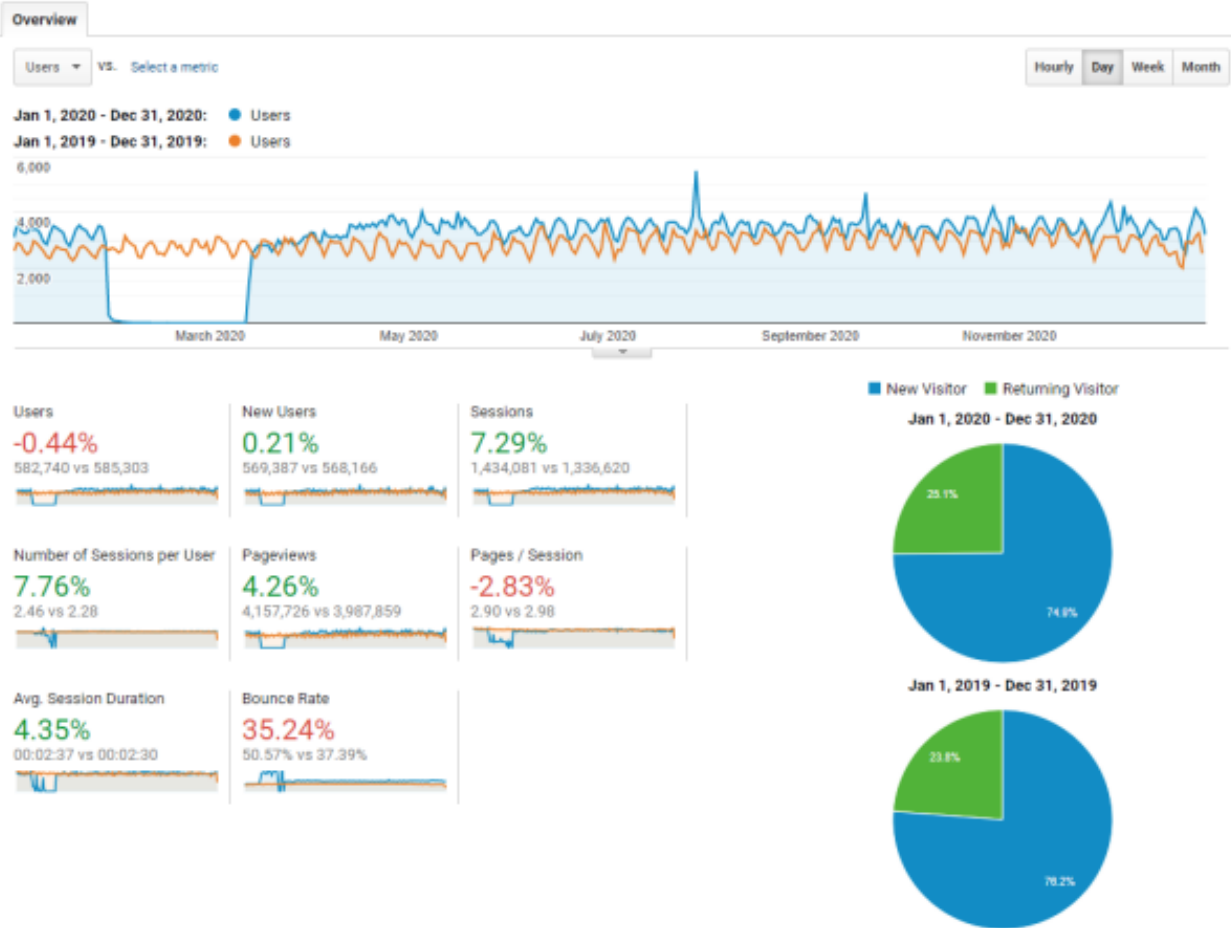
Goals for the year ahead











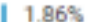









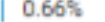

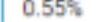






Goals for 2022

1. Full deployment of the new adultchildren.org website
2. Contract support for the meeting list plugin
3. Continue to harden our websites against attack
4. Continued support of ALL WSO committees, the Board, and the WSO Office
5. Continue to plan redevelopment of acawso.org



Adultchildren.org Analytics 2021 vs 2020



Country	Users	% Users
1.  United States		
Jan 1, 2021 - Dec 31, 2021	588,742	
Jan 2, 2020 - Dec 31, 2020	462,893	
% Change	27.19%	-1.72%
2.  United Kingdom		
Jan 1, 2021 - Dec 31, 2021	36,817	 4.92%
Jan 2, 2020 - Dec 31, 2020	30,064	 5.20%
% Change	22.46%	-5.37%
3.  Canada		
Jan 1, 2021 - Dec 31, 2021	30,413	 4.06%
Jan 2, 2020 - Dec 31, 2020	22,529	 3.89%
% Change	34.99%	4.32%
4.  Australia		
Jan 1, 2021 - Dec 31, 2021	13,913	 1.86%
Jan 2, 2020 - Dec 31, 2020	11,992	 2.07%
% Change	16.02%	-10.35%
5.  Sweden		
Jan 1, 2021 - Dec 31, 2021	6,967	 0.93%
Jan 2, 2020 - Dec 31, 2020	4,490	 0.78%
% Change	55.17%	19.90%
6.  India		
Jan 1, 2021 - Dec 31, 2021	5,605	 0.75%
Jan 2, 2020 - Dec 31, 2020	2,602	 0.45%
% Change	115.41%	66.46%
7.  Germany		
Jan 1, 2021 - Dec 31, 2021	5,002	 0.67%
Jan 2, 2020 - Dec 31, 2020	3,803	 0.66%
% Change	31.53%	1.64%
8.  Netherlands		
Jan 1, 2021 - Dec 31, 2021	4,106	 0.55%
Jan 2, 2020 - Dec 31, 2020	3,106	 0.54%
% Change	32.20%	2.15%
9.  Ireland		
Jan 1, 2021 - Dec 31, 2021	4,024	 0.54%
Jan 2, 2020 - Dec 31, 2020	2,408	 0.42%
% Change	67.11%	29.13%
10.  China		
Jan 1, 2021 - Dec 31, 2021	3,661	 0.49%



Publishing Committee Report

Inception Date: April 25, 2021

Statement or Description of Purpose

To create a WSO Publishing Committee that will centralize and direct all publishing activities, and ensure efficient, affordable delivery of literature to the entire world fellowship, with consistent business practices and oversight.

Chair / Vice Chair (First name, Last Initial; State or Country)

Names of Chair: Sue V / Vice Chair: Vacant

Members (First name, Last Initial; State or Country)

Committee Members: Charlie H (WSO Chair), Christine B, David McB (May only) (Literature Chair), Fredrik H (EC Chair & Treasurer), Lucia (Finance Controller), Karen (Global Secretary), Marion (Vice Chair Global), Sunil (Global Vice Chair), Sharon F (DCOC), Bill D (Interim General Manager, previous Board Member), Nick (Previous Business Manager), Markus (Publishing Staff), John Z (Previous Publishing Manager), Martha (Kindle), Brad L (IT Chair) Guests: Denis (Russia), Daanish (India), Ashish (India)

WSO Website - Repository URL of meeting minutes / reports

Location of meeting minutes / reports, such as the URL of the WSO website repository
<https://acawso.org/category/publishing-committee/>

Committee Contact information

Publishing Committee Meets: Fridays (every 2 weeks), 10:00 am ET, 7:00 am PT, 4:00 pm CET & SAST, 7:30 pm IST, 3 pm GMT) (Daylight Savings Time)

Committee Contact information

Sue V, Chair Publishing Committee, publishingchair@acawso.org

Requests to publish approved English or Translated literature, please complete the intake form:

https://acawso.org/publishing_intake

Questions for the publishing staff: pubstaff@acawso.org

Volunteers:

To volunteer or the Publishing Committee, please contact Sue V, Chair at publishingchair@acawso.org

Proofreaders, writers for new and updated publishing policies, researchers for new projects, such as AI translation software, Audible publication conversions, Braille manuscripts, volunteer coordinator, secretary and/or admin work for the committee.

A list of the Committee activities of 2021-2022

Top strategic priorities/goals for the past year with status

1. Support the launch of English and Translated literature.

Results:

- i) The Loving Parent Guidebook, first time launching a new publication simultaneously around the world in print and epub. We provided the A\$ adjustment needed for



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- ii) The Greek SMR, Swedish Identity Papers booklet, 16 free translated literature for the website in 4 languages(English, Danish, Hebrew, Polish, Swedish, Turkish), <https://adultchildren.org/free-literature-english-translated/>
 - iii) Updated 3 existing publications in 3 languages (English, Danish, Finnish) and arranged for reprint productions.
 - iv) Worked with the literature team, “Getting Started” to review new publishing guidelines.

2. Support the increase of accessible and affordable literature in many diverse formats (epub, audio, large font, braille) in all languages around the world.

Results:

- i) Supported a new regional print hub in South Africa and approved the South Africa IG for the first International Scholarship to be used as a startup program for the first print run of each publication. The staff worked on reformatting the YWB to the A4 international format.
- ii) Standardizing the publishing of epub for publications.
- iii) Started to develop a plan for requests to develop and publish audible products and requirements for the visually challenged such as large font etc.
- iv) Working to establish Amazon marketplaces to increase access and affordability of ACA literature and as a form of public outreach.

3. Review roles and responsibilities between committees and improve turnaround times for the fellowship and efficiencies for WSO business operations and the board.

Results:

- i) Discussed and collaborated with the different committees on roles, responsibilities and needs between the different committees for Publishing, Literature, Business Operations, Finance, IT, Fellowship - EC, Global Members, WSO service committees and the Board.
- ii) Identified the key components necessary for publishing, identified existing roadblocks and developed a plan for solutions. Ie outsourced projects to outside vendors increasing the number of publications possible to publish at the same time.
- iii) Improved the publishing business operations by outsourcing some projects and implementing a new publishing intake form, new processes for signing contracts, NDA and licenses and suggestions to delegate decision making for routine business decisions as per concept X.
- iv) Developed new policies for retention of source documents, update procedures for publishing print, epub and free literature on the website. The committee approved 18 motions to the board for approval for publishing literature as per the OPPM.

List of major work in process

1. The publishing of new translated literature: Japanese BRB & YWB, Italian BRB & YWB, French BRB and Lithuanian BRB, formatting translated trifolds/flyers
2. Completing the 2021 ABC motions for print and epub BRB publications in English and Translated literature.
3. Completing the epub files for English YWB & LLWB, Japanese BRB & YWB and others.
4. Developing a proposal for a plan needed for additional copyright and trademarks.
5. Supporting business operations with expanding in Amazon for UK, Europe and Asia
6. New WSO system to support translation and literature development teams.
7. Implementing a new project management system to improve the workflow and provide increased transparency with reports to the fellowship.

Goals for the year ahead

Top strategic priorities/goals for the year ahead



1. Continue to streamline the publishing business operations to improve turnaround times for the fellowship and improve efficiencies. The requests have increased exponentially. We are currently working on 11 publications simultaneously. We are estimating a 2022 total to be around 22 publications. We published 22 publications over the last 16 years. As a comparison, that is 1.38 publications per year in the past.
2. Increase the access to publications for all languages and formats around the world through epub, new regional hub centers in Europe and Asia, additional mediums such as audible, large font, braille etc.
3. Continue expanding into the Amazon marketplaces in Europe and Asia.
4. Explore additional support for translated teams with AI Translation software as an additional tool.
5. Document and develop new publishing policies for the OPPM and guidelines for business operations, the fellowship and the Publishing Committee.



POLICY AND STRUCTURE

ABC/AWC Committee Report

Founded in 1987, the Annual Business Conference (ABC) Committee continues to serve the Fellowship and the Conference. The ACA World Convention (AWC) was created by a motion of the Board in 2015 and was first held in 2016.

Statement or Description of Purpose

The purpose of the combined ABC/AWC Committee is to oversee the planning and implementation of both the ABC and the AWC.

The ABC is a meeting of delegates of our fellowship that is guided by the Traditions and Concepts of ACA. The committee ensures the ABC is conducted through sound and appropriate methods, representing the collective conscience of our fellowship; facilitates a Conference that strives to be accessible, safe, and equitable for the fellowship; ensures that all important decisions are reached by discussion, vote, and, whenever possible, by substantial unanimity; and ensures the prudent use of WSO resources.

The Delegate Engagement Subcommittee (DESC), formerly known as the Delegate Training Subcommittee (DTSC), was created in 2016. It works with the ABC/AWC Committee to help prepare Delegates to make informed decisions at the Conference as voting representatives of their groups.

Chair / Vice Chair (First name, Last Initial; State or Country)

Chair: Liz C., Connecticut
Vice Chair: open
Secretary: open

Members (First name, Last Initial; State or Country)

Current Members: Liz C (Connecticut), Mary Jo L (Illinois), Brad L (Maryland), Amber D (New Mexico), Marcin C (UK), John R (California), Alaska (California), Josh W (Washington, D.C.), Brad H (Oklahoma), and Charlie H (Virginia)

WSO Website - Repository URL of meeting minutes / reports

ABC Committee: <https://acawso.org/category/abc-committee/>

Committee Contact information

Email: abc@adultchildren.org

Meetings schedule 1st and 3rd Saturdays at 10:30 AM Eastern Time

<https://us02web.zoom.us/j/87582913615?pwd=dWpPNVJPcVNiVjJxbGgzZFVwY05EZz09>

Meeting ID: 875 8291 3615

Passcode: ABC2022

A list of the Committee activities of 2021-2022

2021 Highlights

- The 2021 ABC was a very busy event, with Karin S. as the ABC Chair. There were 127 Delegates from 19 countries and 5 continents. All 18 Proposals received the required minimum 60% approval on the Ballot. Prior to the ABC, the Board passed motions to approve six of the Proposals and the Delegates decided the outcome for



the remaining 12. Delegates also ratified the 12 Board members and heard four Floor Motions on Day 2, two of which were withdrawn because their subject matter was already being worked on or completed, and two that Delegates did not feel were time-sensitive and were referred to the Board. Please see the 2021 ABC minutes included in this ABC Binder.

- The 2021 AWC Global Recovery event included more than 30 consecutive hours of ACA program workshops and meetings that were delivered via Zoom to 3265 registrants from over 27 countries.
- A post-ABC Survey was prepared and submitted to all Delegates. Results of that survey informed some of the changes made for the 2022 ABC, including:
 1. The recognition that some decisions require study for Delegates to be able to make an informed decision
 - An option has been added to the polling options for this ABC that would call for in-depth study of issues, with a report to a future ABC.
 2. Concerns that the event wasn't inclusive enough of members in other time zone
 - This year, global worldwide asynchronous voting will be introduced to allow more equitable global participation
 3. Concerns that there was too much business for two days
 - This year, delegates will have the option to vote to have a third day for business
 4. Concerns with the use of Robert's Rules
 - Because Robert's Rules are unfamiliar to most countries around the world, the ABC/AWC committee worked to develop an alternative that is less rigid
 - Concern that breakout sessions would benefit from more preparation and guidance
 - i. Breakout room are not planned for the 2022 ABC
 - Concern that time for discussion was dominated by similar opinions and the voices of only a few delegates
 - i. This year, a team of chairs and assistants will work together to help ensure that more voices are heard and that delegates whose first language is not English will be given additional time to speak
 - Concerns that minority opinion, although valuable, may not have been based on factually accurate statements in some cases
 - i. This year, the minority opinion will be heard upon passage of a motion. But it will not move to a revote unless a specified number of delegates are in favor of the revote.
 - Concerns about the ballot proposal process: that ballots were not well written and that there were too many included
 - i. This year, proposal submitters were given the opportunity to do rewrites/edits, including when the Ballot Prep Committee pointed out a lack of clarity.
 - ii. This year, delegates may be asked if they wish to combine any proposals that are similar.
 - Concerns that the motion making process was dominated by a few individuals
 - i. This year, in place of the process of making amendments to motions, all delegates will be given the opportunity to submit



alternative motion for the proposals that will be considered concurrently

Concerns about cross-talk and negativity from participants

- i. The ABC Chair(s) will remind delegates that aggressive behavior and shaming language will not be acceptable.
- The ABC/AWC committee worked collaboratively with the Host committee, SF Bay Area Intergroup, to conduct the 35th Annual World Convention and ABC as a hybrid in-person and online event in San Francisco. However, due to the COVID-19 pandemic, the Board, with input from this Committee and the greater ACA community during the January 2022 Board Teleconference, found it necessary to move to a fully virtual event for 2022.
 - o Due to the ongoing pandemic, no host city or committee has been identified for 2023.
- Collaborative discussion was initiated by the ABC/AWC committee with members of the Ballot Proposal Committee (BPC), Executive Committee of the Board of Trustees, Operating Policies and Procedures Manual (OPPM) Committee, Literature Committee, and Information Technology (IT) Committee to discuss creating an ABC process that might better meet the needs of the fellowship and WSO. Those discussions yielded the following suggestions:
 - o Offering delegates the option to add a third day to the ABC schedule, determined by an affirmative vote of at least 60% of delegates to pass
 - o A ballot proposal was submitted for consideration by delegates that calls for a task force to undertake a comprehensive study to determine the best way to conduct future ABCs.
- The DESC began work to shift its focus to year-round engagement of delegates over the next year.

Goals for the year ahead

Future Goals

- Conduct a comprehensive, collaborative study to determine the most effective to hold the ABC, with ongoing evaluation
- Increase delegate engagement throughout the year
- Identify a host city for next AWC

Ballot Preparation Committee Report

Statement or Description of Purpose

OPPM Section XX. BALLOT PREPARATION COMMITTEE (BPC) lays out the authority and responsibilities of this Committee. The BPC oversees the Proposal and Ballot process – educating the fellowship, calling for proposals, offering feedback, drafting analysis with the Board, encouraging translations, compiling a Ballot, eliciting the vote and comments, and tallying and announcing the results.

Chair / Vice Chair (First name, Last Initial; State or Country)

Chair, Jim B. FL

Vice Chair, Vacant



Members (First name, Last Initial; State or Country)

Jim B., Florida Jim R., NY Mary Jo L., IL Marcin, UK Brad L., MD
(Board Liaison) (until Dec. 2021)

Chair / Vice Chair Nominations for 2022-2023(First name, Last Initial; State or Country)

Co-Chair, Jim R., NY Co-Chair, To be determined

WSO Website - Repository URL of meeting minutes / reports

<https://acawso.org/category/ballot-prep/>

Committee Contact information

bpc@adultchildren.org

A list of the Committee activities of 2021 - 2022

- July – Preparation of information for the Fellowship about the Call for Proposals, including preparing Survey Monkey
- August 1 – A letter was sent to the registered groups of WSO announcing the timeline and some of the particulars around the submission of Proposals to be considered for the 2022 Ballot.
- August 17 – The first Proposal Workshop was attended by 4 ACA members representing groups from Wisconsin, Arizona, Argentina, and New Zealand. Much improved over the inaugural workshop, last year.
- September 7 – A separate Slack channel was created for translation groups wishing to translate the Ballot
- September 12 – A second Proposal Workshop was conducted. There were 9 participants, representing a Region and Intergroups from England, Poland, Canada and a variety of US States:
 - 2 offered insights about proposals that their groups had been crafting;
 - 5 participants represented groups that were in the midst of proposal development.

(No proposals were submitted via Survey Monkey in August, and there were no enquiries in our email, beyond a question about the workshop and a request to register a meeting. By the end of September there were a few emails received regarding proposal submissions. For the reassurance of our membership, in the future we will aim to send a submission confirmation notice)

- September 30 – Call for Proposals deadline; 18 Proposals received,
- October – Focus was on reviewing submissions for clarity and merit (broad application for a worldwide fellowship). Additionally, the committee explored whether issues could reach resolution, avoiding the need for discussion at the ABC. Five Proposals were withdrawn by the submitting groups as a result. All groups had the opportunity to edit and refine their submissions. The edit deadline was October 31st.
- November 3 – Proposals were posted for translations groups to begin their work, with WSO Analyses to be added later.
- November/December – Reviewed Proposals and made suggestions to Board for WSO Analyses; Board review and final WSO Analyses completed; Translations completed
- January 8 – sent Ballot containing 13 Proposals to all WSO Registered Groups
- January 22 – First Ballot Prep Committee Town Hall



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- January 30 – Second Ballot Prep Committee Town Hall

These 2 Town Hall workshops offered the authors of the 13 Proposals opportunities to further explain the vision and intent of their proposals (3-4 minutes) and to answer questions from the attending participants (8 minutes). The 2 sessions were recorded:

- Session 1: <https://acawso.org/2022/01/23/ballot-prep-town-hall-1-january-22-2022/>
- Session 2: <https://acawso.org/2022/01/31/ballot-prep-town-hall-2-january-30-2022/>

- February 15 – Ballot officially open for voting
- March 31 – Ballot voting ended; We received 262 eligible ballots, on time
241 Ballots were from meeting groups from 19 countries

20 Ballots were from Intergroups from 8 countries, plus one identified as Virtual
1 Ballot was received from a Region

- April – Publication of ballot results

This is a link to a world map that will display the numbers of ballots, by country, except for the United States. Just hover over the country:

<https://docs.google.com/spreadsheets/d/e/2PACX-1vR28Eqt-s2quudsfSV4dVk9qzMAGCeHzOCUotj6Y29RVjLKJPgoe0KnfbMwTP9TpvCDrKaQYV5lk9LG/pubchart?oid=1911708236&format=interactive>

This is the link to a similar map displaying the number of ballots received per state of the US:

<https://docs.google.com/spreadsheets/u/4/d/e/2PACX-1vReXMOUTQTo34HIUSUNsKxrbsq4-bW-V3kSoJOkOU0Z2Fde3yBXusKEBX9kGFqAgi-gC2HZB5oZQbv/pubchart?oid=1689789417&format=interactive>

Detailed descriptions, as needed

Basic changes were made, again, to the Proposal format.

Years ago, groups were asked to submit a ‘History/Reasoning’ and an ‘Argument in Favor’, in support of their Issue. These points were often intertwined and repetitive. The maximum word count for the entire submission was 500.

For 2021 groups were asked simply for their Issue and ‘Background’, and the word count for the submission was reduced to 300.

For 2022, we saw more changes. The word count was increased to 600.

The Issue (50 words) – the specific action or change you are seeking from WSO, written as a single, clear statement.

The Background (250 words) – the explanation of your group’s reasoning behind the proposal and how the action or change may positively impact the global fellowship.

Resources/Implementation (OPTIONAL, 300 words) – What resources could your group provide to make this Proposal a success? Possible volunteers or technical skills? Which WSO committee would be responsible for implementation of this proposal. We strongly encourage you to contact this committee to discuss your proposal. If you have contacted them, what did you learn from them?

This year saw the continuation of the Proposal Workshops, which were instituted the previous year to help groups develop clearer and more persuasive Proposals. These workshops and follow-up conversations also provided opportunities to:

- Inform groups of WSO plans and actions that are already being taken – thus decreasing the need for a Proposal



- Help groups redirect ideas, better addressed by WSO committees for possible action.

It is worth noting that, for all the concern and discussion around the deadline moving from the end of October to the end of September – no one in the fellowship emailed any comments on the change.

In preparing the Ballot, we worked with the Board to be extra mindful of the wording of the WSO Analysis, to help ensure comments were neutral, minimizing any expressions that might sway opinions.

There were two Town Halls this year. Both were recorded. Each online session spotlighted 6 or 7 Ballot Proposals. Groups around the globe, at any time, could listen to the sessions and be better informed while voting on the Proposals.

The 2022 proposals.

- 18 unique proposals were received
- Proposals were initially assigned a 'letter' until they were evaluated and placed on the Ballot, at which point they were numbered. They were grouped together appropriately.
- 5 proposals were withdrawn, either because the submitting group learned that their issue was already being handled, they decided to work with a specific committee instead, or the proposal was more of a question that was answered rather than an issue to be considered by the fellowship.
- 13 proposals remained and edits to 7 of them were received before the October 31st deadline.

Proposal Statistics

		Submitting Group ¹						Issue Topic	Referred for Comment
		G	V	I	R	C	B		
1	A	✓						Copyright Issue	Board, Literature
6	B			✓				Trustee qualifications	Board
8	C	✓	✓					In favor of 'Only' meetings	Board
	D							<i>Combined with Proposal M</i>	
	E	✓						Relations with AA	Board
11	F		✓	✓				AWC format	Board, ABC/AWC
10	G					✓		ABC format	Board, ABC/AWC
13	H		✓	✓				WSO methodology - KBDM	Board, ABC/AWC
4	I	✓	✓	✓				Concepts Changes	Board
	J		✓					New literature	Literature
	K		✓					Kindle versions	Publishing
2	L	✓						Tony A's Steps	Board, Literature, Publishing
9	M	✓						Opposed to 'Only' meetings	Board
	N		✓					Gender references	Literature, REA
3	O	✓						Tony A - bio/study guide	Literature
5	P		✓					ACA change of name/logo	Board
12	Q		✓	✓				ABC format	Board, ABC/AWC
7	R					✓		Contribution disbursement	Board, Finance
		7	9 ²	5	-	2	-		

¹ Submissions were received from either **G** (group meeting); **V** (virtual/online meeting); **I** (Intergroup); **R** (Region); **C** (WSO Committee); **B** (Board of Trustees).

² Five proposals were submitted by multiple, co-submitting online groups - 4, on average.



Goals for the year ahead

- To consider how to evaluate the benefits of a longer, more complex proposal format.
- To establish a 'Book of Proposals' which would catalog the various proposals that have been submitted over the years. It may become a helpful reference and historical archive.
- To review the Proposal process, especially how it relates to the development of an ABC agenda and how it ensures the opportunity for groups to discuss the Ballot results.
- To leverage technology, creating an effective voting process with more built-in checks and balances.
- Improve publicity and awareness of Proposal Development Workshops and Town Halls.
- Improve effectiveness of the Proposal Development Workshops.
- Improve visibility of access to the Ballot and increase participation.

Archives Committee Report

INCEPTION DATE: A Slack Channel for the Committee was created in April of 2018.

Statement or Description of Purpose

STATEMENT OF PURPOSE: The Archives Committee collects and preserves the business and historical records and artifacts of ACA in the form of digital records, and written documents. The committee makes the information and materials available to the Board of Trustees, the employees of the Distribution Center and the fellowship of ACA in an organized and convenient manner.

Chair / Vice Chair (First name, Last Initial; State or Country)

COMMITTEE CHAIR: Marcia J. (IA 2019-)

VICE CHAIR: None

Members (First name, Last Initial; State or Country)

COMMITTEE MEMBERS

- | | | |
|------------------|--------------------|-----------------|
| ● Alicia L. | ● Kadri Liisa | ● Laura L. (CA) |
| ● Erin L. (CA) | (Estonia) | ● Sally P. (C) |
| ● Ingrid D. (NY) | ● Kathleen S. (CA) | |

WSO Website - Repository URL of meeting minutes / reports

Meeting reports can currently be found at <https://acawso.org/category/archives/>

Committee Contact information

Contact meeting Chair (Marcia J.) at archives@adultchildren.org

A list of the Committee activities of 2021-2022

STATUS OF GOALS APPROVED AT THE 2021 ABC

Goal 1: Gather and process documents and recordings.

Objective 1: Scan all documents in our possession.



The committee researched businesses that could scan our nine current boxes of materials and recommended ARC to the Board. All documents were scanned and are searchable.

Objective 2: Sort and process all documents and recordings in our possession.

Recently scanned documents are still awaiting sorting and any necessary processing. Kathleen S. has shared APACA documents as well as some of her writings.

Objective 3: Continue search for missing documents and recordings.

We have identified materials from New York and Texas and are in the process of finding the best way to acquire the Texas documents. We are still searching for materials Omer (instrumental in writing the BRB) might have had and left to Rochelle as well as materials lost from the estate of Marty S. (Early development of ACA).

Goal 2: Gather and Process Oral Histories

Objective 1: Make a list of those we wish to interview.

The list is made and ongoing.

Objective 2: Conduct as many preliminary oral history interviews as possible.

Because this goal was not being achieved, the committee advertised in the Traveler for members who would like to dedicate themselves to this endeavor. Because of the overwhelming response (50+) of highly qualified members of the fellowship, a separate committee is in the process of being formed. This committee will work with the Content Collaboration Committee and no longer be attached to Archives.

Goal 3: Make archival materials available to the fellowship.

Objective 1: Find a platform to use in the creation of the ACA Archival Library

The Archives Committee studied various cataloging platforms over the past year. We decided against open source products because of the skills that would be required to use them over time (technological in nature.) Our criteria were developed to assure a product that would be intuitive for use by changing volunteer archivists, easily available to the fellowship, and allowed for word searches through our document rather than requiring an established search vocabulary. We also wanted the product to be affordable. Preservica was the product that best fit the criteria. We recommended this product to the Board, and it was approved and purchased.

Objective 2: Decide on a method to catalog materials for the ACA Archival Library.

Action on this goal will be taken during the next year, starting April 1, 2022.



MAJOR WORK IN PROGRESS

1. Facilitate organization and support the new Oral History Committee.
2. Set up Preservica Cataloging and Library Platform
3. Follow up on document searches
4. Sort materials that were scanned by ARC and divide necessary documents to make them easier to find in a search for materials.

Goals for the year ahead

STRATEGIC GOALS FOR 2022

Goal 1: Gather and process documents and recordings.

Objective 1: Scan all documents in our possession.

Objective 2: Sort and process all documents and recordings in our possession.

Objective 3: Continue search for missing documents and recordings.

Goal 2: Make archival materials available to the fellowship.

Objective 1: Set up and activate Preservica as an ACA Archives Library

Objective 2: Decide on cataloging policies and create an accessible ACA Archival Library

Objective 3: Create materials to help Regions, Intergroups and Meetings archive their historical documents.

Goal 3: Safe storage of archival materials at Signal Hill

Objective 1: Take inventory of archival print materials and memorabilia held at Signal Hill.

Objective 2: Decide if materials are safe from water, fire, or other natural disasters.

Objective 3: Research methods and materials needed to preserve items safely.

Nominating Committee Report

Inception Date: 2017 ABC

Statement or Description of Purpose

"...to vet and identify ACA members, from throughout the full range of ACA's world fellowship, whose skills, experience, wisdom, and program knowledge support their ability to be Trustees. The Committee is responsible for forwarding qualified candidates (nominees) to the Board for consideration and selection as Trustees."

Chair / Vice Chair (First name, Last Initial; State or Country)

Denise R, Chair, Kansas

Members (First name, Last Initial; State or Country)

Barbara B., California and Greg R., Texas, (outgoing 2022 ABC)

WSO Website - Repository URL of meeting minutes / reports

Location of meeting minutes / reports: <https://acawso.org/category/nominating-committee>

Committee Contact information

Committee Contact information: chairnomcom@acawso.org

A list of the Committee activities of 2021-2022



Top strategic priorities/goals for the past year with status.

- Increased our outreach for applications for the Board and Nominating Committee
 - Advertised openings in The Traveler and a Special Edition Traveler
 - Put notice on the ACA website for ACA Announcements
- Met with the Board of Trustees in a series of Quarterly Meetings to:
 - Coordinate number of incoming Board members and any specific skill set needed.
 - Better define the process for the applicant, the Nominating Committee, and the Board. See Procedural Flowchart from (OPPM Appendix IV) at the end of report.
 - Update our Application and Interview questions- including adding a Letter to the Board as part of the Application.
Update Interview questions for the References
- Updated our web page
- Completed Nominating process for the current year; nominated one new Board member.

Major work in process

- Continue Outreach to find Board members and Members of the Nominating Committee.
- Conduct Exit Interviews with former Board members for how we can improve our process.
- Participate in Town Halls to explain our process, encourage applications, and answer questions members may have. This is to fill current openings as well as seeking candidates for future openings as well.

Goals for the year ahead

Top strategic priorities/goals for the year ahead:

- To communicate with the membership to understand that the Nominating Committee is the avenue to vet and nominate candidates for the Board of Trustees and Nominating Committee. Members of the fellowship who are Interested in serving, must apply directly to the Nominating Committee. Others can not do it for them.
- To communicate that not only are we searching for this year, but to plant the seed of future Board service 2, 5, or 10 years from now. For our fellowship to survive, we must have a working Board of Trustees. In the OPPEM, ACA can have up to 20 Board Members. We currently have 8.
- To enlist the ACA membership as partners in encouraging fellow travelers to apply now or in the future. We encourage those members of a segment of the fellowship that is underrepresented on the Board to apply now or to apply in the future.

OPPEM Committee Report

Statement or Description of Purpose

The OPPEM is the primary WSO policy document for the Board and its Committees. In partnership with the Board, the OPPEM Committee reviews and updates this document to provide order and continuity for the operation of WSO. It is the Committee's goal to help ensure the OPPEM reflects best practices that are in line with the ACA Traditions and Concepts.



Chair / Vice Chair (First name, Last Initial; State or Country)

Chair, Kelle J, Florida
Vice Chair and Board Liaison, Jasmina T, New York
Secretary, Josh W, Washington DC

Members (First name, Last Initial; State or Country)

Josh W., Committee Secretary, Washington, D.C.	Sharon F, Pennsylvania
Jasmina T, New York	Charlie H, Virginia
Mary Jo L, Illinois	Kelle J, Florida

Officer Nominations for 2022 - 2023 Chair / Vice Chair (First name, Last Initial; State or Country)

Chair, TBD
Vice Chair, TBD
Secretary, TBD
Board Liaison, TBD

WSO Website - Repository URL of meeting minutes / reports

<https://acawso.org/category/oppm/>

Meetings: Twice per month on the 2nd and 4th Thursdays at 7:30-9 PM EST

Committee Contact information

Committee e-mail address: oppm@adultchildren.org
Open Slack Channel: #oppm_your_questions

A list of committee activities 2021-2022

- January 7, 2021
 - a. SECTION X COMMITTEES: change to sub-section D-Committee Leadership.
- February 14, 2021
 - a. SECTION VI FISCAL POLICIES changes to C.2,3,4 -Expenditures Approval
 - b. SECTION X COMMITTEES, sub section D – addition of an introductory statement about rotation of service.
- March 18, 2021, Revision
 - a. Revised Appendix X – Robert`s Rules. Motion 2021_0410_01
- September 11, 2021, Revision
 - a. Appendix IV NOMINATING COMMITTEE, under “Other notes” added protocol for Board Contact with Trustee candidates. Motion 2021_0313_01
 - b. Section XIX WSO EVENTS, change to sub-section A.4.b; allowing Ballot Proposal submitters time to present their Proposals at the ABC. Motion 2021_0410_04
 - c. Section VIII BOARD MEETINGS, change to sub-section B.2- schedule of working sessions. June 2021
 - d. Addition of sub-section C to IX. Executive Committee regarding regular meeting schedule. July 2021
 - e. Section V. Duties of Officers. D.3. Authorization for delay of presenting financials at the Monthly TC. July 2021
 - f. Section VI. ACA WSO Fiscal Policies, new sub-section I. Special workers salary. July 2021
 - g. Appendix IX. Travel Reimbursement Policy revision. July 2021
 - h. Section XX. Ballot Preparation Committee (BPC) change to Proposal due dates as well as elaboration in appropriate sub-sections. August 26, 2021



- November 11, 2021
 - a. Section X. COMMITTEES, sub-section C. October 2021
 - b. Appendix I. Right To Petition revision. November 4, 2021
- February 28, 2022
 - a. Section VI. FISCAL POLICIES, sub-section B.3.; increase bequest limit to \$50,000
 - b. Section XX. BALLOT PREPARATION COMMITTEE (BPC), sub-section C. Proposal Submissions
 - c. Appendix IV NOMINATION COMMITTEE, added flowchart

Goals for the year ahead

- Clarify the process for how updates are made
- Clarify the scope and meaning of the Mission Statement as it relates to The Board and other WSO Committees
- Continue to prioritize and address items in the Committee Project Tracker

Service Network Committee Report

The Service Network Committee was formed in 2016, with a mission to identify ways to strengthen ACA's service structure. It has worked in recent years to implement various elements of a comprehensive report presented to the Annual Business Conference (ABC) in 2017.

Statement or Description of Purpose

Committee Purpose: To serve as a point of contact and principal WSO committee coordinating and implementing 10 recommendations approved by the ABC Delegates at the 2017 ABC. These include development of a service manual, and working with delegates to clarify and strengthen the role of the Conference in its relationship with WSO and the fellowship.

Committee Status: The committee is active, but it also is in a period of reorganization. The committee currently does not have a chair or vice chair, but it intends to elect permanent officers in the coming months.

Chair / Vice Chair / Members

Other active volunteers during 2021 and 2021: Alaska, Amber D., David B., Charlie H., Josh W., Karin S., Kelle J., Sharon F.

WSO Website - Repository URL of meeting minutes / reports

Our web page is: [Service Network Committee | ACA WSO](#).

Committee Contact information

The committee meets on the first and third Tuesday of the month at 7 pm eastern US.

A list of the Committee activities of 2021-2022

Summary of 2021-22: The Service Network Committee (SNC) started 2021 with a primary focus of completing a service manual for the ACA fellowship. The committee also hosted an ongoing study of the ACA Concepts of Service and recorded discussions of each Concept



that are available on the Committee website. While the service manual remains a key priority, the effort lost momentum because the SNC struggled to find partners in completing the manual. By the end of 2021, the committee reassessed its strategic agenda, and elected to revive initiatives that had been put aside while focusing on the service manual.

In early 2022, the Committee collaborated with the Delegate Engagement Subcommittee in approving an FAQ document on the relationship between the fellowship and WSO, via the Conference of Delegates at the ABC events, and how that is guided by the Concepts and Inverted Pyramid. The Committee also prepared a presentation for the 2022 ABC on possible changes in the role of the Conference and ABC delegates.

Goals for the year ahead

Top Priorities for 2022:

- 1) Research and develop proposals to strengthen the role of ACA's delegates and Conference, relying on research of other fellowships, and seek to calendar a discussion at the 2022 ABC to solicit delegate input and guidance about possible changes. Delegates will be invited to participate in continued work on this initiative, and help develop proposals and materials for review and approval by the 2023 Conference.
- 2) Resume work on a Service Manual, following two paths. Based on its work in Priority 1, SNC will develop manual sections related to the role of delegates and the Conference. It also will work with the Collaboration Committees as project manager/consultant to enlist and assist other ACA committees and communities in developing other sections of the manual, such as service at intergroups and meetings.
- 3) The Committee will provide education about and support discussion of the Concepts as an active force in ACA service.
- 4) Provide an updated status report on the 2017 recommendations, for presentation at the 2022 ABC and on the committee web page.

Volunteer Resources Committee Report

This is a new Committee that was approved at the March 12, 2022 Monthly Teleconference Meeting as follows:

Motion: To establish the WSO-Volunteer Resources Committee and assign it to the Policy and Structure Collaboration Committee. The focus of the WSO-Volunteer Resources Committee will be on supporting and providing resources for WSO committee volunteers. Specifically, that will include developing onboarding materials, training workshops, and a policy section of the ACA service manual. WSO-Volunteer Resources also will work directly with committees, with a larger goal of supporting WSO volunteers and promoting emotional sobriety and healthy function in WSO committees. This committee also will serve as a resource to other committees to assist them with their volunteer needs.

Because of the special role this committee will play in supporting WSO volunteer service, the committee will have eligibility criteria to ensure there is a critical mass of service experience and emotional sobriety. Similar to the Nominating Committee, all voting members must be ratified by the Board of Trustees, for a maximum of three one-year terms. The committee initially will have



a maximum of seven voting members, two of whom may have less than five years of ACA recovery. No more than two WSO Board members can serve as voting members of the committee. (Charlie H.)

Background: The Human Resources Committee, which has proposed that it be disbanded, recommends that a new committee be formed to provide policy and resource support to WSO's volunteer corps. In addition to its primary purpose of creating onboarding materials and a WSO volunteer section for the service manual, the committee will develop leadership training for committee chairs and vice chairs. Collaborating with committee chairs, it will provide periodic online and in-person workshops to educate, recruit, orient and support WSO volunteers.

Eligibility criteria to be a voting member include:

1. History of successfully completing work assignments in a WSO Committee or Board setting.
2. Ability to demonstrate emotional sobriety and personal respect while working with other WSO volunteers.
3. A working knowledge of the Twelve Steps, Traditions, and Concepts of Service, and an ability to translate these into effective committee participation.
4. Ability to donate substantial time to attend meetings and to fulfill the additional commitments of WSO-Volunteer Resources Committee membership.
5. Continuous attendance at ACA meetings for at least the previous five years, except that up to two members may have at least two years of regular ACA attendance.
6. One year or more of combined service for an ACA Intergroup, region, or WSO committee, with at least six months of active participation on a WSO Committee.

Note: the committee may recommend, and the Board may choose, that Criteria 5 or 6 may be waived if a candidate brings other identified strengths to the committee.

Second: Justine F.

Decision: Motion passed with 9 votes in favor; Sharon F. opposed motion.



FELLOWSHIP AND PUBLIC ENGAGEMENT

European Committee Report

Statement or Description of Purpose

The European Committee works in accordance with ACA's recovery principles and WSO's business and committee structure, to unify and carry the message to the fellowships of the European countries.

The European Committee (EC) functions as a group of trusted servants elected by its members. The officers carry out the jobs and goals set by the European Committee. The EC is a standing committee of the World Service Organization of Adult Children of Alcoholics (WSO).

Chair / Vice Chair (First name, Last Initial; State or Country)

Chair: Fredrik H Sweden / Hasse O Denmark

Members (First name, Last Initial; State or Country)

- Fredrik H (Sweden)
- HasseO (Denmark)
- Irma R (UK)
- Marjo K (Finland)
- Vilma K (Lithuania)

Chair / Vice Chair Nominations for 2021-2022(First name, Last Initial; State or Country)

WSO Website - Repository URL of meeting minutes / reports

WSO Repository: <https://acawso.org/category/european-connection/>

European Committee website: <https://acawsoec.org/>

A list of the Committee activities of 2021-2022

We have had open monthly meetings on the first Saturday of each month at 14:00 CET. It was canceled one month because of the European Annual Event and once for New Year. We have also had Working Sessions 2nd and 4th Wednesday of the month at 20:00 CET. About 10 to 15 extra meetings before AWC and the European Annual Event. We have had 5 meetings about a European Region. We have held the 7th European Annual Event and that happened in Lithuania as well as virtual. We have supported a number of IG: s and Fellowships around Europe with translated literature. We have supported AWC Committee with speakers and WS holders. We have visited fellowships around Europe, both virtual as well as face to face.

Details

Chair for the European Committee (Fredrik H Sweden)



The past year has once again given us challenges due to Covid. Many meetings have either been held virtually or canceled completely.

We are now seeing more and more people meeting face to face.

Meeting face to face is a great strength when we as a Fellowship should get to know each other better. The virtual possibilities have been good to have now that it has not been possible to meet to the same extent, but I think that people have a need to meet and that we can begin to do that now.

Despite the pandemic, we have participated in a number of different events around Europe, completely in accordance with the goals that have been set.

What I especially want to mention is the unique event that took place in the autumn of 2021. A new book, Loving Parent Guidebook came out. It was preceded by many different factors, but for almost the entire year before, work has been done to be able to test a new way of distributing books in Europe.

LPG is printed in Europe and distributed in Europe. This has meant that the cost of shipping has been able to come down considerably. This is something we have worked hard with in both the European Committee and The Publishing Committee.

Literature is so important to ACA members. So, we need to work on improving accessibility. Unfortunately, things do not always go as I or we want, but great progress has been made.

In other respects, we have been invited to participate in Poland's national event.

This is to be able to meet the Fellowships in their home arena and bring about discussions and in that way spread what ACA WSO and the European Committee are working on.

We have participated in the Polish National Convention and their Business Meeting which was in October 2021. Over 100 participants from Poland but also other countries participated.

Seeing so many members coming together and how important the live meeting is becomes so clear.

We have also participated through Zoom in some other national events, including Finland's.

Where I, as chairman, spoke about, among other things, the WSO and how the WSO is structured, the European Committee but also in general about what is happening in the world in the ACA. It is always very rewarding to be able to share with me what we do and see how the interest in WSO and the committees grows.

Through these meetings, it becomes clear how global our community is.

More about the annual European event comes later in the report.

The past year has given us challenges. We have had officers who have left the EC, but new ones have also been added.

We have tried to achieve the set goals, but due to external reasons we have not been able to fully meet them.



These are things we have been working on during the year in the European Committee This is an example of what we have worked on during the past year.

- The work of bringing about the formation of a European Region.
- To have for the first time ever printed and distributed one of the ACA's books in principle at the same time as the USA and thus made the new Loving Parent Guidebook available to many more countries and communities.
- We have been part of the new Publishing Committee, which in our opinion has been a major step forward in making it easier for many countries outside North America to have easier access to both translated literature as well as English.
- Started working with an extensive update of the existing European Committee website.

ABC/AWC:

From Europe, there was also a large participation this year. We contributed with speakers, Workshops and Panel discussions.

Among other things about Regions and examples of how different countries translate literature. We in the Committee would like to take this opportunity to thank everyone who was involved and made this possible.

The European Annual Event:

The European Committee was in Vilnius, Lithuania and met their Fellowship. Saturday, October 23, included speeches, workshops and more and attracted many listeners.

We had speakers from Russia, Greece, Lithuania, the United States and Ukraine.

A mix of different parts of ACA, recovery, sponsorship and also about the new Loving Parent Guidebook.

In total, members from 39 countries participated, according to Zoom's statistics. All continents were represented. Amazing what a Global Fellowship we are.

Being able to be in a country and meet the Fellowship means a lot, and according to us in the Committee, it can never be replaced by meeting online.

On the spot, we informed the Lithuanian Fellowship about our service work in the EC, but also about the ACA WSO, what is going on in the world and more.

This resulted in us getting a new officer in the EC, Vilma from Lithuania who is our new secretary. All meetings have been recorded and are available on our website for free download.

Region:

The work towards forming a European Region continued this year.

It is difficult to create a working group that continuously works with this. Many countries in Europe are in the process of translating literature and it takes a lot of time and effort in service. This translation work is often prioritized, which is completely natural.

But we have met a number of times over the past year and more and more people are becoming interested in participating.

During the year, the legal possibilities that exist for forming a non-profit organization consisting of members from many different countries were examined, and there are no major obstacles.

Reports from other officers in the EC



Service sponsor Coordinator (Irma R UK Lithuania)

In 2021 the number of email queries to the service sponsor coordinator has fallen compared to the previous year. The Greek, Norwegian and Russian fellowships reached out for assistance, with the main queries being on the growth of the local ACA fellowship and how to reach (possible) fellows living in other towns or abroad. Going forward this position would benefit from having the specific goals and the overall yearly plan to achieve them.

Literature: (Hasse O, Denmark)

In the past year many translation and literature committees in Europe have worked to bring ACA Literature to new languages. This year we have among others been pleased to welcome new members from Norway and Hungary to the community of European literature committees. In 2022 we expect to see publications of the BRB and YWB in Italy, a Lithuanian BRB, Polish BRB and hopefully more. Thanks to the numerous volunteers the European countries without translated ACA literature are fewer and ACA recovery is brought to new countries.

The European Committee is frequently the first point of contact in WSO for the continent's translators and literature committees. We share the experience with translation and publishing and support intergroups and committees in their work. We guide the steps from starting a translation to the finishing process of fellowship approval. The EC Lit. Comm. also aims to assist the processes of structuring the work in a literature committee or intergroup. Our experience is that wherever new literature is published the ACA fellowship grows in recovery and intergroup structure.

The establishing of a dedicated WSO Publishing Committee has been an important step forward and tremendous support in servicing the European fellowships with print and lay-out. And the beginning of 2022 year has also meant a relaunch of the WSO Translation Committee. The first meeting was held in February and had many European translators participating.

A European edition of the Loving Parent Guidebook was printed in Europe and distributed to the European fellowships thanks to our European chairman, special workers and other WSO service. The relatively short time between the US publication and distributing the new workbook in Europe was a powerful example of our fellowships growing focus on Europe and the World.

Secretary: (Vilma K, Lithuania)

I am fairly new to this service position and still learning.

EC working sessions take place twice a month, in addition to monthly teleconference meetings. My responsibility as a secretary has been to write minutes to these meetings as well as agendas. I send out reminders to subscribers about upcoming teleconference meetings, I also reply to email letters that we receive.

I as the Chair will end this report with a huge thanks to all the people who have been working together and with the European Committee. Without all these people EC wouldn't be here.



We are always looking for people to serve in the EC. Don't hesitate to contact us for a call or a meeting.

Our monthly meetings, the first Saturday of every month at 2 pm, are becoming more and more well-attended. There are now up to 20 participants at these monthly meetings, which makes us very happy in EC. We are here to help the European Fellowships.

Countries that have participated in our monthly meetings are listed here, we have been in contact with all, in one way or another and supported these Fellowships in their journey towards carrying out its message to the adult children who still suffer.

Finland, Germany, Sweden, Denmark, Romania, Slovenia, Italy, Spain, Greece, Russia, Norway, Lithuania, Estonia, Belarus, the Netherlands, Ukraine and more.

With profound and sincere respect for all the people who have done service together with us!
Fredrik, Chair of the EC

Goals for the year ahead

- Support the development of a European Region to carry the ACA message to the adult children who still suffer.
- Join as many national events as possible during the year to strengthen the ACA community and increase the number of members doing service in Europe.
- Work towards an easier way to translate and print both translated as well as English literature.
- Get an overview of the European Fellowships, both groups and IGs, and do a survey about fellowship needs.

Global Members Committee Report

Inception Date: Standing Committee April 25, 2021. Subcommittee: April 28, 2019

Statement or Description of Purpose

The Global Members Committee provides support to ACA groups outside of the United States, Canada and Europe, partnering with them to assist their efforts to become self-supporting (Tradition 7) as they grow.

We operate on the principle of attraction not promotion so we respond to requests for support. We listen, seeking to understand what these groups are looking for, and attempt to meet their expressed need as best as we can from our pool of resources, facilitating universal inclusiveness, accessibility and affordability of literature and ACA recovery resources (Tradition 5, carrying the ACA message). We honor Tradition 4 (autonomy) for all groups.



Partner within WSO ACA and our Fellowships around the world to unify our ACA recovery resources.

Chair / Vice Chair (First name, Last Initial; State or Country)

Chair: Sue V (Canada)
Regional Coordinators: Karen T (Southern/Central Africa),
 Sean H (East Asia)
 Shangreila (South Asia)
 Annie (Oceania/Antarctica)
 Ian (West Asia/North Africa)
 Vacant (Mexico/Central /South America)
Secretary: Karen T (South Africa)
Member Countries: Australia, Bangladesh, Brazil, China, Democratic Republic of Congo, India, Israel, Japan, Kenya, Mexico, New Zealand, Singapore, South Africa , South Korea, Taiwan, Thailand, UAE, Vietnam, Zambia

Members (First name, Last Initial; State or Country)

Our Country Coordinators and Service Project Coordinators are supported by local and international volunteers

Country Coordinators

Australia	George & Monique H
Brazil	Elloa G
India	Shangreila
Israel	Dalia
Japan	Eriko & Japan ACOA
Kenya	Benadettah N
Mexico	Vacant
New Zealand	Annie S
South Africa	Karen T
South Korea	Chris
Taiwan	Sean
Vietnam	Vacant
Zambia	Meg

Service Project Coordinators

Volunteers	Joe H, USA
ACA Recovery	Sheila A & Leah,
Support Events	Canada Liz C, USA
RSG Workshops	Adelina F, Canada
	David S & Kayla C,
International Studies	USA Monique,
Australian Studies	Australia Kinch
Hospitals & Institutions	Satish M Canada
Literature Translations	Dalia B, Israel
Literature Distribution	Sue V, Canada &
	Marion M, South Africa



WSO Website - Repository URL of meeting minutes / reports

<https://acawso.org/category/global-members/>

Committee Contact information

globalmembers@adultchildren.org

A list of the Committee activities of 2021-2022

2021 AWC Workshops

We were part of the online AWC and sponsored 5 workshops:

- *ACA Recovery Support: From Healing to Helping!* - Presented by Sheila A and Leah {CANADA}, John, Mary Anne And Monica {USA}, and Sheli {Israel}
- *Global Beyond Borders* - Presented by Joe H (USA), Sunayana M and Satish M (Canada / India)
- *East Asia Panel: China, Japan, Singapore and Taiwan* - Presented by Helen C (Taiwan), Sun L (Singapore), Eriko I (USA/Japan), Koro-san (Japan) with Eriko I (USA/Japan) as interpreter, Clara L (China), with Cathy (Taiwan) as interpreter and David S (Mexico/China)
- *Building & Strengthening ACA Recovery: 1 Year Later in South Africa, India and Israel* - Presented by Marion M, Karen T and Keneilwe (South Africa), Sunil and Nanaki (India) and Dalia (Israel)
- *Grandparents, Aunties and Uncles: ACA Meeting* - Presented by George and Monique H (Australia)
- *Australia and New Zealand Panel* - Presented by Monique, George and Oriana (Australia) and Annie S (New Zealand)

Global Panels:

Our Global members spoke at 2 intergroup annual conferences. One was with the West Great Lakes ACA Annual Conference - Global Members: Alaska, Sunil (India), Sean (Taiwan) and Eric (China). The second one was with the Toronto ACA Annual Conference - Global members Anggza (supporting India), Kinch (supporting Australia) & Leah (supporting sponsorship) shared their experience, strength & hope.

Global Regions:

In 2021 we moved to Regional Coordinators to address the needs and provide support across borders of neighboring countries. We identified our regions as East Asia, South Asia, Southern/Central Africa, West Asia/North Africa, Oceania/Antarctica, Mexico/Central America and South America.

Global Meetings Support:

We continued to support our meeting groups with advice, guidance, materials and other needed resources when needed.

We supported the launch of the Portuguese speaking meeting in Brazil as well as exploring a French speaking meeting in Democratic Republic of Congo.

India ACA started up their own New Hope meeting for all newcomers.

We supported discussions between India, Iran and Saudi Arabia to explore the possibility of



them starting a meeting.

We supported India and Thailand with starting up their Young Adult meetings. One of our global members started a Men's meeting in South Africa.

We supported Brazil's request for the "Lights On" program, a set of free literature.

One of our global members has started loving parent meetings at a time that works well for East Asia.

Global Communication:

We were part of the online Comline team working on the new comline blog.

Global & International Studies:

Global RSG Workshops: We ran an additional RSG Weekend session in India in March 2021 with international support from Canada, USA and South Africa.

International RSG Studies: We continued the International RSG Studies that run for 6 weeks in the AEDT/AEST time zone.

International Studies: RSG, 12 Steps and Laundry Lists studies continued being made available throughout 2021.

Global Volunteers:

We are continuing to use the Global form in 2022 to better support our volunteer team. We are very grateful for the many volunteers who have stepped up into service!!

International Literature Distribution:

We worked alongside the Publishing Committee and the South Africa Intergroup (SAIG) to have them become the first intergroup in Africa to be approved as an authorized Print Hub. This has enabled them to print affordable literature for their members and the other English speaking fellowships in the Central and Southern African region. They currently hold stock of all literature besides the daily reader (Strengthening My Recovery - SMR), which will be printed in April 2022. They were able to supply Zambia with much needed literature at a more affordable cost than through the WSO Distribution Center or printer in the UK.

The SAIG was the first to benefit from the International Literature Scholarship Fund (ILSF) with the sponsorship of the first print run of each licensed title, which will enable them to be self-sufficient moving forward. We encourage anyone wanting to assist in having affordable literature readily available in all global countries to make contributions to the ILSF via the 7th Tradition link on the adultchildren.org website.

In addition, we worked with WSO on both immediate and long-term solutions for printing in India, Japan and Australia.

International Translations:

Supported global Translation groups for new translated publications for China for Simplified Chinese, Japan for Japanese, Portuguese for Brazil. The Global Chair worked alongside the WSO Translations Subcommittee on a new translation license agreement.

International Partnerships:

We worked alongside the ABC and AWC committees for the 2022 events to continue to increase inclusiveness and supportive processes for delegates internationally.



Goals for the year ahead

1. Increased accessibility and affordability processes for literature publishing and distribution for emerging countries.
 - India ACA and East Asia Intergroups
2. Supporting translations and equitable access to the WSO ACA Fellowship and organization.
 - Simplified Chinese, Japanese, Hindi, Portuguese
3. Increased accessibility and inclusiveness to ACA recovery resources through meeting support, studies, service committees, workshops etc.
 - Regional development to provide increased support
 - Public services support
4. Partner with Europe and North America in unifying our WSO ACA resources for our world-wide Fellowship.
 - Work with the new collaboration committee with North America, Europe and Global Member countries.

Meeting & Service Safety Ad Hoc Committee (MSSC) Report

Inception date: Last year's ABC 2021

Statement or Description of Purpose

Mission Statement: To address safety issues related to virtual meeting environments during the coronavirus pandemic, and develop a long-term strategy and potential resources to help the ACA fellowship effectively address other chronic safety issues.

This Ad Hoc committee meets monthly to coordinate efforts of its subcommittees and discuss their activities. Representatives of the Service Norms Subcommittee and Virtual and Phone Meeting Subcommittee, and Healthy Meeting Checklist working group attended with reports. The full committee reports may be found on the slack webpage.

Chair / Vice Chair (First name, Last Initial; State or Country)

Co-Chairs: Dove H & Rich R
Secretary: Kathy T

Members (First name, Last Initial; State or Country)

Active Members: Dove H, Erin D, Josh W, Karin S, Nicholas W K

Committee Contact information

We meet on the 4th Sat. monthly at 4pm eastern US
Zoom Meeting ID: 892 8910 5696
Passcode: 297230

A list of the Committee activities of 2021-2022

Subcommittee Reports:

Service Norms Subcommittee-- Find in the pdf below what the group has finalized so far. We have accomplished quite a bit more because we have accumulated several examples and appendixes that we will place at the end of the 'Service Norms' document. These examples will describe real world events and give suggestions on how to work through the conflict depicted in the events. See:



■ ServiceNorms%25202021_rev%252002.19.2022.pdf

Virtual/Phone Subcommittee --The Virtual / Phone Meeting sub-committee sent out a survey to the fellowship asking their top three safety issues in meetings. As a result of that survey, the sub-committee held a town hall focused on domineering behavior in meetings and followed that with a discussion panel on distracting behavior in meetings. There will be a third town hall focused on zoom use and issues (date has not yet been scheduled.) In addition, work has been progressing on development of "Action Coming From Love" deliverable. Its intended use is for times of being triggered by events in meetings (whether committee or ACA group meetings.)

Healthy Meeting Checklist -- Two deliverables have been presented to the MSSC ad-hoc committee by the Healthy Meeting Checklist working group for consideration. One is focused more toward the newcomer to ACA meetings and the second is focused toward the person with more time in the program. Both address things we might all assess in our meetings looking toward safety as well as suggested healthy meeting practices. See pdf at:

■ HealthymeetingPRACTICES%2520LISTS%2520v.2.pdf

Member Services Committee Report

Comprised of Regions, Intergroups, and Teens/Young Adults subcommittees.

Status

The Members Services Committee went on hiatus in 2021 due to lack of volunteers, although its subcommittees met for portions of 2021. The goal in 2022 is to reinvigorate the subcommittees of MSC.

Chair

Tamara P. (interim)

Subcommittee Information

ACA WSO Intergroup Subcommittee

The Intergroups Subcommittee exists to support and provide resources to existing and forming Intergroups.

Activities this year included refining the draft document "Starting an Intergroup." This document was shared approximately ten times with people requesting information about starting an Intergroup in their area; likewise we answered approximately 20 emails requesting specific information related to starting an Intergroup in their area, such as what is involved in becoming a 501c3, how are bank accounts set up, etc.

We also had excellent help in reviewing the results of the Needs Assessment Survey (pursuant to our 2020 goal of recruiting volunteers to analyze that data) and drafting a plan to implement its suggestions.

This committee met nine times and went on hiatus in October due to lack of volunteers. The goal in 2022 is to reinvigorate the Intergroup Subcommittee, working to form panels, discussions and workshops to support Intergroups.

ACA WSO Regions Subcommittee



The Regions Subcommittee exists to support and provide resources for existing Regions, and to nurture developing Regions and regional service bodies.

The Subcommittee met eleven times in 2021, attended by representatives from the Greater Western US Region and the Northeast US Region, and from developing Regions in Canada, Europe and the Midwest US. Questions were answered for and information provided to representatives from Canada, South Africa and Australia regarding Region formation.

Goals for 2022 include supporting global Regions as they form and grow; providing outreach to existing and potential regional service bodies; and growing awareness and understanding of what Regions are and what they do.

ACA WSO Teen/Young Adult Subcommittee

The Teen/Young Adult Subcommittee was created to build the ACA Teen and ACA Young Adult program and to make it available to teen meetings.

There were a few planning meetings in April and May 2021, but the committee went on hiatus in 2021 due to lack of volunteers. The goal in 2022 is to reinvigorate the Teen/Young Adult Subcommittee, as there has been substantial interest from both teens wanting to form and participate in teen meetings from around the world, adults interested in supporting and nurturing teen meetings and requests from school counselors and mental health professionals.

4 countries have wanted to start teen and young adult meetings in Australia, India, Israel and South Africa.

Number of teen and young adult meetings registered: 12, with 2 of the 12 focused on teen only.

Number of email requests over the past year: 57

WSO Website - Repository URL of meeting minutes / reports

- WSO Website - Repository URL of reports: <https://acawso.org/category/young-adults/>

Committee Contact Information

Please come help us attract, support and encourage teens and young adults to ACA. Connect with us by email or on Slack at the addresses below.

Committee Contact Information:

- For information email: youngadults.teens@adultchildren.org
- Slack channel: [#msc_young_adult_teen](#)

Public Services Committee Report

Statement or Description of Purpose

The primary purpose of Public Services is to disseminate information to people who are not members of ACA. To provide public outreach carrying the ACA message to institutions (health; doctor's office, ambulatory sites, therapy/rehabilitation--educational, professional community, libraries) and corporations including wellness programs, conferences.



Hospitals and Institutions is a subcommittee of the Public Services and the 2 committees meet together twice a month.

Chair / Vice Chair (First name, Last Initial; State or Country)

Jim B. (Florida)

Members (First name, Last Initial; State or Country)

Gary S (California) Mindy (California) Denise (California) Rich R (New Mexico)
John W (Arizona)

WSO Website - Repository URL of meeting minutes / reports

<https://acawso.org/category/public-information/>

Committee Contact information

Jim B.: PSCChair@acawso.org

WSO Slack Channel: # Public_services_cmtee

Monthly Meeting: the 2nd and 4th Monday at 1 p.m. Eastern Time

Zoom: <https://zoom.us/j/89637074135>

A list of the Committee activities of 2021

- Plan and hold the 1st Public Information Day
- Begin to investigate how ACA could use social media safely to carry the message
- Publicize the availability of the Public Service Announcement Recordings that are available for members to use.
<https://acawso.org/2018/03/02/aca-psas-available-for-download-in-mp3-format/>
- Inform groups and members about the therapists trifold
- Translate the therapists trifold into Spanish and make available to the WSO Translations team. The trifold was also translated into Hebrew.
- Hospitals and Institutions provided approximately 480 orders to Doctors, Hospitals and Institutions during 2021. This is done through the Signal Hill Office.
- Attend the Florida State AA Convention and provide literature

Goals for the year ahead

- We encourage all Intergroups to have a Public Information Service Position to help carry the message to their local communities and Hospitals and Institutions. We encourage Intergroups and groups to participate in our committee so we can learn from each other.
- Investigate using Social Media – Explore use of Twitter, Instagram, linkedin facebook, etc.
- Outreach program for inmates (jails)
- Continue with H&I Literature program to Therapists
- Revive Public Service Announcement “How to” document so we can get this out to intergroups
- Create a Public Information Handbook for doing PI and H&I locally
- Schedule more Public Information Days
- Do outreach to Intergroups
- Revision for the Therapists Trifold



Representation, Equity and Accessibility Committee Report

No report



CONTENT DEVELOPMENT

Literature Committee Report

The Literature Committee has been in operation for many years. However, in the last year, new officers and subcommittee members were installed (with the exception of Literature Evaluation Chair Greg R.) and publishing duties were transferred to the new Publishing Committee.

Statement or Description of Purpose

Statement of purpose: The Literature Committee supports global ACA recovery through the written word. The Committee reviews and evaluates literature proposed to become WSO-conference approved literature; recommends new literature to be written by working groups within WSO; reviews and revises current literature, as appropriate; and supports other WSO committees and working groups in developing written materials.

Chair / Vice Chair (First name, Last Initial; State or Country) and contact information

- Chair Christine B, litchair@acawso.org
- Lit Evaluation Subcommittee Chair Greg R., liteval@acawso.org
- Lit in Development Interim Chair Justine F, litdev@acawso.org
- Comline Subcommittee Chair Brad H, comline@acawso.org
- Language Subcommittee Chair Alexandra W, literature@acawso.org

WSO Website - Repository URL of meeting minutes / reports

www.acawso.org/category/literature-committee-meeting

Committee Contact information

To volunteer for the Literature Committee, please fill out the following form:

Lit Volunteer Interest Form

<https://acawso.org/literature-committee-volunteer-interest/>

A list of the Committee activities of 2021-2022

Top priorities for past year/status. Top priorities for April 2021-22:

1. Reorganized committee structure and recruited volunteers, including
 - a. a new Chair,
 - b. a new Language Subcommittee
 - c. new Literature in Development Subcommittee, and
 - d. new members for the Literature Committee and Literature Evaluation Subcommittee, with a focus on including new members from our worldwide fellowship.
Completed.
2. Reopen Literature Evaluation to new literature. Completed September 2021.
3. Reopen and revise the ComLine newsletter as a blog. Completed February 2022.
4. Add Chair of Publishing Committee as liaison and Chair of Literature becomes liaison to Publishing Committee. Completed Fall 2021.
5. Translation Subcommittee moved to Publishing Committee. Completed January 2022.

Major work in process

Literature Evaluation Subcommittee



1. Status of literature that has been reviewed:
 - Loving Parent Guidebook. Fellowship review comments will be reviewed on an interim basis. Fellowship review to continue to September 2024, unless terminated earlier.
 - Healthcare Professional trifold. Fellowship review period has been completed and comments forwarded to writer team February 2022. Waiting for final revision.
 - Bill of Rights – approved by the board April 2022 to be released in fellowship review mode for up to one year.
 - Safety Tent Card – fellowship review comments reviewed and response sent to writer team December 21, 2021. Awaiting Response.
2. Status of three major pieces of literature in review mode:
 - A New Hope beginners meeting format. Reader Team group conscience held March 2022 with recommendation to accept with suggested revisions; comments awaiting review by Literature Evaluation Subcommittee.
 - Ready, Set, GO!!!. Reader Teams being recruited in April 2022.
 - Connections, giving and receiving support in ACA. Next in queue for review.
3. Expected to be submitted for evaluation in coming year:
 - Getting Started, a 200 pg. book for members in the first 18 months of recovery.
 - Service Manual, excerpted and adapted from the BRB. New writer team to be recruited.

Literature in Development Subcommittee:

1. Begin evaluation of possible revisions to Big Red Book
 - a. 2021 ABC proposal to add inclusive language by 20th anniversary, 2026
 - b. Per 2021 ABC, remove one share deemed offensive. Completed.
 - c. formulate survey of membership for fellowship input on needed revisions.
2. Begin formulation of Literature Committee Policies and revision of Literature Policy trifold.
3. Begin evaluation of existing trifolds, including evaluating transition of tri fold content to a searchable internet database.

Goals for the year ahead

Top priorities for coming year

1. Develop a long-range plan for literature development.
2. Transition forms and documents to Google and improve access to information by team members.
3. Increase transparency and communication to fellowship about literature in process.
4. Collaborate with other committees and working groups to support their writing projects.



Section IV. Foundational Documents

These are the documents that guide our efforts to champion recovery. They also record, for history, our challenges and achievements, suggesting our way forward.

A. Incorporation

The ACA WSO is incorporated in the State of California, USA and is recognized by the IRS as a 501(c)(3) charity organization.

The ACA WSO was incorporated in January 1987 as the Adult Children of Alcoholics Central Service Board, subsequently amended in March 1992 as the Adult Children of Alcoholics World Service Organization (ACA WSO). For a copy of the Articles of Incorporation and amendments, go to:

<https://acawso.org/2012/10/27/incorporation-documents/>

The corporation is governed by the By Laws established in December 1998. To view a copy of the ACA WSO By Laws, go to: <https://acawso.org/wp-content/uploads/2018/01/ByLaws.pdf>

The Operating Policies and Procedures Manual (OPPM) defines the organizational purpose and general guidance of procedures and business practices used within the organization. When business practices need to be updated, the WSO board has the authority to update the OPPM to reflect any changes to the operating procedures. Find the latest version at: [wso-oppm-current.pdf \(acawso.org\)](#)

The ACA WSO is recognized by the US IRS as a 501(C)(3) charity organization. ACA Members making 7th Tradition contributions to the WSO can thus deduct those contributions for tax purposes. For a copy of the IRS letter confirming that status, go to: [IRS_Form.jpg \(816x1056\) \(acawso.org\)](#)

Note that exempt status cannot be extended to ACA meetings and Intergroups due to our Tradition that such meetings are autonomous and not under the direction of the WSO.

B. Maturation

As per the OPPM, the WSO Secretary is to maintain a historical book of Minutes. These are the records of the proceedings of the Annual Business Conferences. They may be found at: [ACA WSO Book of Minutes | ACA WSO](#)

An additional duty of the WSO Board Secretary is to “maintain a complete historical record of all approved Motions, to be kept at the principal office and/or on the website.” The ACA WSO Book of Motions records the motions not only from the ABC, but also those approved throughout the year as entered into the record at the monthly teleconferences. The annual Books of Motions may be found at: [ACA WSO Book of Motions | ACA WSO](#)

C. The ACA Twelve Traditions

1. Our common welfare should come first; personal recovery depends on ACA unity.
2. For our group purpose there is but one ultimate authority – a loving God as expressed in



our group conscience. Our leaders are but trusted servants, they do not govern.

3. The only requirement for membership in ACA is a desire to recover from the effects of growing up in an alcoholic or otherwise dysfunctional family.
4. Each group is autonomous except in matters affecting other groups or ACA as a whole. We cooperate with all other Twelve-Step programs.
5. Each group has but one primary purpose – to carry its message to the adult child who still suffers.
6. An ACA group ought never endorse, finance, or lend the ACA name to any related facility or outside enterprise, lest problems of money, property, and prestige divert us from our primary purpose.
7. Every ACA group ought to be fully self-supporting, declining outside contributions.
8. Adult Children of Alcoholics should remain forever non-professional, but our service centers may employ special workers.
9. ACA, as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve.
10. Adult Children of Alcoholics has no opinion on outside issues; hence the ACA name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we maintain personal anonymity at the level of press, radio, TV, films, and other public media.
12. Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities.

The Twelve Traditions are reprinted and adapted from the original Twelve Traditions of Alcoholics Anonymous and are used with the permission of Alcoholics Anonymous World Services, Inc.

Adult Children of Alcoholics®/Dysfunctional Families World Service Organization, Inc.
www.adultchildren.org | acawsoec.com | information@acawso.com | +1(310) 534-1815

ACA WSO Literature Distribution Center | +1(562) 595-7831

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D. The ACA Twelve Concepts

Concept I – The final responsibility and the ultimate authority for ACA World Services should always reside in the collective conscience of our whole fellowship.

Concept II – Authority for the active maintenance of our world services is hereby delegated to the actual voice, the effective conscience for our whole fellowship.

Concept III – As a means of creating and maintaining a clearly defined working relationship between the ACA meetings, the ACA WSO Board of Trustees, and its staff and committees, and thus ensuring their effective leadership, it is herein suggested that we endow each of these elements of service with the traditional Right of Decision.*



**The right of decision as defined herein refers to:*

- 1) the right and responsibility of each trusted servant to speak and vote his/her own conscience, in the absence of any contrary mandate, on any issue regardless of the level of service;*
- 2) the 12 Steps, 12 Traditions, and the Commitment to Service will be followed by trusted servants in decision making;*
- 3) delegates to the Annual Business Conference are trusted servants and therefore equally guided by the 12 Steps, 12 Traditions, 12 Concepts, and the Commitment to Service;*
- 4) standard practice that decisions made by subcommittees are subject to the authority of the service body which creates its mission and defines its parameters.*

Concept IV – Throughout our structure, we maintain at all responsible levels a traditional Right of Participation.

Concept V – Throughout our structure, a Right of Petition prevails, thus assuring us that minority opinion will be heard and that petitions for the redress of grievances will be carefully Considered.

Concept VI – On behalf of ACA as a whole, our Annual Business Conference has the principal responsibility for the maintenance of our world services, and it traditionally has the final decision respecting large matters of general policy and finance. But the Annual Business Conference also recognizes that the chief initiative and the active responsibility in most of these matters would be exercised primarily by the Trustee members of the World Service Organization when they act among themselves as the World Service Organization of Adult Children of Alcoholics.

Concept VII – The Annual Business Conference recognizes that the Articles of Incorporation and the Bylaws of the Adult Children of Alcoholics World Service Organization are legal instruments: that the Trustees are thereby fully empowered to manage and conduct all of the world service affairs of Adult Children of Alcoholics.

It is further understood that our World Service Organization relies upon the force of tradition and the power of the ACA purse for its final effectiveness.

Concept VIII – The Trustees of the World Service Organization act in this primary capacity: with respect to the larger matters of over-all policy and finance, they are the principal planners and administrators. They and their primary committees directly manage these affairs.

Concept IX – Good service leaders, together with sound and appropriate methods of choosing them, are, at all levels, indispensable for our future functioning and safety. The primary world service leadership must necessarily be assumed by the Trustees of the Adult Children of Alcoholics World Service Organization.

Concept X – Every service responsibility should be matched by an equal service authority – the scope of such authority to be always well defined whether by tradition, by resolution, by specific job description, or by the Operating Policy and Procedures Manual and bylaws.

Concept XI – While the Trustees hold final responsibility for ACA's World Service administration, they should always have the assistance of the best possible standing committees, corporate trustees, executives, staffs, and consultants. Therefore the composition of these underlying committees and service boards, the personal qualifications of their members, the manner of their induction into service, the systems of their rotation, the way in which they are related to each other, the special rights and duties of our executives, staffs and consultants,



together with a proper basis for the financial compensation of these special workers, will always be matters for serious care and concern.

Concept XII – In all its proceedings, Adult Children of Alcoholics World Service Organization shall observe the spirit of the ACA Twelve Traditions, taking great care that the conference never becomes the seat of perilous wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the Conference members shall ever be placed in a position of unqualified authority over any of the others; that all important decisions be reached by discussion vote and whenever possible, by substantial unanimity; that no WSO action ever be personally punitive or an incitement to public controversy; that though the WSO may act for the service of Adult Children of Alcoholics, it shall never perform any acts of government; and that, like the fellowship of Adult Children of Alcoholics which it serves, the WSO itself will always remain democratic in thought and action.

The Twelve Concepts are reprinted and adapted from the original Twelve Concepts of Alcoholics Anonymous and are used with the permission of Alcoholics Anonymous World Services, Inc.

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ACA WSO Literature Distribution Center | +1(562) 595-7831
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The ACA Twelve Concepts



ATTEND AS AN OBSERVER AND SEE RECOVERY IN ACTION, BE MOTIVATED TOWARDS WSO SERVICE

**Adult Children of Alcoholics / Dysfunctional Families
World Service Organization Annual Business Conference
May 6th & 7th 9am - 5:30pm EDT**

May 6th & 7th 3pm - 11:30pm SAST

<https://www.acaworldconvention.org/>

"I have learned so much about how the world-wide fellowship of ACA works. It has allowed me to witness a group of diverse ACAs', often with different opinions, address the business of the meeting with respect and humility. It is an experience so different from what I lived in my family of origin." ACA Member



**COME 2 ONE, COME 2 ALL!! THIS IS your FELLOWSHIP
WANT A SUPERCHARGED ACA RECOVERY PATH?
JOIN AS MANY WORKSHOPS AS YOU'D LIKE**

Annual World Convention May 21st - May 22nd

"Life changing, I learned so much, I don't feel as alone in my part of the world anymore." ACA Member



APPENDIX

A. 2022 ABC Ballot Results

11 of the 13 Proposals on the Ballot will be on the 2022 ABC Agenda

262 Eligible Ballots were received by the end of day on March 31st.

Ballots were submitted by the following:

- 241 meetings from 19 countries
- 20 Intergroups from 8 countries
- 1 Region

The following shows a summary of the results. ‘No Opinion’ votes were not counted in the total results.

Proposal	Yes	No	Total	Percentage Yes Votes	Order of Discussion at ABC
1	146	93	239	61.09	11
2	203	49	252	80.56	6
3	160	89	249	64.26	10
4	169	35	204	82.84	3
5	217	26	243	89.30	1
6	83	127	210	39.52	
7	146	80	226	64.60	9
8	196	47	243	80.66	5
9	58	179	237	24.47	
10	201	29	230	87.39	2
11	186	53	239	77.82	7
12	189	44	233	81.12	4
13	168	55	223	75.34	8

Individual Proposals, including the Ballot results statistics for each:

146	Yes	61%	Proposal 2021 – 1	1
93	No	39%		
23	No Opinion			
Submitted by CA1312				

Issue: We propose that upon signing WSO’s 2020 revised copyright release, any (non-religious, non-treatment facility) pre-2006 anonymous ACA/ACoA Twelve-Step program materials may be put up for direct fellowship review on the ACA Literature page of adultchildren.org for a period of three years, subject only to Literature Committee vetting for compliance with the ACA Twelve Traditions.

Background: ACA’s “Big Red Book,” published 2006, left out materials including books, poems, artwork and personal sharing which were written by and for adult children specifically for the ACA/ACoA 12-Step program and fellowship; materials accepted within the worldwide ACA/ACoA fellowship meeting and in Intergroups, Regions and Countries. A reason for this was that, prior to 2020, the WSO copyright release policy did not allow these materials to be shared within WSO with the author’s permission, but in May 2020, the WSO Board revised the copyright release form to now make this acceptable. This was a WSO OPPM policy correction.



Books and pamphlets of ACA/ACoA Twelve-Step materials developed from applying “The Problem and The Solution” to working AA’s original program exist and are available. Handouts from Indigenous Peoples sharing circles, worksheets and exercises for building ties with Inner Children, and ACA handouts from non-Anglo North American ACA fellowships exist. These should be made freely available for review, with authors permission, within ACA as a whole prior to submission through the WSO Literature Committee in order to both broaden the scope of the current ACA program and to stimulate new creativity. These were already accepted ACA/ACoA program materials that were not available to those who compiled the Big Red Book in 2006.

Resources/Implementation: Neither the existing ACA WSO adultchildren.org Literature page nor the acawso.org Literature Committee page has a sub-page for “Anonymous ACA Materials for Fellowship Review” at this time. If this proposal is accepted, the Board will be mandated to set up such a page (or pages) as well as establishing a sub-committee within the WSO Literature Committee to screen submissions for compliance with the ACA Twelve Steps, Twelve Traditions and basic principles. “Anonymity” for purposes of compliance will include use of first name and initial but exclude professional titles or organizational affiliations.

Upon approval of this proposal, volunteers from the group(s) that submitted this proposal will join with this subcommittee and will offer to facilitate this subcommittee’s tasks and mission for a period of two years. Volunteers from other WSO Committees, from Intergroups, Regions and Countries will be encouraged to take part. Materials posted for fellowship review may be downloaded PDF and be translated, used and/or posted for fellowship review on IG, Region or Country sites.

With author/copyright holder permission, WSO may reprint in ComLine or make eBooks of these “Anonymous ACA Materials for Fellowship Review” category materials for sale on WSO ACA adultchildren.org website. ACA WSO will retain all proceeds from such sales and the author/copyright-holders shall receive no royalties or remuneration for such sales.

WSO Analysis: Under the Literature Development policy, authors already can seek Annual Business Conference (ABC) approval for any literature, either by submitting it to the Literature Committee or by drafting a ballot measure asking the ABC to authorize fellowship review. The current policy ensures an important role for the fellowship and a decisive role for the Conference in approving new literature as reflecting the fellowship’s current thinking and experience. This Proposal, as drafted, appears to eliminate any role for the Conference, and also limit the avenues for editing based on fellowship input—for one broad class of literature that was drafted before 2006. It is not clear to ACA World Service why exempting any class of literature from full Conference and fellowship review is needed or beneficial.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group’s voting results were removed.)

- a) Some Fellow Travelers celebrated the idea of freely sharing material, while others were concerned that it would be unedited material and skip over a vetting process by the committee
- b) Could we not have a section in ComLine for vintage literature instead?
- c) Would not limit to just pre-2006.
- d) Agree with WSO analysis. Also that it would be great for archives.
- e) it would be great to have literature under review readily available for the global membership to evaluate it. The part of the proposal that says it would be okay to go straight from that, to printing, is based on the fact that this literature was conference approved prior to 2006



- f) Not ACA materials; caveats seem to imply a previous author wants 3 years of free advertising on an ACA website to sell published or self-published books; we would not put up therapists' works, so why would we put up material never vetted by any ACA group?
- g) We don't agree with bypassing the steps laid out in the Literature Policy.
- h) East Asia Inter is a great group
- i) Current process OK
- j) While we would like to see this pre-2006 literature published, we believe it should not bypass normal review processes.
- k) Since a process already exists for this purpose, the proposal seems redundant.
- l) Current process is fine
- m) Posting older literature and tools that have not been recently & carefully reviewed on the ACA website could give people misleading or harmful impressions about ACA.

203	Yes	81%	Proposal 2021 – 2	2
49	No	19%		
10	No Opinion			
			Submitted by MA063	

Issue: We propose that Tony A's Twelve Steps be added to all published ACA Literature as "Founder Tony A's Steps". We suggest this be done by:

- Including them in future ACA publications and revisions.
- Making them prominent on ACA websites and provide a PDF that can be printed by meetings or used online at virtual meetings.

Producing a pamphlet or a laminated bookmark with these steps, integrated with the traits, solution, or promises.

Background: Tony A's wording for the Twelve Steps is central to his development of ACA, as discussed in the Early History. This version is found in Tony A's collectible book, "The Laundry List", which currently sells used for \$149.99 -- as such, this version is not accessible. Many meetings use Tony A's steps, either when members choose to read them, or explicitly as part of the meeting script. The Adult Children website says that ACA WSO supports such autonomous use of Tony A's steps. Our group conscience finds that Tony A's version lovingly expresses the re-parenting towards self-love that is at the core of the ACA Twelve Steps. A curated version should be readily available for any member or any group that wants to use it.

The difficulty of finding an official version is a disruptive barrier, particularly for new members and at online meetings. Tony A's steps are not available in the literature section of ACA websites, and internet searches find numerous, slightly different versions, some with ad hoc context and interpretation. Published as a peer with the Laundry List, the official version of Tony A's steps will make it easy for groups and scripts to "be on the same page" regarding its wording and its place in the ACA canon.

We believe that Fair Use doctrine permits ACA WSO to publish Tony A's Twelve Steps for teaching, comment, criticism, and research without formal permission from the copyright holder.

Resources/Implementation: Two members of our group are eager to help with any writing or literature work required to implement the proposal. One is a published recovery author (McGraw-Hill, Columbia University Teachers College Press).

- We would help oversee the production of the proposed PDFs.



- Production could include a trifold or pamphlet of these steps, perhaps integrated with the traits, problem, solution, and promises.
- We would start by creating a laminated bookmark with Tony A's twelve steps in an attractive style suitable as a small gift.
- Such a low-cost bookmark would be sold in packets of e.g., twelve, and one bookmark could be included free in every shipment of any ACA book.

Two other members have strong administrative skills and would be available to help shepherd this proposal to fruition.

WSO Analysis: The Board and the Literature Committee are arranging for a legal review of whether ACA WSO has the right to publish Tony A.'s 12 Steps in their entirety. More information on that research will be shared before the 2022 Annual Business Conference.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group's voting results were removed.)

- a) We struggled understanding this proposal due to the length of the proposal. Keeping proposals under 500 words, including the WSO response and written more concisely would be preferred.
- b) Offer to pay a royalty to the copyright holders which is accord with Tradition Eight original version. ACA's understanding of special workers is historically wrong.
- c) A fellow traveler with legal expertise shared that the fair use doctrine does not make Tony A's literature usable in its entirety and the fair use doctrine only applies to the US. Tony A's book is available on Kindle for \$10; it's not necessary to spend hundreds of dollars.
- d) We would like to see "dysfunctional families" along with "alcoholism" in step 1.
- e) Verify Copyright issue first
- f) Once the legal issues are dealt with
- g) The group feels that there are many of us ACA's who would like access to the Tony A material.
- h) premature unless and until copyright is released.
- i) Tony's steps are pivotal and are needed. Tony stated the AA style of the 12 steps are Wrong and Harmful for adult children. How can we square that the Founder says what we have printed on out text is HARMFUL for us. How can you do that!!
- j) Tony A.'s Steps are made for ACA members. I felt amased, when I read them, because it touched my heart so well.
- k) Yes if there is a legal right to do this
- l) The group would like to know if Tony A.'s family has released the rights to this?
- m) Please get a legal opinion
- n) Prefer that if we adopt new steps they go through the literature process. Concern regarding copyright issues.
- o) Continuing copyright issue
- p) Our group has a second mtg on Friday's, using his steps
- q) We believe that this should be discussed. That does not indicate our support for the approval of the proposal.
- r) Thank you for your consideration to include additional resources to support the recovery process.
- s) This proposal has merit, but it sounds like WSO is already working on it. Thanks!
- t) Based on lifted copyright
- u) Many of our group members use Tony A's 12 Steps when it is time to read the steps in our meeting. This one is near and dear to our group.
- v) Our group reads Tony A's steps at our meeting but thought this proposal shed Tony A. in too prodigal of a light



- w) Absolutely essential. The Tony A steps are an essential part of recovery and should be brought fully into the light.
- x) we read the Tony A. steps weekly
- y) Our meeting uses the Tony A steps
- z) There is concern from our POC group about the focus and importance placed on the founder, Tony A.

160	Yes	64%	Proposal 2021 – 3	3
89	No	36%		
13	No Opinion			
			Submitted by MA063	

Issue: We propose that We propose that ACA draft "Founder Tony A's Guide to Lifelong Recovery" based on the written and spoken words of ACA founder Tony A.

The book will familiarize readers with his practices for working the twelve ACA steps. It will invite members to learn about and reflect upon their own experiences in light of Tony A's insights. The book's topics, readings, and questions will be structured for use at meetings and to promote fruitful sharing.

Background: Tony A's twelve steps to recovery are central to his founding of ACA and its mission, and he worked to articulate his nuanced views for more than a decade. Furthermore, his vision, and his insight into re-parenting towards self-love, are referred to throughout the ACA Literature. Yet, surprisingly, there is no ACA publication about his perspectives on the ACA Twelve Step process.

A guidebook centered on Tony A's insights would fill that void. The guide would draw from his writings, presentations, interviews, and BRB contributions. It would not aggrandize Tony A. The intent would be to enhance the recovery process by presenting the coherent, personalized experiences and insights of one influential Adult Child's journey.

The book's chapters would be brief and approachable by new members. It would engage readers by exploring our founder's vision for how to apply the steps in practical and inspiring everyday ways. By focusing on a specific theme of Tony A's work, each chapter would highlight aspects of the recovery steps and promote reflection, insight, and sharing. This personalized style would help readers on the journey to understand their own history and, most importantly, to embrace their higher power to direct their re-parenting for self-love.

In short, we are proposing a guidebook on the Words of Wisdom of ACA Founder Tony A., being a full reflection of his vision, theories, and practices, with commentary on the traits and steps, and quotations to promote recovery.

Resources/Implementation: Here are some starting point resources for compiling the book:

- The ACA Laundry List - Tony A's book, "The Laundry List: The ACoA (Adult Children of Alcoholics Experience)" by Tony A. with Dan F., Health Communications, Inc., Deerfield Beach, FL, published November 1990
- ACoA's Twelve Steps of Recovery
- 1992 ACA interview with Tony A. referred to in BRB, p. vii (1992)
- Tony A's YouTube audio ACoA Twelve Steps of Recovery on the acawso.org website
- Additional explicit references to Tony A in the BRB, e.g., pp. xxi, xxxvii, 52n, 70, 157, 267, 288, 294n, 625.



- Additional references to Tony A. in History of ACA on the Adult Children website.
- Insights and perspective, drawn from the text of the BRB, that highlight the focal points of Tony A's steps.
- Upcoming interviews of or reflections by members who worked the program in-person with Tony A.

The workbook would be produced from an in-depth review of Tony A's written and spoken words, and an in-depth search of the BRB for content that highlights his gentle, loving, and fearless work as an adult child. We have one group member who is a published recovery author (McGraw-Hill, Columbia University Teachers College Press, etc.) who humbly offers to serve as another fellow traveler-writer if needed. Another member is eager to help with interviewing, thematic design, and with editing of text.

We have suggestions for possible titles including:

- Founder Tony A's Guide to Lifelong Recovery
- All action coming from love: ACA founder Tony A's guide to lifelong recovery
- All action coming from love: founder Tony A's vision for integrating ACA traits, steps, and underlying principles

WSO Analysis: Tony A. co-published a detailed commentary on his life and recovery insights that performs many of the functions proposed in this measure. That book, which is called "The Laundry List," can be purchased online, and under ACA's open literature policy, any group may use this book as a basis for meetings and personal recovery. However, Tony A.'s book is not ACA Conference approved literature, and it is protected by copyright. ACA World Service does not have permission to quote extensively from it. ACA does not currently have sufficient source material outside of "The Laundry List" to produce or publish a book as proposed in this measure.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group's voting results were removed.)

- a) The information/literature should not be personalized take Tony A off the titles. Tradition 12 principles before personalities.
- b) We struggled understanding this proposal due to the length of the proposal. Keeping proposals under 500 words, including the WSO response and written more concisely would be preferred.
- c) Pay royalty to copyright holders.
- d) The fellowship emphasized that such a book technically already exists and can be purchased online as an e-book for \$10: The Laundry List.
- e) On member opposed the proposal, but others were in favor.
- f) agreed with necessary permission from Tony A family and no royalties expected
- g) Very similar to proposal #2. The group feels that there are many of us ACA's who would like access to the Tony A material.
- h) Tony A's story appears in The Laundry List, available as an e-book.
- i) We believe it is worth investigating if this can be included in ACA Conference approved literature. Can we be given permission to publish under the copyright - get permission?
- j) Tony A's co-published book "The Laundry List" is out there in various forms and this proposal will add work to the Literature Committee. Concerns about copyright restrictions and possible tendency to "deify" Tony A..
- k) Copyright issue
- l) Those who want to know more about Tony A. buy the eBook version of "The Laundry List: . . ."
- m) Intellectual Property ownership is owned by Tony A. Period...no matter how you try to rationalize it.



- n) Yes, good idea to learn the fellowship more about Tony A's vision by writing an ACA book. Hopefully the law can help us so that we can use more Tony A stuff.
- o) Our group has a second mtg on Friday's, using his steps
- p) While we realize this may be cost prohibitive, we would like the ABC to discuss this proposal.
- q) Thank you for your consideration to include additional resources to support the recovery process.
- r) Based on lifted copyright
- s) While we realize the WSO may not be able to publish anything without infringing on copyrights, we feel the discussion to see if there's a legal way to accomplish this goal should go forward.
- t) Our group felt strongly that the language of this proposal shed Tony A. in a very prodigal light
- u) yes essential
- v) There is concern from our POC group about the focus and importance placed on the founder, Tony A.
- w) We are aware of the limitations on copyright but wonder if there are other sources who are still around from whom to collect information, or if there is still a way to work out the copyright.

169	Yes	83%	Proposal 2021 – 4	4
35	No	17%		
58	No Opinion			
			Submitted by WEB0393, DC008, IG729, WEB0609, WEB0616	

Issue: Change Concepts II & VI to clearly identify the Annual Business Conference (ABC) as seat of the actual voice and effective conscience of our fellowship. Suggested changes will clarify that authority for the maintenance of world services is delegated to the ABC by the fellowship, while Trustee members of the ACA World Service Organization (WSO) are empowered by the ABC to act as legal agents for the fellowship regarding the maintenance of world services.

Background: Proposed changes to Concepts II & VI are identified below in square brackets

Concept II: Authority for the active maintenance of our world services is hereby delegated to the [insert: *Annual Business Conference as the*] actual voice, the effective conscience for our whole fellowship.

Concept VI: On behalf of ACA as a whole, our Annual Business Conference has the principal responsibility for the maintenance of our world services, and it traditionally has the final decision regarding large matters of general policy and finance. [Delete: *But*] The Annual Business Conference [delete: *also*] recognizes that the chief initiative and the active responsibility in most of these matters would be exercised primarily by the Trustee members of the World Service Organization when they act among themselves as the World Service Organization of Adult Children of Alcoholics.

Writers of this proposal posit that current language of ACA Concepts creates confusion about the role of the ACA Annual Business Conference (ABC), with potentially far-reaching consequences for the working relationship between the fellowship of ACA and the WSO. Suggested edits intend to clarify the important role of the ABC within the “upside-down pyramid” of the ACA service structure, by more clearly identifying the ABC as the seat of authority for the maintenance of world services. The WSO, on the other hand, is recognized as a service arm of the conference with active responsibility for business operations.

Resources/Implementation: The 12 Concepts of Service evolved as guidelines for service through trial and error, initially within the AA program. In 1997, an adapted version of the AA Concepts was adopted by the ACA fellowship. The 12 Concepts of ACA World Service create a link between the



traditional structure of our fellowship and the legal framework governing the business operations of the WSO. They empower the Board of Trustees to act as legal agents of our fellowship in running the day-to-day business of world service.

While final responsibility and ultimate authority for ACA World Services resides with the collective conscience of the fellowship and its member groups (Concept I), a mechanism is needed to make sure the WSO as service arm of the fellowship is adequately informed about and directed by the effective conscience of the fellowship (Concept II). Though not specifically mentioned in Concept II, the ABC is the service body creating this link. In contrast, both AA and Al-Anon specifically name the conference here. Writers of this proposal believe that by clarifying the important role of the ABC through implementing suggested changes to language of the Concepts, an improved and more trusting working relationship can be established between member meetings and the WSO.

There is currently no codified process for adopting changes to the foundational documents of our fellowship, such as the Steps, Traditions, and Concepts, or the Problem, Laundry List, and Solution. Writers of this proposal are aware of two decisions made at the ABC in recent years to change language of such foundational documents: in 2015, the ABC voted to amend Tradition 11; and in 2017, the ABC voted to amend the Laundry List. We request that WSO analysis on this proposal include reflection on the process followed in each of these cases.

WSO Analysis: The Board has no position on the specific Concept changes. Questions have been raised about whether a more rigorous discussion and approval process is needed for measures that affect ACA's core documents, identity, or ACA World Service's relationship with the larger fellowship. As an example, AA requires more than a simple annual meeting vote to change AA's Steps, Traditions and portions of its Conference Charter. Absent such a policy in ACA, revisions to the Concepts by default are currently governed by the Literature Development and Evaluation process. If this measure is approved by the ABC, the new Concept language would undergo an extended review by the fellowship before final enactment by a future ABC. As time permits, delegates at the 2022 ABC will be asked for guidance on whether a new process is needed for measures that affect ACA's core documents, identity, or ACA World Service's relationship with the larger fellowship.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group's voting results were removed.)

- a) We struggled understanding this proposal due to the length of the proposal. Keeping proposals under 500 words, including the WSO response and written more concisely would be preferred.
- b) Any move to bring the fellowship and ABC to more direct control is spiritually correct.
- c) The repercussions of these changes need discussion.
- d) The group feels that this deserves more time and attention after the ABC before any final changes are made.
- e) But we believe the voice of the fellowship can and should be heard in ways others than the ABC.
- f) The concepts need a larger update.
- g) Present language in these and other Concepts is vague and needs to be looked at and possible changed.
- h) We recommend that the groups who put this ballot forward meet with the Board or the Literature Committee to think of creative solutions to make amendments to foundational literature. We agree with the ballot proposal that the ABC as it stands is not well placed in the inverted pyramid structure, and look forward to more discussion on how to remedy this issue.
- i) theoretically is a "yes" for giving the power back to people, but practically it slows down any decision process, so that's a "no". that's why the indecision
- j) Great idea!



- k) Everyone are all good people.
- l) We believe that this should be discussed. That does not indicate our support for the approval of the proposal
- m) Our group conscience felt much more background and information was needed to make an informed decision on this matter
- n) Spelling out the relationship between WSO and ABC would formalize the structure in a consistent way.

217	Yes	89%	Proposal 2021 – 5	5
26	No	11%		
19	No Opinion			
			Submitted by WEB0580	

Issue: We propose that Create an ad-hoc committee to explore changing the fellowships name, logo, acronym, and any other identifying marks to include dysfunctional families. This group would meet for a year and then report results during the 2023 ABC committee reports. If the work results in a recommendation, it will appear on the 2023 ABC agenda. (If not ready by the 2023 ABC, then the report and potential recommendation will appear on the 2024 ABC agenda.)

Background: THE PROBLEM: Some Adult Children disqualify themselves from the program when they hear our name, Adult Children of Alcoholics, because they came from a dysfunctional but non-alcoholic family. These are the ones that never make it to a meeting or go to our website to see that we really do include all from dysfunctional families. Due to our backgrounds, and black and white thinking, it is all too easy for these potential newcomers to think this program is not meant for them.

THE SOLUTION: To make it easier for recovering adult children to include the phrase dysfunctional families when referring to the program. That way even if a potential newcomer hears it in passing, they can know the program is for anyone from a dysfunctional family.

The ad-hoc committee will explore how to best implement this solution.

At the 2021 ABC, when the issue regarding including dysfunctional families in the name came to discussion, the delegates were asked to make 1 of 3 choices:

1. I support this in the form that it is written
2. I could support this if it were reworked
3. I could not support this in any form.

Out of the 100+ delegates there, not a single delegate voted for “I could not support this in any form.” Agreement on a name change was not reached in 2021, but the message was fairly clear. Delegates indicated that this was a genuine problem, but most wanted more study regarding the implementation.

Resources/Implementation:

Implementation: All members of the fellowship are welcome to join the ad-hoc committee.

The goal of the ad-hoc committee is to study how best to encourage members to include the phrase dysfunctional families when referring to the program. We are aware that changing the legal name of the fellowship would cause many financial and contractual issues, and is fortunately not necessary to



achieve this goal. The legal name of the fellowship can remain untouched, while working to implement a “functional name,” that Adult Children can regularly use.

Consequently, the ad-hoc committee will examine the use of “functional names,” logos, acronyms, and other identifying marks. This will include studying the impact on the fellowship and WSO operations, as well as developing an implementation plan.

Resources: We have ACA members from our meeting and from WSO service committees who are willing to join the ad-hoc committee.

WSO Analysis: A similar motion was referred to the board by the 2021 ABC. The Board believes that a formal study, including solicitation of fellowship viewpoints, is appropriate before any proposal to change the organization’s name is submitted to a future ABC. Also, as discussed in the Measure 4 analysis, this motion could affect ACA’s identity and ACA World Service’s relationship to the fellowship. If the 2022 ABC supports the creation of a new process for evaluating measures that affect ACA’s core documents, identity, or ACA World Service’s relationship with the larger fellowship, any proposed name change should comply with that process.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group’s voting results were removed.)

- a) We struggled understanding this proposal due to the length of the proposal. Keeping proposals under 500 words, including the WSO response and written more concisely would be preferred.
- b) YES!!
- c) One member voiced a strong opposition to the motion citing AA's firm stance against naming changes.
- d) We feel the Ad hoc committee needs to be tied into the publishing and literature committees. There needs to be a holistic approach that is inclusive
- e) This is to gather information and input on the name change to bring to the 2023 ABC to use to make an informed decision. Experience cited that the ACA name has been a barrier for people from non-alcoholic families interested in family of origin recovery.
- f) Thousands of dollars to change Articles of Confederation, California Incorporation and reincorporation, Trademarked name and log when we already liberally use "and Dysfunctional Families" in our literature
- g) We recommend: "Adult Children of Alcoholics OR Dysfunctional Families"
- h) This was confusing.
- i) Our delegate explained that it's already being done on new materials, and legal change could be costly.
- j) Strongly support the idea of adding "dysfunctional"
- k) We believe that this should be discussed. That does not indicate our support for the approval of the proposal
- l) We feel the inclusion of "dysfunctional families" in the name serves to be more inclusive; making it easier for some people to identify with the program more easily and not be turned away by the term "Alcoholics". Furthermore, "Alcoholics" could be removed altogether and the name could be "Adult Children Anonymous".
- m) the name is not currently a true representation of the fellowship and those entitled to be members. See tradition 3
- n) Our delegate explained that it's already being done on new materials, and legal change could be costly.
- o) We would like to see this in collaboration with the study recommended by WSO.
- p) ACA - could stay the same if it stands for Adult Children Anonymous



83	Yes	40%	Proposal 2021 – 6 – Not on Agenda	6
127	No	60%		
52	No Opinion			
			Submitted by IG76	

Issue: We propose that To establish and legitimize the bottom-up service structure of ACA, we propose to phase in the policy that Region Representatives are the only Trustees on the WSO service board. Tradition 9 states "...we may create service boards directly responsible to those they serve." As meeting representatives make up their Intergroups and intergroup representatives make up the Region boards, the Region representatives are logically the Trustees of the World service board.

146	Yes	65%	Proposal 2021 – 7	7
80	No	35%		
26	No Opinion			
			Submitted by Member Services Committee/Region Subcmte	

Issue: We propose that We propose that the ACA Meetings' suggested 7th Tradition donation percentages of excess funds be, Intergroups 45%, Regions 30%, and ACA WSO 25%.

Background: More than thirty years ago ACA WSO suggested to the ACA Group Meetings and membership a 7th Tradition donation of their excess funds to their service entities as follows: Intergroups 60%, Regions 30%. WSO 10%. That suggested percentage has never been adequate. In the 1980s and early 1990s, the Regions struggled to serve the membership and faded out of existence. At that time, the Regions and WSO were collaborating with the same few people and few donations. In 2017 WSO registered Region 2 and we now have Region 5, and more are developing or are being considered.

The ACA program has grown from its infancy and now reaches around the globe. We realize that we must rethink the funding for our service structure and correct our literature. We also believe that the Regions must still retain 30% of the excess 7th Traditions funds from their areas of geography or focus, because 30% is a minimum they need to function properly. WSO will get 25% from the membership, in addition to excess funds from the Intergroups and Regions from around the world. This will bring WSO on par with other 12 Step organizations and still leave the Intergroups with a healthy 45% of their membership's 7th Tradition contributions.

Resources/Implementation: To implement this proposal, the current Regions will send an email regarding the suggested changes to their meetings and Intergroups. We will author articles for the Traveler and the ComLine regarding the changes in the suggested percentages. The current Where Does the Money Go? flyer can be rewritten in collaboration with the Finance Committee to include these new percentages and to help the Fellowship understand the financial needs of each level of our service structure. In the future, as WSO publishes new editions of current outdated literature, they will correct the suggested percentages. Meanwhile, they may archive or update any trifolds that contain the old percentages and/or are no longer useful for the membership.

WSO Analysis: This ballot measure is one of two similar ideas that the ACA World Service board is aware of. The Finance Committee recommends a formula by which groups send 50% of excess funds to Intergroups, 25% to Regions, and 25% to ACA WSO. The committee's rationale is that the 50-25-25



formula is easier for group treasurers to calculate and suggests slightly more money for intergroups. The board is taking no action on this issue until the ballot measure process is completed.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group’s voting results were removed.)

- a) Unclear of the role of the Region and why it seeks more funding. Discuss what the funds would be used for and if it has something to do with the expansion of virtual meetings.
- b) This may be premature at this time as these are not usual times due to Covid. Has merit but not right now. Recommend that WSO does not change the current formula until 2023.
- c) How big is your region
- d) "yes", but with the percentage 50-25-25, not 45-30-25
- e) Regions died before due to having to generate their own funding; this proposal takes more away from Regions that already have a cash-flow problem
- f) Abstain. What I have been told is effective in reducing dues. E-books, e-conferences (zoom, etc.) public facilities DeepL translation <https://www.deepl.com/en/translator> Slack <https://slack.com/>
- g) This change is long overdue!!
- h) We like the 50-25-25 split better
- i) But we believe 50-25-25 is easiest
- j) Percentages of 50% Intergroups 25% Regions 25% WSO
- k) We are interested in the 50-25-25 formula, as well.
- l) The 50-25-25 percentages are easy to calculate and the change would rob Intergroups. Fellowships, Intergroups, and Regions are all, in theory, donating to the WSO already; 7th Tradition recommendations should remain as they are.
- m) "yes", but with the percentage 50-25-25, not 45-30-25
- n) WSO analysis suggests that this is a topic that is already being addressed.

196	Yes	81%	Proposal 2021 – 8	8
47	No	19%		
9	No Opinion			
			Submitted by WEB0524, WEB0642, WEB0541, WEB0554, GBR0017	

Issue: We propose that That all “only” meetings catering for underrepresented or disadvantaged groups (i.e., LGBTQ+, PoC) as well as single sex spaces (women only, men only) be listed on the WSO meetings web site. In line with Tradition 4, we request that the autonomy of such “only” meetings in determining how they wish to be listed be respected. In keeping with Tradition 9, we also ask that the principle of non-organisation in ACA be observed.

Background: ACA Board of Trustees facilitated a series of Town Halls to develop traditions-based guidance to define language that would qualify a meeting to be registered with WSO and listed on the AdultChildren.org meeting list directory, as well as defining criteria for which meetings are removed. In the Town Hall notice, it is said that ACA acknowledges “there is value and a need for specialty/similar community meetings”. Indeed, the ACA Diversity Statement states that ACA “fully supports people experiencing additional identity-based trauma to explore common experiences and recover together the freedom to be their full authentic selves.” We are concerned that the right of such ‘only’ groups to self-organise is undermined by such debates. ‘Only’ exclusionary spaces have a long history in the 12-step community. In addition, the need for safe spaces in ACA is accentuated by the nature of the work undertaken as part of ACA recovery namely the sharing of deep trauma and



the identification that facilitates this healing within such a space. Many ACAs experiencing additional identity-based trauma need protected 'only' spaces in which to share safely with those who readily identify with their experience. Protecting 'only' spaces honours Traditions 4 and 9 and enables us to carry the message (Tradition 5) most effectively to those experiencing additional identity-based issues.

Resources/Implementation: We believe that the implementation of this proposal is straightforward. Meetings that approach WSO to be listed as 'only' spaces on the AdultChildren.org website and register with WSO should be able to do so provided that such meetings are not unlawful. We believe that such an approach embraces the diversity that is the ACA community, while protecting vulnerable groups.

WSO Analysis: All meetings covered in this motion are listed in the ACA online meeting directory. In 2021, ACA World Service conducted a series of open "town hall" meetings after de-listing several meetings that might violate discrimination laws or create an impression that ACA supports intentional exclusion of underrepresented or disadvantaged groups. Given the legal complexities and wide range of fellowship opinion, a session is planned at the 2022 ABC to permit delegate discussion of all issues related to "only" meetings.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group's voting results were removed.)

- a) We support "only" spaces for oppressed groups (and men), to provide safety that serves the 5th Tradition, but we fear this proposal as worded might allow, say, a Women Only group that excludes trans women, which would conflict with the 5th tradition by alienating some ACAs.
- b) .. oppose .. reasons: 1. By allowing individual ACA groups to have autonomy over a matter that affects ACA as a whole (website listings), violates Tradition 4; 2. already on ABC agenda; 3. By restricting which "only" groups are allowed, ... might violate anti-discrimination laws .. protecting freedom of speech.
- c) This isn't already this way?
- d) Outside issues
- e) Our group believes that it's very important that we as a group have a broad based inclusive space. Would like to see more indigenous input. It's so important for there to be a space to share openly without prejudice.
- f) Continue listing "only" meetings if focus is not derogatory or unlawful
- g) can't even discuss it yet. I am against discrimination. It is an honest personal opinion. Compared to the general public, I think the ACA is discriminatory. Please do not use "JAP" (a racist term) in your official registration number. Discussions can finally be had after it has been remedied.
- h) WSO is already handling this. THANK YOU!
- i) ...need for safe spaces, as that is what ACA is about - a safe space. These groups should be allowed to post their meetings, however, the classification of "ONLY" is non-inclusive and promotes segregation and allows group members to have judgment over others they view as being different ...
- j) This proposal has merit, but it sounds like WSO is already working on it. Thanks!
- k) This issue was already discussed last year. Our group feels strongly that these meetings should continue to be listed on the website and no change needs to be made at this time.
- l) The WSO is already looking into "only" meetings, to make sure no discriminatory practices are taking place. If some people need to be in an "only" meeting to feel safe, they should be able to do so, as long as they are not practicing discrimination.



- m) A direct question posed at a town hall was are the supporters of only groups stating that white, heterosexual men cannot have an only meeting. The answer was that "this would not be supported". There was further talk of white supremacy. This is against Tradition 10.
- n) each group is autonomous and as such can establish an "only" space is the higher power/ group conscience decides
- o) Our group feels this issue is very important and should be prioritized by the ABC

58	Yes	24%	Proposal 2021 – 9 Not on Agenda	9
179	No	76%		
25	No Opinion			
			Submitted by GBR0019	

Issue: We believe that "only" meetings should not be listed on any website worldwide, and would therefore not be official ACA meetings.

201	Yes	87%	Proposal 2021 – 10	10
29	No	13%		
32	No Opinion			
			Submitted by The ABC/AWC Committee	

Issue: We propose creating a task force to investigate whether the ACA Annual Business Conference (ABC) should be restructured. This task force would report to the ABC Committee and include ABC Delegates, Standing Committee liaisons, and other interested volunteers. The goal would be to gather information about whether the needs of the Fellowship are being met with the current structure, and if not, to develop recommendations to be submitted to the 2023 ABC for consideration.

Background: We believe it is important that the ABC work for the greatest number, across the globe. Some of the concerns we believe need full consideration are:

- By the very nature of having a Fellowship that serves groups around the globe, the ABC is challenged to meet the needs of everyone due to time zone limitations. Does the timing of the ABC agenda, based on the location of the in-person ABC, allow for the actual voice and effective conscience of our fellowship to be heard?
- Because of the limitation of attending in-person due to travel costs, the request to accommodate non-English speaking Delegates, and potential technology barriers, are effective discussions and decision-making less effective?
- Does a two-day annual conference provide enough time to conduct the business of WSO?

Resources/Implementation: We suggest that the task force operate under the supervision of the ABC Committee. We propose that it have co-chairs from the ABC and Global Committees with a request for liaisons from the following:

- Representation Equity and Accessibility
- Operating Policy and Procedure Manual
- Ballot Prep Committee
- Board of Trustees
- Finance Committee



- Information Technology Committee
- Global Committee (with representation of Global Central/West and Global East)
- European Committee

A goal would be that the task force be composed primarily of delegates along with liaisons from the above committees that have experience in operating WSO. The target date for the initiation of this task force is June 1, 2022.

WSO Analysis: The ABC is an essential element of fellowship democracy, and new challenges have emerged as it has grown in recent years. The ABC AWC Committee and Board agree that a long-term study of both the ABC and AWC models is justified and timely. The board believes that one combined long-term study of all relevant ideas is more efficient, and will yield more comprehensive analysis, than conducting separate studies of ideas cited in Measures 10, 11 and 12. The ABC AWC Committee will contact sponsors of these ballot measures and assess whether there is an interest in preliminary discussions that could inform an expected in-depth delegate discussion at the 2022 ABC. If delegates at the ABC approve a combined study about the ABC and AWC's future, they will be invited to participate in that process. If the board is instructed at the 2022 ABC to take a different approach, it will do so.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group's voting results were removed.)

- a) We hope proposals 10, 11, and 12 can be combined into one item.
- b) Proposal 10 is the most clear and descriptive of the challenges to international participation in ABC and AWC, who may participate, and how the task force will operate.
- c) to be discussed together with proposals 11 and 12
- d) KISS principle; no more task forces or ad-hoc committees to do what duly-elected representatives of the Regions to the WSO Board are fully capable of doing; it ain't rocket science
- e) 10, 11 and 12 should somehow be combined into one big study because they each impact the other two in some way.
- f) I hope that the wishes The ABC/AWC committee will be respected. With written communication, even a Japanese person (me) who is not good at English can do it.
- g) This meeting would like to have ballot items 10, 11 and 12 joined together.
- h) Our "Yes" indicates that we agree that 10, 11, 12 should be discussed, but we also feel that, as the WSO analysis indicates, they should be considered together
- i) Proposals 10, 11 and 12 should be combined as they are closely related. Addressing them together will be efficient re time and effort to address concerns that have merit.
- j) We follow the Analysis of the WSO to organise one long term combined study instead of the establishment of a task force.
- k) WSO has planned to address this already. THANK YOU!
- l) We are in favor of 10, 11 and 12--ie in discussing the structure.
- m) We believe that this should be discussed. That does not indicate our support for the approval of the proposal
- n) Comment: Combine 10, 11 & 12 into one study.
- o) Based on inclusion of discussion of proposals 11 and 12 in the discussion.
- p) We agree with the WSO analysis that a broader, more sweeping study of the organization is called for, not picking off endless individual changes.
- q) Our group would urge the ABC to prioritize 'Representation Equity and Accessibility' in this matter



r) In agreement with WSO that a broad look into the ABC process, procedures, representation, etc., would make more sense than doing arbitrary changes as suggested in Proposals 11 and 12 (although certainly online alternatives should be discussed by the task force).

186	Yes	78%	Proposal 2021 – 11	11
53	No	22%		
13	No Opinion			
			Submitted by IG729, TEL0411, WEB0616, WEB0609, WEB0615	

Issue: We propose that We propose that the Adult Children of Alcoholics and Dysfunctional Families (ACA) World Service Organization (WSO) host an in-person/hybrid International Convention every five years. Furthermore, we propose WSO continue to host an Annual World Convention (AWC) virtually in the years between in-person/hybrid events. This proposed schedule is intended to encourage participation from all members, Intergroups, and Regions including those outside of North America and Europe.

Background: We acknowledge:

- Attending an in-person convention is a wonderful opportunity to meet people we have only seen in virtual rooms.
- Annually scheduling time away from home/job can be difficult and cost prohibitive, especially for those traveling outside their geographic area.
- Planning an annual in-person or hybrid event is time consuming, labor intensive, and logistically taxing on the small number of active volunteers within the WSO and the host committee.
- Global membership is growing exponentially.
- It is important to eliminate barriers to global participation. This includes the cost and challenges of acquiring necessary travel documents. It also requires proactive solutions to the problem of time zone differences.

We believe implementing this proposal will:

- Foster fellowship unity by reducing the number of in-person events and coordinating more virtual events; allowing all groups within our global community to host events.
- Save money on travel and boarding costs for the Board of Trustees.
- Save money on contracts and equipment needed for annual in-person conventions.
- Allow additional funds for ACA to invest in fellowship development such as: literature, translation services for global members, technology, engagement, etc.
- Allow additional planning time for consideration, group conscience agreement and collaboration between Meetings, Intergroups, Regions and WSO.
- Provide regular, consistent virtual experiences for the entire fellowship.

We have no opinion on outside issues, and this will be a more environmentally friendly alternative to an annual in-person convention.

Resources/Implementation: Implementation of this proposal will encourage collaboration between Intergroups, Regions, Global members, and WSO. To assure the greatest success for this new format, the following is recommended for consideration:

- The creation of a sub-committee of the ABC/AWC committee, dedicated to both the annual virtual events and the Five-Year In-Person Convention/hybrid event.



- To promote global participation and thus fellowship-wide success of the new format, it is recommended that the ABC delegates form a working group to coordinate with the following committees:
 - Global
 - European
 - Representation, Equity and Accessibility (REA)
 - Annual Business Conference/Annual World Convention (ABC/AWC)
 - Operating Policy and Procedures Manual (OPPM)
- Define time frames for recruitment of Intergroups and Regions to host both the in-person/virtual convention and the annual virtual events.

WSO Analysis: Both the Annual World Convention and Annual Business Conference have grown dramatically in the last six years, and each now has global participation. The ABC AWC Committee and Board agree that a long-term study of both the ABC and AWC models is justified and timely. The board believes that one combined long-term study of all relevant ideas is more efficient, and will yield more comprehensive analysis, than conducting separate studies of ideas cited in Measures 10, 11 and 12. The ABC AWC Committee will contact sponsors of these ballot measures, and assess whether there is an interest in preliminary discussions that could inform an expected in-depth delegate discussion at the 2022 ABC. If delegates approve a combined study about the ABC and AWC's future, delegates will be invited to participate in that process. If the board is instructed at the 2022 ABC to take a different approach, it will do so.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group's voting results were removed.)

- a) We hope proposals 10, 11, and 12 can be combined into one item.
- b) Proposal 10 is the most clear and descriptive of the challenges to international participation in ABC and AWC, who may participate, and how the task force will operate.
- c) to be discussed together with proposals 11 and 12
- d) KISS principle; no more task forces or ad-hoc committees to do what duly-elected representatives of the Regions to the WSO Board are fully capable of doing; it ain't rocket science
- e) 10, 11 and 12 should somehow be combined into one big study because they each impact the other two in some way.
- f) I hope that the wishes The ABC/AWC committee will be respected. With written communication, even a Japanese person (me) who is not good at English can do it.
- g) This meeting would like to have ballot items 10, 11 and 12 joined together.
- h) This meeting would like to have ballot items 10, 11 and 12 joined together.
- i) Our "Yes" indicates that we agree that 10, 11, 12 should be discussed, but we also feel that, as the WSO analysis indicates, they should be considered together.
- j) Proposals 10, 11 and 12 should be combined as they are closely related. Addressing them together will be efficient re time and effort to address concerns that have merit
- k) We follow the Analysis of the WSO to organise one long term combined study instead of the establishment of a task force.
- l) WSO has planned to address this already. THANK YOU!
- m) We are in favor of 10, 11 and 12--ie in discussing the structure
- n) We believe that this should be discussed. That does not indicate our support for the approval of the proposal
- o) Comment: Combine 10, 11 & 12 into one study.
- p) Based on inclusion of discussion of proposals 11 and 12 in the discussion.



- q) We agree with the WSO analysis that a broader, more sweeping study of the organization is called for, not picking off endless individual changes.
- r) Our group would urge the ABC to prioritize 'Representation Equity and Accessibility' in this matter
- s) In agreement with WSO that a broad look into the ABC process, procedures, representation, etc., would make more sense than doing arbitrary changes as suggested in Proposals 11 and 12 (although certainly online alternatives should be discussed by the task force).

189	Yes	81%	Proposal 2021 – 12	12
44	No	19%		
19	No Opinion			
			Submitted by IG729, TEL0411, WEB0616, WEB0609, TEL0411 WEB0615	

Issue: We propose that To decrease financial costs and increase equitable access to the decision-making process at the ABC, we propose the creation of an ad-hoc committee to investigate the following changes to the ABC: splitting it from the AWC, holding it on weekends only, and holding it online only. We believe holding the ABC in the manner described will aid in hearing the effective conscience of our fellowship by providing more equitable access for all delegates.

Background: There are benefits to attending an ABC in person. However, in the interest of fairness regarding the business of the fellowship and the voice of the delegates, we believe it is of the utmost importance to ensure that all delegates have a similar conference experience. Hybrid conferences create a two-tiered system of participation whereby those participating in person versus online have different experiences. For example, in-person attendance creates more opportunities for politicking and influence, not available to those participating online.

While a hybrid format allows participation from delegates who are unable to travel for various reasons, we believe splitting ABC from AWC and holding it online on weekends will allow greater participation from diverse members across the globe while reducing costs to the fellowship. Currently, the middle-of-the-week hybrid format is better suited to those able to take time off from work and caregiving duties, which may not represent the majority of our fellowship.

In 2020 and 2021, ABCs were conducted online on Zoom due to the pandemic. Previously, ABCs were conducted in-person with a virtual component and were held on consecutive days starting on Thursday. The plan for the future is to hold hybrid ABCs at a host location with support sufficient to facilitate participation by delegates on Zoom.

ABC-AWCs cost from \$21992.01 to \$54736.21 from 2017-19, compared with \$1250.95 and \$1556 in 2020-21. The AWC offsets some of the costs of the ABC, however, an online-only model alleviates the need for such cost offsetting.

Resources/Implementation:

- We ask that WSO suggest a board member to become an interim chair of the ad-hoc committee until a suitable candidate is found.
- The ad-hoc committee will provide a detailed report by March 2023 to the fellowship so delegates can make an informed decision at the 2024 ABC.
- The report should include:
 - A cost/benefit analysis of hybrid versus online ABC and of splitting the ABC from the AWC



- The results of a survey, sent to groups, intergroups, and regions, regarding barriers to participation at the ABC
- Should a weekends-only online-only model be adopted, we submit the following for consideration:
 - We do not anticipate additional costs to be associated with hosting the ABC only online as the software/equipment for large Zoom meetings is already in regular use by the WSO.
 - Hosting ABC online would remove logistical issues associated with hybrid ABCs.
 - Hosting the ABC online would allow more flexibility in the time zones for conducting business. Currently, the start and end of the ABC is dictated by the host's location, which limits participation from delegates in distant areas.
- We request that a host intergroup or region assist in hosting the virtual business conference each year, to provide support to the WSO committees that plan and implement the ABC.
 - By rotating host locations and time zones, we have the opportunity to provide a more equitable experiences to members outside of North America and Europe.
 - Intergroups and regions that are less able to host an in-person conference would have the opportunity to host a virtual conference, potentially resulting in more engagement by our global fellowship.
- We worked with members of the ABC/AWC committee, IT Committee, Representation, Equity, and Accessibility Committee, Global Members Committee, Delegates Subcommittee, and received information from the Finance Committee in developing this proposal.

WSO Analysis: Both the Annual World Convention and Annual Business Conference have grown dramatically in the last six years, and each now has global participation. The ABC AWC Committee and Board agree that a long-term study of both the ABC and AWC models is justified and timely. The board believes that one combined long-term study of all relevant ideas is more efficient, and will yield more comprehensive analysis, than conducting separate studies of ideas cited in Measures 10, 11 and 12. The ABC AWC Committee will contact sponsors of these ballot measures, and assess whether there is an interest in preliminary discussions that could inform an expected in-depth delegate discussion at the 2022 ABC. If delegates approve a combined study about the ABC and AWC's future, delegates will be invited to participate in that process. If the board is instructed at the 2022 ABC to take a different approach, it will do so.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group's voting results were removed.)

- a) We hope proposals 10, 11, and 12 can be combined into one item.
- b) We struggled understanding this proposal due to the length of the proposal. Keeping proposals under 500 words, including the WSO response and written more concisely would be preferred.
- c) We don't need an in person ABC with all its rush and expense! Better to do all "business" online and work from smaller, more frequent gatherings with a flexible time frame. We are a fellowship, not a corporation.
- d) similar to 10 and 11
- e) to be discussed together with proposals 10 and 11
- f) Do Not Merge the Proposed Committee with other proposed committees in other ballots. This committee specifically focuses on virtual ABC. Ballot 11 focuses on the Convention every 5 years; Ballot 10 focuses on the ***structure*** of the ABC. Keep them separate so each can focus on the details...
- g) No more ad-hoc committees "to study" anything; there is no need for an AWC since Regions and Intergroups are the service boards in place to host recovery events in-person and virtually.



Distribution of videos from Intergroups and Region conferences and retreats may be a different story...

- h) 10, 11 and 12 should somehow be combined into one big study because they each impact the other two in some way.
- i) East Asia Inter is a wonderful people.
- j) This meeting would like to have ballot items 10, 11 and 12 joined together.
- k) This meeting would like to have ballot items 10, 11 and 12 joined together.
- l) Our "Yes" indicates that we agree that 10, 11, 12 should be discussed, but we also feel that, as the WSO analysis indicates, they should be considered together.
- m) Proposals 10, 11 and 12 should be combined as they are closely related. Addressing them together will be efficient re time and effort to address concerns that have merit.
- n) NOTE: the sense of our group is that items 11 and 12 should be considered by the task force created under #10 and not be considered separately or by a separate committee
- o) WSO has planned to address this already. THANK YOU
- p) In favor of discussing the structure; we don't have an opinion on what the structure should look like
- q) We believe that this should be discussed. That does not indicate our support for the approval of the proposal
- r) Combine 10, 11 & 12 into one study.
- s) Discussed in proposal 10
- t) We agree with the WSO analysis that a broader, more sweeping study of the organization is called for, not picking off endless individual changes.
- u) A delegate from last year explained that changes are already being discussed regarding the issues in proposals 10 11 and 12
- v) The program is growing in Asia. We would like to be represented.

168	Yes	75%	Proposal 2021 – 13	13
55	No	25%		
39	No Opinion			
			Submitted by IG729, TEL0411, WEB0616, WEB0609, WEB0615	

Issue: We propose that within three years, The Adult Children of Alcoholics and Dysfunctional Families (ACA) World Service Organization (WSO) will implement Knowledge Based Decision Making (KBDM) at the level of the Board of Trustees, WSO committees and the Conference. WSO will create educational materials to assist the rollout of KBDM for potential use by Meetings, Intergroups, and Regions.

Background: Committees within ACA WSO are frequently understaffed and overworked. The implementation of KBDM can provide an atmosphere of collaboration not currently experienced. It can also create an atmosphere more welcoming to participation, including inviting the delegates of the conference to work towards implementing proposals passed at the Annual Business Conference (ABC). This change is sought to legitimize and honor the group conscience process of the fellowship and the right of decision laid out in the Twelve Concepts.

KBDM is based on a philosophy of open communication between leadership and membership that emphasizes:

- Dialogue before deliberation
- Common access to all information for all involved in decision making
- Creation of a culture of trust



- This corresponds to the Twelve Concepts of Service by emphasizing:
 - Mutual trust
 - Designation of roles and responsibilities - traditional and legal
 - Participation
 - Leadership
 - Right of Decision
 - Our spiritual foundation

This is a good model for ACA because:

- It allows thorough examination of issues without preconceived outcomes
- Allows who makes the decision to become less important than the fact that a good decision is made
- Is a process for ongoing strategic thinking and strategy development
- Will allow ACA to develop a reputation for value and responsiveness in carrying the message to adult children who still suffer

What could this mean for ACA as a whole?

- Recognition as a credible organization
- A reputation for value
- A culture built on trust and communication

Resources/Implementation: As the purpose for KBDM is to ensure the seat of power within ACA resides in The Conference, and by extension the delegates, who are the representatives of the groups and the effective group conscience of the fellowship, implementation would require active education and encouragement for all groups to send delegates to the Annual Business Conference (ABC).

It would require the World Service Organization to restructure the makeup of committees and put the creation of committees under the guidance of The Conference. The Operating Policy and Procedures Manual (OPPM) would need to be updated.

WSO Analysis: ACA World Service has participated in discussions about Knowledge Based Decision Making since the 2021 Annual Business Conference. WSO has begun to include a form of KBDM in its committee work, incorporating a common set of questions for evaluating issues into a new system known as Collaboration Committees. It is believed this will support an “informed group conscience” by WSO committees. The Board of Trustees also believes some form of long-range strategic review, such as KBDM, is highly appropriate as part of the ABC and ballot measure process. The Board will ask delegates at the 2022 ABC to consider a proposal to incorporate KBDM into the Annual Business Conference without waiting three years. It is believed that a deliberate and consistent process for evaluating strategic issues would be very helpful to the ABC process, but that decision is best made by delegates.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group’s voting results were removed.)

- a) Our group believes in the concept of "dialogue before deliberation" as a key method to ensure that all voices are heard before decisions are made.
- b) We struggled understanding this proposal due to the length of the proposal. Keeping proposals under 500 words, including the WSO response and written more concisely would be preferred.
- c) Tie KBDM to implementation of the principles within the Steps and Traditions instead of making KBDM a "whole new platform" add on!
- d) Need specifics of how this will be implemented at each level: will it simplify or complicate processes? Some folks heard a lot more bureaucracy in this proposal and perhaps too much structure.



- e) Our group recommends that the membership should have a discussion about it. We feel the decision should not be made just by the WSO. We feel that it needs to be piloted first before it's adopted.
- f) Larger changes are needed. This proposal does not give WSO to implement the changes needed as part of a bigger plan. KBDM is not a magic bullet
- g) We need more information (what KBDM is and how it has been and would be implemented in WSO and ACA) in order to vote to actually implement KBDM. This information could be given to Delegates before the 2023 ABC when they could vote on implementation. Maybe Knowledge Based Decision Making on whether to implement KBDM?
- h) Representatives to service boards (Tradition 9) are quite capable of making decisions using Roberts' Rules of Order, not using some trendy corporate model that will be passe in 5 years or less. By the way, this proposal assumes that WSO will become the enforcer that all ACA decisions be made using this corporate model. Wrong on so many levels...
- i) Delegates need to be more informed before the ABC, and KBDM is used very successfully by other fellowships.
- j) Let's all do it, not just WSO. We are all friends.
- k) We think that the WSO should be allowed to continue to implement KBDM as they have already begun to do.
- l) WSO should be allowed to continue to implement KBDM as they have already begun to do.
- m) We think that the WSO should be allowed to continue to implement KBDM as they have already begun to do.
- n) There should not be one required format for this task. Instituting a requirement like this would slow workflow down and make the decision-making process even more stagnant than it already is.
- o) NOTE: these bodies need to be free to structure their own decision making process and not be tied to any one model.
- p) WSO has planned to address this already. THANK YOU!
- q) We vote yes to consider, although one person noted: We should make decisions based on the concepts. Do we need to call it (and lock us into) this one specific decision-making process (KBDM)?
- r) This proposal has merit, but it sounds like WSO is already working on changes in this area. Thanks!
- s) Conditionally approved. KBDM, as it applies to this proposal, is never defined, nor is there any indication how this would be implemented or how it would function. Knowledge and information are wonderful tools, but how would they be used in these committees/ meetings?
- t) KBDM has been a barrier in our region in other 12 step programs. Nothing wrong with the 12th edition of Roberts Rules of Order but many well intended guidelines can be twisted and abused by leadership with their own agenda. Please keep ACA free.



B. 2021 ABC Minutes

Day 1 – Saturday April 24th 1-0:00:00 (start of Audio 1)

ABC Opening

- Welcome by Charlie H and readings of the Serenity Prayer in different languages
- Reading of the daily meditation from Strengthening My Recovery
- Message on volunteering and doing service in ACA
- Remarks from David McB ABC-AWC WSO Committee Chair
- Ratification of Karin S the 2021 ABC Chair by raised hand – over 80 votes received to reach a quorum
- Welcome remarks from Karin S and preview of the agenda and ABC procedures
- It was noted that we have 127 Delegates from 19 Countries and 5 continents. Over 30 participants are from outside North America. 9 Delegates from Canada, 5 Delegates from South Africa and the UK, and 3 delegates from India.
- Verification of zoom version needed for voting
- Delegate Naming convention
- Brad L noted that if you need to update your zoom, you can log out of the conference, update your zoom app and then rejoin the conference.
- Quorum Established by Josh W – We need to determine the number of non voting participants, that number is 13 right now, so quorum is 109 -13, or

Approval of the 2020 ABC Minutes 1-00:27:55

- Motion – That the ABC 2020 Minutes from Malmo Sweden be accepted.
 - o made by Jim B WSO Secretary, Seconded by Liz C
 - o Motion Passed

Motion	Yes	No	Abstain
1	74	1	3

take screen shots of vote tallies

👉 1 ✅ 74 ⏩ 2 ⏪ 1

Point of Information – Last Minute Change to the ABC Schedule

A delegate noted that a last-minute change has the ABC schedule going 2 ½ hours longer than was published and this is a concern. The ABC Chair suggested that the closing time for the ABC will be discussed before looking at the ballot proposals.



Treasurers and Finance Committee Report 1-0:40:45

- Presented by Bill D
- Submitted Report can be found on page 64 of the ABC Binder
- Slides presented can be found on the service website
<https://acawso.org/wp-content/uploads/2021/04/Treasurer%E2%80%99s-Report-2021-ABC.pdf>
- WSO had sales and contributions that totaled \$1,285,286 a 7% increase over 2019 despite the global impacts of Covid.
- Our operating expenses for the year decreased approximately \$111,000 primarily due to the one-time charge of \$84,000 for the back sales taxes. With that discounted the reduction was \$27,287 even though we continued to operate and fulfill orders throughout the year during the pandemic.
- Contributions for 2020 increased by 42% over the previous year. A huge thank you to the members, groups, intergroups and regions for your support.
- The Finance Committee Report can be found on page 95 of the ABC Binder
- A motion was presented by the Finance committee and can be found here,
<https://acawso.org/wp-content/uploads/2021/04/Finance-Comm-Motion-Rev.pdf>
- Questions for the Treasurer and Finance Committee
 - o Julianne V – How many regions are there? 2.
 - o Sarah IG002 – Can we have some more context on how having more regions will impact the WSO? There is concern that our existing literature is not clear around making contributions and this will affect us. The idea is to get a clear suggestion out before we have many more regions.
 - o Marcus – it would be helpful to have hard copy of the motion to refer to. Bill noted that the Motion is in the Binder in the Finance Committee Report.
 - o CA1006 Carole – Also the vice chair of Region 2. Noted that region 2 had folded previously due to lack of contributions and is concerned that can happened again without support from the groups and intergroups. Region 2 will make the 1st 7th tradition contribution to WSO when they meet their prudent preserve.
 - o Tel0134 Kelle J – Point of Order – Can a committee make a floor motion? Since the binder went out late this will not be handled during the committee report and will be treated as a floor motion.
 - o CA837 Kathy – will hold comment for later
 - o Nominations for committee chair and vice chair
 - o Justine F ratification as Finance Chair and Lucia s as Vice Chair

Motion	Yes	No	Abstain
Justine as Chair	75	1	12
Lucia as Vice-Chair	79	1	11



Literature Committee Report 1-1:06:35

- Presented by Charlie H – outgoing Committee Chair
- Report can be found in the binder on page 103
- New literature will be available soon!
 - Loving Parent Guidebook
 - Ready Set Go – finalizing manuscript.
 - Getting Started – nearing completion of manuscript.
 - New booklet on getting support in ACA (sponsorship, etc.)
- Revamped Literature Translation team
- Finalized new policy on evaluation, fellowship review, and ABC Conference approval of new literature (OPPM, xxxx)
- David McB is the incoming Literature chairperson
- Loving Parent Guidebook presentation, https://acawso.org/wp-content/uploads/2021/04/Lit-Committee-LPG_Presentation.pdf
- Questions/Comments
 - PA076 Erin D – What is the status of the Addressing Predatory Behavior Tent Card – it was pending approval for this year. Charlie offered an apology that it has been delayed due to the organizational and procedural changes being done.
 - IG002 Sarah O – I submitted 3 small pieces of literature back in 2018. What is the process for these to get approved, and can intergroups sell literature that they create? David answered that IG's can as long as they clearly state that and follow the logo policy. Charlie noted that they have fallen behind on some projects and suggested that follow up be done with Greg and or David.
 - Laura D IG065 – Kudos for having a nice process to follow and getting the fellowship involved.
- Committee Ratifications
 - David McB for Committee Chair, Vice Chair is open

Motion	Yes	No	Abstain
David as Chair	73	2	3

The Representation, Equity and Accessibility Adhoc Committee Report 1-1:24:10

- Report opened by Jill H one of 4 cochairs for the committee.
- The report can be found in the binder on page 108.
- Noted that the adhoc committee started as the Diversity Adhoc committee and they submitted a formal report to the WSO board in December recommending that they be made a full standing committee.
- The Adhoc committee changed its name to REA to better align with the work of the committee and created the following purpose statement - To identify and address barriers to participation



and spreading the ACA message, in order to actively foster an environment of representation, equity, and accessibility.

- Kayl B – committee cochair
- Noted that they have created a number of empowerment teams, similar to subcommittees.
- Call out to the fellowship to check out the teams and to get involved
- Shared a document
<https://acawso.org/wp-content/uploads/2021/04/Recommendations-for-Representative-Language.pdf>
- John W – Cochair
- Attracted to REA to do outreach and help other people know about ACA. Brings a perspective as a person of color. Encourages others to join the committee.
- Alaska – Cochair
- Noted that it has been difficult to get people to come to the committee and to stay.
- Questions/Comments
 - Julianne V TEL0411 – Noted that religion was not mentioned in the advantages/disadvantages. 1) How does this put the common welfare first? 2) How does identifying as “other” or different lead to unity rather than disunity? 3) Hoes does this “other” identification impact the only requirement for membership in ACA? 4) And how does concentrating on advantages and disadvantages hinder tradition 5 in carrying the message. Alaska noted that her personal experience is that not talking about our advantages and disadvantages is part of the non-engagement that she is talking about. This becomes oppressive and systemic when it is not acknowledged. Kayla added that she does not identify with traditional gender-roles and it is important for her to identify differences to feel included in the program. John added that he did identify as being Christian as an advantage, and this is Adult Children of Alcoholics and dysfunctional Families, he also lives in a dysfunctional society, and as a person of color he is seen differently when he walks into a room.
 - IG720 Jess A – Question on Ballot Proposal 4 – Is the committee addressing the proposal? Chair noted that this will be discussed later with the other proposals.
 - IG002 Sarah O – Is there a WSO Liaison to the Board on the committee? And would it help to have Liaisons to other WSO committees? Alaska noted yes Sharon F is the Board Liaison and it would be awesome if the other committees sent a Liaison to REA.
 - WEB0253 Zoe H – Can you say more about the empowerment teams and what they are? Kayla noted that they are not happening yet.
- Cochair Elections
 - Jill H and Alaska Y Approved as Cochairs

Motion	Yes	No	Abstain
Jill H Co-Chair	69	2	5
Alaska Y Co-Chair	73	2	5

Gentleness Break

- The chair noted that we are about 45 minutes behind schedule.
- Starting ballot proposals when we come back.
- We will look at the ABC scheduling question.



- Please note pages 157 and 158 in the Binder for some board motions that the board passed recently that may impact some of the proposals. We may be able to save some time.
- Fun Sing along as part of the gentleness break.

Review of Ballot Proposals – 1st Session 1-1:57:20

Ballot Proposals – Page 154 in the binder

Ranking of the proposals -

<https://acawso.org/wp-content/uploads/2021/04/Order-that-proposals-will-be-handled-based-upon-the-number-of-Yes-votes.pdf>

Quorum Established

112 People logged into the call – 13 non-voting cohosts – quorum is 99 delegates. Updated to 97 as per Josh the ABC co-secretary.

Revoting for REA cochair

A revote was done for Jill H as her name was not correctly announced during the prior vote.

re-vote to miss name ("Joe H") -- (note new Quorum of 97 --

Motion	Yes	No	Abstain
Jill H Co-Chair	67	1	11

Discussion of the closing time for the ABC 1-2:11:40

The change of the ABC schedule (end time of 7:40 PM) was only announced on Thursday with release of the ABC binder. The original closing time was published as 5:00 PM.

For details of the discussion, please refer to the audio recording at around the 2:13 point.

Motion - End today's ABC at 5pm (the original time), if business needs to be referred to Board to do so

- Made by Julianne V TEL0241
- Seconded by IN0086 Hoot W
- Minority Opinion
 - o Carole C CA1006, Kelle J TEL0341, Marcus H IG648, WEB0349 Jules F
- Motion failed, we will continue with the schedule as sent out in the Binder

Yes	No	Abstain
15	52	6



Review of Proposals related to motions recently passed by the WSO Board 1-2:39:45

The board passed a number of motions to take action on a number of proposals. These are listed on page 157 of the ABC Binder. An additional motion was also passed to enact one of the other proposals and that will be included in this review.

They will be reviewed, and we will vote to see if the delegates will defer discussion of the proposals as the board is taking action on them already.

Proposal 2021-2 - We propose that WSO add page numbers to the Kindle edition of the Big Red Book that correspond to the pages in the print edition.

Approved Board Motion (Charlie, Sharon Seconded): To revise or develop Amazon Kindle editions of ACA literature so that they correspond to the same page in hard copy publications.
 Results: All in Favor, Passed at: Board Working Session meeting on 4/1/21

Vote made to defer discussion of Proposal 2021-2 due to the recent board motion:

Motion	Yes	No	Abstain
2021-2	75	1	2

Proposal 2021-11 and 2021-16

Proposal 2021-11 - We propose that WSO consider setting up an ACA International Literature Scholarship fund for members who cannot afford ACA literature due to the price of the literature in their local currency, the exchange rate for their currency against the dollar, or due to their individual financial constraints.

Proposal 2021-16 - We propose that WSO create an International Literature Scholarship Fund to help offset literature costs for meetings in emerging countries.

Approved Board Motion (Charlie, Sharon Seconded): To establish an International Literature Scholarship Fund, to which members may make dedicated contributions.
 Results: All in Favor, Passed at: Board Working Session meeting on 4/1/21

Motion	Yes	No	Abstain
2021-11 and 2021-16	77	2	3



Proposal 2021-17

Proposal 2021-17 - We propose that the Annual Business Conference (ABC) grant a representative from the proposing group of each ballot item (on the agenda) 3 minutes to speak to its meaning, intent, and importance. This would occur after the initial reading of the item but before general comments begin.

Approved Board Motion (Charlie, Sharon Seconded): To amend the ABC ballot process so that a measure’s sponsoring group is given up to 3 minutes to introduce a ballot measure before delegates begin group conscience discussion.

Results: All in Favor, Passed at: Board Working Session meeting on 4/1/21

Motion	Yes	No	Abstain
2021-17	74	2	7

to the recent board motion:

Proposal 2021-18 - we propose that the Annual Business Conference (ABC) and the ACA World Convention (AWC) should occur annually with live online access to the International fellowship. This proposal should be included in the Operating Procedures & Planning Manual (OPPM)

Approved Board Motion (Charlie, Sharon Seconded): To amend the OPPM to clarify that virtual Annual World Convention programming will be made available in conjunction with any live, in-person AWCs.

This would include opening and closing ceremonies, major in-person talks, and a mix of in-person programming and offsite workshops to reflect the fellowship’s international fellowship and character. Results: All in Favor, Passed at: Board Working Session meeting on 4/1/21

Motion	Yes	No	Abstain
2021-18	72	4	3

to the recent board motion:

Proposal 2021-15 we propose that the ACA fellowship approve the Global Members Subcommittee as a Standing WSO Committee.

Approved Board Motion: (Jim, seconded by Sharon) To make Global Members a standing committee immediately and over the next year look at how the Members Committee and its subcommittees, the European Committee and Regions can be organized to support members globally.

Results: All in Favor, Passed at: Board Working Session meeting on 4/22/21

Motion	Yes	No	Abstain
2021-15	74	5	4

to the recent board motion:



Break for Lunch

Day 1 – Saturday April 24th 2-0:00:00 (start of

Audio 2) Review of Ballot Proposals – 2st Session

Call for floor Motions

Please submit them to secretary@adultchildren.org by 1 hour after today's ABC session closes.

Quorum Established

108 Participants – with 14 non voting – 94 Voting members

Proposal 2021-8 Page 170 in the Binder 2-0:08:30

We propose that WSO develops a 12 & 12 (similar to the AA 12 & 12) book with each Step and Tradition condensed to something that could be read in 15 – 20 minutes, in a format designed to be used as the basis for the common Step/Tradition/Topic/Share meeting cycle, but not limited to just this use.

3-minute Introduction by Marion M – South

Africa Initial Poll on the Proposal - Pro, Con, or

Abstaining Proposal Pre-poll	Pro	Against	Abstain
2021-8	52	16	11
<i>take screen shots of vote tallies</i>	✓ 52	✗ 16	⏪ 11

15 Minute Discussion on the

Proposal Vote to get consensus

on the proposal Proposal Poll	Pro	Against in Any Form	Generally support, needs rework before Motion	Abstain
2021-8	37	19	23	5
<i>take screen shots of vote tallies</i>	✗ 19	✓ 37	⏪ 5	⏩ 23

The proposal is referred to a problem-solving discussion in a breakroom on Sunday.



Proposal 2021-10 Page 172 in the Binder 2-0:34:40

We propose that a pamphlet/trifold be developed to outline/describe the significant differences between the ACA fellowship and other 12-step programs. Specifically, that:

- Step 1 is not a one-sentence response, that it is layered and complex and takes substantial time and effort to break through the denial
- Step 2 involves coming to clarity, that many adult children have no frame of reference for healthy behaviour, so cannot “return” to sanity but may be finding it for the first time
- Step 4 involves a blameless inventory of our parents because, as our founder Tony A suggests, we have in essence become and/or married them.
- Step 6 involves a massive voyage of discovery of “if not what I know, then what to replace it with” that can involve major re-education (and really the only time self-help books may genuinely be useful, once we have identified the problem in Step 4)
- Step 8 & 9 includes, as part of the “except when to do so would injure them or others” our Inner Child/ren
- That what we are aiming for is emotional sobriety.
- That we focus on developing our on Loving Inner Parent as a fundamental part of our recovery. That sponsorship needs to avoid both compliance or defiance, so we use a fellow- traveler/support system rather than a prescriptive, authority-figure approach. And no doubt other distinctions that the WSO team would identify when developing this.

3-minute Introduction by Marion M – South

Africa Initial Poll on the Proposal - Pro, Con, or

Abstaining Proposal Pre-poll	Pro	Against	Abstain
2021-10	54	24	11
<i>take screen shots of vote tallies</i>	✓ 54	✗ 24	⏪ 11

15 Minute Discussion on the

Proposal Vote to get consensus

on the proposal Proposal Poll	Pro	Against in Any Form	Generally support, needs rework before Motion	Abstain
2021-10	31	24	25	7
<i>take screen shots of vote tallies</i>	✓ 31	✗ 24	⏪ 25	⏩ 7

The proposal is referred to a problem-solving discussion in a breakroom on Sunday.



Proposal 2021-6 Page 167 in the Binder – 2-01:01:40

We propose that the ACA WSO Literature Committee begin planning a 20th Anniversary revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experiences of gender, sexuality, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds.

3-minute Introduction was not available

Initial Poll on the Proposal - Pro, Con, or Abstaining

Proposal Pre-poll	Pro	Against	Abstain
2021- 6	52	18	13
<i>take screen shots of vote tallies</i>	» 13	✓ 52	✗ 18

15 Minute Discussion on the

Proposal Vote to get consensus

on the proposal Proposal Poll	Pro	Against in Any Form	Generally support, needs rework before Motion	Abstain
2021- 6	28	6	53	3
<i>take screen shots of vote tallies</i>	✓ 28	✗ 6	« 53	» 3

The proposal is referred to a problem-solving discussion in a breakroom on Sunday.

Fun Break – Head, Shoulders, Knees, and Toes

A few Announcements

- Reminder - Zoom 5.5 Is needed for proper voting
- Floor motions must be submitted by one hour after the close of the ABC today, email them to secretary@adultchildren.org

Quorum Calculation After the Break

108 People on the call – 16 non-voting is 92 Voting members



Proposal 2021-1 Page 159 in the Binder, 2-01:37:45

We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) either be deleted entirely, or be edited to remove any reference to the speaker's dislike of gay people.

3-minute Introduction was not available

Initial Poll on the Proposal - Pro, Con, or Abstaining

Proposal Pre-poll	Pro	Against	Abstain
2021 – 1	60	6	11
<i>take screen shots of vote tallies</i>	60	6	11

15 Minute Discussion on the

Proposal Vote to get consensus

on the proposal Proposal Poll	Pro	Against in Any Form	Generally support, needs rework before Motion	Abstain
2021 – 1	70	0	10	4
<i>take screen shots of vote tallies</i>	70	0	10	4

This proposal can now be moved to a motion.

Motion made by Will S (TEL0370), seconded by Bill D from Florida

Original Motion - That in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) either be deleted entirely, or be edited to remove any reference to the speaker's dislike of gay people.

Friendly Amendment – Kelle J TEL0134, Seconded by Liz C Region 5

Amended Motion - We move that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) to be deleted entirely.

Motion	Yes	No	Abstain
2021 – 1	76	2	6
<i>take screen shots of vote tallies</i>	76	6	2

The Amendment is accepted. Discussion continued.

Vote on the Amended Motion.



Motion	Yes	No	Abstain
2021 – 1	70	2	4
<i>take screen shots of vote tallies</i>			
<p>1. We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) to be entirely deleted.</p>			
Yes	(70) 92%		
No	(2) 3%		
Abstain	(4) 5%		

The Amended Motion for proposal 2012-1 Passes.

Proposal 2021-12 Page 176 in the Binder, 3-00:00:00

We propose that WSO add a second regular ACA world annual virtual event in addition to the yearly AWC, aiming toward the global membership and connections around the world.

3-minute Introduction by Dalia B

Initial Poll on the Proposal - Pro, Con, or Abstaining

Proposal Pre-poll	Pro	Against	Abstain
2021 – 1	40	25	11
<i>take screen shots of vote tallies</i>	✓ 40	✗ 25	➡ 11

15 Minute Discussion on the

Proposal Vote to get consensus

on the proposal Proposal Poll	Pro	Against in Any Form	Generally support, needs rework before Motion	Abstain
2021 – 1	18	37	21	
<i>take screen shots of vote tallies</i>	✗ 37	✓ 18	➡ 7	⬅ 21

The Proposal is referred to a problem-solving group.



Proposal 2021-3 Page 162 in the Binder 3-00:24:55

We propose that Adult Children of Alcoholics (ACA) officially change its name to Adult Children of Alcoholics and Dysfunctional Families (ACADF).

Proposal 2021-5 Page 166 in the Binder

We propose that WSO use the acronym ACA/DF in order to include people whose parents are not alcoholics.

Discussion and Motion about combining proposals 3 and 5

Motion: To combine proposal 3 and 5 for discussion

Made by Liz C F Region 5, Seconded by Mary Jo

Motion	Yes	No	Abstain
Whether to combine 3 and 5 for discussion at this time	66	8	4
<i>take screen shots of vote tallies</i>	✓ 66	✗ 8	➤➤ 4

3-minute Introduction on proposal 3 from IG 626 by Brad L

3-minute Introduction on proposal 5 from IG 630 by

Stephen G Vote on taking a break now or after we finish

this discussion Motion	Yes	No	Abstain
Take break now or continue	40	27	7
	✗ 28	✓ 39	➤➤ 7

Even though the vote did not have 60% to pass, the chair needed a break, especially since we were already past the scheduled break.

Break

Reminder about floor Motions
Schedule adjustments

Post Break Quorum Determination
88 Participants – 16 non voting hosts = 72 Voting Members



Continued Discussion on Proposals 3-00:57:25

Proposal 3 and 5 read again

Proposal 3 - We propose that Adult Children of Alcoholics (ACA) officially change its name to Adult Children of Alcoholics and Dysfunctional Families (ACADF).

Proposal 5 - We propose that WSO use the acronym ACA/DF in order to include people whose parents are not alcoholics.

Initial Poll on the Proposals - Pro, Con, or Abstaining

Proposal Pre-poll	Pro	Against	Abstain
combo 3/5	48	6	7
<i>take screen shots of vote tallies</i>	✓ 48	✗ 6	➡ 7

15 Minute Discussion on the Proposal

Question - do these proposals indicate a name change to the organization or the fellowship.

Please note that our current Literature Policy is that all literature and places we display our name we use Adult Children of Alcoholics/Dysfunctional Families. The legal name of the organization from Article 1 of Our bylaws, "The name of this organization shall be ADULT CHILDREN OF ALCOHOLICS WORLD SERVICE ORGANIZATION, INC. (hereafter referred to as ACA WSO)."

Special breakout room created for Proposal 3 and 5 3-01:28:05

Karin was asked by the parliamentarian to bring the proposal submitters together for a quick discussion

Karin S, ABC Chair, David McB ABC Vice Chair, Charlie H WSO Chair, Bill D WSO Treasurer, Annie ABC Parliamentarian, Stephen B rep for proposal 3, Brad L rep for proposal 5 joined a breakout room.

Question looked at by the breakout room – Can these proposals be moved forward without the cost and complexity of a legal name change? One possibility was a legal DBA name or "Doing Business As". There is still a lot of uncertainty and discussion required. Since we do not have that much time, a request was made to postpone the discussion until tomorrow after the breakout room.

Motion: Postpone discussion on proposal 3 and 5 until tomorrow after the lunch break at 12:30 pm Made by Brad L, Seconded by Bill D

Discussion on the

Motion Vote on the

Motion



Motion to postpone discussion until tomorrow so that pathway of doing name change via DBA can be further explored to have more clarity	Yes	No	Abstain
combo 3/5	51	13	4
	✓ 51	✗ 13	⇨ 4

The vote passed to postpone discussion

Proposal 2021-14 Page 179 in the Binder, 3-02:00:35

We propose that WSO support exploring the challenges and opportunities associated with the world of online ACA recovery, learning more about the impact on individual recovery, and on the well-being of online meeting groups, including the service structures needed to support these groups over time.

3-minute introduction of the Proposal by Jim R from

web0120 Initial Poll on the Proposal - Pro, Con, or

Proposal Pre-poll Abstaining	Pro	Against	Abstain
2019-14 +	50	7	12
	✓ 50	✗ 7	⇨ 12

15- minute Discussion on

the proposal Vote to get

Proposal Poll	Pro	Against in Any Form	Generally support, needs rework before Motion	Abstain
2019-14	36	10	13	7
	✗ 10	✓ 36	⇐ 13	⇨ 7

Being strong support 61% in favor, we will move to asking for a motion for this Proposal

Motion: Move that WSO support exploring the challenges and opportunities associated with the world of online ACA recovery, learning more about the impact on individual recovery, and on the well-being of online meeting groups, including the service structures needed to support these groups over time.

CA1325 Helen W, Seconded by

Laura D 10 Minutes of discussion



Amendment to the Motion by Jules, seconded by Maria S SWED023

That WSO create a committee to coordinate and oversee exploring the challenges and opportunities associated with the world of online ACA recovery, learning more about the impact on individual recovery, and on the well-being of online meeting groups, including the service structures needed to support these groups over time.

Poll to see if there is support for the amendment

Motion: whether to discuss FA	Yes	No	Abstain
2019-14	30	26	9
	✓ 30	✗ 26	⇨ 9
<i>at least 50% so: into discussion of friendly amendment</i>			

Discussion on the amendment to the

motion Vote on the amendment to the

Motion on FA	Yes	No	Abstain
2019-14	14	45	6
	✓ 14	✗ 45	⇨ 6
FA FAILS -- BACK TO ORIGINAL MOTION			

Vote on the original Motion

Motion: Move that WSO support exploring the challenges and opportunities associated with the world of online ACA recovery, learning more about the impact on individual recovery, and on the well-being of online meeting groups, including the service structures needed to support these groups over time.



Motionon FA	Yes	No	Abstain
2019-14	40	18	4

1. We propose that WSO support exploring the challenges and opportunities associated with the world of online ACA recovery, learning more about the impact on individual recovery, and on the well-being of online meeting groups, including the service struct...

Yes (40) 65%

No (18) 29%

Abstain (4) 6%

Motion passes

Minority Opinion – A number of people spoke for the Minority

The vote was done again as at least one person in the majority said they would change their vote

Motionon FA	Yes	No	Abstain
2019-14	26	28	4

1. We propose that WSO support exploring the challenges and opportunities associated with the world of online ACA recovery, learning more about the impact on individual recovery, and on the well-being of online meeting groups, including the service struct...

Yes (26) 45%

No (28) 48%

Abstain (4) 7%

The Proposal will not be acted upon further at the ABC.

Closing remarks for day 1 (4-00:48:00)

Proposal Summary for the end of the day

Proposals that were not reviewed at the ABC

Proposals 4, 7, 9, 13 were not reviewed today and will be referred to the Board

Proposal 4 - We propose that WSO assemble a committee—comprised (wholly or in part) by transgender, nonbinary, gender-fluid, and/or other gender-non-conforming ACAs—to determine whether and how to



make future printings of the BRB more gender-inclusive.

Proposal 7 - We propose that WSO produce a version of the BRB and other literature where the level of language is aimed at junior high-school level rather than university-grade English, so that the content is more easily understandable to people for whom English is a second language, rather than their mother tongue.

Proposal 9 - We propose that a Topic book that covers the very unique and specific challenges that ACA deals with be developed. Ideally this would be in a format that each individual topic could be read in 15 – 20 minutes, so can be used as the content of a topic meeting.

Proposal 13 - We propose that WSO create an ACA app for mobile devices.

Proposals that were accepted as handled by previous Board Motions

Proposals 2, 11, 15, 16, 17, and 18 were not discussed at the ABC. The delegates voted that they did not need to be discussed since the board passed motions that supported the idea behind these proposals.

Proposal 2 - We propose that WSO add page numbers to the Kindle edition of the Big Red Book that correspond to the pages in the print edition.

Proposal 11 - We propose that WSO consider setting up an ACA International Literature Scholarship fund for members who cannot afford ACA literature due to the price of the literature in their local currency, the exchange rate for their currency against the dollar, or due to their individual financial constraints.

Proposal 15 - We propose that the ACA fellowship approve the Global Members Subcommittee as a Standing WSO Committee

Proposal 16 - We propose that WSO create an International Literature Scholarship Fund to help offset literature costs for meetings in emerging countries.

Proposal 17 - We propose that the Annual Business Conference (ABC) grant a representative from the proposing group of each ballot item (on the agenda) 3 minutes to speak to its meaning, intent, and importance. This would occur after the initial reading of the item but before general comments begin.

Proposal 18 - We propose that the Annual Business Conference (ABC) and the ACA World Convention (AWC) should occur annually with live online access to the International fellowship. This proposal should be included in the Operating Procedures & Planning Manual (OPPM).

Additional Proposals to be discussed tomorrow

Proposals 3 and 5 will be discussed tomorrow at 12:30 where additional information will be presented.

Proposals that were referred to a Breakout room discussion (6, 8, 10, 12)



Proposal 6 - We propose that the ACA WSO Literature Committee begin planning a 20th Anniversary revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experiences of gender, sexuality, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds

Proposal 8 - We propose that WSO develops a 12 & 12 (similar to the AA 12 & 12) book with each Step and Tradition condensed to something that could be read in 15 – 20 minutes, in a format designed to be used as the basis for the common Step/Tradition/Topic/Share meeting cycle, but not limited to just this use.

Proposal 10 - We propose that a pamphlet/trifold be developed to outline/describe the significant differences between the ACA fellowship and other 12-step programs

Proposal 12 - We propose that WSO add a second regular ACA world annual virtual event in addition to the yearly AWC, aiming toward the global membership and connections around the world.

Closing Of the 1st day of the 2021 ABC

The days session was closed with a reading of the ACA Serenity by Karin.

Day 2 – Sunday April 25th (Recording ID5) 5-00:00:00

Announcements

1. Remember to have you zoom version updated to at least 5.5
2. Update your name to include your group, intergroup, or region that you are

representing Opening Serenity Prayer

Reading of today's Daily Meditation/Affirmation

Review of today's agenda

1. Do the remaining WSO Committee Reports
2. Have breakout room discussions for the 4 proposals from yesterday
3. Lunch Break
4. Continue review of Proposals 3 and 5 on the fellowship name and acronyms
5. Review of Breakout room results
6. Review of Floor Motions
7. Delegate Questions and Answers (Q &A)
8. Ratification of the Board

Resumption of Committee Reports

Global Members Committee 5-09:45:00

- Presented by Sue V



- The committee report can be found in the binder on page 110
- A link to the presentation slides shown, <https://acawso.org/wp-content/uploads/2021/04/2021-ABC-Global-Report.pdf>
- Sunil from India completed the report
- Questions for the committee
 - o Sarah IG002 – What service opportunities are there in the committee and in India. Sunil noted that they can use people to lead step workbook meetings, and laundry List studies
 - o CAN332 Lyn F – Can donations be made to this committee? Brad L announced that there is a new 7th tradition page, and donations can be made to the International Literature fund
- Quorum Denominator check done – 97 participants, 16 non-voting is 81 voting members
- Sue V chair ratification, Vice Chairs of Sunil and Marion

Global Members			
Motion	Yes	No	Abstain
Sue V	72	1	1
Marion (VC)	72	0	3
Sunil (VC)	73	0	0

European Committee Report 5-00:27:45

- Report submitted by Fredrik H
- The report can be found in the binder at page 110
- The presentation slides shown can be found here, <https://acawso.org/wp-content/uploads/2021/04/EC-report-2021.pdf>
- Questions for the committee
 - o SWE023 Maria S – Is this considered a region? Can we make direct 7th tradition contributions to the EC? There is no region yet, but we are working on it and are heading in that direction. You can put a note in your 7th tradition contributions to be for the EC.
- Committee Ratifications – Fredrik H for Chair, and Hassa for Vice Chair

European Cmte			
Motion	Yes	No	Abstain
Frederik H (Chair)	72	0	0
Hasse O (VC)	65	0	1

Service Network Committee 5-00:37:55

- Jim B, Alaska Y, and Sarah O presented
- The committee report can be found on page of the binder page 121
- The presentation shown can be found here, https://acawso.org/wp-content/uploads/2021/04/SNC-REPORT_ABC-April-2021-FIN-AL-2.pdf
- There is no chair or chair rotating in



- Questions for the committee
 - o WEB0120 Jim R – Do you touch on groups setting up websites? We do not have anything yet, but we can get that
 - o Kelle J Tel0341 – What time is your meeting – Correction it is PM Eastern on Tuesday
 - o Kathy T CA837 – When the service manual is available will it be accessible from the best practices page
 - o Jess A IG720 – How can the service manual be used in individual meetings? There is lots of stuff – Sections on starting meetings, meeting scripts, business meeting tips, meeting safety issues, a great introduction to service.



Information Technology Committee 5-00:47:10

- Brad presented the report and thanked Sharon for her being chair for the past year
- The report can be found in the binder at page 123
- Questions for the committee
 - o Will S – TEL0370 – Will the additions to the website allow word searches? When a meeting is updated are we able to verify the data to avoid tradition issues? Yes to both questions
 - o Bernadette H IG558 – When donating to WSO is it only US dollars, or are other currencies supported. YES – we have at least 15 currencies supported now
- Nominations – Brad L as Chair

Tech Cmte			
Motion	Yes	No	Abstain
Brad (Chair)	71	0	0

Archives Committee Report 5-00:56:20

- Presented by Marica J
- The report can be found in the binder at page 128
- Questions for the committee
 - o Helen W CA1325 – Do you have a board liaison? Charlie H was the board liaison and is rotating out, we do not have one right now.
 - o Kelle J TEL0341 – There is so much work from Marty J – are you collecting it? Yes we are and understand he passed this year.
 - o Dalia B ISR0007 – Will you be collecting and archiving information from countries outside north America. We are not sure how to do that yet, but we want to encourage all groups to collect what you have and we are looking at a library that can do that in the future
- Ratification of Marcia J as Chair

Archives Cmte			
Motion	Yes	No	Abstain
Marcia (Chair)	71	0	0



Operating Policy and Procedures Manual 5-01:05:40

- Presented by Mary Jo
- The report can be found in the binder at page 130
- Nominations are Kelle J (Chair) and Jasmina (Vice Chair)

OPPM Cmte			
Motion	Yes	No	Abstain
Kelle J (Chair)	75	0	0
Jasmina (Vice-Chair)	69	0	2

ABC AWC Committee 5-01:10:45

- The report was presented by David McB and Liz C
- The full report can be found in the binder at page 132
- Questions for the committee
 - Maria A SWE023 – Thank you for making the ABC available globally
 - Tracy RI007 – Is the delegate binder available to share – Yes, it is on the website and will remain available.
 - Stephen IG623 – Is the 2022 event going to be hybrid? Yes it will.
- Nominations are Liz C for cochair

ABC/AWC Cmte			
Motion	Yes	No	Abstain
Liz C	63	0	1



Ballot Preparation Committee 5-01:20:10

- Presented by Mary Jo
- The full report can be found in the binder at page 134
- Questions for the committee
 - Denise AK0021 – Thank you for the town halls to review the proposals
 - Sarah IG0002 – Is there mentorship for doing proposals, Should proposals be brought to committees? There are workshops we do to help write proposals and yes joining a committee with an idea is great.
 - Lyn F CAN332 – Grateful for the town halls to help make informed decisions and bring more information back to our groups
 - Toni P IL005 – Thank you for all of your help Mary Jo
- Jim R is nominated as the Chair

Ballot Prep Cmte			
Motion	Yes	No	Abstain
Jim R (Chair)	69	0	3

Member and Service Safety Adhoc Committee 5-01:26:48

- The report was presented by Erin D
- The full report can be found in the binder at page 136
- Questions for the committee
 - Kelle J TEL0341 – Can you confirm that any work done by a sub committee is reviewed by the main committee, there is concern about a checklist? It was noted that this has not been formalized in the committee and it can be added to the agenda.
 - Mellissa P - PA078 – There is a concern about how the information for this and other committees is made available, not everyone uses slack. Can you clarify on group autonomy? Information, resources, best practices can be found on the web at <https://acawso.org/category/ad-hoc-meeting-and-service-safety-committee/> The traveler is used for announcements and calls for input. Group autonomy is that each group makes its own decision for group safety, the committee shares best practices, and each group can decide how to use them based upon group conscience/decision.
- Nominations are Erin D as Chair and Rich R as Cochair

MSSC (ad-hoc) Cmte			
Motion	Yes	No	Abstain
Erin D (Co-Chair)	69	0	1
Rich R (Co-Chair)	65	3	0



Distribution Center Oversight Committee and the WSO Office Reports 5-01:39:40

- The report was presented by Bill D
- The full report can be found in the delegate binder at page 140
- Sharon F is nominated to be committee chair

DCOC Cmte			
Motion	Yes	No	Abstain
Sharon F (Chair)	71	0	5

Member Services Committee 5-01:46:35

- The report was presented by Carole C
- The full report can be found in the binder at page 146
- Questions for the committee
 - o Toni P – IL005 – Thank you for your loving service
 - o Maria S SWE023 – Our group’s information is not correct on the website. We have tried sending emails and this has not worked. We can help – meeting support normally goes to meetings@acawso.com, Carole offered to help via email – mscchair@acawso.org
 - o Sarah IG002 – thank you for your mentorship Carole!
- There is no current chair or cochair nominations

Nominating Committee 5-01:56:45

- The report was presented by Greg R
- The full report can be found in the binder at page 152
- Questions for the committee
 - o Alaksa Y WEB1050 – Can the fellowship see who was nominated? Can a REA Committee member also be a member of the nominating committee? Yes, to both questions. The board announces nominations when they are known. And any ACA member can be part of the nominating committee that meets the qualifications.
 - o Sarah IG002 – Is it possible to offer more flexible requirements to allow more diversity in our board of trustees? We do have guidelines, but they are flexible. Emotional sobriety is the major criteria. We have been trying to expand the diversity for a number of years and need more applicants.
 - o Jess A – IG720 – I do not understand why a member of REA needs to be outside of North America to be on the committee. This criteria was requested by the board to expand the diversity of the board and have members with experience outside of North America.
- Ratification of Greg as interim Chair and Denise as vice chair

NomCom Cmte			
Motion	Yes	No	Abstain
Greg (Chair) for 6 months	66	0	0
Denise R (VC)	67	0	3



Human Resources (HR) Adhoc committee 5-02:06:45

- The report was presented by Rich R
- The full report can be found in the binder on page 145
- Ratification of Rich R as Chair

HR (ad-hoc) Cmte			
Motion	Yes	No	Abstain
Rich R (Chair)	66	3	0

Public Service and Hospitals and Institutions committee Reports 5-02:11:45

- The report was presented by Jim B and Rich R
- The full report can be found in the binder on page 150
- Gabriele R IG718 – Does the H&I committee go into prisons to carry the message? That is part of our mission, our committee supports ACA members in their local communities to go to facilities locally. We can help with the setup process and provide literature.
- Bill G PA105 – Can you share the link to the new Therapist trifold?
https://adultchildren.org/wp-content/uploads/Literature/Info_For_Health_Professionals_Review.pdf
- Sarah IG002 – Thanks for the therapists trifold, I am getting good feedback on this.
- Jim R - Web0120 – to clarify H&I is a subcommittee of Public Services
- Gabriele R IG718 – Does the committee go into universities to help share knowledge of ACA with students. That's a great idea and we can look to do that after Covid and will need help of local Intergroups.
- Ratification of Jim B as Chair

Public Information			
Motion	Yes	No	Abstain
Jim B (Chair)	70	0	1

10 Minute Break

Breakout Discussions of 4 proposals (6, 8, 10,12)

Proposal 6 - We propose that the ACA WSO Literature Committee begin planning a 20th Anniversary revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experiences of gender, sexuality, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds

Proposal 8 - We propose that WSO develops a 12 & 12 (similar to the AA 12 & 12) book with each Step and Tradition condensed to something that could be read in 15 – 20 minutes, in a format designed to be



used as the basis for the common Step/Tradition/Topic/Share meeting cycle, but not limited to just this use.

Proposal 10 - We propose that a pamphlet/trifold be developed to outline/describe the significant differences between the ACA fellowship and other 12-step programs...

Proposal 12 - We propose that WSO add a second regular ACA world annual virtual event in addition to the yearly AWC, aiming toward the global membership and connections around the world.

Sessions were announced to last till 12:20 and we will go directly into our

lunch. Recordings of the sessions are not available

Quorum Check After the Lunch Break

96 Participants – 18 non-voting hosts = 78 voting members

Resumption of discussion proposals 3 and 5 6-00:26:50

Proposal 3 from page 162 of the binder - We propose that Adult Children of Alcoholics (ACA) officially change its name to Adult Children of Alcoholics and Dysfunctional Families (ACADF).

Proposal from 5 page 166 of the binder - We propose that WSO use the acronym ACA/DF in order to include people whose parents are not alcoholics.

Update given from Incoming and outgoing Treasurer, and Board Chair on the fellowship name. Bill D comments, Justine F comments, AND Charlie H comments.

Discussion and Q & A on proposal 3 and 5

Poll to assess delegate's position on the proposals

Pro	Against in Any Form	Generally support, needs rework before Motion	Abstain
21	4	45	5

Proposals 3 and 5 will be referred to the board, since there is not an opportunity for breakout rooms. A number of point of orders were raised.

Vote – Should we hear the combined proposal creating for proposals 3 and 5

Yes	No	Abstain
62	8	3

This passed, so we will hear the combined motion.



Motion: We move that WSO adopt a dba “doing business as” Adult Children of Alcoholics and Dysfunctional Families” and use the acronym (ACA/DF). We also propose WSO develop a concrete plan to change logos, literature and digital material and report back with a concrete plan by the 2022 ABC.

Made by Brad L, Seconded by Bill D

10 Minutes of discussion on the

motion Vote on the Motion

Yes	No	Abstain
46	30	5

The motion Passes. Minority opinion was heard
A number of people wanted to change their vote, so we will do another vote.

Revote after minority opinion

Yes	No	Abstain
32	46	3

The revote of the motion fails.
Please note that the Board has agreed to look at proposals 3 and 5 since this idea has come up for a number of years.

10 Minute Break with a Fun Break 6-01:32:00

Review of Breakout room discussions

6-01:36:30

Reestablish Quorum 106 participants – 19 non-voting = 87 voting members

Proposal 8 Report from Breakout room 6-01:41:00

Proposal 8 - We propose that WSO develops a 12 & 12 (similar to the AA 12 & 12) book with each Step and Tradition condensed to something that could be read in 15 – 20 minutes, in a format designed to be used as the basis for the common Step/Tradition/Topic/Share meeting cycle, but not limited to just this use.



We move to create a 12x12x12 booklet specific to Adult Children Recovery that meets the needs of the fellowship.

Motion made by Bernadette, seconded by Courbet. Discussion on the motion

Friendly Amendment

Made by Maria S, seconded by Adelina

We move to create a 12x12x12 booklet specific to Adult Children Recovery that meets the needs of the fellowship and consists of a summary of the key aspects of our program.

Poll to indicate support of the friendly amendment

Motion	Yes	No	Abstain
12x12x12	61	11	4

Discussion on the friendly amendment

Whether to accept friendly amendment

Motion	Yes	No	Abstain
12x12x12	60	9	4

Friendly amendment is accepted, and discussion of the amended motion continues

Vote on friendly amended motion

Motion	Yes	No	Abstain
12x12x12	60	19	4

The amended Motion passes

Minority Opinion was heard, and members decided to change their vote, so a revote was done.

Re-Vote on friendly amended motion

Motion	Yes	No	Abstain
12x12x12	42	37	4

The Amended Motion now fails.

Charlie H noted that there is a year-round literature submission proposal process.



Proposal 10 – Follow up from Breakout Room 7-00:02:25

Proposal 10 – We propose that a pamphlet/trifold be developed to outline/describe the significant differences between the ACA fellowship and other 12-step programs

Presentation by FL173 Robear and Stacey – The breakout room did not develop a motion, although that Stacey did create one on her own.

Point of order noted that since the breakout room did not prepare a motion, this proposal will be referred to the WSO board.

Proposal 6 – Follow up from Breakout Room 7-00:06:55

Proposal 6 - We propose that the ACA WSO Literature Committee begin planning a 20th Anniversary revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experiences of gender, sexuality, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds.

Presentation by CO0092 Andy D

A motion was prepared by the breakout room that removed sub words from the original proposal.

Motion - We move that a new committee begin planning a revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experiences of gender, sexuality, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds.

Motion made by Andy D CO0092, and seconded by AL0034 David

B Discussion on the motion

Friendly Amendment Will S, seconded by Erin D – change the word sexuality to sexual orientation Willing to entertain the Friendly Amendment

Yes	No	Abstain
64	6	5

Passed

Willing to skip discussion on the Friendly Amendment

Yes	No	Abstain
63	7	3

Do we formally accept the Friendly Amendment?



Yes	No	Abstain
73	3	1

The FA is accepted

A 2nd friendly Amendment by Brad L, seconded by Will S – change committee to Literature subcommittee Motion to accept Friendly amendment

Yes	No	Abstain
65	7	5

Accepted

New Vote to skip discussion and accept the amendment

Yes	No	Abstain
62	6	5

Discussion Resumed

Vote on the twice amended Motion

Motion - **We move that a new literature subcommittee begin planning a revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experiences of gender, sexual orientation, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds**

Yes	No	Abstain
70	8	2

A minority Opinion was given, no one decided to change their motion, so the passed motion stands.

Discussion of the remaining Schedule and Agenda 7-00:40:40

There was a discussion on how to handle the agenda and remaining time in the

schedule. Motion made by Courbet, seconded by Maria S –

Motion – To skip the feedback portion and do the review feedback from the break out rooms, and extend the meeting as needed.



Parliamentarian reminded us to keep it simple and focus on the items needing votes and we moved to the vote. Vote on the motion.

Yes	No	Abstain
49	14	6

Motion passes and we will resume with breakout room proposal reviews.

Proposal 12 – Follow up from Breakout Room 7-57:05:00

Proposal 12 - We propose that WSO add a second regular ACA world annual virtual event in addition to the yearly AWC, aiming toward the global membership and connections around the world.

Presentation by Sarah O from the Breakout room.

Motion – That an exploratory or ad hoc group look into how to organize an ACA world annual virtual event

Made by Sarah IG 0002, seconded by Dalia

ISR0007 Discussion on the motion

Vote on the Motion

Yes	No	Abstain
26	35	10

Motion Failed – Minority Opinion was given, and some people decided to change their

vote. Revote on the motion		
Yes	No	Abstain
35	31	4

Motion from Proposal 12 Fails

Discussion of Floor Motions 8-00:00:00

Quorum Check – 97 Participants – 20 non-Voting hosts – Is 77 Voting Members



#	From	Issue	Outcome
1	ACA WSO Finance Committee (Bill D)	Motion to approve a suggested allocation of a meeting's surplus funds be 60% to local IG 30% to WSO and 10% to Region. If the funds are coming from an IG the suggested allocation would be 60% to WSO and 40% to the Region	Does not pass, Delegates deem this issue to be not time-sensitive
2	TEL0370 Ward S	De-register the "Men Hetero" (Daily) Meeting -- TEL0463, TEL0464, TEL0465, TEL0466, TEL0467, TEL0468 and TEL0469 from the ACA website.	Withdrawn by submitter, in light of Board's recently taken action to this effect
3	TEL0411 Julianne V	We propose WSO create a working group to investigate the viability of utilizing and implementing Knowledge Based Decision Making (KBDM) in future ACA business conferences.	Does not proceed to a Motion -- Delegates deem this issue to be not time-sensitive
4	NL0005 Jolanda	To add "Hybrid meeting" at the choice button in the meeting form update_groups	Withdrawn by submitter, in light of this feature was recently added

Floor Motion 4 was rescinded as this feature was recently added to the adultchildren.org meeting list. Floor motion 2 was withdrawn due to a board motion being passed that implements this action.

Board Motion (Charlie, David Seconded): Immediately delist the following meetings: TEL0463, TEL0464, TEL0465, TEL0466, TEL0467, TEL0468 and TEL0469. Also, send the following letter to the organizer/contact of the delisted meetings: It has come to our attention that the "Hetero" meeting groups are still dropping or blocking non-heteros in the meetings. You agreed to end this practice. We are de-listing these "Hetero" meetings as a result. We are planning a town hall on Sunday May 23rd, 12 pm EDT to have a dialogue on "only" meetings in ACA. The zoom meeting info will be posted in the Traveler and ACAWSO websites

10 in Favor – 1 Abstaining

Floor Motion 1 – Was not deemed to be time sensitive and this will be referred to the board. Vote on FM1 being Time Sensitive

Yes	No	Abstain
29	32	10

Does Not Pass



Floor Motion 3 – Was not deemed to be time sensitive and this will be referred to the board. Vote on FM3 being Time Sensitive



Yes	No	Abstain
17	42	9

Does Not Pass

Discussion and vote on the remaining Schedule 8-14:15:00

Changing the order to do ratification now and do the Questions and Answers later. Made by Carole C rom CA1006, seconded by Courbet IG640

Vote on the Motion

Yes	No	Abstain
70	0	3



Ratification of the Board Members 8-17:40:00

Board members did brief self-introductions and the delegates voted on their ratification.

<p>Charlie H</p> <table border="1"> <thead> <tr> <th>Yes</th> <th>No</th> <th>Abstain</th> </tr> </thead> <tbody> <tr> <td>74</td> <td>0</td> <td>1</td> </tr> </tbody> </table>	Yes	No	Abstain	74	0	1	<p>Fredrik H</p> <table border="1"> <thead> <tr> <th>Yes</th> <th>No</th> <th>Abstain</th> </tr> </thead> <tbody> <tr> <td>67</td> <td>1</td> <td>2</td> </tr> </tbody> </table>	Yes	No	Abstain	67	1	2
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64	4	4											
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67	1	2											

Announcement of Board Officers and Executive Committee

- Charlie H – WSO Board Chair
- Sharon F – WSO Board Vice Chair
- Justine F – WSO Board Treasurer
- Fredrik H – WSO Board Secretary

Rich R has completed 2 years of service on the board, and we thank Rich for his continued service. Miles C is deeply missed – we are grateful to have had Miles C as part of our ACA family.



ACA World Convention Announcement

The AWC starts next weekend on May 1st at 09:00 am Eastern. We will be running 2 different zoom rooms. It will go around the globe and have meetings every 2 hours. Please find the registration link at <https://www.acaworldconvention.org/>

2022 ABC and AWC will be in San Francisco

The ABC and ACA World Convention is coming to San Francisco April 22-24, 2022. It will be a hybrid event; the theme is Beyond Mere Survival. The venue is the Hilton in the Financial district. The San Francisco Bay Area Intergroup is helping host the event, <https://www.acasfbayarea.org/>

Closing Remarks from the ABC chair

Karin noted this was her first ABC and she invites members to consider being a vice chair of the event next year. It is a wonderful service opportunity.

Delegate Questions and Answers 8-00:58:20

Closing of the 2021 Annual Business Conference 8-01:44:10

Ren P – Motion to close
the ABC Sue V –
Seconded the motion

Wilma read the ACA Serenity Prayer



Summary of 2021 ABC Motions

<p>1 - We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) either be deleted entirely, or be edited to remove any reference to the speaker's dislike of gay people. Passed - Friendly amendment passes to remove the idea of rework, in favor of simply dropping the passage entirely. Friendly-amended version reads We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) be deleted entirely</p>	<p>Passed - Friendly amendment passes to remove the idea of rework, in favor of simply dropping the passage entirely. Friendly-amended version reads We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) be deleted entirely</p>
<p>2 - We propose that WSO add page numbers to the Kindle edition of the Big Red Book that correspond to the pages in the print edition.</p>	<p>deferred to recent Board Motion - Motion (Charlie, Sharon Seconded): To revise or develop Amazon Kindle editions of ACA literature so that they correspond to the same page in hard copy publications.</p>
<p>3 - We propose that Adult Children of Alcoholics (ACA) officially change its name to Adult Children of Alcoholics and Dysfunctional Families (ACADF).</p>	<p>Referred to the Board - Combined with Proposal 5</p>
<p>4 - We propose that WSO assemble a committee—comprised (wholly or in part) by transgender, nonbinary, gender-fluid, and/or other gender-non-conforming ACAs—to determine whether and how to make future printings of the BRB more gender-inclusive.</p>	<p>Referred to the Board - This was not discussed at the ABC due to time constraints</p>
<p>5 - We propose that WSO use the acronym ACA/DF in order to include people whose parents are not alcoholics.</p>	<p>Referred to the Board - Combined with Proposal 3</p>
<p>6 - We propose that the ACA WSO Literature Committee begin planning a 20th Anniversary revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experiences of gender, sexuality, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds.</p>	<p>Passed - Amended version of motion passed read: We move that a new literature subcommittee begin planning a revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experience of gender, sexual orientation, ethnicity, religion/spirituality, and a broader range of socio-economic and cultural backgrounds</p>



<p>7 - We propose that WSO produce a version of the BRB and other literature where the level of language is aimed at junior</p>	<p>Referred to the Board - This was not discussed at the ABC due to time constraints</p>
<p>high-school level rather than university-grade English, so that the content is more easily understandable to people for whom English is a second language, rather than their mother tongue</p>	
<p>8 - We propose that WSO develops a 12 & 12 (similar to the AA 12 & 12) book with each Step and Tradition condensed to something that could be read in 15 – 20 minutes, in a format designed to be used as the basis for the common Step/Tradition/Topic/Share meeting cycle, but not limited to just this use.</p>	<p>Did not pass</p>
<p>9 - We propose that a Topic book that covers the very unique and specific challenges that ACA deals with be developed. Ideally this would be in a format that each individual topic could be read in 15 – 20 minutes, so can be used as the content of a topic meeting.</p>	<p>Referred to the Board - This was not discussed at the ABC due to time constraints</p>
<p>10 - We propose that a pamphlet/trifold be developed to outline/describe the significant differences between the ACA fellowship and other 12-step programs. Specifically that:...</p>	<p>Referred to the Board - Proposal Poll deemed that this be referred to a Problem-Solving Discussion Group on Day 2. However, the Problem-Solving Discussion Group did not come to consensus on a motion.</p>
<p>11 - We propose that WSO consider setting up an ACA International Literature Scholarship fund for members who cannot afford ACA literature due to the price of the literature in their local currency, the exchange rate for their currency against the dollar, or due to their individual financial constraints.</p>	<p>deferred to recent Board Motion</p>
<p>12 - We propose that WSO add a second regular ACA world annual virtual event in addition to the yearly AWC, aiming toward the global membership and connections around the world.</p>	<p>Did not pass</p>



<p>13 - We propose that WSO create an ACA app for mobile devices.</p>	<p>Referred to the Board - This was not discussed at the ABC due to time constraints</p>
<p>14 - We propose that WSO support exploring the challenges and opportunities associated with the world of online ACA recovery, learning more about the impact on</p>	<p>Did Not Pass</p>
<p>individual recovery, and on the well-being of online meeting groups, including the service structures needed to support these groups over time.</p>	
<p>15 - We propose that the ACA fellowship approve the Global Members Subcommittee as a Standing WSO Committee</p>	<p>deferred to recent Board Motion</p>
<p>16 - We propose that WSO create an International Literature Scholarship Fund to help offset literature costs for meetings in emerging countries.</p>	<p>deferred to recent Board Motion</p>
<p>17 - We propose that the Annual Business Conference (ABC) grant a representative from the proposing group of each ballot item (on the agenda) 3 minutes to speak to its meaning, intent, and importance. This would occur after the initial reading of the item but before general comments begin.</p>	<p>deferred to recent Board Motion</p>
<p>18 - We propose that the Annual Business Conference (ABC) and the ACA World Convention (AWC) should occur annually with live online access to the international fellowship. This proposal should be included in the Operating Procedures & Planning Manual (OPPM).</p>	<p>deferred to recent Board Motion</p>
<p>Floor 1 - The Finance Committee puts forward a motion to the ABC to approve a suggested allocation of a meeting's surplus funds be 60% to local IG, 30% to WSO, and 10% to Region. If the funds are coming from an IG, the suggested allocation would be 60% to WSO and 40% to the Region.</p>	<p>Referred to the Board</p>



<p>Floor 2 - De-register the “Men Hetero” (Daily) Meeting -- TEL0463, TEL0464, TEL0465, TEL0466, TEL0467, TEL0468 and TEL0469 from the ACA website.</p>	<p>Deferred to board motion addressing these meetings</p>
<p>Floor 3 - We propose WSO create a working group to investigate the viability of utilizing and implementing Knowledge Based Decision Making (KBDM) in future ACA business conferences.</p>	<p>Referred to the Board</p>
<p>Floor 4 - To add “Hybrid meeting” at the choice button in the meeting form “update groups”</p>	<p>Rescinded due to this NEW feature being available for meeting updates today.</p>



C. 7th Tradition Contributions in 2021 by Month

Sum of Amount	Column Labels												
Row Labels	01Jan 21	02Feb 21	03Mar 21	04Apr 21	05May 21	06Jun 21	07Jul 21	08Aug 21	09Sep 21	10Oct 21	11Nov 21	12Dec 21	Grand Total
2021 AWC 7th Tradition Contribution				8 993	1 323								10 316
7 for 7th	28											560	588
7 for the 7th	1 297	126	49	57									1 529
7 for the 7th (x 18)		126											126
7 for the 7th (x 2)	14	14											28
7 for the 7th (x2)	28												28
7 for the 7th (x7)	49												49
7th Trad												20	20
ABC				50									50
AK 021						10							10
AK Anonymous												26	26
AK0024				150									150
AK020										5			5
AK021	49				68								117
AK044												26	26
AK120			30										30
AL Anonymous		50	90										140
AL025										300			300
Alaska Anonymous	70	45											115
Amazon Smile		37											37
Amsterdam Anonymous												12	12
Anonymous	261	126	10	152	879	656	326	361	246	169	364	2 225	5 774
AR Anonymous									11			35	46
AR0006	450				50	50	50	50		50			700
AR0009											132		132
AR0016	14			128	71	130	85	40	100	120	100	120	908
AUS0094						113							113
AUS056	150									371			521
AUS061			87			80							167
Australia Anonymous	29				10	310	180					38	567



Austria Anonymous	15												15
AWC Donation-Canada			150										150
AWC Donation-FL			61										61
AWC Donation-IL			10										10
AWC Donation-MD			10										10
AZ Anonymous	281	25	105	35	77				180	226	76	492	1 497
AZ0137		92											92
AZ0140							20						20
AZ0147												103	103
AZ0148			100		80					82			262
AZ0150											26		26
AZ0151								11					11
AZ0153					20								20
AZ100												109	109
Barbados Anonymous											11		11
BEL003	12							51					63
BEL006	400												400
Belgium Anonymous		10					10			5			25
Brazil Anonymous												25	25
C837											50		50
CA Anonymous				21	21								42
CA 1045				110									110
CA 1263												26	26
CA 837				1									1
CA Anonymous	1 620	1 113	872	1 013	1 519	2 629	1 904	897	1 211	1 229	1 104	3 283	18 394
CA012		60								25			85
CA1002		7											7
CA1010							264					120	384
CA1013	14												14
CA1015		150											150
CA1019	7	57											64
CA1020		222			222								444
CA1022									100				100
CA1024		138				100			300				538



CA1025	107		26										133
CA1030		14						20					34
CA1040							26			104			129
CA1042						118							118
CA1089							4	6	8	8	261	4	291
CA1090	20			26									46
CA1106		60			10								70
CA1144				120									120
CA1145												21	21
CA1162	56	4											60
CA1168		359										26	385
CA1169	120								120				240
CA1178	160												160
CA1181	220			192									412
CA1182	40			80				50					170
CA1185	8	8	8	7	7	12		23	19	5			97
CA1188												26	26
CA1206		10								14			24
CA1214	116												116
CA1218							192						192
CA1221						100							100
CA1224			120										120
CA1231			20										20

CA1233												7	7
CA1262	8	8	8	7	8	12		23	19	5			97
CA1263	105	55	100			123	36			36	60		514
CA1264			200										200
CA1266	20												20
CA1272	248												248
CA1276				103						80			183
CA1281	8	8	8	7	7	12		23	19	5			97
CA1283		20										51	71
CA1310	15												15



CA1312					13								13
CA1321	10		24	5						30			69
CA1322			10	100				15			125	10	260
CA1331		54											54
CA1338								120					120
CA1345								10					10
CA1348								2					2
CA1354		40											40
CA1358								25		12		56	93
CA1363					306					89			395
CA1367								193					193
CA1371		120						10	4				134
CA1374			250					34	250				534
CA1381		5		3									8
CA1386	8	8	8	7	7	12		23	19	5			97
CA1387	8	8	8	7	7	12		23	19	5			97
CA1388	8	8	8	7	7	12		23	19	5			97
CA1389	8	8	8	7	7	12		23	19	5			97
CA1392	8	8	8	7	7	12		23	19	5		100	197
CA1393	20												20
CA1398										250			250
CA1400					40			80	23				143
CA1402		38	44	26	14	23	4		39	9	25		222
CA1404									75	20			95
CA1415		29			16								45
CA1418						26							26
CA142												21	21
CA1421	100									160			260
CA1424												21	21
CA1427	8	8	8	7	7	12		23	19	5		26	123
CA1428	8	8	8	7	32	12		23	19	5			122
CA1429	8	8	8	7	7	12		23	19	5			97
CA1434	157												157
CA1435	20	20	20	1			3	20		5			89



CA1436												26	26
CA1438	2												2
CA1449		90	179										269
CA1463		5											5
CA1467										20		51	71
CA1489						9							9
CA1492										35			35
CA164		20										20	40
CA218	7	829								30	108	25	999
CA428					79				44				123
CA612	38	65	39	31	18	30	202	104	25		15	36	604
CA837			150				250				294		694
CA920			40										40
CA933								11					11
CA959						60	75					60	195
CA961		3	105	9						80			197
CA988										180			180
CA993	6	3		1	4								14
California					25								25
CAN0349			76										76
CAN0352						124							124
CAN0357	371												371
CAN0358	75		56				11					125	267
CAN0364									60				60
CAN0375				240		399					395		1 034
CAN0381			227										227
CAN141						77							77
CAN289	500	150			225					250		395	1 521
CAN294					238						200		438
CAN299				195		158						153	507
CAN311			100										100
CAN313	50												50
CAN325	7												7
CAN332											307		307



Canada Anonymous	556	596	109	4	127	34	144	140	699	194	26	84	2 712
CO Anonymous	72	30	80	10	90	52	121	83	647	51	40	164	1 439
CO00075												60	60
CO0057	102												102
CO0061	23	2	10								66		101
CO0064			50		25								75
CO0074			6										6
CO0075	160								246				406
CO0083	50												50
CO0086											121		121
CO0088			36	29									65
CO0090				25			25				25		75
CO0093	10												10

CO0096			200										200
CO0098	110												110
CO0099		30		167									197
CO0106									30				30
CO030	160			50									210
CO035			200										200
CO043		20											20
CO045			16			38			4				58
CO046	7		3				250	20			43		323
CO049	21	34	26	2	2	4	5	66	4	4	2		170
CO052												10	10
Costa Rica Anonymous				20									20
CT 057								40					40
CT Anonymous	81		143		7	14	49	35		13	65	136	543
CT0127			30										30
CT0130		73							31				103
CT0136									100				100
CT051								103				77	180
CT057		30									40		70
CT087						40							40
CT095	70					21							91



CT112											100		100	
CT119			37										37	
CT130							30						30	
Daily affirmations							123						123	
Danish IG			777										777	
DC Anonymous	24									25	25	25	128	227
DC0021													35	35
DC008						63				25			138	226
DC015			212											212
DE Anonymous													11	11
DE003	100	150	300									400		950
DE005													250	250
DE006						192								192
DE010					125									125
DE011					125									125
Denmark Anonymous													256	256
DEU0003									10					10
Finland Anonymous		4			6									10
FL 215					31	21	20		21					93
FL Anonymous	207	248	756	203	108	60	39	102	321	80	246	796		3 166
FL0235			30											30
FL0253					50									50
FL0262		10			256						21		103	389
FL0273	50													50
FL0280			10											10
FL0283			96											96
FL0285					100								77	227
FL0292		15												15
FL0299											85			85
FL0300									100				150	250
FL0305													77	77
FL0322									3					3
FL0340		84			70					40				194
FL0344										125				125



FL134		30							103	7	2		142
FL140				50								281	331
FL147											50		50
FL148			94	41					103				237
FL148.		54											54
FL158		5	5										10
FL159			150					182					332
FL167				75						500			575
FL173								51					51
FL181	87											100	187
FL199								100					100
FL209			200						50				250
FL215		20											20
FL218												11	11
FL222			22										22
FL286			40							30			70
France Anonymous	50		5										55
GA Anonymous	6	148	10	10	228	30	15	5	5	5	20	596	1 080
GA0041			8								10		18
GA0044							87						87
GA0055									150				150
GA020	2												2
GA021						331							331
GA030	200			200					60	41			501
GA041											5	5	11
GAO30												256	256
GBR0007	7												7
GER0029										154			154
GER022			150										150
Germany Anonymous	42	24	121		25	30	120	125	32	55	42	228	845
GR0025												11	11
HI Anonymous	40	14		58		149	10	42					313
HI0028									181				181
Honor Elizabeth C		18											18



IA Anonymous			62		26		26	26	26	26	26	26	243
IA029		50							143				193

IA033	150	100	98	10	96		25		76	25			580
ID Anonymous			22		100	36	11	11	11	11	11	11	221
ID039										250			250
IG 2				800			905						1 705
IG 44				500									500
IG 605							300						300
IG 652	2												2
IG 70			40										40
IG# 626												51	51
IG# 648												103	103
IG# 9									120				120
IG#569									565				565
IG#9									51				51
IG009										1 400			1 400
IG2	30												30
IG40			46										46
IG44	500										180		680
IG56			500		500								1 000
IG569						26							26
IG598	180											351	531
IG599	7												7
IG600			1 478										1 478
IG604	20	818											838
IG610				3 000				250				10	3 260
IG613												158	158
IG620										25			25
IG626	471		648										1 119
IG627				3 057									3 057
IG632						20							20
IG634	600				3	40			1 905				2 548
IG644			85										85
IG645					7								7



IG648							20				8	51	79
IG650		10	10										20
IG652	5	10	710										725
IG654			800		21							500	1 321
IG659									59		28	11	97
IG661		760											760
IG664								250					250
IG681	25										390		415
IG70		50											50
IG711						11	41						52
IG718							132						132
IG9		1 000							25				1 025
IL Anonymous	46	55	488	160	72	142	8	44	174	297	44	107	1 637
IL005	100		25			20							145
IL0229							500				300		800
IL0230	60												60
IL0233							68						68
IL0234	50						150						200
IL025				25									25
IL0250							112		32		50	32	226
IL0269	27		39				60			39			165
IL147					35			35			35		105
IL164		6	10	11									27
IL172		80				62	60						202
IL191			46										46
IL193	26			11			46	21	21	21			145
IL202						33							33
IL203		33											33
IL208	18			21		19				29			86
IL212												50	50
IL237		50											50
IN 0097				22									22
IN Anonymous	5		65								10		80
IN0085		52											52



IN0086		192		82	158	30			192			122	776
IN0090												51	51
IN0095									75				75
IN0096		14											14
IN063	20	40			40		40						140
IN074									125				125
IN075		88		114				30			57		289
IN078	30							40					70
India Anonymous		3		10									13
International Literature Scholarship Fund												200	200
IRE007											22		22
Ireland Anonymous	40		2			9	36			21	49	43	200
ITA010			140										140
Italy Anonymous	10												10
Kazakhstan Anonymous			6		5								11
Kendall G							10						10
KS Anonymous								5	5	5	5	5	25
KS0027												103	103
KS020	57												57
KY Anonymous						11							11
KY0023	163			77					52				292
KY0024	163			77					52				292
KY0025				77					52				129
KY0026							82						82
KY0027	163												163

LA Anonymous	2								50				52
LA0036							236						236
LA025							100						100
MA							16						16
MA Anonymous	115	28	17	189	260	56	40		152	51	3	1 299	2 209
MA0088			21										21
MA028	87	10	11	5		5	11	5	300	10		11	456
MA030		60			40								100



MA035	100						11						111
MA036				52			8						60
MA047	20			350									370
MA048												26	26
MA057	27		20		26			5	205				283
MA058												75	75
MA061			10	26	11	10					21	10	87
MA064		314											314
MD Anonymous				1									1
MD Anonymous	10	59	14	81		3			25	44	26	811	1 072
MD0065			2			40							42
MD0072	35												35
MD024												51	51
MD026	10												10
MD040										33			33
MD043							40						40
MD050	15			14									29
MD051								4			14		18
ME Anonymous		30	20	124			500	5			50	5 011	5 740
ME0027								103					103
ME0039		100											100
ME022		40											40
Memory Nan C	25												25
MEX0041			150										150
Mexico Anonymous	15												15
MI Anonymous	135	430	205		11	290	340	26	289	50	40	157	1 973
MI0169					51								51
MI0171	15	15	15				29			24			98
MI055	90												90
MI115	125							75					200
MI123			47			55							102
MI146										100			100
MN 115												26	26
MN Anonymous	287	203	5	15	50	33			11	11	11	265	889



MN0045						10							10
MN0154					50								50
MN0160		100		49			50	64					263
MN0172									100				100
MN045										358			358
MN089	35	77		16									128
MN093	100										95		195
MN096		50			25								75
MN100		191				147					157		495
MN115							70					165	235
MN121		2											2
MN135								8	6				13
MN143	52	7						43			72		174
MO Anonymous	46	5		63	36	36	47	36	36	110	36	170	624
MO Anonymous In honor of Kevin J												51	51
MO0038				97					156				253
MO0039	19	127	43	48				26			153		416
MO0047				184			98		20				302
MO0049										205			205
MO012						16						11	26
MO013								133					133
MO39					46	11							57
MS0012									138				138
MT Anonymous	15											51	66
MT0034	79												79
MT022		75											75
MT026											200		200
MT028		200											200
NC Anonymous	286	25		25	70		207	17	30	28	18	368	1 075
NC0067												75	75
NC0068												75	75
NC0069	25		50	50									125
NC0080										62			62
NC0082												103	103



NC0085	100											106	206
NC0091		64			15								79
NC0094	70											25	95
NC0113							50				50		100
NC012	27					7							34
NC048						351							351
NC061					250	10		40					300
NE Anonymous											26	56	81
NET0016								70					70
Netherlands Anonymous	1								84				85
New Zealand Anonymous	21					8			17	10			57
NH Anonymous	10						11					50	71
NH0014		40			100			100			100		340
NJ Anonymous	160	13		3			114	10	642	171	2	146	1 261
NJ0145											200		200

NJ0160							103						103
NJ127		100											100
NJ132	34			10						15			59
NJ134												10	10
NJ136					100							50	150
NJ139			108										108
NJ141										50			50
NJ142				80		43			38			168	329
NM 0033						10							10
NM 033								11		10			21
NM Anonymous		20	40		26	45		11	1 924	23	11	234	2 332
NM0045										5		57	62
NM0049	139			50		71		41					301
NM0055				5					26				31
NM033	30								99	32			161
Norway Anonymous										1 536		26	1 562
NV Anonymous	81	4	50		100				420		25	21	700
NV0067		100											100
NV0072							256						256



NV0073								26					26
NV056											59		59
NY Anonymous	402	879	369	776	295	61	292	431	192	446	305	1 349	5 796
NY0140			100									76	176
NY0141		160		19	25								204
NY0146	20												20
NY0151	7		438										445
NY0156					21								21
NY0157											88		88
NY0160											11		11
NY0166	71	7	69		21							26	193
NY0176				163									163
NY0185			5										5
NY0200			48										48
NY0207		360											360
NY0220							100						100
NY0223		66	10	18	13	40	25	10	17		35	15	248
NY0243												26	26
NY080											100	26	126
NY085	40	10											50
NY099												100	100
NY101	50												50
NY1045					21								21
NY109	274			218	20		153	20	70	61			815
NY118					21								21
NY135			15	360									375
NZL0007												25	25
OH Anonymous	325	523	218	23	150			37	26	26	11	57	1 395
OH0085	15												15
OH0093												2 557	2 557
OH0094	20					25					60		105
OH045	45										61		106
OH055												25	25
OH057				78						75			153



OH081					400								400
OH5076								120					120
OK Anonymous		10											10
OK0041					350				100				450
OK0055							10						10
OK029												26	26
OK055								5					5
OR Anonymous	41	98	62	118	10	2	10	462	4	12	237	85	1 141
OR0141		200											200
OR0143								513					513
OR0144			90										90
OR079		5	5				2						12
OR085												18	18
OR090	300									2		26	328
PA Anonymous	200	235	16	26	71	61	25	163	11	1 011	136	566	2 519
PA0146		64											64
PA0157						11							11
PA0161							5	10	5				20
PA041	34			33			25			60			152
PA073	107												107
PA076			102					200					302
PA078	7	55		158						44			264
PA091	7												7
PA095	157						84						241
PA102								11		194			204
PA105										26			26
PA119							10						10
PA124												150	150
PA127								51		100		25	176
Panama Anonymous					26						25		51
Paypal Anonymous					1 563								1 563
Region 5	1 880			150	4 000		130		2 000		750	11	8 921
RI Anonymoous												26	26
RI Anonymous	71		200	10									281
RI0014						150							150



RI0025				52			98	36					186
RUS0048								9					9
RUS0053		10											10

RUS0057		20		10	455								485
Russia Anonymous	11	3						10	10			10	45
SC Anonymous	5											350	355
SC Anonymus		170											170
SC0027									235			33	268
SC018								179					179
SD Anonymous	20												20
SD0007			100										100
SGP0001												11	11
Singapore Anonymous												52	52
Skype Spain												20	20
Slovakia Anonymous								11					11
South Africa Anonymous	97		10										107
Spain Anonymous	30	15		15		18						9	87
Spain Skpe				20									20
Spain Skype		20											20
Stripe Deposits of Unkown Origin	24												24
subscription					5								5
Suzanne E					10								10
SWE012										2 177			2 177
SWE0158							196					155	351
SWE023								500				108	608
SWE063						35							35
SWE1116		200											200
SWE116									114				114
Sweden Anonymous	44	9			13					2		475	543
Sweden Anonymus					21								21
Switzerland Anonymous	20	10	10										40
TEL # 0411				50									50
TEL 023					20			20				20	60
TEL 0372										5			5



TEL 0411	255	50			50								355
TEL 150									10				10
TEL 175					5								5
TEL 176					86								86
TEL 272					81								81
TEL 496											5		5
TEL008				50									50
TEL0109	4	280			5	63		17					369
TEL012									5				5
TEL0176										11			11
TEL023				20		26	20		20	20	20		126
TEL0245	55												55
TEL029	20	5	5	10	11	7		11	11				79
TEL0304								7					7
TEL0321								11					11
TEL0341	22	100	10	120		5			2				259
TEL0344		80	24	5				7					116
TEL0353									31		26		57
TEL0360		8											8
TEL0364	37	142	33	72		30		33	2				349
TEL0365									21				21
TEL0366		8											8
TEL0370				5									5
TEL0375	5	5											10
TEL0378								100					100
TEL0379		5											5
TEL0384		50	42	65				36	77		11		280
TEL039											15		15
TEL0392			11										11
TEL0395	135	75	60	15	15	15	26	197	15	51	51	122	777
TEL0402	620	600	630	1 017	800	1 054	1 505	1 021	1 202	2 300	900	900	12 549
TEL0406	25	15	10	10	10	10			10	10	35	10	145
TEL0411	70	70	82	55	40	195	150	5					667
TEL042					20								20
TEL0425	51									21		100	172



TEL0427	40					43		14			11	135	242
TEL0439							22						22
TEL046	115	15	15	120						26			291
TEL0470					3				255				258
TEL0471			23							109			132
TEL0484							205						205
TEL0485								20					20
TEL0496											103		103
TEL077							256						256
TEL107					103								103
TEL118	10	18	30	46	31	26	80		37		26	11	315
TEL150	30		10	10		1	31			20			102
TEL151												51	51
TEL157			100										100
TEL169	15								2				17
TEL170						26			2				28
TEL172	40	30											70
TEL173								12					12
TEL176	148	35	75	85	31	174	11	116	26	15	15	15	744
TEL177	10	10	10	10	10	10			10	10	10	10	100
TEL272	84	139	159	131	25	34	72	69	82	5	130	142	1 072
TEL384												11	11
TEL406			5										5
Telephone	196	20	125	139	161	100	56	352	40	33	75	214	1 511
Telephone-Mens											100		100

TN Anonymous	165	73	50	50	50	61	31	31	26		10	626	1 172
TN0087	77												77
TN0095	500				200						150		850
TN0100					52								52
TN0102		36				77						258	371
TN0107			5									7	12
TN028											50	50	100
TN036												154	154

3 484



TN056										10		10	20
TX Anonymous	255	488	20	35		26	11	121	171		58	145	1 328
TX0151		12											12
TX0162								36			46		82
TX0180	533												533
TX0181	533												533
TX0194											48		48
TX0204		25	25			25			25			25	125
TX0209	533											256	789
TX0214		50											50
TX0216											63		63
TX0226	20		5	5									30
TX0244												25	25
TX081											25		25
TX085						15							15
TX089	150			150				300					600
TX092									126				126
TX096										17		30	47
TX111								2			11	35	48
TX120										235		35	270
TX123												11	11
TX145	40												40
TX146												25	25
UK Anonymous	49	47	40	33	70	19	35	19	19	67	27	263	686
UK Skype	3	2	5	3	187								201
UKI0099								270					270
United Kingdom Anonymous	10												10
USA Anonymous		100											100
UT Anonymous		28					20					1 050	1 098
UT0038		263						396				26	685
UT0047											543		543
UT029										138			138
VA Anonymous	377	186	20	55	263	195	264	30	147	154	146	285	2 121
VA0123		250											250
VA0127			172									265	437



VA0131	1		5				21	2	2		2	2	35
VA0139											15		15
VA080	20	10			11				50	20	21	103	234
VA104					19								19
VA113	60									49			109
VIR0001											121		121
VT004										154			154
WA Anonymous											11		11
WA 0217							51						51
WA Anonymous	168	80	135			20	197	21	21	15	51	139	846
WA0184		100											100
WA0190					10								10
WA0200		56											56
WA0201											60		60
WA0207	35	10											45
WA0217	50	60										11	121
WA0227							236						236
WA144			236					11			299	51	597
WA146										6			6
WA160												600	600
Web				40									40
WEB 0111								11					11
WEB 0675												11	11
WEB0020					11			100	111			200	421
WEB0070												67	67
WEB0075							22						22
WEB0090								16					16
WEB0098	50												50
WEB0103			50										50
WEB0109												10	10
WEB0110										10			10
WEB0111	35		20	2 529		60	127	20		82	100	2	2 976
WEB0112	288	12	5	68	261	25	1 138	76	18	86	537	284	2 799
WEB0116		250	125		11					535		651	1 571



WEB012				2									2
WEB0120	350	700	355	722		350	376	5	300	400		558	4 116
WEB0128									10				10
WEB0136	35												35
WEB0140	583	300	350	300		300		408	300	344	300	522	3 707
WEB0148	5												5
WEB0150	69	12		26					26		3		136
WEB0151			40				64	174	39	41		137	494
WEB0152				130	150		154						434
WEB0155				164			10	6					180
WEB0158			3										3
WEB0164	45	5	56			25							131
WEB0166							222						222
WEB0168								10					10

WEB0169										10			10
WEB0172							18		143	30	21		212
WEB0179					10					80			90
WEB0187						26							26
WEB0188							105	26	10	150	5	5	301
WEB0193		274		105	73			20					472
WEB0198							31				11		42
WEB0200	747			792		28				10		136	1 713
WEB0202					101	5							106
WEB0203	50	200										400	650
WEB0205		10											10
WEB0207								256				1 045	1 300
WEB0211	7		60				80			40			187
WEB0215				60		41							101
WEB0219			10										10
WEB0220								2					2
WEB0225	127	7	7		7	28	25				7	26	234
WEB0228				8									8
WEB0230		3	12	10				20			11	16	71



WEB0238	1												1
WEB0253				9					26				35
WEB0255	450				100						301		851
WEB0256								41					41
WEB0267									26				26
WEB0269					40								40
WEB0270		75	45	91		75	50	11					347
WEB0274			5			26		5					36
WEB0280		75		36								154	265
WEB0282		8											8
WEB0285									72				72
WEB0287	48						40			40			128
WEB0288				206	10		446		302				964
WEB0291	3	1											4
WEB0292		4						500					504
WEB0293									110				110
WEB0294			45	21	19						120		205
WEB0299		123											123
WEB0305					59								59
WEB0310											59		59
WEB0311					11								11
WEB0319							5						5
WEB0326					104		17				39		160
WEB0333									114				114
WEB0341				60	20		58						138
WEB0345			50				60				200	176	486
WEB0350					11								11
WEB0359	6	37											43
WEB0363		6	40			25	10						81
WEB0365							10			32	21	11	73
WEB0377						10							10
WEB0384					200								200
WEB0386	15												15
WEB0390		50		68				47					165



WEB0392	10		100							103	103		315
WEB0394	59	280	1	34	202	72	346	223		310	109	287	1 922
WEB0402												26	26
WEB0407			10	45									55
WEB0409	178												178
WEB0417												242	242
WEB0433	309							10					319
WEB0445		11	55	2	48	31	41	21	10				218
WEB0448												33	33
WEB0456									11			20	31
WEB0458					62	45							107
WEB0462						26			3				29
WEB0467												7	7
WEB0473												11	11
WEB0479											166		166
WEB0487				114				166			30		310
WEB0492			60				80			40			180
WEB0502									51				51
WEB0506						231	90				155		477
WEB0513										126			126
WEB0515					19			4				11	34
WEB0519					10	11	10	10			11	8	60
WEB0526								85					85
WEB0530							27						27
WEB0531												78	78
WEB0532							127				25		152
WEB0541					64			86					150
WEB0542								2					2
WEB0543						10	21	57					87
WEB0578								300	25				325
WEB0609										10		5	15
WEB0623											25		25
WEB0625									9				9
WEB063											53		53



WEB0630											11			11
WEB0649													11	11
WEB0659													100	100
WEB0675											8	62		70

WEB0695													16	16
WEB0706													548	548
WEB0934							11						8	19
WEB094	1													1
WEB112									26				25	51
WEB636										13				13
WI Anonymous	14	50	10	1		100	51	50					77	354
WI0150			226											226
WI067	28									55				83
WI090						26								26
WI105										51			13	64
WI110	50													50
WI601													13	13
WV Anonymous										58				58
WY Anonymous			15		25									40
Zoom	115	10	445		163	31	287	245	20	275	178	1701		3470
Zoom Germany						22								22
AmazonSmile					48			52			62			162
Grand Total	28 679	21 288	19 772	33 366	20 389	12 311	18 781	13 864	22 172	20 378	15 234	44 727	270 962	