

# ACA WSO Quarterly Delegate Meeting Minutes

November 4, 2023

9:00 AM - 12:30 PM ET

Recorded by Karin O., QDM Secretary

Reviewed by Trish I, and ABC Committee

## Opening Readings:

- Serenity Prayer – [Link-Delegate Binder \(DB\), p4](#)
- Diversity Statement – [Link-Delegate Binder, p12](#)
- Commitment to Service Reading – [Link-DB, p10](#)

*Notice: Meeting is Recorded*

## WSO Co-Chair Introductions - Marcus H. and Edmundas V.

### Introductions

- Parliamentarian - Mary Jo
- Timekeeper(s) - Shangreila and Dalibor
- Points of Information: Sue V.
- Points of Order Charlie H.
- Point of Safety Rich and Adelina

## Technology Briefing - [Link-Delegate Binder, p14](#)

- Introduce tech team
- Raised hands/reactions
- Tech help questions
- Website page
- How to change language
- How to save chat transcript

## Setting the tone

### Zoom etiquette

- [Safety protocol](#)
- Zoom etiquette
  - Minimize distractions
  - Neutral Zoom background
  - Renaming yourself

## Establish Quorum

- Quorum was not established because there are no votes on the agenda.

## Reviewed Agenda

## ABC Study Group Update-Conference Charter [link](#)

- Presentation
- Question and Answer Session Summary:
  - Q: It sounds like you need more support and participation. What is the best way?
  - A: We need volunteers, but we don't always have answers on what we need them to do. You can participate on the committee and get [informed.abc@adultchildren.org](mailto:informed.abc@adultchildren.org)
  - Q: You stated that we had very few people working on the board and my understanding is that the committee is taking some of those duties and transferring to the delegates. My question is have you considered in writing the charter, increasing the number of board members?
  - A: The OPPM and bylaws state that we can have up to 20 people on the board who are qualified, but the applications kind of dried up about a year ago
  - Q: Do you know why the applications dropped off?
  - A: The best person to talk to is to talk to someone from the nominating committee.
  - Q: Is there an online address that I can put in the chat in my meetings for people to volunteer at WSO?
  - A: The process has been that people will get involved on a committee and eventually become a sort of leader. If you go to [acawso.org](http://acawso.org) you can find the form where you can sign up. To become a volunteer email at [vrc@acawso.org](mailto:vrc@acawso.org)
  - Q: Would you like to give out the information for the committee information?
  - A: The committee calendar will have the information.

## Concepts 2 & 6

- Presentation - see: [link](#)
- Question and Answer Session summary:
  - Q: Prior to the current versions of Concept 2 and 6, do we have drafts archived anywhere that we can reference? Like language that we may want to go back to?
  - A: I know we have an archive, but I can't say much about what is in or not in it, or what may have been discussed and never adopted.
  - Q: Thank you, I'm just wondering if we might not have to reinvent the wheel.
  - A: A great deal of research has been done with regard to other 12 step organisations and we have had discussions about the history of ACA founding documents, but they haven't provided the insight that I personally feel would help me in making a decision on how to go forward, but I'm no expert in the past.
  - Q: We have been talking about different committees today. But the committee I have not found, is a committee that takes care of helping re-list groups that have been delisted?
  - A: This is not the issue at hand and this is something that is being handled off line.
  - A: There is a separate process and we're working on that. You'll hear in my report that we're actually looking at all of our policy and procedures and looking

at what needs to be changed and at some point we will come back to the delegates for approval of course. You can email [secretary@adultchildren.org](mailto:secretary@adultchildren.org)

- Q: Can I make a suggestion to add an extra two minutes to this report? I was going to respond to the first question regarding archives- I believe that the concepts were adopted way back at an ABC in the early 90's. They were changed slightly from the AA version, but as far as I know there isn't any archived information on the process that got us to where we are now.
- A: Regarding the concepts and traditions and how they were adopted, they used to mail them out inside Comline and groups would mail back their responses. So this is how it happened. We did find a little of this in the archives and we did get feedback from the meetings.
- A: Our internal documentation on this was very weak, but the advantage of the area of concepts, starting with AA, which did the first version and AIAnon which did the second version. Almost every fellowship has some form of concepts, and it becomes clear that our Concept 2 is the only one we could find that does not identify the conference as the seed of authority. So that is an easy fix. The fact that we don't have as much documentation isn't really inhibiting in this area as it might be on other topics.

#### **Literature Committee Update**

- Presentation - [link](#)
- Question and Answer Session Summary
  - Q: Are things being published before they have been approved by the ABC?
  - A: No. But the process for the ABC is that one of the sticking points is people actually need to see it. Our literature is developed and we have reader teams that review it. But the current process is defined as something that gets published in Fellowship Review mode after it's been through it. Then a letter on the committee review process after the board has weighed in. Then there is a 1-3 year period called Fellowship review, where the book is now either published in print or in electronic form, or made available as a download. People can look at it, experience it, and give feedback on what works/doesn't work and what they would like to see changed. All the feedback at the end of fellowship review is looked at and revisions are made. Then it goes to the board for approval and then to the delegates for approval.
  - Q: So you are selling these books?
  - A: Yes. The Loving Parent Guidebook is an example that is in fellowship review mode, it has been physically printed, it's being sold, but people have a three year period until September 2024 to comment on it. Then it could go through revisions and will come to the delegates for final approval.
  - Q: The APB (Addressing Predatory Behaviour) document. Where does it stand?
  - A: It was submitted to the board, we had a slight change in it. The safety tent card has been approved by the board and it is put in for the 2024 ABC for conference final approval.
  - Q: Should that be in the report? Just wondering?
  - A: Thank you, it is something to be noted. Not sure if it was in a previous report or not.
  - Q: Did I hear that basically that retirements, resignations, moving on is going to hollow out? How desperate is the situation in Literature?

- A: Christine is finishing a three year rotation. I am moving on from Literature and Development, Greg is stepping down from evaluation. The answer to the question is “yes” and it's being hollowed out.
- A: Our normal structure is to have a chair and vice chair. We have been unsuccessful in recruiting a vice chair for the literature committee. It's a huge committee. It requires a lot of knowledge of our literature. We are looking for volunteers for smaller jobs that can grow into leadership positions. It takes an extraordinary amount of commitment and time to be able to serve in these positions. If you are interested in volunteering, email me at [litchair@acawso.org](mailto:litchair@acawso.org)
- Q: Can you give a shout out for all the translation work going on. I attended a meeting and saw how many things are going on.
- Q: In some other fellowships, the literature development work doesn't actually start until the idea of a piece of literature is approved. Then the committee has been authorised to go and develop it. I'm not sure if we have that today and thinking about Tony A's 12 steps, it's kind of an interesting example of where I'm not sure what was proposed in the initial ballot proposal was what seems to be moving forward.
- A: Literature can be developed in four ways and under the OPPM which is our policy manual. Regarding the 12 steps, we have heard the delegates to have steps that are gentle and loving. This feeling that we are being stymied because we cannot publish copyrighted steps. So right now under the OPPM, literature can be generated and come in as a board proposal, they can be generated by the literature committee, they can come from any group that wishes to present a piece of literature for us to review. We welcome a conversation with the delegates about changing our process to have the delegates involved earlier, but this would require a change of our policy manual. So right now, we are doing what is authorized by our policy manual.
- Q: I was at the last literature session that you had, groups are upset that everything is going to be monitored (regarding open literature policy)?
- A: We did have two meetings and the topic was the language of the open literature policy, it was not about getting rid of the open literature policy. We are not abandoning it, we never were. We are inviting a conversation about what ACA recovery means in our open literature policy. Does it simply mean carrying the message of the steps or does it mean something more broad? Recovery means many things in our Fellowship. Someone came up with an idea which is to take the existing literature policy trifold and rename it Open Literature Policy Trifold which frees us up to do what we were initially intending to do which is guide the literature committee. We support loving, kind, and spiritually inclusive literature and literature that is available around the world in a cost effective way. It will not be adopted without your input or consideration.
- Q: I have been aware of a part of literature and want to encourage someone with organisational skills and love of literature, they really need help.
- A: New positions that we need to fill: Communications manager, record keeping, we need someone to create a glossary. So come to the open house on December 16th.
- Q: Question about the open literature policy. Say a group chooses to use a book by a therapist and only use that book in the meeting. Are they still an ACA

group without doing any other reading?

- A: The BRB says to call yourself an ACA meeting, you have to do the readings. The larger issue is how we combine outside literature with ACA recovery. Recovery has changed since that policy was first written. The literature committee is not the issue of what is/isn't an ACA meeting, it is not within the purview of the literature committee. We don't qualify meetings and every meeting is autonomous and if there are issues you go to a level higher than the literature committee.
- Q: Is that the purview of the conference?
- A: Good Question. I think it's always the purview of the conference.
- Q: I'm looking for more info on the literature open house?
- A: We will put the information in the chat. On our website, it is the usual literature monthly meeting.
- Q: This question is for Christine, when she said offering small tasks for volunteers, like organising the glossary. That sounds like drone work, and I'm not sure that many volunteers would be happy with such a limited task. I'm not sure how people can grow if they are treated like drones.
- A: We are all doing drone work depending on the way you look at it. Join the meeting in December and check it out.
- Q: I'm working on peripherals in literature and looking for info on working on the yellow workbook and some concepts?
- A: Please come to the meeting on December 16th because we need more questions in there and we understand that Russia has some things they have been trying to follow up on.

Break

### Board Updates

- Presentation - see: [QDM Nov 4 Board Update final .pdf](#)
- Question and Answer Session Summary:
  - Q: I heard mention of something during the strategic retreat that has been an issue on my mind and would like more info on the issue of group conscience and authority and how it works in the bounds of WSO. So I like to think of it as how Tradition Two applies within WSO. What do you think of moving the conversation forward?
  - A: We operate with traditions and concepts in all of our committees and just remember when you're going into an existing committee, you're also going into an accumulation of consciences over the months and years.
  - A: Tradition Two is basically our committees, what is the role of our chair? Is to facilitate the group to make the decisions. We did role plays and talked about what happens when it becomes challenging and we looked at the resources that we have today to monitor these things.
  - Q: I found it offensive with two white men standing there and the two women on the ground. The optics don't look good
  - A: Your comment has been noted and appreciated.
  - Q: I heard good things about the regional event in Boca and it was really good to get the committee and board members together in person. I think that there is a demand for this. I think a lot of people wanted to go but it was full at 300. It's

great to create and continue these regional events and bring people together. It's great that the ABCs are virtual and we can get more people, but there is still a need for in-person stuff.

- A: We heard that the regional event was so helpful and there is a hunger for it. We will have to look at it for budgeting purposes and process purposes.
- Q: I read in the report that there was a member who had experience with diversity, equity, and inclusion and they led a session and gave a survey. I am curious about it and what you found regarding if there was bias in the group and the outcome of it? Also, what were the qualifications of the person who was leading the session?
- A: We are very committed to diversity and inclusion and this is the starting point of it.
- A: Personally myself and other trustees found it very very helpful and we look forward to a continued conversation and training. The person is from a subcommittee and one of the intergroups. We were given the survey ahead of time and it was up to us if we wanted to talk about the survey as it was personal.
- Q: Does the board see using the quarterly delegate meetings as a replacement of the monthly TC's (Teleconferences)? TC's are in the OPPM, but this year they have been dialed back to I think a total of four.
- A: No, we haven't made those decisions. Right now we've done this year a quarterly teleconference. We're looking at it and we want to listen to the delegates in the quarterlies and this is a great opportunity for us to talk here as well. So we are looking into it all and if anyone has any feedback for that we would appreciate it and we will have a TC on December 9th and we are inviting all delegates to come out. So we're in evolution.
- Q: Will there be a sharing of the topics and discussions from the mini summit? Will the service academy that was mentioned be a similar opportunity for community chairs to learn and discuss concerns. Will it be in-person only? Virtual?
- A: I would say the service academy is something we are thinking about developing and it would be an educational resource. It could be just going online to access. It could be some educational live sessions virtually. We can look at it in person, but we have to look at all of it within budget. So we don't have a final answer on that, it will really depend on what we can do.
- A: As I reported on the different topics that came up during there, how does it relate back to the Fellowship? The resources that have and are being developed and the norms. The whole idea is that these tools empower our chairs so that the chairs take this back to their committees and work with them to educate them.
- Q: I had the pleasure of putting 100 t-shirts on the bears at the new location yesterday and got a tour and it was fabulous. I applaud Bill and the work that the staff has done. Speaking about the picture, it was everyone's choice on their placement.
- A: Everyone has personal choices on pictures and also on their perspectives and we listen to everything.
- Q: In ordering at the IG level, can you order from one book to a case of books?

Is there a requirement on the number of books to order?

- A: IG can order any combination of books, trifolds, medallions, etc.. as long as it totals \$100 or more.

### **Racial Trauma Service Group**

- Presentation - see: [link](#)
- Question and Answer Session summary:
  - Q: I think this is incredible. Is the literature committee taking as much consideration with other groups such as those with religious trauma?
  - A: I know that spiritual Inclusion is a big part for instance in literature evaluation making sure that all new literature is inclusive. But as far as recognising other groups in particular, I don't know.
  - Q: So you are operating under the lit committee, but you are calling yourselves a racial trauma service group, differentiating from a committee? So I'm not clear if you are a sub-committee of literature?
  - A: We are not a sub-committee, we are a service group under literature, so that we could be within the WSO. We are reporting to the lit committee on a monthly basis and reporting to the delegates on a regular basis with the quarterly business meetings and the ABC. We want to be part of the literature committee so we could have access to the WSO services like google drive and an email address.
  - Q: Thank you for the work. Is this a closed group? Did it close very early in the process? Could you say more about if there are only 4 or 5 members? How well does that speak to global racism and not just racism in North America?
  - A: It's not closed, we do need more members. It's just that we have not yet had the opportunity to open it up and go through the process and we're still working on some of that.
  - A: It has to do with the stage of development. We are at the beginning and need to clarify what the specific aims and scope will be. So we are going to keep it small for the early stages of development. Expanding is the next thing in our agenda as we start developing the trifold and other pieces of literature.
  - Q: In the committee break out rooms if everyone is welcome to attend your committee meeting?
  - A: We didn't plan on having a breakout meeting, as I just found out about it, but please come to the town hall.
  - Q: I'm curious about the role of the racial trauma group and potentially advising on or providing input on existing or new safety materials?
  - A: I am curious about that as well. I am hopeful that we will be involved in it.

### **Ballot Prep Committee**

- Presentation - see: [Ballot Prep Committee\\_Report to QDM\\_11.04.2023.pdf](#)
- Question and Answer Session summary:
  - Q: Question about the 67%. The threshold for groups voting to get things on the ballot. I know this has shifted over the years from 67% to 60%, then back up to 67%. I believe it was done at the discretion of the BPC, potentially with the approval of the board. I feel like the threshold would be more appropriately determined by the conference itself.
  - A: These things are specified by the OPPM, which is changed by a board

motion. I believe you are correct that at one point it was changed from 67% to 60% and then in the past year, back up to 67%. I was personally not involved in that decision making, so I will refer to another committee member.

- A: We tend to be a little reactive, so when ABC came along with no/very few proposals that made it on the agenda, we decided to drop it to 60% and then we got a lot of proposals, so it was decided to raise it back up. It was a strange way to ensure something was on the agenda, but not too much was on the agenda.
- Q: Could you give the date for the deadline for submitting proposals?
- A: Proposals from groups had to be submitted by Oct 20th and the final draft has to be submitted by Nov 10th
- Q: If we submitted a proposal by the 20th, should we have heard something back?
- A: You should have received a confirmation email?
- Q: How do I know what I need for a final draft if there wasn't any commentary sent back?
- A: We are running a little late this year and will likely push the Nov 10th date back and you will have time to make the revisions.
- A: any updates on the timeline are to be posted on the Ballot prep committee website
- Q: will WSO be providing commentary this year on ballot proposals and if so, will there be collaboration between WSO and the proposing groups?
- A: There will be WSO analysis as part of the process
- A: First, how do I know that I have until Nov 10th? It's in the BPC guidelines that were posted and I believe that it went out to everyone. Regarding the WSO analysis, yes we will be doing it and working with the BPC.
- Q: I was just wondering if there was going to be a collaboration between WSO BPC and the proposing groups?
- A: We follow the BPC practice and what the OPPM says. So there is collaboration where it is merited, sometimes they're simple and it just needs a committee analysis type thing.
- A: There has never really been a collaboration where the WSO is always offered an analysis of what is being suggested in the proposal, the issue that's brought forward. And it's never been collaborated with the submitting. It's been that they've raised an issue and there's been a response. But also, I want to ensure everyone that we're not trying to create barriers or throw up roadblocks. We are doing the best that we can to ensure that everyone has a voice WSO has always offered an analysis of what is being suggested in the proposal, the issue that is being brought forward. It has never been collaborated with the submitting group. If they have raised an issue, then there is a response.
- Q: When the board analysis first begun, it was for the purpose of saying we're already working on that, etc. Through the years, there have been statements included that the board does not agree with the proposal and the effect seems to be that when the statement is made, the proposal just doesn't pass. So I am wondering if anyone would like to speak to that?
- A: The board has been discussing the WSO analysis and the criteria for our assessments and really our job is to look at what's being proposed, is it already



being worked on? Or is there an impact that would not reasonably be known? So we will be providing facts so that the meeting groups can make informed decisions when they're voting, which is really important.

### **Volunteer/Service Discussion Summary**

- Q: I just wanted to say that I attended one of those and they were wonderful. But I wonder how we can do some outreach, communications for people to attend, because I think they are really valuable, but there is low attendance.
- A: We are open to suggestions on any outreach. Definitely having been a member of Global, I do post WhatsApp on Global as well as the regional outreach too. but IGs can make the announcements and regions can as well.
- Q: I have heard reference a few times to whatApp groups, how does one get on that? I'm in service and don't see any invitations to that. You can message me on Slack if you want access to the one I host.
- A: I think whoever is the chair on that service committee can hook you up with that. WhatsApp is another service similar to Slack.
- Q: I'm looking at the committee pages right now, and based on things I have heard before, I have the impression that VRC (Volunteer Resource Committee) might be someplace I could go to if I were on a committee and had concerns about how things are going in that committee? I might be able to go to VRC and register a concern? It's Important to know where to go with those kinds of concerns and are there any sorts of areas that might be recommended by the committee for the board to look at to promote safety?
- A: I think what the VRC has been doing so far is trying to work on an orientation document and we've been in what I would call a committee infancy where we are meeting together to gather our purpose. Right now we are focusing on the volunteer orientation document, which we are just finishing now
- Q: Have we sent out the volunteer flyer to our meeting groups?
- A: No I haven't, but that's a great idea
- Q: Have you considered maybe a reevaluation of your linguistic outreach to entice more participation? I personally find the word volunteer, off putting and maybe change the language to incentivise participation.
- A: At the service conference we did get some feedback about words and we love more feedback on that.
- A: These are new initiatives that we have come up with and when we started there was a decision by the board to kind of keep the committee closed and I feel like we now have our footing and now it might be time to get more people to join the VRC and help us with our mission.
- Q: I'm not technologically advanced and I found Slack was a little overwhelming, and typically there are only about 10% that do service. Personally, I find it hard to find the volunteer positions and maybe if there was a one-page document that listed this and all the volunteer opportunities that are easily accessible, it might help to get more volunteers.
- A: We do have that. It's called a synopsis of WSO committees. It's on the VRC page. It is intended to give you info on when the committees meet and emails. Every committee almost needs people to type in it or write reports. That was the intention to give people a short synopsis version of what the purpose statement is for each committee and subcommittee

- A: There is going to be a really nice volunteer page on the website, it will look like a family tree and you will be able to click links to take you to committee pages, how to join a committee, etc. We know the way it's set up now isn't as good. We're working on it and we are looking for people's feedback.
- Q: I know that you need to meet certain qualifications for service, which may be a detriment for those that may just want to come hang out in a committee and see what it's about before doing service. Number two, is that this is yet another committee that was created when we already are stretched thin with committee volunteers. So why don't we try to staff the existing committees? It's like too many committees with too few volunteers and we keep creating committees.
- A: We do have 24/7 where you can come and hang out and you can talk about questions or concerns, but I do hear you on the multitudes of committees.

## **Closing**

### **Announcements:**

- Brad L- Name Study/Town Hall will be Dec 2, 2023 9am and 9pm EST  
[acawso.org/name-study](http://acawso.org/name-study)
- Adelina- Annual WSO World Convention Friday Nov 17th (6pm EST)- Saturday Nov 18th(9pm) <https://adultchildren.org/2023-awc/>

### **Further questions from delegates:**

- Q: Can you explain the safety rules because the Russian Service Committee has had some unsafe behaviour and we don't know how to deal with it. Can we just tell people to go away because we don't feel comfortable or safe?
- A: We have a Safety Resources Committee and Rich is the co-chair.
- A: I would be willing to talk later about some of those issues, we have come out with a service norms document that has been approved by the board that has several things that may help clarify some of the questions. We are inclusive, but that doesn't mean that we put up with abusive behaviour. We don't tend to kick people out, but we learn to set up boundaries around some of these dysfunctional behaviours.
- Q: I have been searching the ACA, but I couldn't find any IG or regions for online-only meetings. Can anyone point me in the right direction?
- A: We do have at least one IG that is not attached geographically and if you email us at [meetings@acawso.org](mailto:meetings@acawso.org), we can help you.

### **Input on agenda for the Feb QDM**

### **Final thoughts from delegates**

- Thank you to volunteers

Serenity Prayer [Link-Delegate Binder, p4](#)

### ***Committee Interest Breakout Rooms***

Please send any comments, questions or suggestions regarding these minutes to the Secretary at [Secretary@acawso.org](mailto:Secretary@acawso.org)