

Summary of WSO Policies & Projects in Development

April 24, 2025

✔ Policies Completed in 2024 / Early 2025

#	Policy	Approval
1	Social Media Policy	ABC Motion 2024-09
2	Records Retention & Destruction Policy	Board Motion 2024-05-02
3	Expanded "Whistleblower" Policy	Board Motion 2024-05-03
4	Audit Policy	Board Motion 2024-08-07
5	Overall Compensation Policy	Board Motion 2024-11-04
6	Board Meeting Recording Policy	Board Motion 2024-12-01
7	Update Bequest Maximums	Board Motion 2024-06-09
8	Update 7th Tradition Annual Maximums	Board Motion 2024-06-07

🕒 Policies Pending

#	Policy	Approval	Status	Next Steps
1	Meeting Listings	Conference	Fellowship feedback needed	Exploring input process
4	Health & Safety in WSO Service	Board	Safety complete; Health to be assessed	Add to OPPM & Service Norms Document
5	Diversity	Board & Conference	For Board, staff, and committees	TBD
6	Copyright and Permission to Use	Board	Being updated	TBD
7	Regions Policy	Conference	Pending	Board to start obtaining feedback from regions/intergroups in 2025
8	Accessibility Policy	Board &/or Conference	TBD	TBD

✔ Projects Completed in 2024 / Early 2025

#	Project
1	Updated and Legally Reviewed Employee Handbook (2024)
2	Fishbowl Inventory Management System (2024)
3	Migrated Accounting System: QuickBooks Desktop → QuickBooks Online (2025)
4	Donor Management Software Platform (2025)
5	Employee Position Wages Benchmarking (2024)

Projects In Process

#	Project	Description / Status	Next Steps
1	New Websites	adultchildren.org: Final development acawso.org: In the queue	Launch Q2 2025 / Await resources
2	Standardization of Processes and Procedures	Continuous improvement reviews by Office, Committees & Board	Ongoing
3	Airtable Automation System	10 systems live (e.g. ABC Registration, Copyright Forms, NDA, Translation Licenses). 2 more in development	Continue automation rollout
4	Long-Term Strategic Planning	Strategic sessions ongoing with Board & General Manager	Info in 2025 ABC Board Report
5	Service Academy	Centralized learning center for WSO volunteers	To be determined
6	Board-Committee Chairs Forum	Collaboration forum between trustees and chairs	To be determined
7	OPPM Updating	Updating WSO Policies & Procedures	Continue in 2025
8	Literature Committee Assessment	Conducting a comprehensive review of the existing Literature committee procedures and writing projects	Continue in 2025
9	History Project	Gathering, collating, and reporting on the trends from historical documents to inform the development of service structures and literature.	TBD
10	WSO Communication	Cross-platform content strategy team assembled; updating ComLine	Finalize priorities/plan
11	Translation Management System	4 vendors tested, 1 selected	Implement by Q2 2025
12	ACA's 50th Birthday (2028)	Planning global celebration events	Bring idea to 2025 ABC
13	Review of Bylaws and Articles of Incorporation	To ensure legal compliance and that documents are up-to-date	Initial planning
14	IT Projects as follow-up to audit report(s).	Include implementing cybersecurity breach detection sensors and controls over perimeter and network security	IT gathering info./options to implement