














ACA World Service Organization



Board of Trustees
2025 Annual Report

Table of Contents

- 1.  **Letter from the Board**..... 3
- 2.  **Purpose of ACA World Services Organization**.....5
- 3.  **World Service Fellowship and Structure**..... 5
 - a. Our Fellowship..... 5
 - b. Conference and Delegates..... 6
 - c. WSO..... 6
- 4.  **Spiritual and Business Principles in ACA WSO**..... 7
- 5.  **Strategic Priorities**..... 9
 - A. Strengthening our Global Fellowship and Public Service Engagement..... 9
 - B. Strengthening Unity and Collaboration of WSO and the Conference..... 10
 - C. Ensuring Sustainable WSO Operations..... 10
 - D. Building Board and Committee Capacity..... 11
- 5.  **WSO Policies and Projects**..... 11
- 6.  **Year in Review**..... 12
 - A. Strengthening our Global Fellowship and Public Service Engagement..... 12
 - B. Strengthening Unity and Collaboration of WSO and the Conference..... 14
 - C. Ensuring Sustainable WSO Operations..... 15
 - D. Building Board and Committee Capacity..... 15
- 7.  **Financial Overview**..... 16
 - A. Summary Statement from the Treasurer, Tamara P..... 16
 - B. 2025 Adopted Budget Summary..... 16
 - C. Audit Status Updates - Coming soon..... 16
- 8.  **Looking Back**..... 16
- 9.  **Looking Ahead**..... 17
- 10.  **Acknowledgments**..... 19

1. Letter from the Board

Dear Fellowship,

This report is both a reflection of our shared journey and a reaffirmation of our collective commitment to the spiritual and service principles that guide our Fellowship. It is with deep gratitude and humility that the ACA World Service Organization (WSO) Board of Trustees presents the 2025 Annual Report.

Throughout the past year, ACA WSO has continued to balance spiritual guidance with responsible stewardship of our operational and fiduciary responsibilities. Our focus has remained steadfast: to serve the Fellowship of Adult Children of Alcoholics and Dysfunctional Families by maintaining vital services, fostering global connection, and advancing recovery resources with transparency and accountability.

The 2025 report highlights significant progress in strengthening our global Fellowship, deepening collaboration between WSO and the Conference, ensuring the sustainability of WSO operations, and building Board and committee capacity. These efforts reflect thousands of hours of trusted service from volunteers, special workers, committees, delegates, and Trustees—each committed to our primary purpose of carrying the ACA message to the adult child who still suffers.

We also acknowledge the challenges our Fellowship faces. At the Conference level, we have witnessed moments of divisiveness that have tested our commitment to Tradition One: placing our common welfare first. We remain deeply committed to fostering unity, respectful dialogue, and the healing power of collective service.

We have also experienced a concerning trend in the decline of Intergroups, even as their importance to the structure and sustainability of ACA has become more vital than ever. Strengthening Intergroups will continue to be a major focus for WSO in the years ahead.

Additionally, this year required the necessary decision to adjust literature pricing to keep pace with inflation and safeguard the long-term viability of our organization. These decisions were made thoughtfully and always with the Fellowship's best interests at heart. Recognizing that literature is a vital tool for recovery, WSO continues to offer discount programs for Intergroups and Regions, and the International Literature Fund, which offers resources that make ACA literature more accessible in many languages, fostering connection and recovery across cultures.

As we continue to grow, one of the most important needs before us is to strengthen our financial self-sufficiency through increased 7th Tradition support. Stronger 7th Tradition contributions today lay the foundation for greater self-support, helping to continually ensure affordable

literature tomorrow. As per Article Seven (3) in our bylaws: ACA WSO shall be primarily supported by the voluntary contributions of its members. Currently, only 30% of our meetings and members contribute regularly. To fully honor our Tradition Seven—becoming self-supporting through our own contributions—we must all work together. Every contribution, no matter the size, strengthens ACA’s ability to carry the message worldwide without undue reliance on literature sales.

Despite these challenges, we remain grounded in the simple but profound questions that center our service: *Does what we do serve the adult child who still suffers? Are our actions aligned with the ACA Steps, Traditions, and Concepts?*

Our history has taught us that resilience is woven into the fabric of ACA. From the struggles of our early years to the steady rebuilding and global expansion of today, we are living proof that recovery, unity, and service can transform lives and communities.

As we look ahead, we are inspired by the opportunities before us— including the upcoming 50th Anniversary of ACA in 2028—and we invite all members to deepen their service, share their gifts, and continue shaping the future of ACA World Services with hope, courage, and love.

On behalf of the Board of Trustees, we thank each of you—our meeting groups, Intergroups, Regions, delegates, volunteers, and Fellowship members—for your enduring support, wisdom, and service. Together, we carry the message. Together, we heal.

With gratitude and service,

The ACA WSO Board of Trustees

2. 🎯 Purpose of ACA World Services Organization

ACA WSO remains committed, using a blend of spiritual principles and sound business practices, both to supporting our groups and providing literature to carry out the ACA message.

The [ACA WSO Bylaws](#) state:

Purpose: *The sole purpose is to serve the fellowship of Adult Children of Alcoholics (ACA) by maintaining service for those who might be seeking, through ACA, the means for recovering from being raised in an alcoholic or otherwise dysfunctional home.*

To Achieve its Purpose, WSO shall:

3.1 Provide public information, meeting locations, educational material and such other services as may be deemed necessary.

3.2 Organize and provide support service to those Meetings, Intergroups, and Regions that are registered with ACA WSO and are guided by the Twelve Steps and follow the Twelve Traditions.

3.3 Convene an annual conference where consideration regarding the business of ACA WSO occurs and priorities for the coming year are discussed and implemented when/where feasible.

3. 🌐 World Service Fellowship and Structure

Service Structure of ACA

The service structure of Adult Children of Alcoholics (ACA) is visually represented by an inverted pyramid, a model commonly utilized in Twelve-Step organizations. This model underscores the importance of meeting groups as the foundation and ensures that the broader ACA community's needs and collective conscience help guide decisions at all organizational levels. This structure aligns with ACA's Twelve Concepts, Twelve Traditions, and the Suggested Commitment to Service.

a. Our Fellowship

At the broadest tier of the inverted pyramid are ACA meeting groups, intergroups, and regions. These entities form the foundation of ACA's service structure, directly engaging and supporting the fellowship's membership. Meeting groups provide essential safe spaces for members to share experience, strength, and hope, while Intergroups and Regions coordinate activities and support on a larger scale.

ACA WORLD SERVICE ORGANIZATION STRUCTURE



As of April 2025, we have:

- 2,842 Recovery meetings listed on the ACA directory in 68 countries and 35 languages
- 2,377 Registered meeting groups
- 98 Intergroups
- 3 Regions

b. Conference and Delegates

The middle tier is the Conference, which includes Delegates from ACA meeting groups, Intergroups, Regions, and representatives from the World Service Organization (WSO). The primary Conference gathering is the Annual Business Conference (ABC), supported by Quarterly Delegate Meetings (QDMs). Each registered group has an opportunity to send a delegate to the ABC and QDM. Delegates are elected representatives entrusted with the responsibility of expressing their group's voice and voting according to their group's conscience, while remaining open to new information and broader perspectives.

	2024	2025
Registered meeting groups	2,244	2,377
Intergroups (IGs)	102	98
Regions	2	3
Groups, IGs, Regions eligible to send a Delegate to ABC	2,348	2,487
Registered Delegates	141*	TBD

*NOTE: In 2024, 6% of all groups sent a delegate:

- 5.4% of meeting groups sent a delegate
- 17.6% of Intergroups sent a delegate
- 100% of Regions sent a delegate

NOTE: Over the past year, there were approximately 30 new delegates registered at each Quarterly Delegate meeting from several new countries.

c. WSO

At the narrow tier of the inverted pyramid lies the World Service Organization (WSO), which includes the Board of Trustees, Committees, and Special Workers located in various places around the world. WSO manages the daily operational responsibilities, maintains fiduciary

oversight, and provides critical resources and support to sustain and advance ACA's global purpose.

Current Volunteer Board Members (Year of Trustee Service)

1. Al E. from Illinois, USA (1st)
2. Alisa A. from Moscow, Russia (1st)
3. Dove H. from Arizona, USA (3rd)
4. Ken R. from Ohio, USA (2nd)
5. Jim R., Vice Chair, from New York, USA (1st)
6. Kaz S. from Washington, USA (1st)
7. Rich R. from New Mexico, USA (2nd)
8. Sue V., Chair, from Ontario, Canada (5th)
9. Tamara P., Treasurer & Secretary, SC, USA (5th)

The ACA World Service Organization Board of Trustees is made up of seasoned professionals with expertise in fields such as healthcare, law, education, business, and nonprofit leadership.

Alongside their professional backgrounds, Board members bring decades of service in ACA and other 12-Step programs, including founding meetings, leading intergroups, chairing committees, guiding strategic efforts, and fostering international growth.

This blend of professional skill and recovery experience equips the Board to lead with operational excellence, spiritual integrity, and a deep commitment to ACA's global purpose.

For more info. see: [Board Combined Service & Professional Summary](#) & [Trustee Bios. 2025](#)

Committees

There are currently 17 committees and 7 studies/groups made of approximately 92 volunteers.

Special Workers

ACA WSO currently employs eight full-time and three part-time special workers.

For a list of the Committees and Special Workers, see: [Org. Chart -Committees & Special Workers Lists](#)

4. 🌱 Spiritual and Business Principles in ACA WSO

Introduction

ACA functions as both a spiritual fellowship and a nonprofit corporation. The challenge—and opportunity—is to align spiritual intent with legal responsibility so that legal structures protect, rather than undermine, the spiritual foundation.

Core Spiritual Principles

Rooted in the Twelve Steps and Traditions, these principles guide leadership, decision-making, and service in ACA:

- Group Conscience (Tradition Two): Leadership is based on collective spiritual discernment, not authority.
- Anonymity & Humility: Ensures no individual holds undue influence; fosters equality.
- Unity (Tradition One): Our common welfare comes first.
- Service: Leadership is expressed through voluntary, humble service.
- Integrity & Responsibility: Trusted servants serve by following group conscience and spiritual principles.
- Traditions Two and Nine: ACA structure exists only to serve, not govern, the fellowship.

Core Business Principles

To legally function as a nonprofit, ACA WSO upholds these organizational practices:

- Fiduciary Duty: Trustees must act with care, loyalty, and in alignment with ACA's mission.
- Governance: Clear bylaws, policies, accountability, and transparency guide legal compliance.
- Delegation: Legal duties rest with the Board; spiritual leadership resides with the Fellowship.
- Risk Management: Legal protections (contracts, intellectual property, insurance) enable service continuity.
- Conflict Resolution: Solutions that respect both legal standards and spiritual intent.

Balancing Spiritual and Legal Responsibilities

- Our legal frameworks, guided by spiritual values and recovery principles, enable our ACA purpose while ensuring compliance with laws and regulations, demonstrating our commitment to our World Services fellowship.
- Transparent communication (e.g., ABCs, Town Halls) ensures alignment between Fellowship and Trustees.

- Checks and balances ensure mutual accountability.
- We use our knowledge and experience to bring spiritual awareness to legal decisions and legal understanding to spiritual matters.

 **Governance Chart: Spiritual and Legal Responsibilities in ACA WSO**

<u>Section</u>	<u>Spiritual Responsibilities</u>	<u>Legal Responsibilities</u>
I. Source of Authority	Twelve Traditions & Group Conscience	State and Federal Law, IRS, Bylaws
II. Leadership Role	Servants, not Governors (Tradition Two, Concept IX)	Fiduciary Duty to the Corporation
III. Decision-Making	Bottom-Up via Fellowship and Group Representatives	Top-Down Legal Accountability via Trustees
IV. Representation	Conference Voice (e.g., ABC, Ballots)	Board of Directors bears legal responsibility

5.  Strategic Priorities

A. Strengthening our Global Fellowship and Public Service Engagement

The Board remains committed to enhancing ACA's global presence and strengthening its outreach efforts:

- **Expanding Literature Access:** Continued development and extension of global literature distribution networks, particularly in emerging regions such as the Middle East and Japan, to support recovery and community building.
- **Intergroup Support:** Recognition of Intergroups as vital connectors in the Fellowship. Their long-term sustainability is being prioritized to foster both local and international unity and growth.
- **Outreach to Incarcerated Adult Children:** Ongoing support ensures incarcerated adult children have access to ACA's recovery resources, reinforcing the inclusive purpose of the Fellowship.

- **Event Planning and Support:** Proactive planning for major events, including the Annual World Convention (AWC), to promote community and fellowship engagement.
- **Enhanced Communications:** Efforts are underway to improve communications for more consistent and effective messaging across the Fellowship.

B. Strengthening Unity and Collaboration of WSO and the Conference

Strengthening alignment between the Conference and WSO is a key focus:

- **Supporting Delegate Initiatives:** The Board honors the collective conscience expressed through ABC/QDM decisions and supports implementation of approved motions. See: [Delegate Directions from the ABC's](#)
- **Structural Evolution:** Active support for strategic Conference structural changes, provided these are approved through delegate group conscience at ABC/QDMs and/or fellowship group voting.
- **Trust and Transparency:** The Board is committed to transparency, accountability, and fostering trust through responsive leadership practices.
- **Enhancing Delegate Participation:** Aimed at increasing engagement across all levels of the Conference, ensuring robust partnerships and aligned objectives between WSO and Conference processes.
- **Committee Collaboration:** Support for WSO committees to align with any Conference structural shifts and to work in harmony toward shared goals.

C. Ensuring Sustainable WSO Operations

Ensuring the operational and financial sustainability of WSO is foundational:

- **7th Tradition Participation:** Coordinated campaigns are in process to increase Fellowship contributions from the current estimated 21% toward a target of 25%, with an increase of 1-2% per year to strengthen financial stability.
- **Staffing and Succession:** Focused efforts on staffing cross-training and succession planning to maintain continuity and effectiveness in operations.
- **Governance Best Practices:** Regular updates to the Operating Policy and Procedures Manual (OPPM) and WSO Bylaws are emphasized to uphold compliance and nonprofit governance standards.
- **Distribution and Growth Strategy:** Strengthening global product distribution channels, especially in newer ACA regions, supports ACA's expanding fellowship.

- **Audit and Compliance:** Timely completion of audit-based action items ensures financial integrity and operational discipline.
- **IT and Security Infrastructure:** Continued improvement of fraud prevention practices, disaster recovery plans, and IT security to protect against disruptions.
- **Balanced Decision-Making:** Emphasizing the importance of aligning spiritual principles with sound organizational practices in all decision-making.

D. Building Board and Committee Capacity

The Board is investing in its people to increase organizational strength and leadership:

- **Trustee and Volunteer Engagement:** Ongoing outreach to recruit and welcome potential trustees and volunteers through events like meet-and-greets and informational sessions.
- **Committee Restructuring and Training:** Regular evaluation of committees to ensure effectiveness, alongside training initiatives through forums such as the Board-Chairs Forum and Service Academy.
- **Use of Professional Resources:** Consulting nonprofit experts to ensure best practices in governance and leadership.
- **Strategic Planning:** Annual strategic planning sessions are being held to clarify goals and set actionable priorities.
- **Commitment to Safety and Respect:** Continue advancing initiatives that foster a welcoming, inclusive, and dynamic learning environment—one where all voices are valued, heard, and respected.

5. WSO Policies and Projects

Over the past year, WSO has **completed key policies**, including:

- Records Retention
- Whistleblower Protection
- Audit
- Compensation
- Archives Collection

Pending policies include:

- Meeting listings
- Regions certification/recertification
- Accessibility

Over the past year, WSO has **completed key projects**, including:

- Inventory management system/accounting software upgrade

- Donor management system.

Ongoing projects encompass:

- Website development and other IT projects
- Literature Committee Assessment
- Translation management system
- ACA's 50th Anniversary Celebrations
- WSO History project

WSO continues efforts to enhance policy, technology, and strategic initiatives for improved organizational efficiency and fellowship support/engagement.

For more information, see: [Summary-of-WSO-Policies-Projects-in-Development](#)

6. 🤝 Year in Review

A. Strengthening our Global Fellowship and Public Service Engagement

Literature and Publication Initiatives:

- ❖ Launched a comprehensive Literature Assessment Project to streamline workflow and prioritize essential texts such as *The Essentials*, *Loving Parent Guidebook Daily Reader*, and updates to the *BRB*. See: [Literature Committee 2025 ABC Report](#)
- ❖ Successfully funded translations from the International Literature Fund (ILF), notably completing the Arabic translation of core ACA texts.
- ❖ Researched a new translation management system to streamline translation processes and reduce the workload for volunteer translators.
- ❖ Released new printed books, *A New Hope* and *Connections* and soon to release *Strengthening My Recovery* audiobook.
- ❖ Approved creation of an ACA Teen Booklet from BRB Chapter 18, responding to fellowship requests.

Member Services Initiatives:

- ❖ Successfully hosted the 2025 Annual World Convention with over 4,300 participants from 72 countries around the globe.
- ❖ Trustee involvement in international Intergroup dialogues.
- ❖ Initiated quarterly meetings with the European Committee, enhancing global cooperation and information exchange.
- ❖ Resumed work on providing Intergroup Set-Up Guidelines as per ABC motion.
- ❖ Agreed increased support is needed for intergroups, only 18% are sending a delegate and the number of intergroups are decreasing every year.

- ❖ Certified a new Region.
- ❖ Plan to review policies for regions and to invite regions and intergroups to discuss what is needed to build strong partnerships between regions, intergroups and world services.

Safety Resources Initiatives:

- ❖ The Data Analysis Committee created a report to summarize safety-related experiences and perceptions among delegates attending ABC and QDM conferences from 2022 to early 2025. It reflects evolving concerns and improvements regarding emotional, procedural, and interpersonal safety within the delegate environment. The data draws on feedback from conference participants, including surveys, commentary, and observational notes.

In summary, this report showed that between 2022 and early 2025, the ABC/QDM conferences underwent a meaningful transformation in emotional and procedural safety.

2022–Early 2023: Heightened Safety Concerns - Delegates reported high levels of emotional discomfort, procedural confusion, and intimidation. This prompted heightened awareness and foundational safety interventions.

Mid-2023–Early 2024: Notable Improvements - Clarity in safety guidelines and consistent facilitation practices led to marked improvements. Surveys from this period noted increased trust and emotional security.

Late 2024–Early 2025: Strengthened Practices - Practices further matured with increased use of breakout rooms, structured participation formats, and stronger support from trained facilitators.

Strengths: Widespread trust in safety protocols: Most delegates now agree that safety measures are fairly and consistently applied.

While notable progress has been made, **challenges persist** including: Group dynamics and inclusivity challenges: A minority (5–10%) still feel overshadowed by more vocal participants, and occasional sarcasm or dismissive commentary can silence vulnerable voices, raising concerns about equitable participation and the need for mindful moderation.

These improvements are a direct result of the efforts of volunteers in the Health and Safety in Service (HSS) Advisory Group and the Safety Resources Committee. Their initiatives—such as the Communication Platforms User Agreement and the Point of

Safety roles, and the newly launched Service Norms document—were in direct response to delegate concerns and have proven effective in improving the tone and inclusivity of our service spaces.

See full report: [ABCConferenceSafetyReport2022-2025-Data-Analysis-Comm.](#)

Public Services and Institutional Outreach Initiatives

- ❖ Ongoing support for outreach to incarcerated individuals and health professionals.
- ❖ Approved correspondence guidelines for institutions.
- ❖ Provided ACA literature at a discounted rate to approximately 125 public institutions.

Communication Initiatives:


- ❖ Finalizing work to launch a new ACA website.
- ❖ Established a Communications Working Group composed of volunteers, special workers, and communications consultants to develop an integrated plan that ensures cohesive messaging and optimizes content across multiple platforms.
- ❖ Assessment of ComLine to provide an expanded scope to better serve the fellowship.
- ❖ Increased communications for 7th Tradition contributions with a more integrated approach.

B. Strengthening Unity and Collaboration of WSO and the Conference

- ❖ Sponsored 2024 ABC and three Quarterly Delegate Meetings over the past year.
- ❖ Strengthened communication through detailed and regular reporting at Annual Business Conferences (ABCs) and Quarterly Delegate Meetings (QDMs).
- ❖ Supported the committees supporting the Conference (ABC/QDM): ABC Committee, ABC Study, Concepts, and ABC Sustainability and Ballot preparation Committee (BPC).
- ❖ Engaged a professional parliamentarian to facilitate governance improvements at delegate meeting (Feb. QDM) and upcoming 2025 ABC.
- ❖ Followed up and provided status updates on ABC motions from 2014 to 2024. See: [Delegate Direction from the ABCs](#)
- ❖ Implemented conference-directed initiatives, including expanding social media outreach, developing fellowship-wide historic voting processes, literature development of the Guidebook on Essential Needs of ACA Recovery, and renaming and expansion of the International Literature Scholarship Fund. See:
- ❖ Maintained a transparent log of ongoing major policies and projects in process - [Summary-of-WSO-Policies-Projects-in-Development](#)
- ❖ Developed a “Pricing Policy Statement” for approval at the 2025 ABC. This will provide clear guidelines for future price increases - see:

 [Board Motion for 2025 ABC - Pricing Policy Statement.pdf](#)

- ❖ Took first steps to process Petition Sent to the Board - see:

 2025 Petition re Literature Price Increase.pdf

C. Ensuring Sustainable WSO Operations

- ❖ Substantially updated the Operational Policies and Procedures Manual (OPPM) based on professional standards and legal review, including expanding the Whistleblower Policy to delegates and volunteers. For more info. See: [Status Report-Project to Update OPPM-April-2025](#)
- ❖ Adopted a carefully developed budget, introducing strategic adjustments including necessary literature price adjustments to sustain financial stability amidst inflationary conditions.
- ❖ Achieved a 97% Charity Navigator rating following a comprehensive financial audit, reflecting robust financial oversight and transparency following last year's audit.
- ❖ Implemented a new donor management system, significantly improving the efficiency in processing contributions.
- ❖ Updated 7th tradition guidelines: Removal of bequest limits as per legal guidance and an increase in individual annual donation cap to \$50,000.
- ❖ Completed comprehensive compensation policy and benchmarking to ensure equitable remuneration for special workers.
- ❖ Streamlined operations through standardization, modern project management, and technology integrations.
- ❖ Revised Slack settings for enhanced privacy.
- ❖ Continued our efforts to retrieve materials for the Archives and purchased fireproof cabinets to safeguard valuable documents and books..

D. Building Board and Committee Capacity

- ❖ Responded to a high volume of routine and non-routine requests from our Committees, WSO Office, ABC/QDM, and fellowship members, balancing timely action with strategic prioritization to support the fellowship and organization's purpose.
- ❖ Formed Board-Committee Chairs Forum to enhance committee-board collaboration and communication.
- ❖ Officially dissolved Collaboration Committees in November.
- ❖ Starting to strengthen volunteer infrastructure through developing structured orientation, training modules, field visits and interactive events.
- ❖ Welcomed and provided comprehensive orientation for new trustees Al E., Alisa A., Jim R., Ken R. and recently Kaz S.

- ❖ Conducted global “Meet & Greet” events to support proactive trustee recruitment, build connections with the fellowship and facilitate effective leadership transitions.
- ❖ Hosted Quarterly Board meetings with the Fellowship to provide regular WSO updates and to ask for feedback on various topics. See: [Board Mtgs. with the Fellowship webpage](#)

7. 💰 Financial Overview

A. Summary Statement from the Treasurer, Tamara P.

WSO has continued to meet all financial obligations in a timely and responsible manner this past year. We are proud to be investing further in literature development and international accessibility, ensuring more adult children can find healing in the language their inner child understands. While literature sales remain our primary revenue stream, we also continue to grow in 7th Tradition contributions from members, groups, and intergroups—support that is vital to our ongoing work. For full Treasurer report see: [Treasurer's Report for the 2025 ABC](#)

B. [2025 Adopted Budget Summary](#)

C. Audit Status Updates - *Coming soon*

8. 🖱️ Looking Back

Celebrating 47 Years of ACA Fellowship and 42 years of ABC's.

Our Fellowship started in 1978 with one ACA meeting, and in 1984, ACA members voted to establish ACA as an autonomous 12-Step, 12-Tradition organization. Here is a summary of our journey since then.

1978 - 1983: **Beginning of our ACA Fellowship**

Our journey began in 1978 with the first ACA meeting in New York City. By 1982, ACA had expanded to California.

1984 - 1989: **Beginning of our World Services**

We united as an official Twelve Step fellowship and began creating a World Service Organization.

1990 - 1994: **Diverging Visions Stalled Service Structure Development**

Conflicts at the 1990 ABC caused major instability: halted service structure development, office closure and initiated a plan to dissolve World Services, if needed.

1995 - 2005: **Starting Again - Building the Foundation of ACA Literature**

We focused on rebuilding and establishing a solid foundation for service and literature. Key efforts included re-opening the office, expanding literature development, and strengthening organizational structure through new policies, regional frameworks, and the adoption of the 12 Concepts of Service.

2006 - 2016: **Unifying our Fellowship with the Launch of ACA Literature**

The Big Red Book was launched, marking the beginning of ACA's literature legacy and the rebuilding of our fellowship, followed by the Yellow Workbook, Laundry Lists Workbook, and Strengthening My Recovery, and the first ACA translations.

2017 -present: **Building the Global Service Structure and Realigning the Fellowship, Conference, and WSO**

ACA WSO expanded its global reach by establishing the European Committee and the Global Members Committee, strengthening support for the international fellowship. At the same time, it initiated efforts to build the Conference service structure through efforts like the Service Network Committee and study initiatives approved at recent ABCs.

See: [History Summary w/References-DRAFT](#)

Our journey is about ACA coming together to build a fellowship where we can all recover—through the creation of a World Services organization that supports our groups around the globe. The 12 Steps guide our individual recovery, the 12 Traditions support our recovery in groups, and the 12 Concepts guide our collective recovery as a fellowship, through the Conference and World Services.

It hasn't always been easy, but it has always been filled with promise. Just as change and growing pains are part of individual recovery, they are also natural in the evolution of our groups and World Services.

We are resilient, and our story is still being written. Let's continue writing it—together.

9. Looking Ahead

Building a Sustainable Future for ACA and WSO

As our Fellowship continues to evolve, the World Service Organization remains firmly grounded in its purpose: to support the Fellowship and sustain its core operations through a balanced application of spiritual principles and sound organizational practices.

Strengthening our Global Fellowship and Public Service Engagement

Intergroups are recognized as vital connectors; their long-term sustainability is a major focus to nurture local and global unity. Planning is underway to explore organizing a major in-person, multi-day event in 2028 to commemorate ACA's 50th Anniversary, similar in scale and spirit to the ABC/AWC gatherings held in 2017, 2018, and 2019, as well as other celebratory ideas. Efforts continue to expand ACA's literature distribution in emerging regions, support outreach to adult children in facilities and institutions, and improve communication across the Fellowship.

Strengthening Unity and Collaboration of WSO and the Conference

The Board is committed to honoring delegate-led initiatives, strengthening structural alignment, and increasing delegate engagement. Support continues for strategic changes approved by group conscience, promoting transparency, and fostering trust across all levels of service.

Ensuring Sustainable WSO Operations

Guided by our commitment to self-support, we are focused on increasing 7th Tradition contributions to strengthen ACA's ability to become fully self-supporting. Our priorities include inspiring greater 7th Tradition participation, cultivating strong leadership and succession pathways, raising the standard of governance, widening the distribution of our recovery literature, and protecting the integrity of our IT and financial systems. Every step is taken with deep respect for the balance between organizational needs and the spiritual principles that define ACA.

Building Board and Committee Capacity

To keep ACA WSO strong and ensure continuity, we need to maintain a steady rotation of two to three new trustees every year.

With a renewed sense of urgency and purpose, World Services is continuing its outreach through vibrant meet-and-greet events and proactive engagement efforts. We will continue to restructure and strengthen our committees to offer meaningful service opportunities that foster leadership, emotional recovery, and diversity, while building a dynamic, inclusive, and sustainable foundation for ACA WSO through training, collaboration, and support.

Call to Action: Strengthen and Shape the Future of ACA WSO

The ACA World Service Organization (WSO) stands at a key moment in time. Our fellowship is growing worldwide, with nearly 3,000 groups in 68 countries and a thriving distribution of life-changing literature in over 30 languages. Your help is needed now more than ever to ensure

we continue to serve the fellowship with strength, resilience, and heart.

Sustaining this momentum and building a strong future depends on each of us, including you.

- ❖ Join a Committee: Start your service journey today by attending a committee meeting, completing the [Volunteer Interest Form](#), or contacting the [Volunteer Resources Committee](#).
- ★ Apply to be a Trustee: If you already have the experience, apply now and help guide ACA's future. Learn More: Visit the [Nominating Committee webpage](#) or email the Chair at ChairNomCom@acawso.org.

Together, we can carry the message, protect our fellowship's future, and bring the ACA Promises to life.

10. 🙏 Acknowledgments

Gratitude to:

- 💖 Trusted servants, including our delegates
- 💖 7th Tradition contributors
- 💖 Regional, Intergroup & local service bodies
- 💖 Fellowship members worldwide