

2022 ABC Ballot for ACA World Service Organization - English

There are 13 Proposals in this document. Those that receives 60% or more positive votes on the ABC Ballot after voting starts on February 15th will be included on the ABC agenda. These agenda items will then be discussed and may result in a motion that the Delegates will vote on.

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.

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

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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.

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.

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.

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Proposal 2022 – 3

Submitted by: MA063

Issue: 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:

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- 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.

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.

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: *else*] 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

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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.

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)

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.

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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.

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.

Background: The WSO service body historically has been comprised of volunteers willing to show up. The service body began in 1983 when an outstanding bill of \$200 had to be paid and the bank account contained \$28.46. This group evolved into the interim Central Service Board (CSB) primarily to become a focal point for people to find meetings and exchange ideas and information internally and publicly. At the 1984 Annual Business Conference (ABC), ABC delegates mandated the formation of Intergroups and approved the report, “The ACA Program and How it Works.” In 1987, delegates voted for the Central Service Board to be the “interim” World Service Organization. At the 1988 San Diego ABC, delegates dropped the “interim” and the board became the World Service Organization (WSO). In the early 1990s Intergroups formed Regions and their representatives joined the WSO Board manned primarily of volunteers, not representatives. All communication was made on long-distance telephone calls that callers paid for by the minute and bought stamps for mail. Early Regions included: Region 20 – UK & Europe; Region 10 – Eastern Canada; Region 8 – Texas; Region 2 – California; Connecticut; and Iceland. Those Regions died because just a few people gave service concurrently at their meetings, intergroups, regions, and world service boards AND 7th Tradition donations did not sustain operations. The few

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leaders on the four levels of the hierarchy were professionals, had families, and then had to create fund raisers (Region 2, for example, produced the annual ACA Birthday celebration at Santa Monica Pier).

Resources/Implementation: Our Intergroup was asked by a WSO Trustee to reconstitute our ACA Region. We contacted nearby Intergroups, met with their representatives, and determined the mission, organization of the board and committees, and activities of the Greater Western USA Region, and began operations. Our Intergroup and the GWU Region have been providing our support to other Intergroups that choose to form their own Regions according to their own process and operational choices.

- WSO Trustees encourage, recognize the strengths of, and support the efforts of the elected Representatives of the Regions to the WSO Board.
- ACA now has two Regions, and another is developing. The European Committee is, in effect, a Region and was a Region in the past. The Global Committee has identified developing Regions in Africa, the Middle East, Far East, Oceania, India, Japan, and Australia. A Region elects a representative according to their own criteria to the WSO Board, and that trustee becomes a voting member. When five or more Regions are represented on the WSO Board, remaining volunteers on the Board will be phased out through term limits. When a Region Representative is elected by the Board to be an Officer, that Region elects a new representative.
- The WSO Board is to recognize the Representatives, orient them, encourage their strengths, and support their efforts. As on any service board or committee, a Region Representative may be ousted for cause by the board.
- The OPPM rules for qualifying potential Board members are to be rescinded when the Board has at least 5 Regions represented and be invoked when there are less than 5 Regions. Those rules may be distributed to potential regions as SUGGESTED criteria to select their representatives.

Volunteers will be encouraged to chair and serve on committees.

WSO Analysis: ACA World Service already recognizes and encourages the participation of regions on the board, and Page 56 of the policy manual (OPPM) notes that “WSO-certified Regions are entitled to a seat on the Board of Trustees.” However, at the present time, the proposed model is not close to sustainable. To date, only two certified regions exist, and only one has nominated a trustee. Although the number of regional trustees will grow, it may be premature to assess this proposal when there is such a small number of regional trustees. Few if any other Twelve Step fellowships have “regions only” trustees, or interpret Tradition 9 as requiring that board membership be limited to regional trustees.

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%.

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,

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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.

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-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

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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.

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.

Background: Having heard the evidence in Town Halls 1 and 2, we are putting forward this proposal even though it may be premature. We will abide by the decision of WSO on this. We believe that advertising "only" meetings is divisive and discriminatory. However, there is a difference between "only" meetings and, for example, men's meetings or LGBTQ+ meetings where women or straight people can be admitted if the group so agrees. This policy has been going on in AA UK for many years.

Resources/Implementation: We in the UK could implement the suggested proposal, should it be made official by ACA as a whole and WSO.

WSO Analysis: The ACA online meeting directory includes “affinity” meetings that support specific populations, and also some “only” meetings that limit who may attend. In 2021, ACA World Service delisted several meetings that might violate discrimination laws or create an impression that ACA supports intentional exclusion of underrepresented or disadvantaged groups. At this time, it has not supported a blanket elimination of “only” meetings, noting that many participants say that such meetings can provide a sense of safety to many childhood-trauma survivors. 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.

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.

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

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- 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.

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.

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.

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- 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.

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.

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-

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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.

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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.

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

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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.