



Adult Children of Alcoholic and Dysfunctional Families  
World Service Organization, Inc.

## **The 2024 ACA WSO Annual Business Conference Minutes**

**Held via Video Conference on May 18-19, 2024**



**Submitted by:** Karin O. and Trish I., ABC Secretaries

**ABC Chairpersons:** Carmen B., Edmundas V. and Marcus H.

**Parliamentarian:** Kaz S.

## 2024 ACA Annual Business Conference Minutes

Held via Video Conference on May 18 & 19, 2024, 9:00 AM - 6:00 PM ET

And with online global voting

### Delegate Information:

- 141 Delegates registered for this Conference from over 14 countries representing 114 meetings, 25 Intergroups and 2 Regions.
- [2024 Delegate Guidebook](#)

Fellowship Information (based on ACA website meeting directory info. as of May 2024): 2709 Active Meetings; 102 Intergroups and three Regions.

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# Day One - May 18, 2024

## I. Opening:

### A. Readings

- Serenity Prayer
- Diversity Statement
- Commitment to Service Reading
- Daily Meditation Reading

### B. Notice: Meeting is Recorded

### C. WSO Chair Welcome - Sue V.

### D. Conference Co-Chairs Introductions - Carmen, Marcus and Edmundas

### E. Ratification of Conference Co-Chairs - 71 delegates voted to approve the ratifications.

### F. Welcome to New Delegates

### G. Co-Chair presented Zoom chat information and guidelines

### H. Introductions

- Parliamentarian - Kaz S.
- Timekeepers- Kaleign and Dalibor
- Secretaries - Karin O. and Trish I.
- Point of Information - Marty M.
- Point of Information WSO - Sue V. and Bill D.
- Point of Order (Process) - Carmen, Edmundas, Marcus
- Point of Safety - Adelina (coordinator)
- Reader - Tray

### I. Technology Briefing - Brad L., IT Manager

- Introduce tech team
- Raised hands/Reactions
- Delegates rename themselves
- Election Buddy polling
- Worldwide online voting
- Tech help questions
- Recordings / website page
- How to change language
- How to enable and save Chat transcript

### J. Setting the tone and Zoom etiquette

**QUORUM was established at 42 (50%) with 84 delegates present.**

## II. Co-Chair Reviewed the Agenda

See: [2024 ABC Agenda](#)

## III. Approval of Previous Meeting Minutes

These were brought forward by one of the ABC Chairs.

### A. 2023 ABC Minutes see 2024 ABC Delegate Guidebook (ADG) [Link](#)

- Motion to approve minutes passed with 64 votes affirmative, 0 not approve and 24 abstained.

### B. August 5, 2023 Quarterly Delegate Meeting (QDM) Minutes see ADG [Link](#)

- Motion to approve minutes **passed** with 56 votes affirmative, 0 not approve and 31 abstained.
- C. November 4, 2023 QDM Minutes ADG [Link](#)
  - Motion to approve minutes **passed** with 49 votes affirmative, 0 not approve and 37 abstained.
- D. February 3, 2024, QDM Minutes ADG [Link](#)
  - Motion to approve minutes **passed** with 44 votes affirmative, 2 not approve and 39 abstained.

#### IV. Literature - Motion to approve the Safety Tent Card

Background presented by Christine B., Literature Committee Chair. See: [Background info. on Safety Tent Card](#)

##### Q & A/Comments

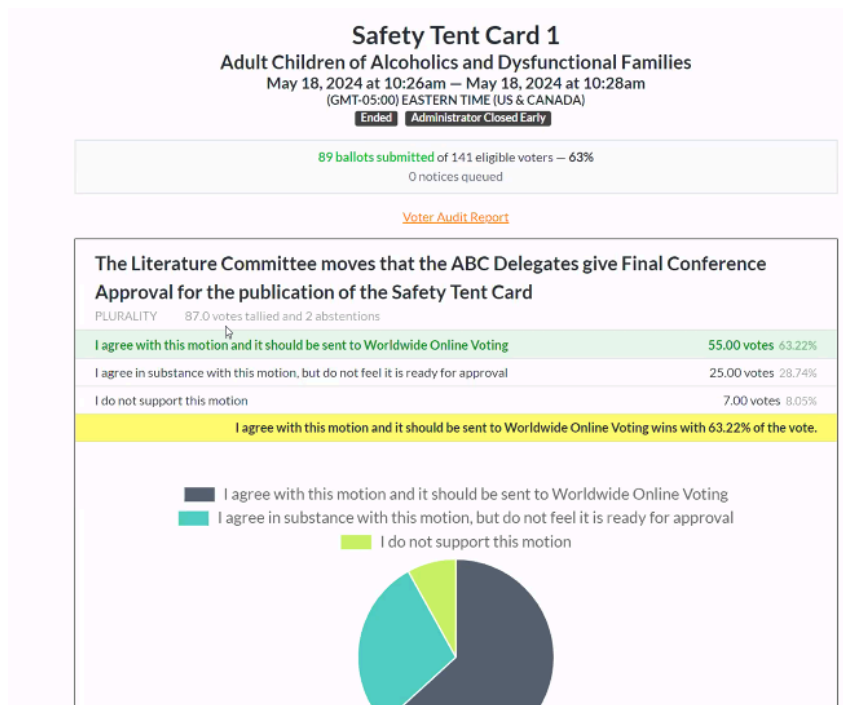
- Q: Summarize why those were in favour of keeping “Predatory” in the statement?
- A: The Literature Committee was responding to the fellowship review. People found that word judgemental.
- Q: As someone who worked on it, it might be helpful in the spirit of informed group conscience, for delegates to see the before and after to see what changes came out and secondly removing the word predator, other fellowships have no problem using the word “predator”
- A: The goal of this group was to bring this to the fellowship and not debate the input.
- Q: Why is Comline designated as reference material for the safety card and not the BRB. Why aren’t we referencing official literature as opposed to a magazine or blog post?
- A: People who wrote the ComLine article were able to go into much more depth than what is in the BRB. This question asks us to think broadly and look at new resources.
- Edmundas, Chair, reminded the group that if delegates of the conference approve, it will go to online voting.
- Q: Will there be guidelines provided on how to insert this into the script for Zoom meetings, if approved?
- A: I don’t know. We are thinking about how to integrate these types of documents into Zoom.
- Q: As a member who spent a year drafting this card, there is a difference between using the word “predatory” as being unsafe and being uncomfortable. Was there information as to how many people said they were not comfortable \? Will this be part of the vote to include this word “predatory?”
- A: My understanding is it is a yes/no vote. I was not involved in the Fellowship review discussion, Greg R was. I am doing the best that I can to field the questions since he could not be present. I don’t have the knowledge of the number of people who wanted the word removed.
- Q: As a member in helping with the writing of the card. It was concerning to me about feedback from fellowship about not using “predatory” yet I was eventually shifted to removing it since it meant that more groups would be using it. There was some translation that “predatory behavior” meant they were a “predator.”
- A: Kathy Y was in the final review group, so she is a good source of information
- Q: Is it possible to post a link to the ComLine article in chat?

- A: Yes it is.
- Q: Predator implies intent so I support taking this word out as a person may not have that intent.
- Q: What is a tent card?
- A: It is a folded piece of paper that looks like a tent.
- Q: Is this to replace the other document as we are using the old version? I liked having an introduction to safety at the beginning of this meeting which is much more effective than a tent card. I do not like the statement on it, "If you are not happy, find another meeting" since there is only one meeting in Belgium.
- A: One, we have an open literature policy, so your meeting can use any literature that works for your group. This was designed to have a conference-approved version, so you can decide. As to the language, it went up to the board and the board initially objected to the way it was written because it was too dismissive and it went back and forth. Everyone is not going to agree.
- Q: One the signage, I know it may seem dismissive, yet ACA has a vast ACA meetings online if in a limited locale. We must be conscious of cultural differences on the word "predator" and predatory behaviour.
- A: Thank you for putting this into the space and we need these voices. We are working on assembling a special focus group for literature evaluation so that we have multiple voices on all of our literature.
- Q: The conversation of having included aspects of the ComLine articles. The type of unsafe behavior can come from a variety of angles. These articles define these varieties
- A: You can write an article for Comline about safety. We welcome your views. It is an open conversation. I don't want to get hung up on one piece of literature.
- Q: Question about the use of the term predatory and they wanted to know the point of view of those in favour of keeping the word predatory in a statement.
- A: I was not at the meeting when this word was discussed yet at the point of this review it was decided that "predator" labeled someone as a "bad person."
- The thing that I'm not a fan of about the card is that predatory indicates something serious. So it leaves it really vague to me to take it out and I wonder if I could be doing unsafe behaviour. It's not really clear what is constituted as safe but is clear on what actions to take, which seems strong.
- I am not comfortable changing the word "predator" - what about the people who are victims of predatory behavior. There is also ambiguous language in the tent card.

Motion: The Literature Committee moves that the ABC Delegates give Final Conference Approval for the publication of the Safety Tent Card. (Marcus H.)

Second: Kathy, CA837

ElectionBuddy Poll: Need 60% to go to world online voting



**RESULT:** 63.22% Agreed with this motion and that it should be sent to online voting.

## V. Concepts 2 & 6 Study: Report and Two Motions

Background [2024 ABC Concepts 2 & 6 Study Report](#)

Presentations by Study Group members: Josh W., Charlie H., Kaz S., Kelle J., Sue V.

see: Background Presentation - Concepts 2 & 6 Study , Concept 2 Presentation

Motion #1: that, to support a Informed Group Conscience process, the following language be approved by the conference today for subsequent group consideration and a final vote at the 2025 ABC as a replacement for the current Concept II: “ACA groups delegate to the World Service Conference the authority to act as their effective voice and conscience, and to represent the fellowship in world service matters.” (Charlie H.)

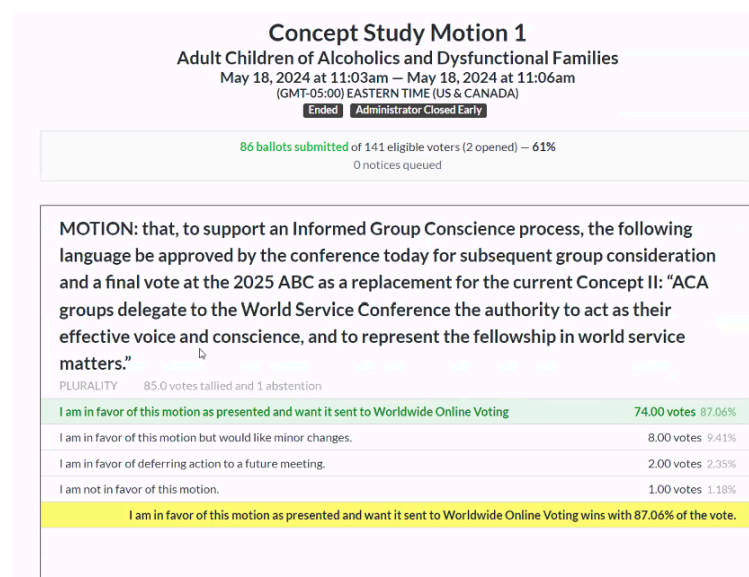
Second: Buddy S. PA017

Q&A/Comments

- Q: I agree with the introduction that we need to examine the interplay between what is a conference and what is the voice in the groups and how they interact. My question is are there any future plans for literature development to develop a body of examples of how we are able as a program to implement this concept into our everyday lives. I notice this is true for other fellowships that have literature developed to give the fellowship. Direction to bring this concept to life.
- A: Other fellowships do this and it is something we should strongly consider. We had planned to continue working on this if we have approval to extend our study and expand our scope.
- Q: What I was thinking is that the concepts are so beautiful and interesting and can we do what we did with the Traditions where we have a monthly panel discussion or presentation and open it up to Q and A. Because I know delegates come here with minimal understanding of the concepts
- A: If we are extended we believe outreach to the fellowship for education is necessary


- Q: I agree that the language should be clarified and I appreciate that it's being considered. The current draft to me misses clarifying that the delegates represent the conference body and I don't see the connection. I drafted an alternative "When elected delegates assembled to form a world service conference body. They have the authority to represent the fellowship and act as the effective voice and conscience of the fellowship in world service matters." So I feel like more clarification that the delegates are the conference and that the groups aren't just delegating to WSO people to act on their behalf and clarify that the delegates are the conference body.
- A: This is exactly the kind of commentary that will be made during the one year extension if this is passed for fellowship input.
- I am hearing that working towards making the concepts more user friendly. When it says world service matters, I think folks may not understand what that is.
- A: This is why we suggest starting a fellowship discussion on a draft, rather than a final project, to have this discussion on points being raised.
- Q: I'm curious whether this committee has considered not limiting representation of the Fellowship to world service matters but all matters? The language to represent the Fellowship, period.
- A: How the pieces of World Service work together is the fundamental idea of how to get fellowship input group conscience to "steer the bus" of world services. A Tradition grants meetings autonomy so that is why we directed our wording to world services.
- I suggest giving a reminder for the surveys that go out to the fellowship as to what the vote will mean to those who do service.

ElectionBuddy Poll: Need 60% to go to world online voting



RESULTS: 87% in favour of motion to go to worldwide online voting.

Second Presentation: see:  ABC Concept Slides 23.17.42 .pdf and

 Concept 6 Presentation.pdf

Motion #2: We propose a 2 -3 year extension of the time, and an expansion of its scope, of the Concepts Study Group/subcommittee to:

- to refine recommended language for an update to Concept VI to be presented at the next business meeting of the Conference to Include
  - considering updates to other Concepts
  - make recommendations to better integrate the Concepts into the World Service Conference and the World Service Organization.

Second: Laura GA10?

#### Q&A

- Q: The concept 2 and 6 study committee report says that there have been connections between the concept study and the ABC study and suggests that the collaboration between the two is important and yet the motion does not mention anything about that collaboration. Would it be helpful to formalize how that collaboration is going to take place?
- A: Members of this Study group are also part of that subcommittee too so that we have had this collaboration. We want to enhance this collaboration yet the specifics are to be determined.
- Q: My question is related to the “world service.” It’s a bit confusing because WSO should actually be the business or the executive arm of the conference. I’m confused whether they are making decisions or taking directions from the conference.
- A: We have used the terminology used in other 12 step groups that refer to all bodies in the organization yet there may be more appropriate terminology and is part of the consideration process.
- Q: It doesn’t look like there has been much progress in the last year. And for me and my local meeting this is not really a high priority and being a non-profit we need to focus on what we can get done versus debating different issues that may be a bit too abstract. It’s one of those topics that is really a turn off and this is why it’s difficult for me to get any other people to be delegates throughout Asia because it is also 10:30 at night and it’s a dry topic.
- A: You have been heard.
- I want to make a point of clarification that neither concept 2 or 6 are designed as a stand alone concept. They don’t exist in a vacuum. In order to ask about concept 2, one must look at all 12 concepts. My point is to read all 12 of them before trying to change one of them.
- A: This has been very much part of our discussion and the distinction of what we were asked to do.
- Q: I’m wondering and putting it out there if the study group would consider significantly shortening this concept? I’ve looked at three other fellowships and a key word that jumps out is administrative duty. Keeping the concepts user friendly so we can practice them in our lives and they are not dry language and they are actually principles that we can live by. So would the group be open to significantly shortening it
- A: I appreciate that and it was our initial thought and we did see others in other programs yet our point was to get more clarity around this concept. So we are working on it and will see what we come out with. Trying to have less words and greater clarity is a challenge. There are some programs with a long version and some with a short version.
- Q: I used to think the concepts were dry and boring until I got into service and now realize they are my everything. I have become aware of how important they are and



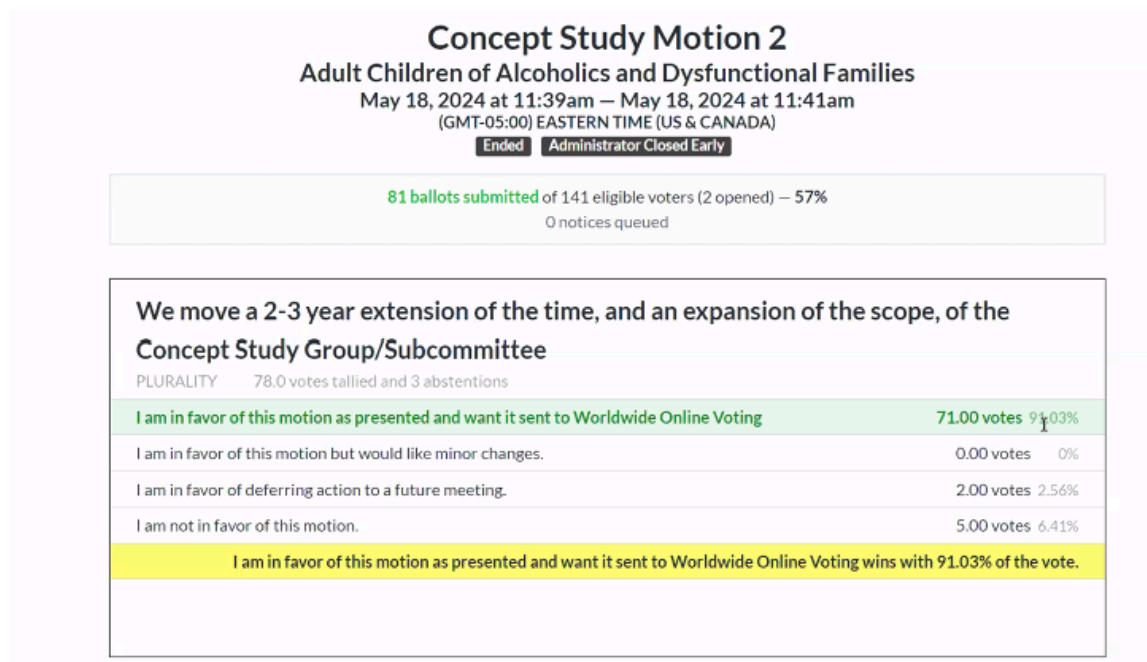
how sometimes the integration of the concepts is as important as the specifics. I have come to realize this needs some proper thought and an integrated approach and I really want to support both of these. The importance of bringing awareness to the rest of the fellowship of how to apply this practice, so I think this needs time and proper attention and an integrated approach and expanded awareness to the fellowship.

- I appreciate all you are doing. I do not subscribe to the notion that the concepts are dry. They're integral in my life, and how I relate to our communities beyond the community of self, the community, and how I interact with my peers, my family members. But it also gives me structure around how I can interact well with the world. Yeah, simply put. And it allows me to understand that I'm just part of a community, a global community. And lastly, I'm with the last few seconds I have. I think that it lacks clarity around boundaries, and I tend to think of the concepts of establishing the differences between legal duties because we are an organization at the end of the day, and how we apply the traditions as a as a a member of the fellowship, so maybe some clarity around that will help people see it as being less dry.
- Q: Could someone shed light on why revising the concepts are split up into specific numbers and not holistically done from the start?
- A: This was started in a ballot proposal two years ago which may clarify this.

**Motions that created the cmte (why are we here?)**

- **2022 ABC Motion** (adapted from Ballot Proposal Proposal 2021 – 4)
  - *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.*

ElectionBuddy Poll: Need 60% to go to world online voting



**RESULT:** 97% in favour of this motion going to worldwide online voting

Following Break -**Quorum established 33 (50%) of 66 delegates present.**

## VI. Proposal 7 - ABC/QDM

Proposing Group Presentation: by Brad L. see: [2024 ABC Prop 7 for ABC Agenda.docx](#)

Proposal: We propose that ACA hold annually one business conference and one other Delegate meeting. This one other Delegate meeting would replace the three Quarterly Delegate Meetings (QDMs) that are currently being held.

### Q&A

- The World Service Board is there to produce what the delegates and service structure are directing them to do. In 2023 WSO took in \$1¼ million dollars. It seems to me that you just hire more people to do this. They should not be run by the Board.
- The original intent with the QDM was to maintain focus and interaction from not just a 1 year conference with things being passed and then nothing ever coming out of it until the next year. Traditionally the progress towards things that the delegates had voted on was posted in the telecom minutes. It was just to bring the delegates back together with the board and the committees involved on the motions that were passed. We are going to need more time toward progress to maintain the fellowship ownership of these things but also for the emerging things coming up through the fellowship that have two-way dialogue. This may end up being a proposal or just to give other information.
- As someone who gives service in ACA, having someone step in to say we need help, thank you for bringing this up. I would think that there is a reason they are not hiring someone on salary and I would support this motion.
- I understand burnout, but the proposal feels like reacting rather than acting from a thoughtful approach. First of all, the idea of the quarterlies was rushed through in 2021

when we had a large number of ballots and had to battle rushing them through in a limited time and now we are talking about stopping the quarterlies because of the high demand on volunteer and staff resources. The main problem is that we rushed into doing quarterlies without really thinking through the implications in the first place. I believe this proposal is similar, a mistake and a reactive response. So while there have been some frustrating aspects with the quarterlies, there have also been some wonderful things at them like the topic based breakout rooms that encouraged much greater delegate input and I would hate to see it just get canned.

- A: We want to clarify, that it is not really so much the IT staff as it is more the ABC committee volunteers.
- One, I find this motion proposes a solution when there may be different solutions. Right now we don't have the resources to support that. That is the problem. There are different ways to solve the problem. We only have so many resources, so we can pull down on what we are doing or we can also bump up the resources. Volunteerism in ACA is always a perennial challenge. I thought someone else raised an interesting idea of special workers. Would it work to bump up resources by hiring special workers to handle some of this? Also, I think in other fellowships, some of this is split between the WSO and the committees, and the committee of the conference, which can handle things like agenda setting to help split the burden.
- Volunteer burnout is real yet I would like to propose that the ABC committee cancel it if they can't do it, and yet work on a long-term solution. What if we have more ballot proposals approved - I will put a revised version of a proposed motion.
- A: The agenda for today and tomorrow is not set on the possibility that we would not have another delegate meeting and it was based on what needs to be handled in these two days.
- Historically the ABC was hosted by WSO, not figured out by WSO. It seems they are way into it and should not be leading it. This is the reason my group voted against this. If we had a committee of the conference we would not have this problem.
- For me as a new delegate, I don't feel I have enough information to make a good decision and in ACA I have learned when someone says I need help, I listen. We have been talking about the lack of volunteerism in the committees. I would be in favour of a pause and look at what can be done and do more study.
- The ABC is not run by the Board, the ABC committee is a committee of the Board and we presume once the ABC Study completes the Charter then it will be run by its direction.
- Make a proposition that all delegate meetings are created equal. There's confusion that exists between some delegates or some people that think only at the ABC can proposals be done and discussed. The reason we have an annual business meeting is because of the California statute that requires reporting to the shareholders of the organization once a year. I would direct that if a delegate meeting were to happen in addition to this one, that it not be scheduled until 10 AM ET and some number of delegates step-up to co-facilitate and take action.

- How we prepare as a delegate and it is hard work to prepare as a delegate and it is part-time work so it is hard to find a delegate. For delegates it is hard with all other things. If we reduce for a bit and see, it is not in stone and we experiment and see what will work for us.
- I didn't like that we were rushed through to make a decision about the quarterly business meetings and I have not liked them very much. They're not created equal and having a half day 4 times a year is painful as someone who serves. It's hard to ask people if they want to be a delegate that includes all these extra meetings. I think twice a year makes sense.
- I concur that the decision was a rushed one and the concern is that the monthly TC's are now quarterly so in order to get to more group conscience there's got to be more interaction. I was on the ABC committee yet I did not feel my voice was heard. WSO could host it and pay for it and pass on some responsibility for agenda setting to delegates if the ABC committee needs this.
- I agree with this proposal. When I voted in 2021, I thought it was for the overflow of proposals. So if there is an overflow, it is appropriate. I think the quarterlies are too much work for too few people. Delegates had an opportunity to get on the ABC committee and very few did, so it fell onto a few people. There are quarterly teleconferences now where anyone can go and ask questions and be informed. The board also gives monthly minutes of all their motions. So there are lots of ways to be informed of what's going on.
- Parliamentarian: The process now is that we first vote on the ballot proposal which includes an option to make changes to the motion.

ElectionBuddy Poll: Need 60% to go to world online voting.

# Proposal 7-1-1 2024

## Adult Children of Alcoholics and Dysfunctional Families

May 18, 2024 at 12:58pm — May 18, 2024 at 1:01pm  
(GMT-05:00) EASTERN TIME (US & CANADA)

Ended Administrator Closed Early

84 ballots submitted of 141 eligible voters (2 opened) – 60%  
0 notices queued

**We propose that ACA hold annually one business conference and one other Delegate meeting. This one other Delegate meeting would replace the three Quarterly Delegate Meetings (QDMs) that are currently being held.**

PLURALITY 83.0 votes tallied and 1 abstention

I support the spirit of the Ballot Proposal and would like a Motion to be crafted for approval at the ABC.	68.00 votes 81.93%
I need more information and prefer a motion to be crafted to initiate an in-depth study that will report to a future ABC.	8.00 votes 9.64%
I would like this matter to be postponed for discussion at the next QDM.	0.00 votes 0%
I do not support the Ballot Proposal in any form.	7.00 votes 8.43%
I support the spirit of the Ballot Proposal and would like a Motion to be crafted for approval at the ABC. wins with 81.93% of the vote.	

**RESULTS:** 82 % support “I support the spirit of the Ballot Proposal and would like a Motion to be crafted for approval at the ABC.”

### PROPOSED ALTERNATIVE MOTIONS from Delegates Present

**Note:** After each alternative motion is submitted, the Parliamentarian will assess if the motion accomplishes the general spirit of the Ballot Proposal (OPPM)

- A. “Authorize the ABC Committee to cancel up to two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC, if there is insufficient volunteer support; and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings’ value and delegate experience.”
  - Accepted by Parliamentarian.
- B. “I would propose as a motion what was Proposal 6 - Delegate-Driven Conference Committee: *The 2024 ABC Delegates authorize creation of an autonomous Conference Coordinating Committee, directly responsible to the Conference of Delegates, to partner with ACA World Service Organization (WSO) in planning, organizing, and implementing ACA's annual and quarterly business meetings (ABC and QDMs). This committee would initially consist of at least 5-10 delegates. Funding of up to \$500 annually for independent communications platforms would be allocated from WSO's 7th Tradition contributions.*”
  - Accepted by Parliamentarian.
  - Point of Order: Raised as challenge to Parliamentarian’s decision: as per OPPM -a floor motion may not contain the sum and substance of any Proposals that

- were on the Ballot sent to groups in January, whether they are on the ABC Agenda or not.
- Hand vote on whether Parliamentarian's acceptance of motion should stand: 25 votes in favor, 47 votes for overturning ruling, 10 abstentions. Note: Procedural votes require 50% or more and specific wording is 60% or more.
  - RESULT: Parliamentarian's decision overturned - this motion is excluded.
- C. "I propose that ACA hold one business conference and one Delegate meeting annually, with the option to hold 2 other Delegate meetings as the need said decisions and resources allow, plus what Charlie said about deciding how to make said changes."
- Accepted by Parliamentarian.
- D. "That the ABC Committee is authorized to cancel one or more of the quarterly delegate meetings when necessary due to lack of adequate resources."
- Accepted by Parliamentarian.
- E. "Authorize a committee of current delegates (5-10) to conduct two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC. This committee is separate from the ABC Committee. and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience."
- Accepted by Parliamentarian.
  - Point of Order: The motion to create a committee in motion E is very similar in the spirit to Proposal 6 (B) that was voted down by the groups. And there is no provision establishing conference committees in our current OPPM or bylaws.
  - Hand vote on whether Parliamentarian's acceptance of motion should stand: 31 votes in favor, 37 votes for overturning ruling, 14 abstentions. Note: Procedural votes require 50% or more and specific wording is 60% or more.
  - RESULT: This Parliamentarian's decision stands - motion included.

#### Q&A/Comments

- Q: Question about Proposal E- Is the committee you propose of the board or the conference?
- A: This is a committee of this current body, delegates from this current body separate from the ABC committee because I didn't see a way to make a friendly amendment for Proposal B. Proposal E answers the resources issue of WSO committees and delegates taking ownership.
- Can I request the word Proposal not be used as it creates confusion as these are motion. I don't think they are appropriate to go into a motion.
- Proposal E doesn't feel like it makes sense. Do we actually have that many delegates? If there isn't volunteer support it doesn't make sense to create another committee that no one will sign up for. I would go with B, C, or D.
- I concur with the second challenge and I am for conference committees and yet we do not have a structure for that. I do not see any problem with having it be a WSO committee until we have an established structure from the Conference charter.
- I'm pleased that there are a number of motions saying let's do a study before making permanent changes to the structure. For proposal B, we already do have an ABC subcommittee to look at the future of the ABC that was created in 2022 and reaffirmed in 2023. One advantage is it keeps all the studying together so it doesn't fragment into

two or three competing groups. The other thing that I would say that distinguishes perhaps from Proposal C which is a quicker, simpler motion. It has a deadline and I think one risk with any study is that it can float off into the ether forever. I think this is an important issue that we need to get back to next year. So I hope people will go with my proposal B..

- My concern with sending this to the ABC study committee is that they are knee deep in the charter that takes up their time. I have concern with there being resistance to potentially a group of 5 to 10 delegates to work in parallel with the ABC committee.
- We have a proposal to reduce the quarterlies because of a lack of volunteers and now to ask for more volunteer work is unreasonable. I think it needs to be considered and need the option to pause and I also think we need a deadline. I think proposal B is the best option as it is the most realistic.
- It was brought up that it was voted “no” by the membership so why are we discussing it?
- This program is about growing the program so we support those still suffering. Proposal A, B, and C are all saying let’s not do that. I know of at least five people in this meeting who will step up for Proposal E.
- My question is why are we discussing this if the vote has already happened and it's “no.” But since we are discussing it, I would like us to consider overwhelm. In our program we discuss overwhelm throughout our literature and we lack adequate resources. I don’t think we should overwhelm ourselves, delegates, volunteers with additional meetings. I believe proposal D would be the best.
- Proposal E is not trying to authorize a conference committee, the purpose is to alleviate some of the work from the IT committee and the ABC committee so delegates can jump in for this area.
- Some imprecision of language about deciding on how to make changes. I’m sure that will be cleared up in the process, but also allowing what it becomes as a determining factor to know we need to add more meetings, leave that up to the people that are there at the meeting who can best speak about this.
- I am a new rep. from our meeting. Right now I am doing WSO and Intergroup service and overwhelm is a genuine possibility. For smaller groups where people are taking on multiple roles it can be overwhelming to have multiple delegate meetings.

**Quorum established 26 (50%) of 52 delegates present.**

ElectionBuddy Poll: on alternative motions

Which alternative do you prefer for the Proposal 7 motion?	
PLURALITY 65.0 votes tallied and 2 abstentions	
That ACA hold annually one business conference and one other Delegate meeting. This one other Delegate meeting would replace the three Quarterly Delegate Meetings (QDMs) that are currently being held.	16.00 votes 24.62%
Authorize the ABC Committee to cancel up to two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC, if there is insufficient volunteer support; and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience.	25.00 votes 38.46%
I propose that ACA hold one business conference and one Delegate meeting annually, with the option to hold 2 other Delegate meetings as the need said decisions and resources allow, plus what Charlie said about deciding how to make said changes.	9.00 votes 13.85%
That the ABC Committee is authorized to cancel one or more of the quarterly delegate meetings when necessary due to lack of adequate resources.	4.00 votes 6.15%
Authorize a committee of current delegates (5-10) to conduct two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC. This committee is separate from the ABC Committee and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience.	10.00 votes 15.38%
I do not support the Ballot Proposal in any form.	1.00 votes 1.54%
Authorize the ABC Committee to cancel up to two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC, if there is insufficient volunteer support; and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience. wins with 38.46% of the vote.	

Remove those options under 20% for a second vote.

**Proposal 7-3 2024**  
**Adult Children of Alcoholics and Dysfunctional Families**  
 May 18, 2024 at 2:37pm — May 18, 2024 at 2:39pm  
 (GMT-05:00) EASTERN TIME (US & CANADA)  
 Ended Administrator Closed Early

72 ballots submitted of 141 eligible voters — 51%  
 0 notices queued

Which alternative do you prefer for the Proposal 7 motion?	
PLURALITY 71.0 votes tallied and 1 abstention	
That ACA hold annually one business conference and one other Delegate meeting. This one other Delegate meeting would replace the three Quarterly Delegate Meetings (QDMs) that are currently being held.	21.00 votes 29.58%
Authorize the ABC Committee to cancel up to two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC, if there is insufficient volunteer support; and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience.	41.00 votes 57.75%
I do not support the Ballot Proposal in any form.	9.00 votes 12.68%
Authorize the ABC Committee to cancel up to two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC, if there is insufficient volunteer support; and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience. wins with 57.75% of the vote.	

Remove option with lowest vote.



# Proposal 7-4 2024 Adult Children of Alcoholics and Dysfunctional Families May 18, 2024 at 2:41pm — May 18, 2024 at 2:42pm (GMT-05:00) EASTERN TIME (US & CANADA) Ended Administrator Closed Early

74 ballots submitted of 141 eligible voters (2 opened) — 52%

0 notices queued

## Which alternative do you prefer for the Proposal 7 motion?

PLURALITY 72.0 votes tallied and 2 abstentions

Authorize the ABC Committee to cancel up to two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC, if there is insufficient volunteer support; and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience.	57.00 votes 79.17%
I do not support the Ballot Proposal in any form.	15.00 votes 20.83%
Authorize the ABC Committee to cancel up to two Quarterly Delegate Meetings (QDMs) between now and the 2025 ABC, if there is insufficient volunteer support; and direct the ABC Study Subcommittee to report to the 2025 ABC on an appropriate number of delegate meetings, strategies for maintaining volunteer support, and models to optimize the meetings' value and delegate experience. wins with 79.17% of the vote.	

RESULT: Alternative motion B (see above) will go to online voting.

## VII. Proposal to Extend Meeting

- One of the ABC Chairs stated that the meeting was running about an hour over the agenda time. Therefore, they proposed that the agenda be extended to nine hours, instead of eight so all topics can be covered.

ElectionBuddy Poll: Need 50% or more for procedural vote.

# Vote to revise the ABC Agenda Adult Children of Alcoholics and Dysfunctional Families May 18, 2024 at 2:46pm — May 18, 2024 at 2:48pm (GMT-05:00) EASTERN TIME (US & CANADA) Ended Administrator Closed Early

69 ballots submitted of 141 eligible voters (3 opened) — 49%

0 notices queued

## Potential Agenda Revision

PLURALITY 63.0 votes tallied and 6 abstentions

I approve the agenda as posted with two 9 hour days.	35.00 votes 55.56%
I approve the revision of the agenda to accommodate two 8 hour days by postponing the following to the next business meeting: Service Norms, Office report, Racial Trauma, and ABC Study. ABC non voting topics will be shortened.	28.00 votes 44.44%
I approve the agenda as posted with two 9 hour days. wins with 55.56% of the vote.	

RESULT: Agenda revision passed with 55.56% affirmative.

Minority Opinion

- I voted minority often because the meeting goes over regardless of if it's eight or nine hours. Eight hours is a stretch to be attentive the whole time. I think it is more realistic than doing nine hours.
- Nine hours is too long in terms of attention span and clarity for two days in a row. It is too much. How can we talk people into being delegates with this - it is too much.

Revote after minority opinion - 6 people raised their hand to change vote from approving the 9 hour agenda. This was not enough to meet the 40% threshold for overturning above vote.

## **VIII. Board Ratifications**

Presentation: by Denise R., NomCom Chair. See: [2024 Board Ratifications.pdf](#) and [ACA WSO Trustee Info..pdf](#)

Trustees Up for Ratification Dove H., Arizona, USA

- Jim R.
- Ken R.
- Rich R.
- Sue V.
- Tamara P.

Link to audio recording of this segment including Trustee's sharing: [Board-Ratification Segment](#)

Q&A

- Q: To all the candidates, please share more about your personal journey of recovery in ACA. What aspects of the ACA program helped you grow individually and how will you incorporate these into your service positions?
- A: The thing that has shifted things the most for me is I needed to get involved in relationships with other people - developing healthy relationships, more than reading all the books.
- A: What helped me was my second sponsor was an ACA. Then I discovered the ACE program via Kaiser. We all have issues we've dealt with in our recovery and one of the issues I still deal with is trauma. So you got to do the work and work the program.
- Q: What will you do to better focus on the resources WSO has so we don't try to accomplish too many things and get nothing done?
- A: I'm not a strong believer in limited resources. Yes, we have a limited number of resources at this time, yet rather than coming from lack our biggest resource in my estimation is our human resources, the people who volunteer. We are now in a position where we can grow that valuable resource and meet the challenges we face and take on exciting new endeavors.
- Q: What ACA officer and committee chair positions have you held? And at InterGroups and Regions too?
- A: I have been treasurer and chair of local groups and InterGroup, chair of global members committee, I am chair of publishing. I have brought accessibility of literature

to fruition. By December 2023, we have brought digital availability of all literature in English and translations. We are going to do the same with audio books in a 3-5 year plan.

- Q: What steps will NomCom and the Board take to bring new board members outside of the USA and non-white middle-aged members on a board that reflect the ACA membership?
- A: All we can do is let delegates, groups, and members know what we do and that we welcome you and we want to hear from you. I can't force someone to put in an application, but we would be thrilled to have more applications. We have a good time together and we get a lot of serious business done too.
- A: We have a board retreat in October and part of this is strengthening our international relationships. And how do we attract more people on the Board and let us know what the barriers are and how we can remove them so people feel comfortable to step forward.
- A: We can still look at the challenges that people face. Older people have more time, but younger people have less time but equal interest to participate to the best of their ability. We can look at ways of structuring this so more people can participate.
- Q: In the spirit of continuous improvement, what opportunities for improvement might you see in the qualifications requirements for Trustee candidates in the Nominating Committee process?
- A: We have started this as how do we look at someone who does not quite have all the WSO experience - can we accommodate that? And we are developing an orientation program for trustees to come in so it can strengthen what they have and perhaps fill a void, if there is one. In terms of long-term planning there is the ability to look at class B trustees yet it is not in our bylaws.
- A: We are looking at getting people who specialize at certain functions that are needed but not full time trustees, but they are doing the work that they are good at.
- Q: To Rich, regarding the business side of things can he clarify what he means it would be great given ACA is a non-profit.
- A: When I was on the board before, the Board members did everything and it was so laborious and time consuming. I wanted to be more involved with the fellowship so getting professionals to run the business side such as publishing and translation as we are worldwide and it is a lot. If we had paid people running the business aspect, the business would run much smoother. In AA there are two distinct functions - the business end and the fellowship end. I would like us to move in this direction.

## **IX. Name Change Study Report and Motion**

Presentation: by Study members Brad L. and Eddy M.

See  [2024-Name-Study-2024-ABC-Report.pdf](#) and [Guidebook Report](#)

Motion: To submit to all ACA registered groups (meetings, intergroups, and regions) for approval, "to change the functional name of the fellowship to Adult Children of Alcoholics

and Dysfunctional Families (ACAD), the top choice by the fellowship from the name study surveys.” (Brad L.)

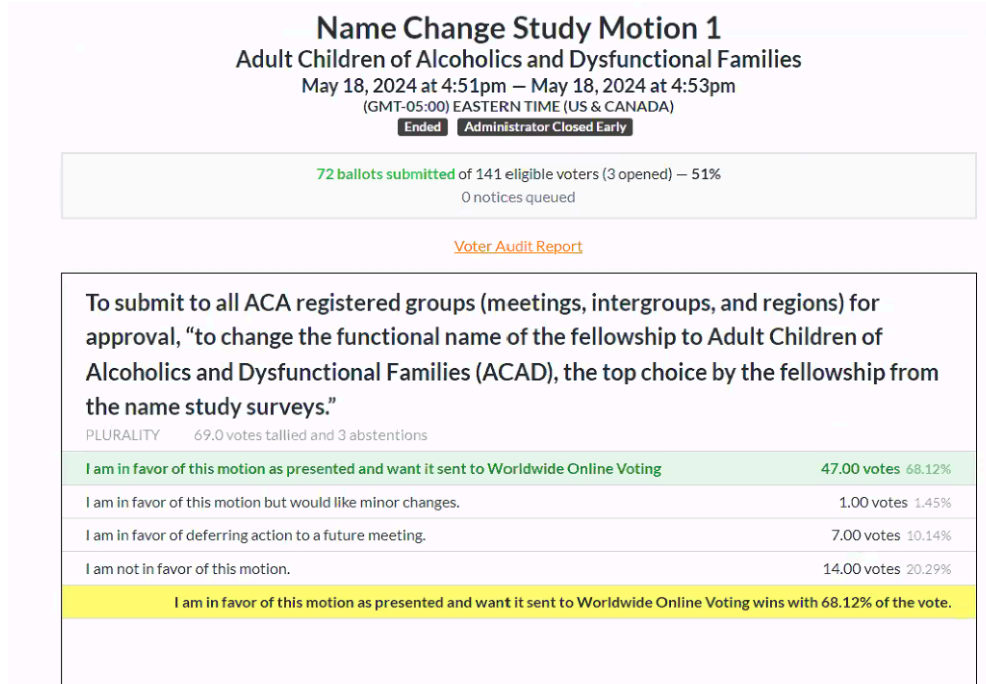
Second: Abraham WEB1088

Q&A

- We are crazy to go about changing the logo. ACA is the logo and brand and we have spent so much time and energy into branding ACA over the years.
- A: The ACA logo adding “D” could be made simply as we have looked into this.
- I love the history of how ACA was formed and am grateful that alcoholics stayed in the name. And as a child of an alcoholic sometimes I feel like I’m getting excluded because we wouldn’t be here if it wasn’t for children of alcoholics. It will honour the history of why we have this program.
- I wanted to get rid of the alcoholics part, yet just to say dysfunctional is not enough so it is good to include alcoholics and possibly add severely dysfunctional.
- My point is I looked at the BRB and the front of it already says Adult children of alcoholics/dysfunctional families. With the possibility of changing the name, but having WSO keep the ACA name, will there be confusion especially for new people, that WSO will have a different name?
- A: WSO would not have a different name than the one for the fellowship. It is just not changing the legal name used for things such as for contracts for cost savings.
- I would like to contest the idea that the name change survey established a group conscience of the fellowship on this. For clarification, are we likely to pay about \$120,000 for the entirety of the functional name change, which does not include the actual legal name change which would not be happening.
- A: Yes, this is correct. The legal name will only be on legal documents. The functional name will be on front facing documents. We tried to include as many people as possible based on what was possible and the genesis of this was to communicate inclusion so people do not disqualify themselves. We are going to the conference today and then we are going to all the meetings to reach as many people as possible.
- I’m going to express my personal view, looking at it from a marketing view, popular names don’t last forever. One thing we all share in common is trauma, why not call ourselves Trauma Survivors Anonymous?
- A: Not everyone got their favorite name and we tried to make it as open as possible and let the delegates and groups decide for group conscience.
- The solution says that we are a spiritual program coming from love and we have to be inclusive and certainly we are children of alcoholics and dysfunction. I support the adding of the word dysfunction because we want this hand of our program.
- For clarity as a delegate, is there ever a circumstance where the research and feedback is out of scope of our understanding and if it is best to bring in a professional. This is not specific to this topic yet in general to know as a delegate.
- A: It was considered. We worked with the Data Analysis Committee to try to get the best data we could on this. I feel we did the best we could with the circumstances. We have some good information here and we can just go with the fellowship whichever direction the delegates choose.
- Bringing in the word “dysfunctional” brings in a broad scope of people’s issues as there is a large variety of dysfunctional backgrounds and they do not all include alcohol. It is very exciting and I am Ok with whatever we come up with.

- A: We just want anybody who disqualifies themselves to have the opportunity for recovery because we are all at different places in recovery. We know the 12 steps are for everybody, if they know they are welcome here and can work and succeed in their recovery here.
- ACAD doesn't sound so good to say out-loud as compared to ACA. Many people do not know that they have alcoholism in their background. If you just put “dysfunctional” in the literature that says Adult Children of Alcoholics/Dysfunctional Families itself would be fine.
- Q: It seems to me that we are trying to fix something that isn't broken. Everything already says adult children of alcoholics/dysfunctional families. Can you tell me where the functional name is used? I can't find the functional name you are referring to, where is it at, other than legal documents?
- A: I think it is happening in conversations as most people do not call it “and dysfunctional families.” It would be changed on all the books and on the merchandise.
- Q: What is the \$120,000 about?
- A: There are legal fees for trademarks and repaste up of books and anywhere it says “Adult Children of Alcoholics” - so it is for trademarks and for our publications.


Election Buddy Poll: Need 60% to go to world online voting.



RESULTS: 68% in favour - motion will go to online worldwide voting.

## X. Proposal 3 - Intro Book

Proposing Group Presentation: by Erin D.

 [Proposal 3 Presentation.pdf](#) and [Proposal](#)

Proposal: We propose that WSO develop an introductory guidebook (about 200 pages long) that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of no later than May 2027. This book would include a gentle

framework for working ACA's 12 Steps, discuss how the Steps interact with reparenting, and contain shares and perspectives that reflect ACA's diverse global fellowship.

**Quorum was established at 33 (50%) with 66 delegates present.**

#### Q&A/Comments

- Q: How much are the start-up costs?
- A. Unknown at this time, until we know more about page numbers and other operational costs. Estimate \$5-\$10,000, with a one-year return on investment. Setup costs are affordable given our budget allowed for these.
- I serve on the Translation subcommittee and like having a document designed for newcomers since the BRB is a big book and takes a lot of time to translate. There are some difficult parts to translate since there are some phrases which are slang or very professional linguistically complicated. So I would like this to be considered.
- I am in favor of a newcomer guidebook for the beginner yet I feel that there is already a document that is already in progress, which contradicts what this proposal is requesting (a new book). I'd want to be sure that what is in this proposal is what is produced, rather than put something that already exists into its place.
- Q: I received an email that there is already a *A New Hope* beginners book from world services that is now available. Why are we reproducing the same product? And there is too much literature at the end of the day. And why is the board doing this?
- A. *A New Hope* is more of a meeting format; this idea is different. *A New Hope* was a summary of the BRB with exercises. Research and feedback has been done with test readers, which indicates that this is substantially different and a needed book.
- A. To clarify, this is not at the board level yet, it is a proposal. Yes, *A New Hope* is very helpful; what we understand from the literature committee chair is that this is intended to integrate a few other books.
- There is *Ready, Set, Go* and *A New Hope* so I do not understand what else is needed for the newcomer.
- A: The idea is to be a general use book - to be called "ACA Essentials". The *Ready, Set, Go* is a workshop format and *A New Hope* is a meeting guidebook. It is something that sponsors can use for newcomers too.
- This started as a little Red Book, which was intended to be a paring down of BRB. This doesn't feel like that would then speak to a book that is directed to all members.
- A. This will have more practical applications for things like how to set boundaries, how you say things, how you do these things in simpler language for people around the world.
- I was one of the readers and what impressed me about this book is it managed to show how to blend use of the steps with the idea of accepting our story and trauma. This book puts the steps in an organized way as many people read the BRB and still do not know the steps.
- Have you considered utilizing AI and chat GPT to help with the writing and translating of the project?
- A: I would be interested to hear from you about how to utilize this into our process so it is written in easy, simple language.

- My experience is that it was hard to work the steps initially; LPG was easier and I am working the steps in another project given the benefits of LPG. Is this book weaving the tools of reparenting with the steps?
- A: The book would be ways to integrate how to work the steps in an inner child friendly way. This is the greatest departure from other literature.
- *A New Hope* will be published by the end of June. My understanding from the Literature Committee Chair is that this book is supposed to integrate a lot of our other books.
- It is not easy for newcomers in the learning phase to work through five different books initially so this book brings together the parenting steps and the recovery life skills.
- Our group conscience doesn't feel that this qualifies as a short book. We also feel that this will cannibalize sales from other books. And, what this book does should be done by sponsors and we need more focus on sponsorship.

Election Buddy Poll: Need 50% or more for procedural vote.

### Proposal 3 2024

#### Adult Children of Alcoholics and Dysfunctional Families

May 18, 2024 at 5:22pm — May 18, 2024 at 5:24pm  
(GMT-05:00) EASTERN TIME (US & CANADA)

**Ended** **Administrator Closed Early**

73 ballots submitted of 141 eligible voters (2 opened) — 52%

0 notices queued

**We propose that WSO develop an introductory guidebook (about 200 pages long) that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of no later than May 2027. This book would include a gentle framework for working ACA's 12 Steps, discuss how the Steps interact with reparenting, and contain shares and perspectives that reflect ACA's diverse global fellowship.**

PLURALITY 72.0 votes tallied and 1 abstention

I support the spirit of the Ballot Proposal and would like a Motion to be crafted for approval at the ABC.	51.00 votes 70.83%
I need more information and prefer a motion to be crafted to initiate an in-depth study that will report to a future ABC.	9.00 votes 12.50%
I would like this matter to be postponed for discussion at the next QDM.	6.00 votes 8.33%
I do not support the Ballot Proposal in any form.	6.00 votes 8.33%
I support the spirit of the Ballot Proposal and would like a Motion to be crafted for approval at the ABC. wins with 70.83% of the vote.	

RESULTS: 71% in favor - I support the spirit of the Ballot Proposal and would like a motion to be crafted for approval at the ABC.

#### PROPOSED ALTERNATIVE MOTIONS from Delegates Present

Note: After each alternative motion is submitted, the Parliamentarian will assess if the motion accomplishes the general spirit of the Ballot Proposal (OPPM)



- A. Direct WSO to develop a guidebook that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship.
  - Parliamentarian accepted the motion.
- B. Direct WSO to develop a guidebook that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship with a title that shows that it is combining, "How to reparent with the 12 steps."
  - Parliamentarian accepted the motion.
- C. Direct WSO to develop a guidebook for new ACA members that focuses on the essential needs of ACA recovery, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship.
  - Parliamentarian accepted the motion.
- D. I move that we have a book that ties together the steps and loving parent work, while dealing with the barriers that newcomers face such as false loyalty, denial, breaking the don't talk, don't trust, and don't feel rule, and bringing in basic information about complex PTSD and recovery, but without replacing any of our current books.
  - Parliamentarian accepted the motion.
- E. I move that WSO develop a guidebook that focuses on the essential needs of ACA recovery, especially for newer ACA members and others struggling with how to move forward. This will help all to understand the framework of recovery and how all of the elements of the program work together.
  - Parliamentarian accepted the motion.

#### Q&A/Discussion:

- All the motions with the steps and especially with CPSD be included and we should align with what the Solutions says. We are a spiritual program and there is a great call for CPSD material from ACA instead of outside literature.
- I would like to see WSO asking the membership to write these things instead of going to the Literature Committee. I think the Literature Committee needs to be for editing, and so on, and translating, etc. They have enough work and not enough people. I have been here since 1986 and we wrote all the literature - the membership did because we didn't have enough people on the Board.
- I think they're all great ideas but none of them include a due date. And I think that's very important to note and then say that we're not going to be able to meet that deadline.
- I know that BRB was written by therapists and they threw the 12 steps in there with the



12 traditions and they didn't understand the concepts yet threw them in anyway. I support an ACA book that focuses on the 12 steps as the program of recovery, using also the reparenting. Not all the other complicated therapeutic approaches.

- Our group had the question about resources and who is going to do this. I like the idea of going back to the membership writing the literature so we are sticking with being authentic.
- I really want to reiterate that I really would like this book to be focused towards the newcomer. To the people asking about who's going to write it, it's already written, basically.
- Point of Info. - In regards to the comment that the BRB was written by therapists, from what I understand from our longer term members it was a number of ACA members pulling together to write the BRB, it may have included some therapists.
- It is not correct that this book has been written as there have just been a couple of manuscripts that have gone through some review so we have some potential material at hand. All the writers are ACA members, it is a fellowship project.
- In 2021 South Africa brought forth a similar proposal to convey simplification of the language since there are real translation challenges. I support that this book happens since it is so desperately needed where new fellowships are developing.
- I am confused about the language of directing WSO to do this.
- As one of the groups supporting this proposal, we were asking ourselves what to tell a newcomer since there is so much literature and they ask what we do first. It is also about those who are trying to support a newcomer.
- I have seen a large document that looks like a completed book. So it feels weird that people are saying that there isn't one. But what it looks like to me is a prequel to the Yellow Book and the LPG that could be for a beginner, or even somebody who's been in the program for a little while, but doesn't get how we do the steps and the loving parent guidebook together. So it just feels like there's different pockets of people knowing things, and it isn't altogether, and that the fellowship isn't really voting on something that they know all about.
- I support this proposal for new ACA members to allow 12 step work to happen. We can not deny we are a 12 step fellowship and need to have an introductory book for practicing the 12 steps as those are key essentials.

Election Buddy Poll: on alternative motions

## Which alternative do you prefer for the Proposal 3 motion?

PLURALITY 68.0 votes tallied and 1 abstention

Direct WSO to develop a guidebook that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship. 25.00 votes 36.76%

Direct WSO to develop a guidebook that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship with a title that shows that it is combining, "How to reparent with the 12 steps." 7.00 votes 10.29%

Intro Book Direct WSO to develop a guidebook for new ACA members that focuses on the essential needs of ACA recovery, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship. 7.00 votes 10.29%

I move that we have a book that ties together the steps and loving parent work, while dealing with the barriers that newcomers face such as false loyalty, denial, breaking the don't talk, don't trust, and don't feel rule, and bringing in basic information about complex PTSD and recovery, but without replacing any of our current books. 13.00 votes 19.12%

I move that WSO develop a guidebook that focuses on the essential needs of ACA recovery, especially for newer ACA members and others struggling with how to move forward. This will help all to understand the framework of recovery and how all of the elements of the program work together. 11.00 votes 16.18%

I do not support the Ballot Proposal in any form. 5.00 votes 7.35%

Direct WSO to develop a guidebook that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship. wins with 36.76% of the vote.

Second vote without those under 20% vote

**Proposal 3-3 2024**  
**Adult Children of Alcoholics and Dysfunctional Families**  
May 18, 2024 at 6:03pm – May 18, 2024 at 6:05pm  
(GMT-05:00) EASTERN TIME (US & CANADA)

Ended Administrator Closed Early

63 ballots submitted of 141 eligible voters (1 opened) – 45%  
0 notices queued

[Voter Audit Report](#)

**Which alternative do you prefer for the Proposal 3 motion?**

PLURALITY 62.0 votes tallied and 1 abstention

Direct WSO to develop a guidebook that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship. 49.00 votes 79.03%

I do not support the Ballot Proposal in any form. 13.00 votes 20.97%

Direct WSO to develop a guidebook that focuses on the essential needs of ACA recovery, including for new ACA members, with a proposed publication date of May 2027 or earlier. The project should follow the general outlines of Ballot Proposal 3. This includes a gentle framework for combining the Steps with reparenting; practical tools and exercises; and perspectives that reflect ACA's diverse global fellowship. wins with 79.03% of the vote.

**RESULT:** 79% in favor of motion to go to online worldwide voting.

**XI. Closing**

**A. Reminders**

- Worldwide Online Voting
- Website - information that will be available (recordings and main discussion points about each motion and Board ratifications)
- Reminder about saving Chat and the transcript
- Floor Proposals due within one hour of close of meeting

**B. Preview of Day 2**

**C. Serenity Prayer**

*[Day One*

*concluded]*

**REFERENCE:** [Day One - Online Voting Results](#)

# DAY 2 - May 19, 2024

## I. Opening

- A. Serenity Prayer
- B. Commitment to Service Reading
- C. Daily Meditation Reading
- D. Notice: Meeting is Recorded
- E. Technology overview
- F. Setting the tone
- G. Zoom etiquette

## II. Racial Trauma Service Group Report

Presentation by Alaska, Chair of Group. See: [Link](#)  
[Q&A/Comments](#)

- Q: How is what you are learning and defining getting into our literature?
- A: We are working actively with Racial Trauma Service Group (RTSG) to incorporate perspectives into the literature. There was a proposal to stop production of A New Hope for additional views from RTSG. We decided not to do that, but to invite the RTSG to do a fellowship review and add a commentary so we could take that into consideration in subsequent revisions. There is going to be active collaboration between RTSG and the writers. Literature eval is setting up focus groups with particular lenses to look at our literature.
- Q: When the literature is changed and racial trauma is included in the list as possible dysfunctional causes of my behaviour, what action do I take around that systemic racial dysfunction that I perceive in society? How do I work within myself to solve that?
- A: This is a question that some will have coming into the ACA program. As we continue to develop stuff and have inventories and meetings, there will be suggestions and trends to point the way. But I think it'll be just like everything else in the program, that it will be an individual journey of exploration, inventory, discovery and practice.
- A: What is important to me is to recognize that my dysfunction and my parent's dysfunction were survival responses and to be able to leave it there and grieve that and to be able to feel the anger, sadness that comes along with that because not acknowledging and grieving these leads to these traits being passed down through generations. Traits turn into culture.
- Q: I'm not clear on what this is giving and if it stays with the single point of purpose of 12 step recovery. It's a single point of purpose and that's it, adult children and we come in all shapes and sizes, so what is this going to add? Because no one can make me feel better, it's not our job. We share recovery and the program and the message. I feel like we're telling people how to recover.
- A: ACA has provided us a framework to begin to identify the dysfunction that has become invisible to us. That's been normalized that we didn't notice or dismissed, that we didn't have language for and suddenly we can identify and slowly go through the process of coming out of denial. This will provide a broader scope so we can further identify the dysfunction and so we can recover.

- Q: If I'm interested in being a part of this committee, how do I do that?
- A: Thank you, we will be in touch.
- Q: Could you be transparent about what opportunities there are for people who are interested in participating? But concretely, what roles, activities, and projects?
- A: One thing is having a webpage on the [adultchildren.org](http://adultchildren.org) website. We need someone to help design this webpage and what will be on it and what it will look like. There is going to be new literature coming through and these will need some writing and contributors. The beginners book that may or may not be voted in will need some writing. We are working on the workshop for fourth-step inventories. There is going to be a new workshop on the traits starting on Monday for BIPOC which will be 14 weeks long. There are many other things like having a regular group to perform literature evaluation.

### III. Floor Motions

- One floor motion was sent in: *That ACA Groups and Intergroups and Regions announce startups of closed work groups like Loving Parent Guidebook, ACA 12 Steps, and Laundry List Workbook groups on Slack and possibly in the events calendars.*  
Background: *New ACA members are always looking for these work groups, but they tend to develop locally and often within a single group. It's frustrating when only 1 or 2 people in your ACA home group want a particular kind of study group, and I'd like to see more availability to those people.*  
*Recent experience with our intergroup just posting these startup meetings on Slack (admittedly, these were online groups) has yielded quite a few respondents/participants from all over the US and into Canada. I'm not sure it's especially the intended use of the "Events" Channel on Slack, but it got good responses.*
- The ABC Committee and Parliamentarian determined this floor motion was not conforming with the criteria to be considered because it did not include reasons why it is time sensitive or provide any information about the resources needed.

**Quorum was established at 37 (50%) with 75 delegates present.**

### IV. Proposal 12 International Lit Scholarship Fund

Presentation by Shangreila, Global Members Committee Chair.

Reference documents: [Proposal 12](#)

A Legal Review document was provided. This document is available for viewing upon request.

- I hope that people understand the urgency of providing literature, which is what our program is all about. The intent which composed this particular fund was to support people who could not afford literature. But we have to give them literature in their language, and that intent (translation) was somewhere missed out in the understanding, and it has cropped up while trying to allocate or advocate funding for newly developing fellowships which require a lot of support.
- One thing we want to point out also is that "scholarship" is not really a very kind word when it comes to understanding the nature of the fund, because it is deemed a reward

for work done, and it is deemed a grant of some sort. Whereas I think in the loving fellowship that we are all in, what we are trying to do is to create equal opportunities for every suffering ACA to receive the message in a language which they can understand, assimilate and recover from. What we are looking at is equity. An example of that is in India one dollar could probably buy a meal for an entire family for three days, whereas it may only fetch a loaf of bread in another country where the dollar works. And what happens is when we have a book which is priced at \$21, and in the English language, we are not able to reach the member who is still suffering with a price of a book they can afford and in a language which they can understand.

- One could argue that these fellowships should become self-supporting however it takes a period of time. South Africa has already started to contribute towards the 7th Tradition after they were assisted by this fund. I'm pleased to also say that in the last year, India too has contributed to WSO through a private person because we do not have a bank account in India.
- We are just asking for two things - one is to make the name of the fund more easily understandable. And two - to expand the scope to include all activities which are required for making the literature available to the still suffering adult child.

Original Proposal: To expand the scope of the International Literature Scholarship Fund to include funding additional publishing activities, such as translating, typesetting, printing and distribution

and to change the name of the fund to more accurately convey these activities.

Name Suggestions:

- International Literature Equity Fund, or
- International 5th Tradition Assistance Fund

New Proposing Group Motion: I move to change the name of the International Scholarship Fund to "International Literature Equity Fund" and expand the scope to include additional publishing, translation and distribution activities to ensure equitable access as deemed reasonable by ACA WSO.

Second: Rich R., Trustee

Q&A/Comments

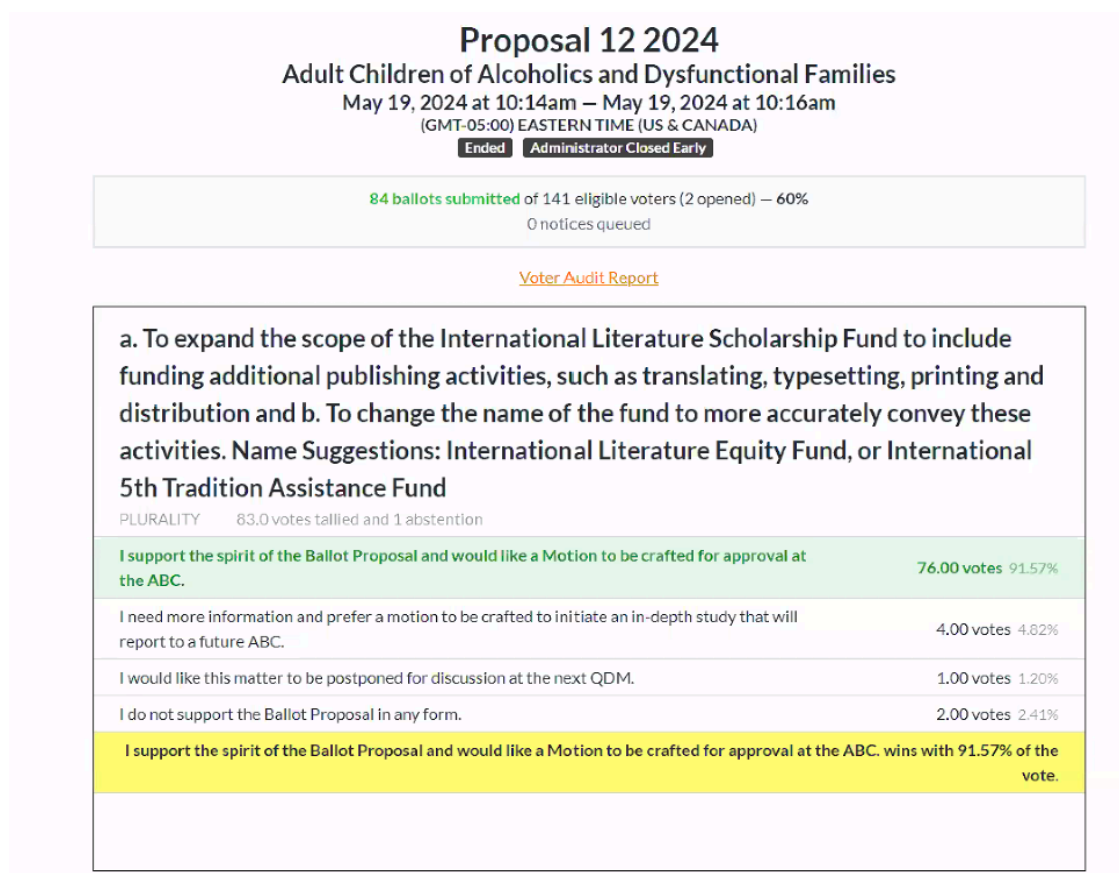
- I fully support this motion, but challenge the name that's going to be used. "Equity" sounds to me like some kind of financial or mutual fund. If we could come up with a name that doesn't sound like a financial product, that would be great.
- A: I could come up with an alternative name for the motion and will post in chat: International 5th Tradition Assistance Fund
- Q: What languages is this going to be focused on? For the literature would it be translating and PDF or would it be physical copies of the book? How would that publishing work?
- A: The translation services will be available for any languages that do not have machine translation or AI assistance available. We are using DPL to translate the primary draft of the texts which helps a lot, but does not cover all the languages, but will help us pass the message to the maximum number of people which will be supported and will be given preference and that will be decided by the board as they administer the fund. Other languages that require support will be included.

- I fully support this fund because I know adult children are going to get access to literature that they wouldn't be able to afford otherwise. But I have a concern with the name 5th tradition, from a legal auditing and accounting standpoint, people outside the organization won't know what they are looking at. I think the attorneys said something about "International Literature Fund" and to me that's simple.
- A: If you go to the Publishing committee, you will see that there's a lot of activity there. So the emerging developing countries are asking for the translations in their own language. I think we are closer to over 40 translations right now.
- Here in Sydney we contribute to this fund as part of our 7th tradition, so it is good to see the work that is being done. I'd like to draw attention that at the business conference, especially in Hawai'i, they are having problems, so we should be looking in our own backyard to support literature.
- I am in full support of this proposal. The work translating ACA literature available to members in the world is extremely important and I know how difficult it can be. I am part of the Romanian translation team for all ACA materials and the impact that having this literature available in our primary language is above and beyond. My IG supported this with a resounding "Yes."
- I fully support this. To provide context, we have a web based group and enjoy collaboration with an India intergroup. It would be lovely if we build up the infrastructure to support this fund specifically with your 7th tradition contributions on the website. That was something that ACA and Masala has been hoping to support the ACA India IG and other international groups that receive international literature. I fully support the name change, I don't think that there should be an issue with the word equity in it, because that's what it is.
- Q: I would like to ask what the procedure will be? So if some money is needed for translations and printing, what will be the procedure to get them? I know the procedure to get a subsidy in the past was quite the quest, so are there any thoughts? What will be the next steps if we approve this proposal?
- Publishing Chair - We have dispersed from this fund for South Africa and India for English literature so it's already done. So we have to go to publishing and ask for this and give you a list of questions. After the approval of this we will post a special form so people can apply for this fund, which will then be reviewed by the publishing committee which are ACA members, from translations, from different countries around the world. Plus the General Manager is there and we're always looking at both the fellowship, the business and legal things to make sure everything is done. We have not turned anyone down yet.
- Q: I am in favour of this proposal as is my group and I'm wondering if you can speak to give an understanding of the need for translation? My understanding is that the majority of translations have been in Northern Europe and just to underline the need because there are thousands of languages within the US itself. Where have the majority of translations been so far, versus the need for translations in places that have not yet been served by our fellowship?
- A: The fellowship drives it. We have languages translated in Japan, China, Russia, plus different parts of Europe and the world. We have a tremendous amount of translations that

are in progress right now. It used to take 3-10 years, and now we are getting it down to 1.5 years.

- A: We are about to publish our first Arabic book, which is a very substantial part of the world's population. I think the last count was 58 books in 25 languages that are actively currently in translation. Originally, we did start up with a lot more translations in Europe, but we are now spreading around the world. We also have languages that are across multiple continents like Spanish, French.
  - Q: Will we be voting on the wording of the name or will that be left to World Services? To what extent does this fund address the issues that have been brought up? I think at the last quarterly, someone from Russia talked about the need for drastically lower prices and wanted to take responsibility for the text and they could publish it cheaper and make it available particularly to women who had low incomes. SO does this help any of that?
  - A: The first vote is do you support the spirit of the ballot proposal. So if it does pass, then it will go to crafting a motion, so if there is an alternate name that someone wanted, that's when they could propose it.
  - General Manager: There are economic sanctions with Russia so there is no money exchange. So we have set up an arrangement with an online e-book platform to print on demand. I think the ability to subsidize the literature will help reduce the cost even more. Short of us printing inside the country and then everything being done completely inside the country which we proposed about 1.5 years ago and we may come back to that since there is nothing we can do from outside Russia's boundaries.
  - A: I think we have sold about 800 Russian e-books in Russia as well.
  - I am in Belgium and we have three languages here. We started with four members and now we are 10. I want to thank Bill for helping with the costs and how to get into the country. There is confusion about 7th Tradition that people think that ordering books is not supporting WSO so they say one part of the money to support WSO and the other to order books. It would be helpful for the fellowship to have an official document that says buying books is important for us.
- Election Buddy Poll: Need 50% or more for procedural vote.





- **RESULTS:** 91% support the spirit of the Ballot Proposal and would like a motion to be crafted for approval at the ABC.
- A. (Proposing Group) I move to change the name of the existing International Literature Scholarship Fund to "International Literature Fund" and clarify the scope includes additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO.

#### PROPOSED ALTERNATIVE MOTIONS from Delegates Present

Note: After each alternative motion is submitted, the Parliamentarian will assess if the motion accomplishes the general spirit of the Ballot Proposal (OPPM)

- B: I move to change the name of the existing International Scholarship Fund to the "International Equitable Access to Literature Fund" and clarify the scope to include additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO.
  - Parliamentarian accepted the motion.
- C: I move to change the name of the existing International Scholarship Fund to the "International Literature Fund," and clarify that the scope includes additional publishing, translation, printing and distribution activities to ensure broad access to ACA literature as deemed reasonable by ACA WSO.
  - Parliamentarian accepted the motion.
- D: I move to change the name of the existing International Scholarship Fund to "International Literature Equal Access Fund" and clarify the scope includes additional publishing, translation, printing, and distribution activities to ensure equal access to ACA literature as deemed reasonable by ACA WSO.

- Parliamentarian accepted the motion.
- E: I move to change the name of the existing International Scholarship Fund to “International Literature Assistance Fund” and clarify the scope to include additional publishing, translation, printing and distribution activities, to ensure equitable global access to ACA literature as deemed reasonable by ACA WSO.
  - Parliamentarian accepted the motion.
- F: I move to change the name of the existing International Scholarship Fund to “Literary Justice Fund” and clarify the scope to include additional publishing, translation, printing and distribution activities, to ensure equitable global access to ACA literature as deemed reasonable by ACA WSO.
  - Parliamentarian accepted the motion.
- G: I move to change the name of the existing International Scholarship Fund to “International Literature Equitability Fund” and clarify the scope includes additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO.
  - Parliamentarian accepted the motion.
- H: I move to change the name of the existing International Scholarship Fund to “International Literature Equal Access Fund” and clarify the scope to include additional publishing, translation, printing, and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO with reporting on how these funds are distributed consistently.
  - Parliamentarian accepted the motion.

#### Q&A/Comments:

- I support Motion A as it says everything that needs to be said. This fund makes literature available and that's what it does. International literature fund and that's it. Just wasting time in the conference in my opinion.
- I like the spirit of Motion C and using the same name as Motion A, but with the word “broad” added and the word “equity” removed so there is no charged language. It doesn't allow any reason to be triggered.
- I agree with the first two people in removing any of the charged language, like motion C. I don't really think it's about justice. It's not a political or economic decision. It's about doing what's right for the program.
- I like the consistent reporting addition in Motion H and the acronym LEAF.
- I'd like to support Motion A. I think if we try to avoid every noun and verb that has been appropriated by outrage culture, we are going to be severely limited in expressing ourselves. Also, I would like to point out that we have 8 proposals here that we're voting on and if we have a cut-off of 20% we are not going to get any.
- Does the “international” part mean the funds can only be used outside of North America? If there was a group inside of North America that needed accommodations - would they have access to it too?
- Sue V: for translations in North America- most if not all the languages that I'm aware of being translated around the world so we're unifying that so translations won't be an issue. It is set up to be international, but we have never had any requests in North America. So if this happens we can do a double check with the attorney to make sure we can do that. But right now the restricted fund has been set up as international for developing countries.

- Parliamentarian: The word “international” is a universal term and is not specific to exclude North America or the US. It means wherever the needs are all across the globe and it does cover all. A lawyer may quibble with this yet this is my ruling.
  - Publishing Chair: Thank you for that. It will be important to note in our minutes if it does happen that we need to clarify, it will be important for the attorney and the IRS to see that the membership agreed with that.
  - I would like to support Motion A because it's clear, concise and it's complete. I would appreciate it if we all think about those things before we vote.
  - The majority of people here in ABC are American and what we are deciding here is for the growth of our fellowship and the reality is that the global majority of people are people of colour and they currently do not have access to literature. To ensure fairness and equal access, I am in favour of the international literature equal access fund.
  - I will be supporting Motion A as I believe that the scope carries on the spirit of why this fund was set up.
  - We will not get a true idea of the group conscience since we will eliminate them in the vote.
  - Another perspective is that there is politics in everything. This is socio-political and economic. We are talking about access in different nations and economies and this is inherently political. We're talking about access, and politics is about the relational interpersonal dynamic between bodies of people. So just to say that this makes it political, I think in of itself is a political stance and when we are speaking from a positionality that is centered, we will tend to think anything that goes against it is political. So just a nuance in terms of how we discuss things. I don't really have a particular perspective that I think is worth fighting for in the proposed motions so I am fine with A.
  - We are a global fellowship and an international fellowship so even though we are set up in California this fund would not exclude North America from getting assistance if there was a request for it, correct?
  - A: That is correct.
- Election Buddy Poll: Need 50% or more for procedural vote.

# Voter Audit Report

## Which alternative do you prefer for the Proposal 12 motion?

PLURALITY 83.0 votes tallied and 1 abstention

**Proposed Motion A: I move to change the name of the existing International Literature Scholarship Fund to "International Literature Fund" and clarify the scope includes additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO.** **46.00 votes** **55.42%**

Proposed Motion B: I move to change the name of the existing International Literature Scholarship Fund to the "International Equitable Access to Literature Fund" and clarify the scope to include additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO. 0.00 votes 0%

Proposed Motion C: I move to change the name of the existing International Literature Scholarship Fund to the "International Literature Fund," and clarify that the scope includes additional publishing, translation, printing and distribution activities to ensure broad access to ACA literature as deemed reasonable by ACA WSO. 20.00 votes 24.10%

Proposed Motion D: I move to change the name of the existing International Literature Scholarship Fund to "International Literature Equal Access Fund" and clarify the scope includes additional publishing, translation, printing, and distribution activities to ensure equal access to ACA literature as deemed reasonable by ACA WSO. 2.00 votes 2.41%

Proposed Motion E: I move to change the name of the existing International Literature Scholarship Fund to "International Literature Assistance Fund" and clarify the scope, including additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO. 4.00 votes 4.82%

Proposed Motion F: I move to change the name of the existing International Literature Scholarship Fund to "Literary Justice Fund" and clarify the scope to include additional publishing, translation, printing and distribution activities, to ensure equitable global access to ACA literature as deemed reasonable by ACA WSO. 1.00 votes 1.20%

"International Literature Assistance Fund" and clarify the scope, including additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO. 4.00 votes 4.82%

Proposed Motion F: I move to change the name of the existing International Literature Scholarship Fund to "Literary Justice Fund" and clarify the scope to include additional publishing, translation, printing and distribution activities, to ensure equitable global access to ACA literature as deemed reasonable by ACA WSO. 1.00 votes 1.20%

Proposed Motion G: I move to change the name of the existing International Literature Scholarship Fund to "International Literature Equitability Fund" and clarify the scope includes additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO. 1.00 votes 1.20%

Proposed Motion H: I move to change the name of the existing International Literature Scholarship Fund to "International Literature Equal Access Fund" and clarify the scope to includes additional publishing, translation, printing, and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO with reporting on how these funds are distributed consistently. 8.00 votes 9.64%

I do not support the Ballot Proposal in any form. 1.00 votes 1.20%

**RESULTS: Proposed Motion A and C will go forward (over 20%)**

Which alternative do you prefer for the Proposal 12 motion?	
PLURALITY 80.0 votes tallied and 0 abstentions	
Proposed Motion A: I move to change the name of the existing International Literature Scholarship Fund to "International Literature Fund" and clarify the scope includes additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO.	48.00 votes 60.00%
Proposed Motion C: I move to change the name of the existing International Literature Scholarship Fund to the "International Literature Fund," and clarify that the scope includes additional publishing, translation, printing and distribution activities to ensure broad access to ACA literature as deemed reasonable by ACA WSO.	31.00 votes 38.75%
I do not support the Ballot Proposal in any form.	1.00 votes 1.25%
Proposed Motion A: I move to change the name of the existing International Literature Scholarship Fund to "International Literature Fund" and clarify the scope includes additional publishing, translation, printing and distribution activities to ensure equitable access to ACA literature as deemed reasonable by ACA WSO. wins with 60.00% of the vote.	

**RESULTS:** Proposed Motion A will go onto online worldwide voting.

**Quorum was established at 26 (50%) with 53 delegates present.**

## V. Minority Opinion for Day One Motions Passed

Worldwide Online Voting Results from Day 1 - see: [2024-ABC-Day-1-Results.pdf](#)

NOTE: All motions passed via online voting with over a 66% affirmative vote.

### A. Minority Opinion - Safety Tent Card Motion

- I am one of the co-authors of the original address in the predatory behavior card. I was involved in the revision of the original document removing the word predatory because I agree that the use of the word labels people in ways that are not helpful. I had to vote no because it is very vague on what constitutes unsafe behavior with very harsh suggestions for how to remedy unsafe behavior if it occurs at meetings. I find that to be out of balance and not in agreement with the principles of ACA recovery.
- I also was part of the drafting of this tent card. My concern is in the evaluation process and if there were only a handful of people to strike out the word "predatory" to see the number of these people as compared to those who wanted to keep this word. One of the things identified in the past was dominating behavior which is also like predatory behavior. I would suggest that there's not enough clarity and not enough info on how many people wanted it one way or the other.
- I think we need a card in ACA and I support the intent but it's been so watered down and is it really helpful? Looking at tent cards from other fellowships and safety materials that have been established and conference approved by other fellowships. My preference would be that this goes back for revision, because I have concerns about how much it was tweaked because one person had an objection.
- Response: As one of the members of the original addressing predatory tent card, the information that we received back from literature eval was a strong view about the word predatory and it would unfortunately lead toward predator. The watering

down is a concern, and I think my colleague members knew that and didn't want it watered down either, but we wanted to make sure it got out to the fellowship because I do know that there are groups that don't use it because of the word predatory. So it's not perfect, but I think that groups could take this and revise some of it. I just think having something in place is really important.

- Chair: Hand vote to request a revote on this motion - 9 hands affirmative. The motion stands as passed.

B. Minority Opinion - Concept II Motion - No minority opinions.

C. Minority Opinion - Concepts Study Ext. and Expansion Motion - No minority opinions.

D. Minority Opinion - ABC/QDM Meetings

- My concern is about the discretion, is there some kind of time frame around that? Is there going to be some kind of poll? How is that going to roll out?
- I am ok with the first part, but I am not OK with the second part about sending it to the ABC study group to figure out the number of meetings. This group is busy doing other things and should be hoisted onto them.
- There is apparently no money or something to hire more IT. I believe this was the reason this motion was crafted by the IT committee. I see there was 120K for the name change. So who is making the decision to allocate the WSO funds? That the delegate input is not important and to me that is outrageous as this program is supposed to be the fellowship voice.
- Point of Info.(General Manager): I didn't say that there wasn't any money to hire IT professionals. We have two qualified IT professionals, one full-time and one part-time - this is about the volunteer burnout - ABC Committee Chairs, Co-chairs, and other needs. It's not about the money to hire IT staff.
- Response from Proposer: This wasn't about IT, but it was brought together as a joint IT/ABC. The ABC is having burnout and this is not a perfect solution. However the ABC study got up to two years one of the problems along with the charter and all this stuff so much to do in the short term. This motion came to a proposal and motion came to fruition because it's been a couple of years and what are we going to do about the burnout with the ABC and the lack of volunteerism and so I think this gives the ABC committee some flexibility of trying to do it rather than not doing it. This is to look at short term stuff. It's imperfect, but we just have to try to get through next year, as the charter is coming.
- Chair: Hand vote to request a revote on this motion - 1 hand affirmative. The motion stands as passed.

E. Minority Opinion - ACA Functional Name

- I still can't find where the name of adult children of alcoholics without "slash dysfunctional" families is in use? So I don't understand why we are allocating up to \$125K which could be better used in the literature fund. Our literature still says dysfunctional families already.
- Response from Proposer: It is in the literature and there are a certain number of people who disqualify themselves and how does that happen when it's in the literature? What happens because in the vernacular, in the dialogue in what people say to each other when they talk about it. Most people talk about it as Adult Children of Alcoholics, so when the newcomer maybe has this brief interest that just hears adult children of alcoholics, they may disqualify themselves and we have the

data to support this. The first survey asked did you disqualify them? Did you delay entering the program? And a quarter of the people said that they delayed coming into the program because of the name. People can be rigid thinkers - my parents were not alcoholics, so I can't come. So this joins us all together and this program has improved a lot of lives. We just want to give those rigid thinkers a chance to have some recovery.

- There are people who probably disqualified themselves, but \$250K is a huge amount of money and I'm curious if we spend that kind of money on this project can we access and see a list of what vendors were paid and people executing the project and would they disclose if there were any potential or existing real previous relationships with any of the people being paid for any of these vendors.
- I came into this program because I am the child of an alcoholic and if the title was adult children of alcoholics and dysfunctional families, I would have thought at the time that I wasn't dysfunctional. I joined in 1986 and I've been working my butt off to get people here and I am hearing that I can't say adult children of alcoholics when I talk to people? Do I have to tell them that they are a dysfunctional person? It bothers me.
- Chair: Hand vote to request a revote on this motion - 9 hands affirmative. The motion stands as passed.

F. Minority Opinion - Guidebook on ACA Recovery

- I think the LPG is a good start for a newcomer and really works and I have also heard that there is going to be a new book that can serve as the first piece of literature for newcomers, so I don't really see the point of another book.
- We are basing our program and recovery on these books, but we used to have something called a sponsor in these groups that has been watered-down to fellow travelers. We are trying to fill the gap of not having guides/mentors with literature and newcomer books, etc, instead of getting guides to walk us through the program. We need to reinstate sponsorship into the program. Stop trying to have people inside their heads trying to do it by themselves.
- I am concerned that it is not going to get a broad or diverse contribution. The writers and contributors will not be very diverse. ACA literature needs to work harder on extending its outreach in trying to encourage people to write ACA literature. I want to say to delegates, step up and contribute.
- Response from Proposer: One, the issue is raised that we already have newcomer resources, but I want to say this idea has been evolving and it continues to evolve. The WSO evaluation specifically looked at this and some of the things that make it different is that it is a more accessible overview book. It will be easier to translate and easier to use as a reference. It really looks at a more ACA compatible way of working the steps and combining reparenting. This takes on the scope that A New Hope and RSG don't do. Mentors would even be helped by having an accessible resource to hand out to people. There's many people who have simply reported that when you have to find the info in the 700 BRB, it can be overwhelming. We think this will also serve overseas populations, it will serve mentors and sponsors and lastly a lot of revision has been done since a manuscript was turned over in 2022 and one of them has to do with the issue of diversity. A new outline specifically envisioned a chapter about racial trauma. We think if this project holds up we will



need another 10 months of writing. We are absolutely looking to expand the writing group to achieve diversity goals.


- Chair: Hand vote to request a revote on this motion - 1 hand affirmative. The motion stands as passed.

#### G. Minority Opinion for Board Ratifications

- Dove H. - No minority opinion.
- Jim R.
  - Q: Do you feel that you could understand and honour tradition 2 as I've experienced some lack of that in committee work and that was my concern.
  - A: I responded directly to the person who raised this minority opinion and will leave it at that.
  - Chair: Hand vote to request a revote on this motion - 3 hands affirmative. The motion stands as passed.
- Ken R.-- No minority opinion.
- Rich R. - No minority opinion.
- Sue V. - No minority opinion
- Tamara P. - No minority opinion

**Quorum was established at 29 delegates (50 %) with 59 delegates present.**

## VI. **Board Report: Priorities, Large Policies & Projects**

Presentation: by Sue V., Chair and Tamara P., Treasurer. See: [2024 ABC Board Presentation](#) and  Treasurer's Report 2024 ABC.pdf

### Q&A/Discussion

- Q: First, is there a place on the website where we can see all the service workers and professionals that we have and the salaries we pay? Secondly, do we have IT professionals, do we have anyone? Specifically a web designer?
- A: We have an org. Chart that specifies all our staff that will be posted in the chat.
- Q: SO I have the org chart up and it says General manager and it says WSO special workers.
- A: If we need anything that requires special skills we hire out for it, but if it's regularly needed, then of course we will look at a staffing thing.
- A: Post a link for WSO monthly reports and it lists all the staff in their positions at the top header of the report. Secondly, a web designer is not a full time position that we have a need for at WSO or that we can afford. SO we use a consultant for that and our IT manager manages the web consultants. They have a committee, the IT committee made up of members and the IT and the administrative staff and they decide how they are going to look at the web and do redesigns. So they are making the recommendations to the board for web design and we do use an outside consultant for that. I'm fully behind that instead of having someone on staff for the amount of time that we're spending on it.
- Q: In the interest of transparency, is the AWC or ABC conference for next year canceled?
- A: So the 2024 AWC which has been virtual since Covid. We couldn't get enough volunteers and so they've said that they're going to suggest that we don't have it this



year and they focus their efforts in recruiting and doing it next year. If anybody disagrees with that and wants to answer the call to action. Adelina, who is the project leader, will put her email in the chat.

- I'd like to thank all the trustees and committee members for their dedicated work. I'd also like to thank Bill D. Maybe the board may want to look at the feedback that was given about the commitment of time that goes out in the notices for our board members.
- A: We are looking at the amount of time for board members and looking at our structure and seeing they can do less hours. The officers are more, but the regular trustees can be less. So we're looking at all of it and we'll take a look at what the form says these days.
- Q: The spreadsheet that you showed of the various things that might require fellowship approval - is that available as it would be a really helpful reference?
- A: It will be available.
- Q: I think WSO could benefit by hiring a special worker for project management. I think it would be money well spent. I think any changes to bylaws should come to the conference to be approved as well. I know it hasn't necessarily happened in the past and I would suggest that we adopt that.
- A: We are seriously looking at project management. Do we need it in house or need to hire out? About bylaws, we are aware of it, the previous board and the new board were talking about not wanting to do that. I think there were a couple of changes just strictly related to board staff. It's something we need to talk to the ABC study about. We need to bring back to the delegates as to what we want to change. We're in 2024 now, we started in 1987, so there are many things that have changed, so let's work together.
- I would love to see a copy of the Powerpoint you presented, in particular the list of policies that you shared as well as the list of items that Mary Jo spoke to.
- A: Yes we just finished it and it will be posted and everyone will have a copy of it. It is meant to start a conversation.
- As per Concept 6, the tradition is that the conference has final decisions on large matters of policy, which I believe that's what you were referring to, but now with only 4 teleconferences/year and potentially 2 quarterly delegate meetings/year. How would you get more input from the conference? I mean they don't have the opportunity for input if they don't know what's being worked on.
- A: This is going to be something we will continue to do. The delegates need to understand what are all the projects we are working on and all the policies that are in development and what stage they're at and where they're going. The summary you saw is the starting summary and we started talking about it last year. Now we are putting statuses on it. As far as going to the conference, how do we get feedback and approvals? Right now I'm collecting a lot of other 12 step world services mechanisms. There are a number of them right now that have processes. So I would hope that I can bring this to the ABC study and the concepts as well. How can we do some simple things today to build the system of tomorrow for our dreams.
- Q: My question is about the efforts to evaluate what other 12 step programs are doing and suggest that maybe we look at different procedural methodologies and how we have our conferences and business meetings. I'm not slamming Robert's Rules of Order, but as of today, we tend to spend a lot of time going over points of order with

motions, etc., that eats up our time where we could be discussing the issues. Other programs are slowly converting to KBDM, which is a knowledge-based decision making procedure that allows for more input from their GRs, GSRs, and the delegates into the decision-making process. So I would like to see that the board is looking into a different format.

- A: We are part of a 12 step world network and they are bringing in new things to make decision making more inclusive, and following the 12 traditions and concepts so we will decide as ACA's on what we want to do. Do we want to make a hybrid? DO something different?
- Q: For our treasurer, is there a max yearly contribution from a member? Is there a lifetime contribution maximum? Also, will we ever get an HR professional?
- A: The HR staff member is in our strategic staffing plan and as you can appreciate, everything is on priority. So right now we have an HR firm that we can use. At some point we are going to want an HR manager, it's in the hopper, but we can't afford it right now.
- A: Page 17 of the OPPM under fiscal policies, Section B, states that for 7th tradition contributions, the max annual contribution from an ACA member can not exceed \$7500 and the max bequest in a will or other instrument that WSO can accept right now is \$50,000. I know the board is looking into that, they really don't make a lot of sense these days in my opinion. There is no max contribution from ACA groups, including groups, intergroups, and regions.
- Q: My question is about the process and procedure for what is considered conference approved literature. I see that WSO is printing another book, A New Hope, and I was wondering when that was approved by the fellowship having reviewed it. I've never seen a copy of it to review and I didn't hear anybody put that forward as a proposal to accept it with knowledge of what was in the book. So I am just wondering what the policy is? I know we have the LPG and it has never been conference approved except maybe in an idea form. Just wondering what the process is.
- A: The LPG was approved at the 2018 ABC to be developed. It is in fellowship review that ends in September this year and then it will go through getting all of the feedback for it then it will come to the conference for approval. I don't know if it will be 2025- it may be too soon, maybe 2026, but we don't know that yet.
- A New Hope has been released into fellowship review, and it will go through the same process and will have to come in front of the ABC for conference approval. It was discussed at a previous ABC, I'm not sure at the moment when. However, under the OPPM, we have this policy where if a group can suggest a great idea, there are sort of four paths and that was what was described in the proposals. Moving forward, we can revisit those policies, but that is the policy that exists today.
- Q: For the AWC that was canceled, was it considered to be online or in person for next year and do we know the location already? It seems like there are a lot of projects on the go and maybe we need to pace ourselves. Do you call out to fellowship when you need people with special skills before going out to hire people? Also I agree we could think about efficiency. I really love the process of the ABC yet I'm in Europe where it is evening and spending an hour on naming a bank account felt like a waste of time to me, considering other things more important.

- A: As far as the AWC is concerned, it is virtual for next year. Right now it is too much to take on the AWC and there are not enough volunteers for that. For in-person, it usually takes 2-3 years to plan because of the negotiations that have to be done with the hotels and so forth. So right now it's virtual, but totally open to the Fellowships and the delegates as to what direction they want.
- Q: I had no idea that AWC is in danger of being canceled, I would love some more information about this. How many volunteers are needed and what kind of labour is needed to make that happen? I am really quite concerned about it, but I have not seen any announcement for it in the Traveler newsletters specifically about that. I know that there are calls for all volunteers, but not specifically the dire need for the AWC, because I think that it is what I look forward to every year. So I would love to hear more on that.
- A: The AWC is the heart of the fellowship.
- A: We have always had a flux of volunteers from the US helping the AWC, but for this to be a truly global event we need to have members from all the continents on the planning team. We are trying to recruit people from other continents because the US is always represented.
- [Board Chair asked Literature Committee Chair to speak about *A New Hope*]- The Literature Committee is looking at how to get the delegates more involved in the early stages of literature development. Under the OPPM, we are not required to go to delegates prior to something being submitted to literature evaluation and then going through the process and eventually being submitted into fellowship review. So the delegates are not required to be in that process. Should they be? We think that the delegate should be more involved at some stage in some way. As you know the proposal that was put in for this year's ABC failed and that proposal was to have the delegates pre approve everything that goes into literature evaluation. So it's an ongoing topic and we welcome more conversation.
- Q: As of tomorrow we will have no chair of the Literature Committee, no Vice Chair, no Chair of Literature Evaluation subcommittee and no Chair of Literature in Development subcommittee. What is the board trying to do about this? About getting chairs and vice chairs?
- A: I announced this earlier and the Board is assessing it, and if this calls your heart please fill out the volunteer form for either the AWC and Literature Committee. Please don't hesitate to fill out the volunteer form.
- Q: From your vantage point, could you give an assessment on where you see the biggest need is, or if the fellowship struggles recurrently in a particular area?
- A: The biggest need is some level of project management. Some level of coordinating, organizing, and planning, and coordinating projects and teams of people. That is huge and any help we could get there would be very much appreciated. Member Services is being revitalized thanks to two new volunteers as it had been languishing. So more support for our member services, our teens, young adults, would be really, really helpful. Do what calls your heart and when you do that it's not obligating and you feel really energized.
- Q: I saw a couple of projects that peaked my interest. Fishbowl and Air table? Can you speak more about that?

- A: Fishbowl is an inventory system and working with IT. Airtable we are just starting out. If you have project management experience please let me know.
- Can I ask everyone to raise a heart to Christine B. for her phenomenal work as the Literature Committee Chair. (Thanks)

**Quorum is established with 32 delegates (50 %) with 74 delegates present.**

## **VII. Social Media Presentation -**

Presentation: by Bill D., General Manager  **ACA WSO Social Media Report - 2024 ABC**

Reference: [Social Media Motion](#)

Bill Presented the Motion: To approve the use of social media as a public awareness and outreach tool by ACA WSO while adhering to the Traditions in its use. (Bill D. on behalf of Sue V., Board Chair)

Second: Buddy PA0174

Q&A/Discussion

- Q: Will you be looking at attaching the bookstore to Facebook? Are you looking at a way to attach our social media platforms to our literature?
- A: Yes we are looking at that, that is one of the upsides of a social media awareness page is that it can direct people to get our books and literature. The committee is looking at ways to connect social media to drive newcomers to our website. When building the newcomer realm in the new website, the newcomers will know where to go. But you have to spend a little bit of money to get a good return on investment.
- Q: What went into the decision to go with an actor for the Instagram videos versus the fellowship? My concern is that we don't want to project that we are not a diverse group. Has there been any research into doing animations instead of having a paid actor? No gender, race, ethnicity, disability involved.
- A: There has not been any research on animations. We went with this actor because it was free and because he was not an ACA member. All the major 12 step programs use actors in their videos instead of members. Obviously we have some opportunities with members, but only showing them from behind (to protect anonymity).
- Q: There has been a huge uptick in bombing on our zoom meetings in the last 2-3 months. We don't get through a week without being bombed. I don't know if there is a correlation between us using social media and that
- A: I don't know the answer to this either. I do know that our tech team has put together a very prolific anti zoom bombing procedure on our website if you want to check them out.
- Q: Have you thought about "X"? What are the drawbacks? Have you thought about using it?
- A: We don't have any plans for X right now. We are focusing on the ones that allow video uploads, like Instagram and Facebook.
- Q: I am in favor of social media activities. How to deal with the question of anonymity in that when I click buttons to watch them, it records that it is me doing it. And who is responsible for preparing all the content? Is it special workers or volunteers?
- A: In order to do this pilot project, the board approved a small amount of money for someone to set the page up for us. We put info on the page about anonymity and not to

say I'm an ACA member and break their anonymity. Just because I come across a post on Facebook and like it, doesn't mean that I'm a member.

- Q: I really like the Social Media stuff, and this brings me to an awareness of possibly adding this to the script announcements in our meetings in order to tell people about this, because me liking and following these things does not reveal my anonymity in any way shape or form, however if people choose to do that after you have told them. I'm going to be able to bring this back as awareness to my meeting.
- Q: I was thinking about what has happened with the pandemic and all the zoom meetings we are now engaged in. I'm wondering if there is any information on how Zoom meetings are working and how they are engaged and what kind of services are coming out of zoom meetings. I know people dip in and don't actually engage or participate in the service parts of the meetings.
- A: I have not done any studies on that myself and defer to IT, there are 1183 meetings on our website and almost 50% of the meetings are registered as online.
- Q: I wonder about Tradition 11 based on attraction other than promotion. We maintain personal anonymity at the level of press, radio, and TV and other public media. We know the traditions are there to support the group's health. I think we are jumping into potentially problematic waters with using social media and how you are distinguishing between attraction and promotion, this part concerns me.
- A: It's the cornerstone of our traditions. How do people find the program if they do not know we exist? I get email after email in the office saying "I can't find a meeting, I didn't even know you guys existed." They cannot be attracted to us if they do not know we exist. We are not saying we are the greatest program going and we've got answers to everything. We are just saying this is who we are and this is where you can find us.
- Q: It says in the background that the project was continued through 2023 with the results of the year showing a much increased engagement while not encountering any issues regarding the traditions. I'm wondering if prior to 2023 were there any issues when the pilot was just beginning with the Traditions? I was looking at some other references about how AA uses the internet and for example, AA websites contain password protected sections for members only. I'm wondering how we go about it?
- A: We did not have any social media presence until 2023. We started talking about it with public services in 2021 and 2022 and they were looking at it as a committee, but no social media page was created until March of 2023. I agree that there are certain parts of the website that could be password protected for members only yet it has not come to the conscience yet.
- Q: In the promotion and production of these social media reels, is there anything interjected in there that would alleviate someone's concerns about anonymity?
- A: Not yet, we just focused on the daily meditations so far. You bring up a good point.
- Q: It feels like an obvious avenue for carrying the message, but it follows squarely in Tradition 5 of carrying the message forward, so I find myself wondering why it requires a motion to the ABC to be approved?
- A: Because it is a matter of large policy that ACA moves into the realm of social media and that's why it is here before the ABC.
- I am 85 and have children, grandchildren, and a great grandchild. They are all on social media and I get to see their lives on it. SO this is really wonderful.

- Q: I have some reservations about social media being in opposition to our traditions, but also understand the potential about it being an extension of our website and a hub for people to access the materials. What are the social media policies and guidelines for what we will do and not do on social media? Will comments be turned off for instance on Instagram?
- A: So we haven't developed a lot of detail on policies and procedures yet because it wasn't approved by the ABC delegates. Now that it has come up for a vote, if approved then we will develop policies and procedures and they will be approved by committee and by the board before they are implemented. We just don't do a lot of work if we don't think that there is going to be a positive result from it, we can't just extend the effort and then have it shot down, so the procedures and policies will come next.
- Social media is another form of the main search engines for finding things. If you look at the way certain things are being promoted on social media, it can be obvious if someone is trying to make you join something as opposed to showing that something exists, and you can make your choice. I think there's a way to go about it that is positive and not pushing people to do something they wouldn't otherwise.

Electionbuddy Poll: Need 50% or more for procedural vote.

<b>To approve the use of social media as a public awareness and outreach tool by ACA WSO while adhering to the Traditions in its use.</b>	
PLURALITY    64.0 votes tallied and 2 abstentions	
I agree with this motion and it should be sent to Worldwide Online Voting	59.00 votes 92.19%
I agree in substance with this motion, but do not feel it is ready for approval	2.00 votes 3.13%
I do not support this motion	3.00 votes 4.69%
I agree with this motion and it should be sent to Worldwide Online Voting wins with 92.19% of the vote.	

RESULT: 92% support for this motion to go to online worldwide voting.

## VIII. Service Norms Document

Presentation by Rich R., Co-Chair of Safety Resources Committee.

Reference: [ACA Suggested Service Norms](#)

- This is considered the initial rollout of the Service Norms document for the fellowship, and it has been a long time in coming.
- Here is a quick history on how the Service Norms document came about five or six years ago. The safety tent card was being developed by the addressing predatory behavior working group and then the board was working on Board norms to adopt within the trustees. Those two separate working groups were working on safety issues. Then at the 2020 ABC, there was a floor motion passed to address safety issues on phone, virtual and all Aca meeting venues. This is when the Safety Committee was established. Then in 2022 we changed the name to Safety Resources Committee. The committee agreed that we're not a safety committee, we are a resource committee. Having a "Safety" Committee takes away the power of group members to handle their

own affairs by creating a set of rules that groups could use to expel troublesome ACA members. Our experience shows that we cannot organize committees or create rules to expel anyone unless we want to ignore Traditions 3 and 9. Our groups have demonstrated maturity, compassion, and assertiveness in handling these situations throughout the years and there are actions the groups can take to remain safe without having a committee to expel a member. Often, when dealing with a problem person, two or three ACA members with demonstrated recovery will talk to the person after the meeting. So that's really what this Service Norms document is trying to do is just give a lot of different resources on what your local group, committee and the Board can do when issues come up.

- This is a living document. It's going to be changed over time. There will be additions added to it. So if you see suggestions, errors, or that need to be changed, please send us your comments at [src@acawso.org](mailto:src@acawso.org).

*[Rich then presented an overview of the Service Norms document].*

- What we want from the fellowship is suggestions on how you think is the best way to implement this document. In the Service Norms Committee we thought of a series of monthly town halls where we could either go through all these resources one at a time because if somebody demonstrates it then it is much easier to learn. There is also the idea that it could be disseminated in committees. We really want your input about the way you see this being implemented how the fellowship wants it to happen.

## **IX. Committees General Q&A (Including the Service Norms Document Presentation)**

### **Q&A**

- Q: To the service norms committee: I'm a little confused. At the beginning you started off with a page in the BRB saying "not to do this", so I'm wondering why it does this?
- A: I thought reading that would clarify it. My interpretation of the reading is that we do not set up a Safety Committee to say this is what is allowable and this isn't allowable. That breaks the tradition. What we have done is given resources in the service norms document and the very first paragraph says "use them or not - your choice." They are suggestions. Every group is autonomous. They are resources and suggestions about how to improve safety and recovery. Learning boundary creation is a great idea, right?
- One of the things that I'm doing as part of literature development originally was the service manual. We are no longer doing the service manual because many committees are in flux, so we decided to do a service resource page on the [adultchildren.org](http://adultchildren.org) website. It will have resources and FAQs. We have already started this and now we are putting the page together, so if you are interested in doing web design please reach out to the service manual@acawso.org.
- Q: To the finance committee: As we get bigger and our assets grow are we implementing any new policies and procedures in order to uphold our fiduciary duties, double checking everything we are doing? Like where are we putting money?
- A: We look at everything very carefully and I think the audit report will confirm this. We need help and I envision experts in finance investment being part of some committee that could guide us where to put our money because as you know anything above \$250K in one bank is not insured should that bank collapse. So we're under that threshold at Chase

and we are above that threshold at Bank of America, but it's only temporary as we have close to \$80-90K going out into book publishing which will bring it back under \$250K.

- For the service norms: safety and boundaries are tough for ACAs. What trips people up is when groups don't know how to respond, so providing resources is great. I think this conversation goes beyond the service norms document. I personally disagree with what is in the BRB and I think it can be updated.
- A: Some stuff in the BRB is questionable. So, yes, this is a much longer conversation.
- Q: I like the safety guidelines that were shown on the screen. I think it should be said that each meeting is autonomous and has the right to use their group conscience to make that decision about boundaries. Is there a book on boundaries? Is there literature just on boundaries? There are no boundary options in the meeting drop down list. I found boundary meetings by searching for the term and have been to several boundary meetings. There were no leaders and no one was there who knew what was going on and we just figured it out for ourselves. Can the literature committee work on a boundary book?
- A: Literature Chair: Yes we are working on boundaries in literature. We have converted writings into a boundary meeting format - it is under literature and development. There are eight new volunteers in the writer teams. If you are interested in working on the boundaries book, you can contact me.
- A: There is a boundary creation format in the service norms document.
- Q: For the literature chair: What is the difference between *A New Hope* and the newcomer book? Where is the newcomer book in particular? Some people had said that they read a copy and others said it wasn't written yet.
- A: A first draft of the document has been written and the motion came before you to vote on yesterday. Now it has come to Literature Evaluation and there has been a series of suggestions for revisions. This book is very different from *A New Hope*. Our program is both a step program and a reparenting program in ways that the BRB doesn't really do. It also has a gentle version of going through the steps which is a radical departure from what the BRB does. Finally, it has a lot of checklists and tools for recovery. I would suggest looking at it like a 200 page little BRB updated for current recovery concepts.
- Q: Are the service resources group and service norms interacting with the service academy for WSO Chairs that also exist. I'm looking at those materials and I'm thinking as a committee chair that they apply to what I'm doing as well.
- A: Good question, I thought they would really dovetail well together but it appears that they are going to proceed independently. The ACA service academy is going to do its thing and the safety resources committee will go through these monthly town halls where we do more educational modeling of what the different service resources could look like. So right now it doesn't seem like the two committees are going to work in tandem with that.
- A: To clarify, what Rich is doing is working on the safety resources committee and has been working on this document for quite some time. They want a fellowship review of how to implement it, which is an action. The service academy is just starting up and they are going to be assessing what training and learning resources are needed for our volunteers. No doubt they will be looking at some point with the service norms and working with the service norms committee, whether it be the workshops and those kinds of things. So now it will be separate but talking to each other.





- Q: Is there a committee for diversity, equity, and inclusion and if not can we look into it, to see if it would be useful?
- A: We have a Racial Trauma Service Group that you can explore. We used to have a diversity and equity ad hoc committee called REA, but at the end of the day there were only two people left to do the work. They fulfilled what they needed to do and there were no volunteers to carry it further at that point. So I'm hoping that this conference, maybe even next year, is going to have a diversity policy. And do you want to have a diversity, equity, and inclusion committee again - some things for us to talk about.
- Note the correction of the public services committee report. It meets the second Thursday of the month, not the 4th Thursday.
- Q: Regarding finance, we had a gentleman here at one of our conferences and he had a gambling problem and took like 30K and wiped our conference out. Are we at risk for anything like that? Do we have anything in place against things like that happening?
- A: General Manager: I think anytime there is an exposure to money, there is always a risk that something can go wrong. One thing is that any unusual transactions get flagged by our bank. We also have internal controls where those who approve expenditures aren't the same people that enter the expenditures into the billing system. So we do all that we can and there are not many people in the organization that have access to the bank records or the banks online.

**Quorum was established at 27 (50%) with 55 delegates present.**

## **X. Finance: 2023 Audit Report**

Presentation Ken R., Audit Committee Chair, introduced Brett Bradbury CPA PA, the auditor, to present the 2023 audit reports to the delegates. Brett presented an overview and context of these documents:

 2023 Final Audited Financial Report.pdf

 2023 Auditor - Management Letter.pdf

### Q and A:

- This was one of the most clear and thorough reports I've ever heard.
- I love the document destruction policy. I volunteer to head up the committee as a retired firefighter.
- Q: No journal entries, that is pretty amazing. I have a couple of questions, mostly about Schedule A. What kind of organization did they file under? Was it more of the 170 or was it the 509? I wonder because such a large amount of their income is from book sales. The other thing I've wondered about is I saw that the payroll doesn't include the payroll taxes or services is \$500K a year.
- A: It's a 509A2 so you are a box 10 filer, because of all the inventory sales. If you didn't have the inventory sales and your organization was mostly donation-based, you'll be a Box 7, which would be a 509A1. But the 990 is actually still in progress for 2023 and it was done that way in 2022 and it will be done that way also for 2023. Regarding your salary and wages question, if you want to hop in the office hours on Thursday, I will have more time to look that up and we will get a little more detailed.
- Q: Appreciated the detail in your presentation, I know it was a choice to give us the context and much appreciated. In regards to the comment, is there some sort of order of


recommendation and have you given context to things that should be prioritized for implementation within the next year for sustainability in the long term. So that if there's limited resources to implement there are some things further down the list.

- A: Prioritization-wise, the first one I talked about significant efficiency of functional expenses is what we want to tackle first. So having a cost allocation policy in place so if you have salaries, how are those allocated between the program and funding? If you have rent, how is this allocated? The conference expenses - how are they allocated? So that policy helps Sylvia, Bill and the whole team know how it should be allocated. Because there is no policy right now, basically BPM, who you have been with for years now, helped with the allocation of prior years and I took their allocation and that was largely the 2023 allocations. So this would be number one. There is really no rhyme or reason for number two being the inventory count or number nine being general IT controls. They are all important, but less important than number one, which is the functional expenses. I always recommend doing the best that you can. The functional one is where I want it to change for next year and then do the best with the others. The audit committee is a huge resource for me so if I notice a lot of these comments are recurring and I feel there isn't a lot of effort going into remediating these, I will bring that up at the audit committee because it becomes something we need to change. They already mentioned that the policy got voted on and I think it hopefully got approved and the approvals of credit cards are happening. Those are great signs already. If I'm presenting next year, those nine comments will probably be greatly reduced.
- Q: You said it's a first time audit, but in 2016, the WSO was audited but they did not have the income requiring one, so I'm wondering why and what was the result? Who did it and what was the result?
- A: 2016 was a team called Vazquez & Co. as auditor.
- A: General Manager: As a new board member at this time I found out that we never had an audit and I felt like it was time that we had one. We were using a bookkeeper and no audit CPA firm. So I lobbied the board to have an audit done and they eventually approved it and it gave us a roadmap to improve our financial controls and our accountability.
- Q: One, how does ACA rank in the nonprofit world in terms of a high percentage of revenue going towards the causes they support versus the admin.?
- A: 75 to 85% is the sweet spot. The reason why 85% is the ceiling is that a lot of grantors and donors see 90% plus and they will believe that the allocation is not accurate because if you spend \$100 and 95% of that is going towards the program it is hard to believe. How you can support it because of accounting fees for example which is 100% admin and has nothing to do with your mission. If you had 95% allocation it doesn't mean it's better for you guys, it may just mean that you may be aggressive in your program allocations or you don't have the admin staff and you are drowning a little bit because they're just doing so much work and it's not reflected in expenditures.
- Thank you to Bill for all the great work he does.
- Q: This report touches on some things I've been concerned about. One is the cost allocation recommendation. How does the money coming into this non-profit get allocated? You have \$500k going into the payroll and it's a lot of money. And in our program, large finance and policy traditionally gets final say at the conference. So, I would

consider this large finance matter. I would think that the cost allocation recommendations would be something that would have been brought to the broader fellowship.

- A: For salaries and wages, there's direct labor, which is like an inventory warehouse and that is 100% program. There's others that are allocated more towards admin. Bill for example has kind of got all three, but like I said, BPM did the allocations and what I prefer is that ACA just does the allocations themselves because they know what they're working on as opposed to a third party that doesn't know the day to day details. And all allocations are kind of that way, right? So a lot of the allocations are like an 80-15-5 split I'm seeing, so it just varies, but that's why I said it's the biggest estimate of the financials and estimates are normal. Every organization has estimates in their financial statements for nonprofits, functional expenses happen to be the biggest one and that's why it's such a big deal to me to have the cost allocation policy.
- Q: My question is accrued liabilities. I am also wondering if we have a line of credit? There was a note earlier that said there were credit card rewards. I'm concerned and I want to know if we actually are a solvent organization?
- A: Credit rewards are based on the credit card you have and nothing to do with the line of credit. I don't believe that you have a line of credit, because I would actually have a non-disclosure on that that says you did not have any draws on it and there is not that. For the other question, I will put my email in the chat and you can pop into the office hours.

## **XI. WSO Office Report**

Presentation by Bill D., General Manager. See:  2024 General Mgr ABC Presentation Q and A

- I want to point out that AA has 90 paid staff and AIAnon has about 45, just as a comparison. I know they are bigger.
- A: They also only serve the US or North America.
- Q: Is there a difference between the amount of money WSO makes if a newcomer orders a book from Amazon or some other online platform or if they order directly from the ACA website? Is there a difference in the cash flow or money that WSO receives?
- A: Yes, there is a difference. Anything sold through the ACA website gives us more revenue through a bigger percentage of the sale price than when purchased through Amazon. Amazon takes anywhere from 45 to 55% of each sale, so we do much better here through Signal Hill/website.
- Q: Can we go back to your first slide of the locations around the world and the little stars and can you explain where we have print hubs in relationships to publishers?
- A: I don't know if we can do that, but we have a print hub in Quebec, Canada, the UK, a printer in India acting as a hub and is able to divert shipments from India to Australia and save on freight to ship the books down there. We of course have a printer in the US that we use here and we may use for the upcoming New Hope book. We recently started in the EU, Eastern Europe with a printer and it looks like we will have a print hub there. We just have to build out the interface for ordering and the supply chain and work out the details with the printer, but we are stockpiling books there. So when international groups order a book that is in English, there'll be a good chance it'll be in stock and they can get it right away without waiting for it to be printed. As for the translated copies, we're keeping

translated copies and we can print these and they will be available as a reorder pretty quickly.

## XII. ABC Study Report

Presentation by Josh W., ABC Study member. See:

 Presentation -ABC Study at 2024 ABC.pdf and reference: [ABC Study Report](#)

Q and A:

- Q: What motivated you to think this is something we need? Because I have been to every ABC for the last seven years and the board has been the most consistent. I'm thinking I trust the board and this has an essence to me of red tape and I'm not clear on what the need is.
- A: In 2017, the conference had been very small and it meant that the board was just kind of free floating off in its own universe trying to decide how to serve the fellowship. The purpose of the conference is to provide the voice of the fellowship. The ability to bounce ideas off the conference is important to the board, which is an incredibly valuable dimension. It keeps the organization focused on what people need. The other thing I have noticed and this is why I think a charter is important is as adult children we bring trust issues to service and if you don't have clear boundaries, it feeds distrust. There's a suspicion that somehow somebody's doing something they're not authorized to do. When this is done, we will have something that defines the role of the board and the role of the conference, which will help everyone going forward. It's well worth the investment of time.
- Q: You said you are going to invite delegate participation through town halls and surveys. How are you going to get the surveys to the membership?
- A: To be determined.
- A: We are already doing it. We have had town halls, not on this subject, but we have the mechanisms in place. We did surveys with the Name Study. So it's TBD for the ABC Study as it's up to how they want to do it.
- Q: For WSO and the conference planners, the reminder that we set out with three ballot proposals about structuring the ABC in 2022 that led to the formation of the ABC study group and now we are inserting a 20 minute report at the tail end of the ABC. There is a sort of shift in priorities that I'm detecting and I would love to get some clarification and insight about what is behind that?
- A: The first priority on the agenda was "what needed to be voted on." From there we had to prioritize all the topics. It is not a lack of commitment from the board. I expect we will see a lot more from the ABC study in 2025. They are very, very busy right now with the charter and other things that we'll be looking at.
- Q: What kind of support do you need on the charter and how can I be of service?
- A: Come join the committee. We need more hands is the most direct way. Also educate ourselves on the concepts, fellowship, self-education. How do I find your email?
- A: <https://acawso.org/abc-awc-study/>
- Q: ACA has been around since 1978 in meetings. Have there been any other historical attempts to create a charter? If so, is there documentation available anywhere?
- A: In 2017, we were not aware of any charter.
- A: I was the service structure committee chair in 2016 and one of the first tasks I recommended was that we create a conference charter. That got voted down by everyone

except me because they wanted to start out with a conference structure of some sort, so it didn't go very far. I'm glad to see it revised because the conference charter is the absolute roadmap to a functional organization of a group our size.

### **XIII. Closing**

- Worldwide Online Voting
- Website - information that will be available (recordings and reference materials for online votes on)
- Reminder about saving Chat
- Post ABC Survey soon coming
- Service Recognition and Appreciation
- Promise 7 - Play and Have Fun
- Serenity Prayer

**REFERENCE:** [Day Two Online Voting Results](#)

*[Note: These 2024 ABC Minutes were approved at the 2025 ABC on May 17, 2025.]*