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# ACA World Service Organization

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## Board of Trustees

# 2026 Annual Report

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## 1. Letter from the Board of Trustees

Dear ACA Fellowship,

With gratitude and humility, the ACA World Service Organization (WSO) Board of Trustees presents the 2025 Annual Report. We remain committed to our primary purpose: to serve the Fellowship of Adult Children of Alcoholics by supporting recovery, strengthening global connections, and ensuring responsible stewardship of WSO operations.

Throughout 2025, our worldwide fellowship continued to grow, bringing both opportunities and important conversations. We have expanded access to literature, strengthened communication and collaboration with the Conference, and continued developing our service structure to better support ACA globally. These efforts reflect the dedication of delegates, trustees, volunteers, committees, and special workers who serve the fellowship with care and commitment.

This past year has included many thoughtful discussions across the fellowship on topics such as financial sustainability, literature access, and how we best serve a growing international community. It also included an important, collective conversation via group voting in relation to a proposed fellowship name change.

As a global fellowship, we are not immune to the challenges of a changing world, including rising economic pressures that have required adjustments in areas such as pricing. In all of these matters, we strive to be guided by our Steps, Traditions, and Concepts, particularly the principle of group conscience in Tradition Two, where trusted servants serve and decisions emerge through collective spiritual guidance. At the same time, the Board carries responsibility for ensuring the legal, financial, and operational sustainability of ACA World Services, and we work to thoughtfully balance these responsibilities in service to the fellowship.

We recognize that meaningful dialogue takes time. As we continue to strengthen our Conference processes and service structure, we are reminded of the importance of patience, unity, and trust in the process. ACA is strengthened by the diversity of its members, and we believe that different perspectives and ideas are essential to healthy group conscience. We are committed to ensuring that all voices can be heard - including those with whom we may not always agree - while maintaining an environment grounded in respect, safety, and recovery.

As we look ahead, we are reminded that ACA's service structure depends on the willingness of members to participate in service. Service not only helps carry the message worldwide - it also deepens our own recovery. We encourage continued participation at all levels, including World Service, as we work together to support a growing global fellowship.

We remain grounded in a simple question: *Does this serve the adult child who still suffers?* Together, we continue to carry the message - so that adult children everywhere may find safety, belonging, and hope, and know they are not alone.

With gratitude and service,

**The ACA WSO Board of Trustees**

## 2. 🎯 Purpose of ACA World Services Organization

ACA WSO remains committed, using a blend of spiritual principles and sound business practices, to support our groups and provide literature to carry the ACA message.

The [ACA WSO Bylaws](#) state:

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

*To Achieve its Purpose, WSO shall:*

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

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

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

## 3. 🌐 World Service Fellowship and Structure

### Service Structure of ACA

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

#### a. Our Fellowship

At the broadest tier of the inverted pyramid are ACA meeting groups, intergroups, and regions. These entities form the foundation of ACA's service structure, directly engaging and supporting the fellowship's membership. Meeting groups provide essential safe spaces for members to share experience,

ACA WORLD SERVICE ORGANIZATION STRUCTURE



strength, and hope, while Intergroups and Regions coordinate activities and support on a larger scale.

As of April 2026, we have:

- 2992 Recovery meeting occurrences\* in the ACA directory in 72 countries and 33 languages
- 2,516 Registered ACA meeting groups
- 104 Intergroups
- 3 Regions

\*Note: Occurrences are different from # of meetings since some meetings meet more than once a week.

## b. Conference and Delegates

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

	2025	2026
<b>Registered meeting groups</b>	2,377	2,516
<b>Intergroups (IGs)</b>	98	104
<b>Regions</b>	3	3
<b>TOTAL eligible to send a Delegate to ABC</b>	2,487	2,623
<b>Registered Delegates</b>	155	172*

\*As of March 31, 2026.

NOTE: At the 2025 ABC:

- 4% of meeting groups sent a delegate

- 30% of Intergroups sent a delegate
- 100% of Regions sent a delegate

### c. WSO

At the narrow tier of the inverted pyramid lies the World Service Organization (WSO), which includes the Board of Trustees, Committees, and Special Workers located in various places around the world. WSO manages the daily operational responsibilities, maintains fiduciary oversight, and provides critical resources and support to sustain and advance ACA's global purpose.

#### Current Volunteer Board Members (Year of Trustee Service)

1. Al E., Treasurer, from Illinois, USA (2<sup>nd</sup>)
2. Alisa A. from Moscow, Russia (2<sup>nd</sup>)
3. Dove H., Secretary, from Arizona, USA (4<sup>th</sup>)
4. Jim R., Vice Chair, from New York, USA (2<sup>nd</sup>)
5. Rich R. from New Mexico, USA (3<sup>rd</sup>) (5th year as a trustee)
6. Sue V., from Ontario, Canada (6<sup>th</sup>)
7. Tamara P., Chair, South Carolina, USA (6<sup>th</sup>)

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

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

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

See the [Nominating Committee webpage](#) under "Current Board Bios" for specific information on the background for each Trustee.

#### **Committees**

There are currently 18 committees and studies/groups.

There are three committees "on pause" pending a volunteer to serve as chair:

- European Committee

- Global Members Committee
- Member Services Committee

The emails for these committees are temporarily directed to the WSO office.

### **Advisory Groups, Project Teams, and Implementation Teams**

The Board may establish Advisory Groups, Project Teams, and Implementation Teams to engage specialized expertise and support its work through focused analysis, recommendations, or implementation related to specific mandates. The Board retains full authority over all decisions and actions. Examples: Fellowship Group Voting Project Team and Advisory Group to Review Bylaws and Articles of Incorporation.

### **Special Workers**

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

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

Interested in volunteering, see: <https://adultchildren.org/volunteers/>

## **4. 🌳 Spiritual and Business Principles in ACA WSO**

### **Introduction**

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

### **Core Spiritual Principles**

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

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

- Traditions Two and Nine: ACA structure exists only to serve, not govern, the fellowship.

### **Core Business Principles**

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

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

### **Balancing Spiritual and Legal Responsibilities**

- Our legal framework, guided by spiritual values and recovery principles, enable our ACA purpose while ensuring compliance with laws and regulations, demonstrating our commitment to our World Service fellowship.
- Transparent communication (e.g., ABCs, Town Halls) ensures alignment between Fellowship and Trustees.
- Checks and balances ensure mutual accountability.
- We use our knowledge and experience to bring spiritual awareness to legal decisions and legal understanding to spiritual matters.

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

<u>Section</u>	<u>Spiritual Responsibilities</u>	<u>Legal Responsibilities</u>
<b>I. Source of Authority</b>	Twelve Traditions & Group Conscience	State and Federal Law, IRS, Bylaws

<b>II. Leadership Role</b>	Servants, not Governors (Tradition Two, Concept IX)	Fiduciary Duty to the Corporation
<b>III. Decision-Making</b>	Bottom-Up via Fellowship and Group Representatives	Top-Down Legal Accountability via Trustees
<b>IV. Representation</b>	Conference Voice (e.g., ABC, Ballots)	Board of Directors bears legal responsibility

## 5. Where Decisions Are Made in ACA Service

Different types of decisions are considered in different parts of the ACA service structure. This allows ACA to honor both spiritual group conscience and responsible stewardship of ACA World Services.

<b>Type of Decision</b>	<b>Where It Is Primarily Considered</b>	<b>Purpose</b>
Fellowship Direction	ACA Groups, Fellowship discussions, Fellowship Group Voting, and Ballot Proposals submitted for Fellowship consideration	Express the spiritual conscience of ACA groups and determine matters the Fellowship would like delegates to consider
Conference Decisions	Delegates through the Annual Business Conference / Conference Business Meetings	Discuss and decide matters placed on the conference agenda that affect the Fellowship
Operational Practices	Trustees, WSO staff, and WSO service committees	Support the day-to-day functioning of ACA World Services and fellowship services
Legal & Fiduciary Responsibilities	Board of Trustees	Protect the nonprofit organization that supports

ACA and ensure legal and financial compliance

## **How These Responsibilities Work Together**

### **Fellowship Direction**

ACA groups are the spiritual foundation of the Fellowship. Through group conscience, Fellowship discussions, and Fellowship Group Voting, ACA members express the collective wisdom of the Fellowship.

Members may also submit Ballot Proposals suggesting new business for the Fellowship to consider. Through Fellowship voting, the Fellowship may determine whether these proposals should be added to the agenda for the delegates at the Annual Business Conference / Conference Business Meetings.

This process allows the Fellowship to participate in shaping the topics that will be discussed by delegates.

### **Conference Decisions**

Delegates bring the perspectives and group conscience of ACA groups to the Annual Business Conference and Conference Business Meetings, where matters placed on the agenda are discussed and decisions are made.

### **Operational Practices**

The ongoing work that supports ACA worldwide requires operational decisions such as literature publication and distribution, communications and fellowship resources, committee coordination, and administrative systems supporting the Fellowship. Trustees, WSO staff, and service committees help support these operational responsibilities.

### **Legal and Fiduciary Responsibilities**

Because ACA World Services operates as a nonprofit organization, the Board of Trustees has legal responsibilities under nonprofit law. These responsibilities include financial oversight, legal compliance, employment responsibilities related to WSO staff, and protection of the organization's assets and resources.

### **Key Principle**

This structure allows ACA to benefit from both the spiritual guidance of ACA groups and the Fellowship and responsible stewardship of ACA World Services.

## 6. 🧭 Strategic Priorities - Year in Review

### A. Strengthening our Global Fellowship and Public Service Engagement

#### Literature and Publication Initiatives

- Literature Assessment Project (LAP) expanded to improve workflows, standards, and author support across all literature in development.
- Facilitated regular open meetings on literature, translations and publishing with the fellowship and recruited new volunteers to these committees.
- Continued to strengthen support for the books in development with new processes and exploring technology solutions.
- Editorial Subcommittee development initiated with volunteer outreach and recruitment in order to begin developing editorial infrastructure and style standards.
- Advanced major works including Loving Parent Guidebook Conference Approval for the LPG, BRB revisions, LPG Daily Reader, and new publications
- Published new materials including *ACA Meeting in a Pocket*
- Advanced key publications and translations by implementing a Translation Management System (Smartling) to support global literature availability.
- Provided International Literature Funding to South Africa, Finland, and Egypt.
- Initiated strategic efforts to unify writing and publishing standards, along with stylistic guidelines, across literature, translations, and publishing
- Increased translation efforts of our ACA literature with the support of our translation teams around the world in over 40 languages and over 90 translated publications.
- Relaunch of the ComLine in early 2026 as an active blog platform - see: [ComLine Blog Search](#).

#### Member Services Initiatives

- Launched our new ACA website with improved navigation and meeting search.
- Initiated modernization of the Traveler newsletter and ComLine Blog.
- Hosted the Annual World Convention with approximately 4,300 participants from 94 countries.
- Continued planning for 50th Anniversary of ACA (2028).

### **Communications Initiatives**

- Enhanced WSO's outreach and engagement capabilities by strategically reviewing the various methods used to carry the message.
- Revamp of the Traveler that includes the relaunch of the ComLine enabling more consistent and timely communication with the fellowship.
- Gains continue to be made in social media engagement, website optimization, and the Traveler revamp.

### **Public Services and Institutional Outreach Initiatives**

- Expanded outreach to incarcerated individuals through the EDOVO initiative, providing access to ACA literature across 1,200 institutions, reaching up to one million incarcerated people in the US.
- Provided 478 ACA books to health professionals in 2025.
- Increased ACA visibility via the Google Ad Grants initiative.
- Participated in the AA International Convention to carry the ACA message globally.

### **Safety and Traditions Support**

- Responded to over 300 email inquiries from members regarding safety and Traditions questions.

## **B. Strengthening Unity and Collaboration of WSO and the Conference**

- Supported the ABC and two Conference Business Meetings.
- Continued implementation of Conference-directed motions with new ones completed including:
  - Ad-hoc Committee to Explore Changing the Fellowship's Name resulting in Fellowship Group Vote.
  - Developed and implemented Fellowship Group Vote Process with delegates for Proposed Name Change with strong global participation.
  - Note: Currently we have 14 ABC motions in various stages of development - See: [Status List of Conference Direction](#).
- Completed analysis of 2026 ballot proposals to support informed group voting.

- Supported the committees supporting the Conference (ABC/CBM): ABC Committee, Charter Committee, Concepts, and ABC Sustainability and Ballot preparation Committee (BPC).

### C. Ensuring Sustainable WSO Operations

- Implemented literature price adjustments.
- Implemented adjustments following mid-year budget review.
- Adopted a carefully developed 2026 annual budget with contingency planning.
- Completed 2025 audit processes resulting in a excellent report.
- Transitioned accounting services.
- Approved IRS Form 990.
- Approved cost allocation policy.
- Expanded international financial infrastructure.
- Continued updating of OPPM.
- Responded to a groups petition regarding literature pricing in accordance with procedures.

### D. Building Board and Committee Capacity

- Conducted strategic planning sessions to align priorities and direction.
- Held “Meet & Greets” to outreach potential future new trustees.
- Continued Trustee orientation, training and mentoring programs.
- Created Advisory Groups and Project Teams to expand expertise to support board work.
- Initiated governance reviews of Bylaws and Articles of Incorporation.
- Committee leadership appointments made.

## 6. WSO Policies and Projects

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

- Cost Allocation Policy
- Revised Conflict of Interest Policy

**Pending policies** include:

- Copyright and Permissions Policy
- AI Use Policy

- Budget Contingency Policy
- Publishing and Literature Policies

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

- New ACA website
- EDOVO project (providing ACA literature to those incarcerated in US)
- Translation Management System implementation
- Fellowship Group Vote for New Name
- Relaunch of the ComLine - see: [ComLine webpage](#)

**Ongoing projects** encompass:

- Literature Committee Assessment
- ACA's 50th Anniversary Celebrations
- OPPM Updating Project
- New WSO Website
- New Technology for Updating Meeting Directory
- Review of Bylaws and Articles of Incorporation
- Literature and Publishing Policies
- Finalize internal procedures to implement future Fellowship Group Voting motions.
- Mobile optimization of the meeting search to view more meetings at a time on a phone or tablet.
- New calendar system for events and committee meetings

WSO continues efforts to enhance policies, technology, and strategic initiatives to improve organizational efficiency and fellowship support/engagement.

For more information, see:

[Summary-of-WSO-Policies-Projects-in-Development](#)

## 7. Financial Overview

- WSO maintained financial stability and strengthened oversight.
- Continues reliance on literature sales while continuing to encourage increased 7th Tradition contributions.
- Approved and monitored budgets.

- Installed a new Audit Chair, welcomed new audit committee members, and strengthened audit processes.
- Investments made in technology and global expansion.

## 8. 👉 Looking Back

2025 reflects a year of growth, transition, and strengthening of ACA's global service structure as our worldwide fellowship continues to expand. WSO has supported this growth through increased access to literature, improved communication, and ongoing development of our service structure.

The Board welcomed a new Chair and continued its service with nine trustees, although it also experienced the loss of two trusted servants whose contributions are gratefully remembered. Trustees supported key initiatives to help carry the ACA message worldwide, including EDOVO through the Public Services Committee, a Translation Management System to support the Publishing Committee and global fellowship, development of a new ACA website through the IT Committee, and continued efforts to foster healthy and safe service environments through the Safety Resources Committee.

## 9. 🌟 Looking Ahead

With a commitment to shared service and continuity, the Board continues to build capacity by attracting new trustees and supporting healthy rotation, ensuring the work of the fellowship remains strong and sustainable. As ACA grows worldwide, we are strengthening accessibility, communication, and service structures while streamlining processes across committees and staff to make the most of our volunteer resources.

A key part of this effort is improving the systems that support volunteers in their service. Ongoing technology and infrastructure enhancements—including a redesigned ACAWSO.org, expanded automation tools, and a new calendar system for events and committee meetings—are making it easier for members to connect, participate, and contribute. Future updates also strengthen the

accuracy and integrity of meeting information through automated verification and safeguards aligned with Conference-approved motions.

At the same time, we are expanding connection and communication through the ComLine, the Traveler, and social media platforms—creating more opportunities to share experience, strength, and hope. These efforts support newcomer outreach, deepen member engagement, and strengthen groups, intergroups and regions.

ACA's service structure depends on member participation. As members rotate out of local service, we invite them to step into World Service—through committees, the Nominating Committee, or the Board of Trustees. Service is how we carry the message forward together, and it also deepens our own recovery.

Grounded in Tradition Five, our shared purpose remains clear: to carry the ACA message so that adult children everywhere may find safety, belonging, and hope—and know they are not alone.

## 10. 🙏 Acknowledgments

Gratitude to all delegates, volunteers, committees, staff, and fellowship members worldwide.

Together, we carry the ACA message.