

Board Ratifications

Individual Trustee Biographies

- [A.I.E.](#) (3 pgs)

AI E. – Trustee (Requesting Ratification for Term 1 / year 2)

ACA Service Biography

Years of ACA & Service

YEAR	GROUP
1988	Began ACA
1988 - Present	Leads on a variety of topics including speaker's meetings. See 2012-2020 below.
2011-2017, 2022-Jan. 2025	Group Treasurer & periodically handled book orders from IG's "Serenity Book Store".
	INTERGROUP West Great Lakes ACA Intergroup (IG 70)
2010-12	IG 70 Treasurer for newly formed West Great Lakes Intergroup. Served as Trustee twice; years/terms unavailable. Played a role in the IG's formation, along with 3 other Fellow Travelers.
2014	As IG 70 Chair, planned and conducted [chaired] 2014 ABC in Bannockburn, IL, USA.
2014 & 2015	IG 70 Chair (partial term '15)
2015	IG 70 Delegate to 2015 Texas ABC
2017- Present***	IG 70 designated Corporation Agent which is required by the State of Illinois
2017-18	Revised By Laws for IG 70
2018- 2024***	Resident historian and completed the IG By-laws revision for IG 70
2018 & 2023 [Aug-Sep]	30 th and 35 th Anniversary Leads for IG 70; 30 th Lead "40 Years in 12 Step Programs – Discovering the Secret" and 35 th Lead "ACA Universal Truths"
	OTHER ACA SERVICE

2013	Wrote 6 of the daily meditations for <u>Strengthening My Recovery, aka. ACA's Daily Meditation Book</u>
2014	Annual Business Conference- Planned and chaired 2014 ABC in Bannockburn, IL, USA
2012-2020 2012-2020 (Continued)	<p>OTHER ACA SERVICE (continued)</p> <p>The following leads were composed and given:</p> <ul style="list-style-type: none"> ● Giving Mom A Pass – Forgiveness ● Giving Dad A Pass – Forgiveness ● It's Generational NOT Intentional ● Moderation: the untraveled path of the dysfunctional family ● Reparenting, Recovery, Emotional Sobriety ● Seeing Is Believing ● Shame, Blame, and Guilt ● A Survivor's Guide to Recovery <p>Some of these topics were reworked, edited, and can be found in "Daily Affirmations" Strengthening My Recovery</p>
	WSO SERVICE
August 27, 2024 - Present	Began service as an ACA WSO Trustee.
February 11, 2025	Joined WSO Audit Committee
November 27, 2024	Created 1 st Draft of WSO Materials Pricing Policy
March 5, 2025	Created 1 st Draft of Plan to Update WSO's Articles of Incorporation
July, 2025 - Present	Recused from the WSO Audit Committee so as to take over WSO Treasurer role
PROFESSIONAL BACKGROUND	Holds a doctoral degree in pharmacology and is a licensed pharmacist.
42+ years	<p>Employed in the pharmaceutical and life sciences arenas with the following roles:</p> <ul style="list-style-type: none"> - 25 yrs dedicated to research & regulation in the food additive & pharmaceutical businesses. - US Food and Drug Administration medical reviewer - National Institutes of Health as a scientist - 4 university settings as a teacher, researcher and clinical pharmacist. - Directory of Regulatory Affairs Operations <p>1996 system owner for e-submissions- electronic process for publishing submissions and managing documents.</p>

	After retirement in 2010, started a consulting business
PROFESSIONAL BACKGROUND (Continued) Organizations:	Regulatory Affairs Professionals Society (RAPS) <ul style="list-style-type: none"> - 2002 Board of Directors - 2003 President-Elect. - 2004 President - 2005 Chairman of the Board - 1998-2006 Member and Chair of the Regulatory Affair Certification Board (RACB)

Since August 2024, I have come to a new understanding of the WSO Trustee’s role. It consists of three separate, yet related, segments:

1. Listening and supporting the expressed needs of the Fellowship,
2. Understanding the unique fiduciary role and nearly day-to-day demands in management of the Fellowship’s international publishing business,
3. And the fiduciary role required by the State of California and US Tax regulations that support the continuing existence of the World Service Organization and ultimately, the Fellowship.

FUN FACT ABOUT AL E: He is related to two Scottish GIANTS, Frederick W. Shadick and his wife Jane Grey. They were both over 7 feet tall and toured with the Barnum & Bailey Circus around 1845, under their circus names of Mr. and Mrs. Randell [or Randall].

- [Alisa A.](#) (3 pgs)

Alisa A. – Trustee (Requesting Ratification for Term 1 / year 2)

ACA Service Biography

Years of ACA & Service

YEAR	MEETING AND INTERGROUP
2017	Began ACA in January. “Edinstvo” (“Unity”), RUS0057 or WEB1253, Moscow, Russia Service - Teahouse keeper, Treasurer assistant

2018	Meeting facilitator, Zoom meetings facilitator
2019	English-speaking speakers' interpreter
2020	Service secretary assistant
2021	Telegram-channel administrator
2022	-Speaker at the hospitals and closed institutions. -Rep to WSO in IG#590, the servant responsible for the correspondence with WSO, -Regions/Intergroups Subcommittee Rep in IG#645
2023	-Representative to Subcommittee for the establishment of a legal entity of the ACA in Russia (Legal Com of IG#645), -Treasurer, Co-founder and ACA Teen meeting curator RUS0073, -Delegate to the Russian Conference RUS0072, -Meeting representative to Moscow Intergroup; -Delegate for ABC/QDM, -Speaker hunter for Russian Speaking Convention, -Charter Development Subcommittee member, -Vice-chair in IG#645, - Events Subcommittee secretary in IG#590
2024	-Responsible servant for the communication with a lessor, Hospitals and closed institutions coordinator. - Chair in IG#645, - Coordinator of (the 1 st) Russian Speaking Convention working group
2025	Coordinator of (2 nd) Russian Speaking Convention working group
2026	-ACA New Year Calendar working group member in IG#645 -Russian-speaking convention speaker hunter in Convention working group in IG#645 -Treasurer assistant for collecting the 7 Tradition with the Telegram-bot -Business meetings facilitator on RUS0057 or WEB1253 -Speaker on the "Tochka opori" ("Point of support") group
	WSO SERVICE
2022	Regions/Intergroups Subcommittee Secretary
2023	-Point of Information on QDM, -Chair of Young Adults & Teens Subcommittee,

	-Speaker on the panel at the 2023 AWC “Best Kept Secret- Service as a Recovery Tool”.
2024	-Chair of Young Adults & Teens Subcommittee - 2nd term, -Trustee - began Board service 9/3/24
2025	Trustee Board Service
2026	Trustee Board Service -Literature Committee member in WSO
Professional Background	Education: -Bachelor’s degree in Theatrical Management & studied writing and acting.
	-Volunteered for two festivals for influencers (YouTube, Instagram)
	-Since 2014, work as an influencer manager, a PR-manager and a website editor.
	-Learned French and German (basic level), -A YouTube channel administrator and streamer.
	-Non-Profit- worked as an influencer manager in “Dari edu” (“Give food”) organization, which helped older people and people in difficult life situations
	-Worked as a website editor for 4 months in the religious educational center which supported the Jewish community.
	-Working as a PR and marketing manager in a printed newspaper

I want to go on serving as a Board Trustee to support the fellowship in general matters and with processes to support Literature Committee in particular. I would like to support ACA in my area to respect Tradition 1 - to help different regions to feel more connected. I hope that having trustees from different countries, different generations, and of different cultures can help ACA be more open-minded, balanced and flexible.

In my working life, I communicate a lot and create projects to make the company more recognizable, considering the best situation for media inside the country

and international agenda at the moment. I think I can be helpful in providing ideas for positive communication and meeting different types of challenges.

- [Dove H.](#) (3 pgs)

Dove H. – – Trustee (Requesting Ratification for Term 3/Year 1)

ACA Service Biography

Years of ACA & Service

2017	-Attended first ACA meeting February 28, 2017 -Started two face-to-face ACA meetings and served as Treasurer. -Started the Yellow Workbook with 1 group.
2018 – 2019	-Served as Treasurer and then rotated to Chair of both meetings.
2020	-Started third ACA meeting. -Started attending WSO Teleconferences monthly (4/2020 to current date). -Volunteered for service in the WSO Addressing Predatory Behavior Committee (which later became MSSC – Meeting and Service Safety Committee in 2020 and then became SRC- Safety Resources Committee in 2022) (to current date). -Group Rep for the Arizona Intergroup (to April 2024).
2021	-Attended Region 2 Meetings for the Arizona Intergroup for 10 months. -Selected as Co-chair of MSSC – Meeting and Service Safety Committee (to October 2023).
2022	-Applied for WSO Board of Trustees, was accepted and ratified at the 2022 ABC. Started 1 st year of first term. -Member of Concepts 2 & 6 Study Group- (to current date). -Appointed by the WSO Board as Interim Chair for Health and Safety Advisory Group (to July 2023). -Board Liaison of Region Subcommittee (to summer 2023). -Board Liaison of Fellowship and Public Engagement Collaboration Committee (to December 2023). -Attended in a non-role capacity: Global East and Global West, Volunteer Resources. -Member Services Committee (to summer 2023). -Started the Loving Parent Guidebook with home group - finished 9/2023.
2023	-WSO Board of Trustees

	<ul style="list-style-type: none"> -Elected Vice- Chair of Executive Committee of the ACA WSO Board of Trustees. -Interim Chair for Health and Safety Advisory Group until July 2023 -Board Liaison YAT- Young Adult Teen Meeting Subcommittee until summer 2023. -Co-chair SRC- Safety Resources Committee until October 2023 -Selected as Interim Chair of MSC - Member Services Committee until summer 2023. -Completed the Loving Parent Guidebook September 2023.
2024	<ul style="list-style-type: none"> -WSO Board of Trustees - Vice- Chair of Executive Committee of the ACA WSO Board of Trustees. - Member of Concepts 2 & 6 Study Group (until 2025) - Safety Resource Committee - ABC Study Group (until 2025) - Keep abreast of committees on Slack. - Participated at the Spring Strategic Planning Retreat for the Board and WSO Committee Chairs - Planned the Fall Strategic Planning Retreat which had to be canceled due to financial constraints - Developed the Slack User Agreement with HSS - Participated in the Board candidate Q&A meetings
2025	<ul style="list-style-type: none"> --WSO Board of Trustees - Board liaison to Health & Safety in Service Advisory Group - Resigned as Vice Chair of Exec Comm as of Jan 31 - Member of Safety Resources Group - ABC Planning Committee member - Participated in Town Hall discussion of Service Norms document - Invited to European Committee to discuss safety concerns & SND - Updated slack user agreement consequences with HSS and SRC - Participated in Fellowship Groups Voting Town Hall as POS - Participated in the February QDM - Member of IG Roundtable - Participated in Meet & Greet with Board events - Participated in Board candidate Q&A meetings
2026	<ul style="list-style-type: none"> -WSO Board of Trustees - Interim Chair of Health & Safety in Service Advisory Group - Member of Safety Resources Group - ABC Planning Committee member - Participated in Town Hall discussion of Service Norms document - Updated slack user agreement consequences with HSS and SRC - Participated in the January CBM - Participate in the IG Roundtable - Participated in Meet & Greet with Board events - Participated in AWC Closing Ceremony
Professional Background	<ul style="list-style-type: none"> - Real Estate Agent – 3 years. - Administrative Assistant to a Senior VP in a large US corporation.

	<ul style="list-style-type: none"> - Conference Coordinator for a large US teaching hospital. - Assistant Director of a 501 (c) 3- a non-profit 1992- 1998 - Retail store owner. - Clinical Hypnotherapist - 12 yrs.
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For four years now, I have had the honor and privilege to serve as a Board Trustee. When I put in my application for Board Trustee consideration, safety was my main concern and motivation. They continue to be motivation for my participation in various committees in ACA. Because of what I have learned in working my program, I know that safety and discomfort are two different things. I find it very important to listen and ask questions for clarification and then resolve the issue. Being present with where we are as an organization and listening to all the ideas of how we might move forward is inspiring. I continue to look forward to participating in this shift into our future. As part of that, it has been important, and many times very inspiring, to look at all of the contributions and thoughts of fellow travelers and leaders from our past. I have had the opportunity to meet and be inspired by so many wonderful people giving service in committee's within ACA. I see their commitment to their program in their tireless resolve to make this program even better.

So, my goals are to continue listening carefully, consider, to the best of my ability, every decision needing to be made, and then, with my HP guidance, vote my conscience to ensure that our program continues to grow and be available to the adult children of the future.

- [Rich R.](#) (2 pgs)

Rich R. – Trustee (Requesting Ratification for Term 3 / year 1)

ACA Service Biography

Years of ACA & Service

1986	Started sobriety in AA. My sponsor told me, "You have so many ACA issues that you won't stay sober unless you address them!" So I started ACA within months of my last drink. All early ACA work was done with an ACA therapist. I have the same therapist 40 years later.
2006	When the BRB and YWB came out in 2006, ACA meetings in my area became functional, in my opinion. I started 3 ACA meetings and have held most all

	service positions over that time. I have sponsored many people, both male and female, and this is one of my favorite forms of service. Because of my profession I was able to experience many workshops and therapeutic modalities and I believe it is my duty in recovery to offer to pass this experience on to others.
2019	Joined the Board of Trustees.
2019	Chair of the "ACA Bill of Rights" working group. Finished the "Bill of Rights" in 2020.
2020	Presented the "Healthy Communications" workshop at the 2020 AWC.
2020	Chair of H+I and started the "ACA Information for Health Professionals" trifold. Finished the trifold in 2021.
2020	Chair of the HR Committee. Finished compiling the employee handbook.
2021	Left the Board of Trustees.
2021	Chair PS/H+I Committee.
2021	Co-chair Safety Resources Committee (SRC). Helped the committee write responses to questions and complaints from the fellowship. Helped SRC with the "Service Norms Document."
2022	Helped the PS/H+I Committee present "Bringing ACA to Hospitals, Prisons and Therapists" at the 2022 AWC.
2023	Presented "Brain Connections, Trauma and Recovery" at the 2023 AWC.
2023	SRC finished the "Service Norms Document."
2023	Helped the PS/H+I committee finish the "Correspondence Outreach to Institutions" guidelines and program.
2024	Rejoined the Board of Trustees, Term 2, Year 1.
2025	As chair of PS/H+I committee , a motion was presented to the board of trustees and passed unanimously to have ACA literature in both English and Spanish uploaded to the Edovo platform. This platform reaches up to a million incarcerated people in the US.
2026	The PS/H+I committee has started an "ACA Course" on the Edovo platform. This will be an introduction to the ACA program for incarcerated people interested in recovering from the effects of growing up in a dysfunctional family.
Professional Background	
1986	Doctorate in osteopathic medicine and surgery.

1986-87	Internship
1989	Board certified in family medicine.
1991	Board eligible in addiction medicine.
1991-95	Medical director Care Unit Hospital of Albuquerque.
1990-92	Assistant medical director Cottonwood Hospital Albuquerque.
1994	Member of the Medicaid advisory committee state of New Mexico.
1997-98	President of the New Mexico Osteopathic Medical Association.
dates unknown	Multiple lectures given in; chemical dependency, medical detox from alcohol, medical detox from opiates, medically supervised withdrawal from nicotine, and child abuse.
dates could be figured out if I wasn't lazy.	Various professional and personal workshops with Pia Mellody, Bob Subby, Terry Kellogg, Bob Earll, Claudia Black and Terry Real.

I am able and willing to offer service as a trustee. Whether I offer service in my home group or at the WSO level, I grow in my recovery if I remain mindful of the process of recovery. I am always in process, forever the student and not the teacher. We are all in this together.

Something that helps me at all levels of service are the 4 C's of ACA. "Courage over Comfort; Curiosity over Confrontation." I have to find the 'Courage' to speak my voice, because my 'Comfort' is found in being silent. When someone says something I disagree with instead of going to 'Confrontation' which is what I learned in my family, I can choose the Healthy Adult/Loving Parent skill of being 'Curious,' as in, "Isn't it curious that we have such different ideas about this topic?" Curiosity feels engaging and supportive, confrontation feels uncomfortable and isolating to me. It is my choice.

- [Sue V.](#) (3 pgs)

Trustee: Sue V. (Requesting ratification for Term 3/ year 2)

ACA Service Biography

Years of ACA & Service: 2011-2025

January 2011	Joined ACA & my life changed.
2011	Provided service to my meeting group with literature, newcomer greeter etc.

2012	Coordinated with our intergroup our 1 st ACA public & member outreach at a 12 Step Conference, 11 years later my intergroup is continuing the tradition. Started new meetings and study groups. I became the literature coordinator for intergroup & home group.
2013	Joined Regional service group & started to rebuild our Intergroup for meeting support for literature and new meetings, studies, business meetings etc.
2014	Volunteered and was accepted as intergroup chair.
2016	Volunteered and was accepted as intergroup treasurer.
2017	Delegate for 2 years for intergroup, supported intergroup & volunteers to apply for 2018 ABC/AWC in Toronto. Co- chair in planning of 2018 ABC/AWC.
2018	Co-hosted 2018 ABC/AWC in Toronto. After, I took a 6 month leave for self-care.
2019	Delegate for 2 years for my home group. WSO Trustee asked me to become the 1 st chair of Global Members Subcommittee supporting Africa, Asia, Oceania, and Latin America. I was accepted at the 2019 ABC. I have worked on the connection's booklet.
2020	Provided support for 1 st online AWC & coordinated Global Members Committee participation. As part of service orientation & balance withdrew from local service roles.
2021	The Global Members Committee became a standing committee. I was accepted as their chair. I volunteered and was accepted as chair of the 1 st Publishing Committee. I applied to be a Trustee of the Board and was accepted.
2022	In July of 2022 volunteered to be chair of the Board and was accepted. Additional Conference chairs were needed at the 2022 ABC, and I volunteered from Global when there were not enough volunteers on the first 2 days and supported the Conference as a point of information on the 3 rd day. I supported the online AWC workshops & events. After, as part of service orientation, I withdrew as chair of Global.
2023	Continued as Chair of the Board and Chair of Publishing. Guided the implementation of adding tools to improve board operations and supported trustees with health challenges. Supported translation improvements, balancing fellowship, and business needs.
2024	Humble Adult Child, trusted servant Trustee, Chair of the Board and Chair of Publishing Committee. My 3-year term as Publishing Chair was completed and extended for another year.

2025	I am completing my third and final year as Chair of the Board of Trustees. During this time, my focus has been on strengthening the health, effectiveness and unity of the Board, WSO, Conference and the Fellowship.
2025	I'm currently serving my fourth year as Publishing Chair, with my term extended due to a lack of new volunteers stepping forward. For me, this role is a true expression of Tradition Five—love in action. Without access to affordable literature, ACA recovery simply isn't possible, especially for newcomers seeking connection and healing in our meeting rooms. It has been both an honour and a joy to collaborate with so many gifted ACA members, international fellowships, dedicated staff, and the Board.
2026	I have completed my fifth year as a trustee and five years as the Publishing Committee Chair. I am grateful for a new volunteer stepping into the chair of the Publishing Committee, commencing at the 2026 ABC. In the past couple of years, I have supported the transformation of the literature committee as a co chair of the Literature Assessment project team. Like publishing, our literature needed updated internal policies, procedures and technology to support the volunteers and sustain deliverability of ACA literature to our Fellowship. I have also supported the Board and the Fellowship with supporting the implementation of the Conference approved Fellowship group vote on the proposed name change.

Professional Background	
Semi-retired	I have been working to full retirement for the last 4 years. I have been a consultant for over 20 years providing organizational support in HR, diversity and conflict management.
Former Director of Non-Profit Board	I worked for 2 years as a director of a Board in the health industry. I withdrew when I increased my service hours in ACA.
Organizational Ombuds and Coaching - my own company	Certified Ombuds and Charter Mediator working with numerous organizations across Canada and the US for non-profit, profit and government agencies. Specializing in conflict resolution and healthy workplaces and relationships.
Workplace Investigator and Consultant- my own company	Investigated over 600 cases in human rights, harassment and bullying and disability.
Organizational Ombudsperson & Human Rights Consultant	Trained by lawyers, police and professionals in workplace investigation and workplace assessments. Trained in trusted servant leadership, crisis management, facilitation, mediation, and wisdom circles.
Senior Manager in Corporation within Canada	Managing department of over 500 staff, 4 unions with a multimillion-dollar budget. Project management leader.

Graduated with Degree in Business	Majors- Finance and Organizational Development, prior academic education -spent a year in Nursing School.
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My service on the Board these past five years has been a deeply meaningful journey—one filled with growth, healing, and heartfelt connection.

It has been both rewarding and deeply healing to connect with so many beautiful members from around the world—each encounter a reminder of our shared purpose and the transformative power of love and unity in action. The Promises remind us that healing and wholeness are possible, and I’ve experienced that truth in profound and personal ways throughout this service.

Of course, the journey hasn’t always been easy. Balancing the volume of requests and navigating varied expectations with patience and gentleness has presented its challenges. At the heart of my service is a deep commitment to keeping the Traditions at the center of every decision, while thoughtfully balancing the spiritual principles of the fellowship with the legal and fiduciary responsibilities of a non-profit. I strive to act in the best interest of both the fellowship and WSO as a trusted servant leader, grounded in consultation, integrity, and care. Through it all, I’ve learned to root myself in self-care, self-love, and open-hearted listening—so that I can serve with balance, wisdom, and grace.

Outside of service, my passions include spending time with family and friends, meditation, tai chi, qi gong, forest bathing (shinrin-yoku), hiking, connecting with animals and birds, gardening, movies, and exploring history and world cultures. My adult children are now 32 and 36, and they continue to be a source of love and inspiration in my life.

With gratitude and humility, I am asking to serve a sixth year as a trustee of ACA WSO. I hope to continue supporting our worldwide Fellowship, our Conference (ABC/CBM), and the vital work of our World Service Organization.

- [Tamara P.](#) (2 pgs)

Tamara P.— Trustee (Requesting Ratification for Term 3 / year 2)

ACA Service Biography

Years of ACA & Service

October 2012	Attended my first ACA meeting. Within three months, responded to a call for support with MN Intergroup, attended my first Intergroup meeting, and began service as Secretary.
MN Intergroup	

2013 - 2016	Secretary - Collaborated with others to rebuild MN Intergroup infrastructure, including developing a website, updating contact information, and reconnecting with meetings to confirm activity and strengthen communication.
2017- 2020	Chair - Led the development of Fellowship-informed programs, including a Speaker Series, Yellow Workbook program, and two annual gatherings. Facilitated Fellowship input and created a five-year roadmap to guide growth and engagement.
2018	Served as delegate at ABC representing MN Intergroup.
WSO Service	
2016 - 2018	Chair – Literature Evaluation Subcommittee - Helped prioritize literature submissions and contributed to developing a structured process to support ACA literature projects.
2018 - 2020	Intergroup Subcommittee (Member Services). Contributed to the development of documentation and best practices to support new and existing Intergroups.
2021-present	<ul style="list-style-type: none"> ● ACA WSO Board of Trustees: <ul style="list-style-type: none"> ● 2025 – present – Board Chair ● 2024 – 2025 – Treasurer ● 2022 – 2025 – Secretary
Professional Background	<p>I am Project Manager by trade with 23 years of experience at a telecommunications company. My skill set is in resolving friction points, identifying improvement opportunities, and implementing solutions that optimize processes and performance. I have strong collaboration and group facilitation skills. I am passionate about empowering my team and fostering a culture of innovation.</p> <p>Professional Strengths:</p> <ul style="list-style-type: none"> • Identifying and pursuing multiple possibilities • Brainstorming and creatively solving problems • Motivating others by bringing energy and enthusiasm to any task • Communicating or "selling" ideas and possibilities to others • Working closely with teams