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

# 2025 ACA Annual Business Conference Minutes

## Held via Video Conference on May 17-18, 2025

Submitted by: Tamara P., and Trish Irelan (staff), ABC Secretaries
ABC Chairpersons: Carmen B., Marcus H., and William G-B
Parliamentarian: Michael Malamut (professional)

# 2025 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

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## Delegate and Fellowship Information

**Delegate Information:**

- 151 Delegates registered for this Conference from 19 countries representing:
    - 122 meetings,
    - 26 Intergroups,
    - and 3 Regions.
- 2025 Delegate Portal Guide - see: 2025 ABC Portal

**Fellowship Information** (based on ACA website meeting directory info. as of April 2025):

- 2377 unique meeting numbers*
- 2842 meeting occurrences**
- 98 intergroups
- 3 regions

*Unique meeting numbers= unique WSO numbers

**Meeting occurrences = actual number of meetings happening as some WSO numbers meet more than once a week

# Day 1 - May 17, 2025
(9:00 AM - 5:00 PM ET)

## I. Opening

A. Readings - William requested volunteers to read the following:
   - Serenity Prayer
   - Diversity Statement
   - Commitment to Service Reading
   - Daily Meditation Reading

B. Notice: Meeting is Recorded

C. WSO Chair Welcome - Sue V.
   - Chair of the ACA WSO Board of Trustees, opened the 8th Annual Business Conference with a warm welcome. She introduced herself as a grateful and hopeful adult child from Toronto, Ontario, Canada, and expressed enthusiasm for the event.
   - This year, a record-breaking 152 delegates from over 16 countries are participating—surpassing the previous year's 141 delegates. Sue celebrated this milestone and highlighted the growth of the fellowship, which now includes over 2,800 recovery meetings in 68+ countries and 35 languages.
   - She emphasized the spirit of collaboration, unity, and collective group conscience that defines the ABC, where trustees, staff, committees, and delegates gather to make important decisions and share feedback. Sue underscored the significance of this shared service and the joy of seeing the global ACA community come together in one virtual space.

D. Conference Co-Chairs Introductions: Sue V.
   - **Carmen B. (California)** – Recognized for her dedication and experience in facilitating ABCs, QDMs, and intergroup meetings. Commended for her knowledgeable and calming leadership.
   - **William G.B. (Florida)** – A long-time supporter of the conference and chair of the Member Services Committee. Acknowledged for his consistent service as a delegate and facilitator.
   - **Marcus H. (California**) - One of the co-chairs of the ABC Committee. Acknowledged for his many years of service in the planning and organizing and the facilitating of these conferences.
   - Ratification of Conference Co-Chairs via show of hands.

E. Welcome of New Delegates - 18 raised their hands.

F. Chat information and guidelines

G. Introductions
   - Parliamentarian
     - CoChair- Mr. Malamut has over 30 years serving with other 12 step World Service organizations. He holds many awards and accommodations in his profession and is well versed in the Traditions and Concepts, as well as the Suggested Commitment to Service. He has a very sound working understanding of the Operating Policy and Procedures Manual, and although not a member of ACA, he has much 12 step knowledge to serve the fellowship honestly and impartially. He is here only to provide support, and advise the chairs with their decisions regarding the processing of as much of our business as possible in the next two days. If anyone is uncomfortable with a non-member joining us, or if you think he might know you by sight, please turn off your zoom cameras.
     - Michael Malamut - I'm a Parliamentarian and I'm glad to be here today and to have worked with you at the last QDM. And to be working with these very dedicated chairs and the other members of the leadership and all the delegates who are here today to try and help achieve a group conscience on some very important issues.

My assistance is going to be primarily to the chairs in the meeting process - that's what a Parliamentarian does. And for those of you who are coming from outside the United States the standard term for Parliamentarian is just a meeting procedures consultant. I'm glad to have been introduced by your wonderful co-chair William and I will be working with him and Carmen primarily, if you have questions. Hopefully, they were asked and answered already in the workshops that we had last weekend. But if not, please feel free to ask through the point of order or from your point of information any questions that you may have in regard to procedural issues, and in particular, in regard to the role of Parliamentarian. Thank you very much, and it is an honor to perform service with this organization.

- Timekeepers - Shangreila & Tray S.
- Tech - Gretchen & Mary Jo
- Secretaries - Tamara P. & Trish Irelan (staff)
- Point of Information General (POIG) - Christine B. & Rich R.
- Point of Information WSO (POIW) - Sue V.
- Point of Order (POP) - Erin D.
- Point of Safety (POS) - Adelina & Rich R.

H. Technology Briefing - Brad L., IT Manager
I. Setting the Tone - Adelina - see: Setting the Tone at ABC
J. Zoom Etiquette

## II. Co-Chair Review of Agenda and Explanation of Agenda Setting Process

Powerpoint Presentation - Marcus

- Parliamentarian - Marcus mentioned the voting procedures and the OPPM. Those are available to you online. They are on the same site as the Conference site. There are links and those are the voting procedures, so you can understand them in greater detail. We just had a technical introduction for how to vote but the underlying principles are in those procedures which are an appendix to the OPPM.. And then there's another chapter of the OPPM that deals with the ABC. Those are the underlying procedures that we're going to be using to operate today, and they're all available by links. So anyone has any questions you can ask through the point of information.

## III. Approval of Previous Meeting Minutes

Voting guideline - Marcus

- **Quorum established with 75 delegates** present
- **Motion:** To approve the 2024 ABC Minutes -see Link
  **Decision**: Motion passed with 64 delegates in favor; none opposed.

- **Motion:** To approve the August 17, 2024 Quarterly Delegate Meeting Minutes- see Link
  **Decision**: Motion passed with 59 delegates in favor, none opposed.

- **Motion:** To approve the December 7, 2024 Quarterly Delegate Meeting Minutes - see Link
  **Decision**: Motion passed with 56 delegates in favor; none opposed.

- **Motion:** To Approve the February 1, 2025,Quarterly Delegate Meeting Minutes- see Link
  **Decision**: Motion passed with 60 delegates in favor; one opposed.

## IV. Motion to Start the 4 month Fellowship-Wide Voting on Name Change

Presented by Kaz S. and Sue V. - See: Powerpoint Presentation
Reference: Voting Process Fellowship Group Voting Webpage

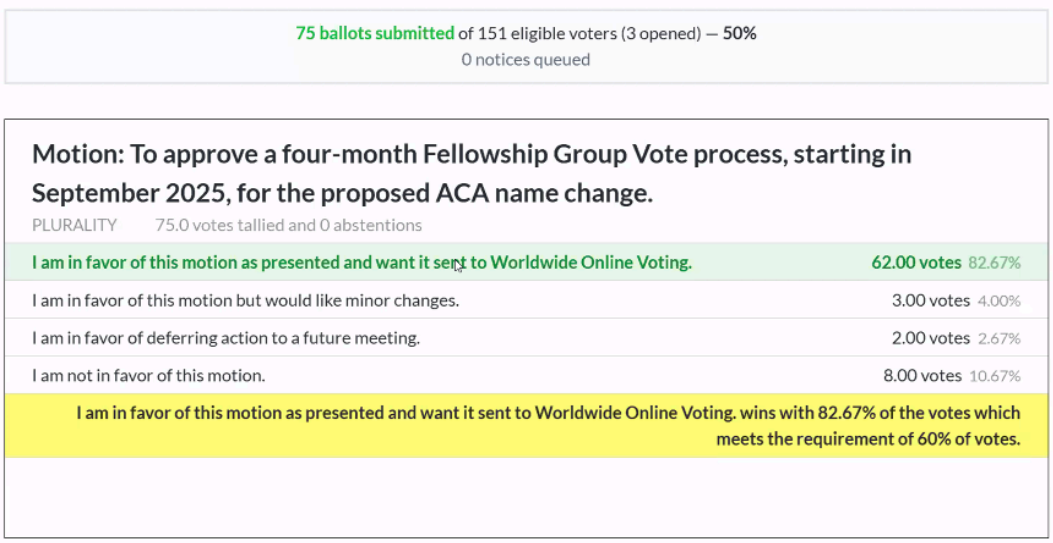
**Motion:** To approve a four-month Fellowship Group Vote process, starting in September 2025, for the proposed ACA name change. (Kaz S.)

**Background:** At the 2024 ABC, the Fellowship approved holding a group vote on the proposed ACA name change. A process for this vote was approved in December 2024 and ratified in February 2025. The minority opinion was heard, and no re-vote was needed.
**Second:** Stefan G. IG 630
**Discussion/Q&A**

- Q: We have 40 meetings in Denmark yet only 16 registered on the WSO website. Will groups who registered on the WSO meeting list be able to vote if they register after today?
    - A: There's tons of time, there will be a new website in place before this starts in September, you have until September to get the registered groups aware.
- If we exclude groups from voting because they register after a certain time it would be a violation of our Traditions.
- It's concerning to me to take an item that has such a high price like the name change and then use such an experimental process on it. There is potential for risk when maybe a simple majority is a very low turnout.
- I was disappointed the Adult Children Anonymous was not part of the polling to see what the fellowship thought about it.
- This name change study and voting process has been going on for several years, and I feel like the current voting process is the most democratic so far.
- **Point of Order**: A point of order stated that "the group conscience of the fellowship has already prioritized the ballot proposals as worthy of being on the agenda. They should not be subject to further prioritization by the conference of Delegates."
  *[Chairs conferred with Parliamentarian]*
    - Point of order response stated: The OPPM requires ballot proposals to be considered for the agenda. They will be considered on day two when the delegates have the power to vote which proposals or topics to include in this ABC. If they are not addressed at this ABC, proposals would go to another meeting. This approach is consistent with OPPM and gives delegates decision-making power.
- Please clarify since Adult Children of Alcoholics and Dysfunctional Families is already used in our literature, so what are we asking our groups to change?
    - A: We have that question and answer in our FAQ's on the website. Also, the question about changing the trade name vs. functional name is addressed in the FAQ on the Fellowship Group Voting web page. Additional town halls will be held in September and near the end of voting to provide support and answer questions from groups.
      There is an email address available for specific inquiries. The organization is not seeking to change the legal trade name. Decisions were made years ago to change the functional name on websites, books, and other materials. This vote gives delegates the opportunity to either agree or disagree with these past decisions regarding the functional name change.
      The organization will continue to answer questions as they arise during this process.
      Here are some key points about the voting process:
        - Only registered groups can vote, not individuals
        - Each registered group gets a unique voting link
        - Groups can change their vote during the 4-month period
        - Final vote is what's recorded at the end of 4 months
        - Groups must be registered by the start date to be eligible
        - Start date requirement prevents creation of groups just to influence voting
        - Groups can abstain from voting
        - The process is modeled after another 12-step fellowship's worldwide voting system
        - This motion is specifically about starting the previously approved fellowship group voting, not about whether to conduct the vote
- Q: How does the right of petition work in the FGV? Does the minority get to speak?
    - A. This is beyond the name study. When the vote from all of the groups comes in in December, we will be bringing that information to all of the delegates.
- Q: Would there be an opportunity for minority opinion after a FGV? We may want to allow this opportunity.

    - A. This is built into the process with the questions on the vote, “Why did you vote this way.” We will bring this information into the delegate meetings. I think it is good enough and more importantly it is the spirit of the voice of our collective group conscience. Comments are requested, and those comments can be shared, even if you abstain.
- Q. What will happen if this motion doesn’t get passed?
    - A. Let’s wait and see what happens with the vote, so we can see what Delegate direction comes out of it.
- This is a wonderful experiment to put it out to the full fellowship and get a response.
- **Point of Order** - This is addressing a point of order about quorum. The ACA bylaws state quorum is two-thirds of registered delegates, but the OPPM defines it as 50% of delegates who raise their hands. I'm asking Michael, our Parliamentarian, to speak on this, because there's two possibly conflicting things in terms of what the definition of quorum is, and because it affects all the votes moving forward. I just want to make sure that we're all clear and comfortable.
- Parliamentarian, Michael Malamut: I want to set the precedent that the Parliamentarian confers with the chairs when a point of order is made, and that the chairs are the ones who ultimately make the ruling based on the advice of the Parliamentarian.
- Following a break where the Chairs conferred with the Parliamentarian, one of Chairs stated:
    - I want to address the quorum point of order, stating that while ACA WSO bylaws define quorum as two-thirds of registered delegates, the OPPM defines it as 50% of delegates who raise their hand. Since the bylaws defer to the OPPM and this has been the historical practice, they will continue following the OPPM definition for this meeting. Carmen acknowledged this discrepancy is something for the board and ABC Study Charter to examine in the future.

**VOTE via Election Buddy**




**Motion passed** to move onto Worldwide Online Voting.

## V. Sustainability Presentation/Report

NOTE: **Quorum established with 66 delegates** present.
Presentation by Marion M., Josh W., Charlie H., Kaz S. - see: Presentation
Reference: Link;Sustainability Annual Report, Sustainability Motion 1, Voting Process
**Discussion/Q&A**

- Conference committees are essential and should be empowered by the Conference to absorb complex information, conduct research, and make recommendations to the full conference. While WSO committees do excellent work, Conference delegates need their own committees to be involved in making final decisions on all issues. The essential

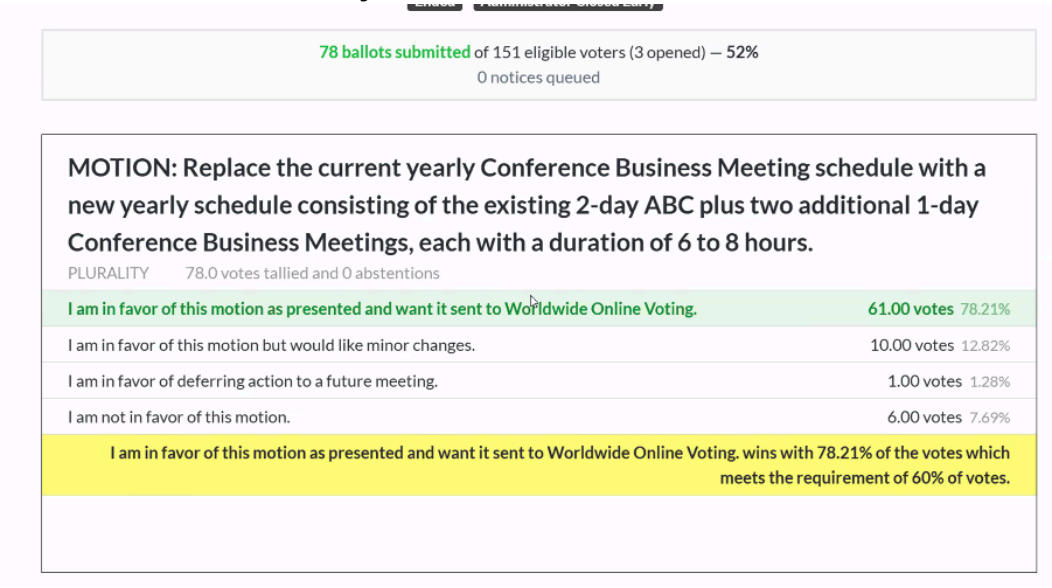
element needed is Conference Committees. They can absorb the complicated information and report to the Conference.
    - A: The point we are trying to make is a thoughtful and considered approach so we create a useful structure. We're not against that, but we'd like to incorporate it as an option. It's a matter of how we get there. As a sustainability committee we're trying to provide guidance to the conference, but it's up to the conference, what they say is so. It's up to the conference to decide when they are ready for conference committees.
- I have concerns about Conference Committees, noting that the term was only mentioned at the end of Josh's presentation. Note that other 12-step programs use conference committees successfully. Many ballot proposals suggesting conference committees weren't supported in WSO analysis. Question if WSO committee approval is required to form conference committees?
    - A: The answer is, "no;" if the conference itself passes a motion that establishes a conference committee, it's a done deal. That said, the sustainability group is providing suggestions, but the conference is free to disregard that, if it does so by a passed motion.
- I deeply support the goal of a more collaborative conference. I have been involved in the ABC study committee for over a year. I fully believe it should comply with the traditions and concepts. I support the goals of collaborative conference and equal authority across business meetings. I am concerned about legal implications under California codes 5211 and 5510 governing board/member meetings and if this has been researched. I suggest completing foundational work first and getting legal clarity to ensure legal requirements are met. Then complete conference policy work and update the bylaws if needed. I recommends building proper foundation and structure before implementation

**Sustainability Motion #1**
Replace the current yearly Conference Business Meeting schedule with a new yearly schedule consisting of the existing 2-day ABC plus two additional 1-day Conference Business Meetings, each with a duration of 6 to 8 hours. (Charlie H.)
**Background**
- FINDING 1: The current Conference meeting schedule is neither functional nor sustainable. Three months between meetings on an ongoing basis does not allow sufficient time for adequate preparation, and it is causing burnout among Conference meeting organizers and support staff.
- FINDING 2: The meeting lengths of QDMs also are not functional or sustainable. Four hours is not enough time to allow for delegate voting, the introduction of new business, and interactive discussion, such as in breakout rooms, something many Delegates have clearly indicated is desirable. The current cap on meeting length also greatly complicates QDM planning.
- RECOMMENDATION: Reduce the total number of delegate meetings each year but extend their length as needed to enable informed delegate discussion and effective decision-making.

**Second:** Marion M., UK003
**Discussion/Q&A**
- Self organized Conference Committees are key to reducing the number of hours needed for a Conference meeting. It is not possible for all delegates to understand complex issues and make informed decisions. If they delegate that authority to a conference committee who can make recommendations to the delegates. The delegates can organize themselves, create guidelines, etc.
- The hours of this ABC meeting are very difficult for people in different time zones.
- I support this motion.
- Not fully supportive since I heard the keywords "people leaving" and "burn out." I only like lengthening the time period of meetings and simplifying it - not making it longer.

- The QDMs referenced in this motion was sort of tagged on for incomplete business in 2022 without any place for delegates to discuss. Re: conference committees, you probably wouldn't have this much burnout if there were conference committees working alongside WSO.
- I understand the statutory requirements of having such agendas that we have to do. I have seen for the last two to three years at this meeting that it is taking up so much time. I think the way we organize ourselves is a critical problem. We need to present the information very simply and succinctly. It is 2am in the morning in Australia so if you want people to participate we need to change something.
- I understand the need to review procedures, especially given the fellowship's rapid growth. However, I have concerns about longer meetings, particularly for those outside American time zones. While today's meeting works well for those in the Americas, it can be challenging for people in other regions due to time differences. 6-8 hour meetings extending late into the night would make it difficult for non-American participants to engage fully. I think this could potentially have the opposite effect of what's intended, making it harder for some to participate rather than easier.
- This is my first ABC, I hear that those doing the legwork are expressing a concern regarding the need for people to support and it can't be on a small group of people. I understand that reducing it to 2 QDMS yet lengthening it to 8 hours will not increase quality for people making informed decisions.
- I am in support of this motion simply because the people who are involved are asking for it. I travel and I understand about people in other countries and have a right to participate in their time zone. Maybe they can vote in their time zone, not necessarily the US time zone.
- I suggest having different regions host the conference business meetings. ABC could be hosted in North America and the Spring conference business meeting could be hosted by the European Committee, Swedish Intergroup or Denmark Intergroup. The Fall conference business meeting could be hosted by Australia or India.
- I am excited about this change. What I am hearing is less is more and I think this is smart.
- I believe in keeping it simple and combining things so there is less overlap and things can be done in a timely manner. I support honoring those folks in a different time zone by holding meetings at different times.
- Is there anything preventing Conference Committees?
    - Not addressed since not relevant to motion.
- I support accommodating different time zones and suggest recording all presentations, simplifying the website information, hold separate meetings for different time zones, allow feedback before votes are taken. I support extra meetings but want them accessible across time zones.
- I support the motion and suggested a friendly amendment to incorporate: keeping ABC at 8 AM, having one QDM at 8 AM European time, having another QDM at 8 AM Australian time. However, this would require volunteers from Europe and Australia to implement.
- I joined the Sustainability Committee specifically as a non-North American representative. The current meeting schedule runs late into night for the UK time zone. I support the proposed changes because each meeting spends 1 hour on preparation, and reducing to 3 meetings saves preparation time so a 6-8 hour format could be more efficient. Longer meetings are needed to accommodate voting and discussion so fewer but longer meetings could get through business more effectively.
- Regarding the time zone considerations and meeting format- no perfect time exists when everyone is naturally awake globally. Worldwide online voting was created to address time zone issues by having electronic voting allow 12-14 hour voting periods. The website will show debate snippets for informed voting. I support longer meetings because breakout rooms were popular but impossible in 4-hour format and people enjoyed interactive discussions. Even 5-6 hour meetings would be better than 4 hours to allow for thoughtful discussion and voting.

**Vote via Election Buddy**




**Motion passed** to move onto Worldwide Online Voting

Sustainability Motion 2 - presented by Charlie H.
Reference: Voting Process

**Quorum established with 54 Delegates Present**

**Motion #2:** With regard to voting, debate, introducing new business, and addressing old business, other than as required under California law for the ABC, all Conference Business Meetings will have identical rights and authorities. (Charlie H.,VA)

**Background:**

FINDING 4: A significant number of Delegates have expressed a desire for a Conference meeting with policies and procedures that are more Delegate-driven. This emerged as a major theme during Delegate input sessions at the last three QDMs, and in some ways became more urgent than the issues identified at the May 2024 motion that authorized the Sustainability Study. This includes three specific aspects:

- A desire that the Conference have the final word on any proposed changes to Conference Policy & Procedure (February 2025 QDM)
- A desire to be able to vote on new motions and consider new business at all Conference meetings (February 2025 QDM)
- Creation of a Conference Policy and Procedure Manual that is separate from the WSO Operating Policies and Procedures Manual (December 2024 QDM)

FINDING 7: Greater clarity and agreement are needed on the Conference's duties and responsibilities. A large number of Conference duties are stated in the Bylaws, the OPPM, or have accumulated through years of WSO and Conference practice. However, there continues to be disagreement over Conference roles and responsibilities. This motion will clarify this and formalize the standing of all Conference meetings.

**Second:** Gretchen, CT044

**Discussion/Q&A**

- I cannot support this motion if it is not combined with creating conference committees to share the workload.
- Could you clarify, there has been voting at QDMs that was initiated by the board, and when a delegate tried to present a motion, the Chairs denied it. I would wish that the board and committees had the same rights, and that the delegates would decide.
- Q: For the QDMs held so far, are there any numbers of how many delegates participated as compared to ABC?

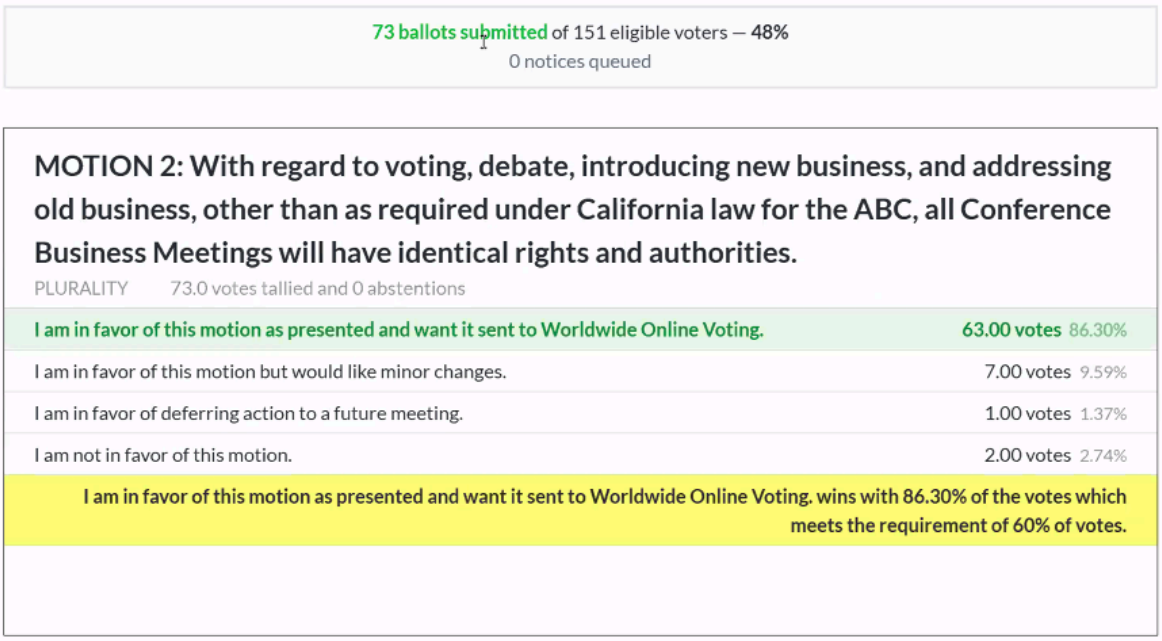
    - A: We typically get 15 fewer delegates at the QDMs, not as high as ABC yet clearly quorum was met as attendance has been strong and delegates have actually said they support the multiple meeting model.
- I am thrilled about this motion because when we originally voted on it, that's what I thought we were doing, allowing us to extend, so this is making that the case and it seems more efficient and less exhausting.
- Speaking as a delegate, I am expressing concerns about giving equal power to QDMs as the ABC without proper legal review. Current bylaws restrict other meetings from having Board of Trustees' power. Legal annual meeting requirements under California law need consideration. I request legal review before enacting changes. Previous QDM votes only involved ACA members/delegates without state involvement. I would feel more comfortable proceeding after legal review completion.
- Sue (WSO Point of Info.) provided attendance statistics comparing ABC and QDM participation:
    - For 2025 ABC: today's quorum numbers: 75 and 66 delegates.

  Previous QDM quorums:
    - August 2024: 54 delegates
    - December 2024: 52 delegates
    - February 2025: 63 delegates

  For 2024 ABC:
    - Day 1: 42 delegates
    - Day 2: 28 delegates

  All numbers are documented in ABC minutes.
- Speaking as a delegate, I make the following key points: At the last QDM, I tried to make a motion but it was ruled out of order because motions couldn't be made at QDMs under the current rules. I feel this was problematic and believe the conference should determine when it's able to make motions. I don't like attending QDMs just to hear reports without being able to make decisions. I can read reports on my own. I want the ability to make decisions at meetings, which means being able to make and pass motions. In my view, the advantage of this motion is that it clearly establishes the conference's right to make decisions at all meetings.
- It is important to do as much business as possible outside of the current two day ABC. This precedent was done in December QDM. It is important to conduct business outside the 2-day ABC weekend. Precedent exists from December QDM voting, ratified by lack of new voting after February minority opinion. Current motion specifically protects ABC-required activities while allowing other business at any meeting. I disagree with the prior ruling limiting QDM authority. All business that could be done at ABC should be possible at other business meetings
- I think it's great to spread the work out over the year and it's a great idea.
- The point of an ABC is so delegates can give direction to the World Service board of what the fellowship wants WSO to perform for them for the following year.
- I believe this motion would give delegates, board members, trustees and everyone the voice that delegates have been expressing in their comments and responses to other motions. I believe it would make it possible to conduct business more efficiently. If this motion passes, it could allow for voting at the next QBC on whether delegates would be able to make motions at QBCs and other meetings. This is a good opportunity.
- I support this motion and do not believe there are any complications with CA law and that this motion can be passed and then reviewed if needed.

VOTE via Election Buddy:




**Motion passed** to move to Global Online vote.

## VI. Board of Trustees Ratifications

Powerpoint Presentation - Denise R.
Reference: Trustee Biographies  Ratification Process
Introduced Trustees alphabetically and asked a question.

- Question to Al E. - You were a trustee as the Great Lake Intergroup. What is your experience of the difference of being a trustee at the WSO level?
    - Al E. - The time commitment is much different. The other big difference is that with world services we have a dual responsibility, not only as a spiritual board member but also for business management since there are international publishing hubs that provide fellowship literature.
- Question to Alisa A.: You are from Moscow, Russia and live in a time zone that is 8 hours ahead of ET. What could you share with other international members considering WSO on how to manage time and language challenges?
    - Alisa A.- I currently work with a 7-8 hour time difference from US Eastern Standard Time. I manage time by working a part-time job and handling trustee duties in evening hours. Also, using online meeting format for flexibility. In terms of language considerations I learned English from childhood and am comfortable with English communication. I encourage international participation as having trustees worldwide would be beneficial. Online format makes participation possible.
- Question to Dove H.: You are one of the members of the Safety Resources Committee that created the Service Norms document. Would you please share about the service norm document and how you experience it working for members and groups?
    - Dove H.: The Service Norms document included that the goal is to support conflict resolution through program tools, not eliminate differences. It is available on ACA WSO website under Safety Resources Committee. It covers resources for personal recovery, group safety, committee work, physical and emotional safety. In terms of implementation, the Board begins meetings with a 10-minute "I feel" statement practice session.
- Question to Jim R.: You have attended the ABC's since 2016, what have you recognized in the evolution of the ABC during those years?

    - Jim R.: I have seen the growth from 40 to 140+ participants and move from in-person to digital format. This has been in tandem with growth in organizational strengths including diversity and professionalism. There have been spiritual aspects and creative solutions along the way and unity as Tradition 1 states.
- Question to Kaz S.: You were an attorney and professional negotiator. Also served on another non-profit board in a leadership position. How has this prepared you for serving on the ACA Board?
    - Kaz: The last Board I was on was a Home Owners association with 7,000 residents (4th largest in the county). The role involved managing significant transitions from casual to more rigorous management systems over eight years. Based on this experience, I am comfortable in handling various challenges faced in ACA.
- Question to Ken: As the chair of the Audit Committee you are well versed in our fellowship's finances. What do you see as ACA's future needs and what is needed to get us there?
    - Ken - From an organizational perspective we manage ongoing organizational changes and run effectively as a nonprofit business including the need for special workers to focus on operational improvements. We are looking ahead while managing present needs, and addressing challenges like time changes and language issues. Our focus is on supporting others to not feel alone and helping ill adult children and families.
- Question to Rich R.: You currently serve as the Chair of the Hospitals and Institutions Committee (H&I). What are the similarities and differences in carrying the message to hospitals and institutions as opposed to meetings in general? Also are there guidelines or restrictions in carrying them into hospitals and institutions?
    - Rich - Some of the differences are that these meetings are always closed meetings requiring orientation and credentials. Also, there is no 7th tradition collection. We have to follow institution-specific guidelines. The committee offers workshops for starting local H&I meetings such as developing quick setup checklists and we are available to assist with meeting setup.
- Question to Sue V.: Looking back at your time as trustee and board chair, how have you navigated the balance between spiritual principles and business responsibilities?
    - Sue V.: In my role as Trustee and Board Chair I learned to balance spiritual principles with business responsibilities. I focused on project management, standardizing procedures and automation. Also, making services affordable and accessible in working with international fellowships on publishing as I also serve as the Publishing Chair. In terms of personal growth through service there has been deeper recovery and healing, letting go of perfectionism, and developing patience.
- Question to Tamara P.; You have been a project manager for the past 23 years. What project management skills supported your service on the Board and in the roles of Secretary and Treasurer?
    - Tamara P.: I approach the question from the perspective of how this experience has benefited my board work—not just within committees, but across the board's broader responsibilities. With 25 years of experience as a project manager, I've found that many of the skills I honed professionally translate naturally to this work. But what's different here is that I've come to *see* those skills more clearly. In a corporate setting, project managers operate within a shared framework—certain things are just expected as part of the role. But stepping into this space, where not everyone has that same background, made me realize I could contribute something valuable: structure, clarity, and a framework for communication. I could help us move thoughtfully toward solutions that reflect the collective conscience of the group. In the corporate world, when I created training materials or wrote policies, I always thought, "How will the frontline staff hear this? What might they say is missing?" Now, doing this board work, I ask a similar question: "How will the fellowship hear this? How will someone in a local meeting perceive it?" And it's been really rewarding to design and build with that in mind—not only myself, but helping others do it too, both in committees and on the board. It's also been empowering to see how each board member brings something unique. You know that moment when you think, "Oh, everyone knows how to do

this"—and then you realize, no, they don't. We all bring different, personal strengths. Recognizing that has been fun and fulfilling. So what I bring is a sense of clarity—helping define roles, encouraging participation, listening deeply, and breaking down complex ideas into shared understanding. That's how we move forward together. It's been an honor to serve in this way for the past four years. If ratified, I'll be entering my third term. I've served as secretary for most of that time, and treasurer for half. And truly, it's my honor to serve alongside all of you.

**Q&A**

- To Dove, why did you decide to accept the decision to serve as a board member?
    - Dove: It was a difficult process for me since I thought, what do I have to offer? My higher power said I would like you to do it. The reason I decided to do it was my hope to be the eyes and ears of the fellowship and be that bridge between the fellowship and the board and never forget I am an Adult Child.
- Do you have any theories or strategies to achieve greater participation from membership and groups?
    - Jim: When I look back on my service in Intergroups, someone would say, hey you would be good at this or this is fun, you want to join? So I think getting to know people one-on-one and if I thought they were a good candidate for the board or Intergroup, I would suggest this to them as a potential candidate. So building individual relationships.
- To Rich: How are patients or inmates encouraged to seek guidance with working the 12 steps with a sponsor or otherwise?
    - Rich R. -Meeting formats vary based on institutional policies and some locations only allow discussion-format meetings. Workbook studies can be challenging in H&I settings. As an example, the Albuquerque jail used a discussion-only format for 50-60 participants. WSO provides workbooks when permitted. I recommend starting with a discussion format before considering workbook study.
- To Dove: What is your input on delegates having input on literature prices and office staff descriptions and salaries?
    - Dove: The pricing is done because of things that are beyond anyone's control. We have to make a profit and keep in line with inflation so I think the pricing needs to be managed by WSO. In terms of staff descriptions and salaries I think this needs to be managed by WSO since we use benchmarking for salaries based on qualifications and industry standards. If we want the best employees we have to offer competitive compensation and we have been successful in recruiting quality staff based on market standards.
- To Kaz: One of the consistent problems with an HOA board is lack of transparency. How do you intend to be transparent in serving the fellowship? Will you provide answers to direct questions when asked or go silent? Do you think asking questions is problematic when the questions might be seen as challenging?
    - Kaz: The second question answer is "no." I advocated for transparency while noting past frustrations. Also, the need to provide complete, legally compliant information. My experience of challenges with transparency is information not being reviewed or verified information being rejected. I welcome questions but prefer respectful communication since I have personal triggers as an adult child.
- To Sue: How long have you been on the board? How long have you been Chair? Given the principle of rotation when you turn the chair position over will you give direction and support to the next chair?
    - Sue: I am currently in 4th year, seeking 5th year ratification and I am serving 3rd and final year as chair per bylaws/OPPM. The board chair elections are scheduled for June so we will see what the election results are. I have always emphasized service rotation across various levels and mentoring others and building a collaborative board environment.
- What is the best way for a single meeting to join an Intergroup?
    - Tamara: Every meeting should have a group representative and the representatives can attend monthly intergroup meetings to learn about and support activities. Based on my

experience, participation growth can take time. I recommend contacting the intergroup and asking about their needs and attending their meetings- get involved in their activities.
    - Jim: I suggest creating your own Intergroup - just need three meetings to come together.
    - Al - Groups are "stronger together" so I encouraged people to attend intergroup meetings and connect with fellow travelers. This way you stay informed about neighboring groups' activities.
- How has serving on the Board helped your recovery or challenges your recovery?
    - Alisa - Gift of the program is to know new aspects of my personality as I discovered unexpected leadership capabilities. This experience has revealed potential beyond self-imposed limits.

Trustee Ratification votes go to Worldwide Online Voting

## VII. Concepts Study Presentation

Presentation by Josh and Kelle
**Quorum established with 61 delegates present.**

**Motion:** That the Conference grant final approval of the following Concept 2 to replace the current Concept 2: “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”. (Kelle)
**Background**: Please see the Concepts Study Group 2025 ABC Report, particularly the section titled “PRIMARY ACTIONS SINCE THE 2024 ABC” Current Concept 2: “Authority for the active maintenance of our world services is hereby delegated to the actual voice, the effective conscience for our whole Fellowship.”
**Second:** Brad H. OK0058
**Discussion and Q&A**

- I wonder about using the word “delegate” as both a noun and verb,especially for those members who are not English speakers. And wonder if we couldn't substitute a word like entrust for the verb.
- I support adoption of this motion. To me, it makes sense to have the conference vote on changing language for each of the concepts and then once all of them have been revised to submit it to the full fellowship for approval.
- I noticed that it says delegate to the World Service Conference so because of what you said prior this would be a delegate driven conference, right? Am I interpreting that right? I was looking at other 12-step programs and it looks very clear to me that they're delegate driven conferences, the ones I looked at, the more popular ones. So I think this kind of tightens it up but I just wanted to make sure I made that correct connection between ACA groups and delegate the verb to the world service conference and that would be the delegates. Is that correct?
- Yes, basically it's saying the groups, my group, my telephone group sent me as their delegate. I'm representing them. So basically it's saying the groups are sending you all here to vote on, make decisions at the World Service conferences, these business meetings. Hopefully that answers. And you're absolutely right. The idea was to clarify it a little more and tighten up the language to be clear. I hope that answers it.
- Because we had just had a discussion about voting power in that portion of the meetings and should we wait for that to be passed or failed before we change this? Just wondering in terms of procedure wise.
- No, so this is a confusing language thing and a lot of different 12-step fellowships suffer from the same problem. This is not unique to ACA people talking about the conference But there's two different ways that phrase is used. One is sort of the service bodyYou know, like the set of delegates Right? The other way is the meeting of that service body, the set of delegates. So the World Service Conference it's sort of like the service body. And then when we talk about business meetings of the World Service Conference, which would be like the ABC and QDM’s when that service body actually meets. The language is a little confusing.

- Although I do like the new language, I'm wondering, since we're now establishing worldwide voting through all the meetings and not just the delegates, whether we should bring this question to worldwide voting. To see if the meetings even want their delegates to have that much responsibility. I don't know. I just, you know, since we have worldwide voting. Something as fundamental as changing the concepts should be answered by a wider group, in my opinion.
- A comment as a member of the Concept Study Committee., As was mentioned in the slides earlier that the new issue of… fellowship group voting. It ought to be considered. Once this language is passed.
- I also have concerns about making such an important change, especially since I say most members are unfamiliar with the concepts.
- And I kind of wonder if we're getting the cart in front of the horse, so to speak, because I think there's wisdom in the original Concept 2 and that we're that we're throwing out the window by changing it or any of the other concepts
  Because world servers are already guided by the group conscience of the conference. So it already applies to all situations and is universal. So I think it's a mistake to narrow a concept. That then, I mean, this has been going on for three years. I mean, we know how hard it is to change things. I just… Don't think this is the time. I think we need to… everyone and yeah, I think it needs to be every group and people don't understand these and I'll pass with that.
- Fellowship group voting was actually approved finally after minority opinion in February. So it didn't exist a year ago when this motion was passed. Our first top bullet point is to explore options for rolling out and educating the fellowship about concept changes as they are approved and then actually develop options for whether and how to apply fellowship grouping voting to one or more concepts. There's no question under the fellowship group voting process. That is a conference decision. So we decided to complete our commitment under the 2024 motion.
- It is true that the other 12-step fellowships have these concepts and delegate that power to the conference. What was not mentioned is that the conference in each of those fellowships is not just composed of delegates. It also comprised the trustees. And sometimes senior staff. So these are things that I want us to be aware of as we go through that when we say World Service Conference, that we aren't settled yet on what the World Service Conference really is, because All of the concepts, I mean, all of the major 12-step programs include the trustees as members of as delegates of the conference. So it's important that the distinction hasn't been worked out yet.
- Where that's getting worked out right now in ACA is the ABC study slash the charter group. So I'm just trying to understand if this is past in the abc this year. It may or may not go to fellowship group voting. Is that correct? Because I think it should. I think the concepts are so fundamental and important that There should be further there should be a larger vote on it
- There are two different decisions: the decision of whether or not to do fellowship group voting is not on the table today. What we're talking about right now is just whether the conference accepts this new language. If the conference then chooses to send it to fellowship group voting, that would be a second step.
- We're really not here to debate the actual language of this. We're here to decide whether this language, if the conference wants to pass this particular language today. To Bill's point, this language is world service conferences, whatever that entails. If two years from that entails also trustees and paid staff, then so be it. But we are dealing with this here today as it is. And as Josh mentioned, the charter committee is the one that's working out who composes the actual World Service Conference. But for this language, it is whatever falls under that umbrella for today or for next year.
- I oppose voting for anything where we have a defined term and we don't know the definition. So we do not know the definition of the World Service Conference. And unless it's defined somewhere I opposed voting for a motion that includes a defined term that is not defined.
- Will this go to the Fellowship group vote?
- There are different paths this could take - it could go to FGV or someone proposes an alternative motion.

Vote via Election Buddy:

67 ballots submitted of 151 eligible voters (2 opened) — 44%
0 notices queued

MOTION: That the Conference grant final approval of the following Concept 2 to replace the current Concept 2: "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".

PLURALITY 65.0 votes tallied and 2 abstentions

| | |
|---|---|
| I am in favor of this motion as presented and want it sent to Worldwide Online Voting. | 37.00 votes 56.92% |
| I am in favor of this motion but would like minor changes. | 11.00 votes 16.92% |
| I am in favor of deferring action to a future meeting. | 10.00 votes 15.38% |
| I am not in favor of this motion. | 7.00 votes 10.77% |

60% (41 votes) of voters who vote requirement not achieved.

REVOTE with option with lowest vote removed based on the above.

71 ballots submitted of 151 eligible voters (1 opened) — 47%
0 notices queued

MOTION: That the Conference grant final approval of the following Concept 2 to replace the current Concept 2: "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".

PLURALITY 69.0 votes tallied and 2 abstentions

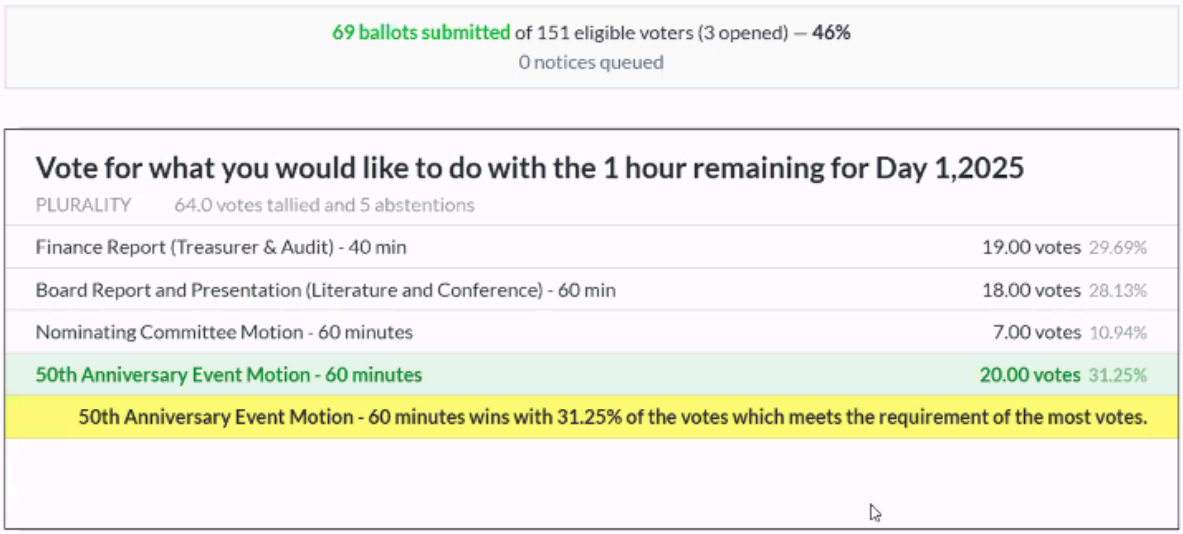
| | |
|---|---|
| I am in favor of this motion as presented and want it sent to Worldwide Online Voting. | 43.00 votes 62.32% |
| I am in favor of this motion but would like minor changes. | 16.00 votes 23.19% |
| I am not in favor of this motion. | 10.00 votes 14.49% |

I am in favor of this motion as presented and want it sent to Worldwide Online Voting. wins with 62.32% of the votes which meets the requirement of 60% of votes.

**Motion passed** to move onto Worldwide Online Voting.

## VIII. Poll to Determine Next Agenda Item

Presented by Marcus




## IX. 50th Anniversary Event Motion

Presented by Jim R., Trustee

**Motion:** We move that the Conference approve an exploration of the necessary steps to organize an in-person, multi-day event in 2028, as well as other celebratory ideas, to commemorate the 50th Anniversary of ACA. This event would be similar in scale and scope to the ABC/AWC gatherings held in 2017, 2018, and 2019. The exploration will include, but not be limited to:

- Identifying the process for finding ACA Meetings, Intergroups, or Regions willing to sponsor the event
- Reviewing past venue agreements and logistical requirements
- Investigating opportunities for raising funds through 7th tradition contributions and merchandise sales
- Assessing financial considerations and resource needs

NOTE: This celebration may, or may not be held in conjunction with an Annual Business Conference, in full, or in part. The findings from this exploration will be presented to the delegates at their next meeting for further discussion and approval of next steps.

**Background:** As recently as 2019, the World Service Organization convened in-person business conferences in conjunction with fellowship-focused conventions that brought ACA members together for both business and recovery workshops. The cost of conducting business was offset in part by the registration for the workshops and the purchase of ACA literature and merchandise. With the advent of a global pandemic, the Annual Business Conference moved to an online venue. This form of conference proved to be quite popular. Access to the ABC was no longer restricted by location or finances. The ACA World Conventions also moved exclusively online. This motion is the first step in possibly broadening our celebrations to include an in-person ACA fellowship activity. The gathering would mark our ACA 50th Anniversary. With this motion, we suggest exploring opportunities to produce a worldwide in-person fellowship event.

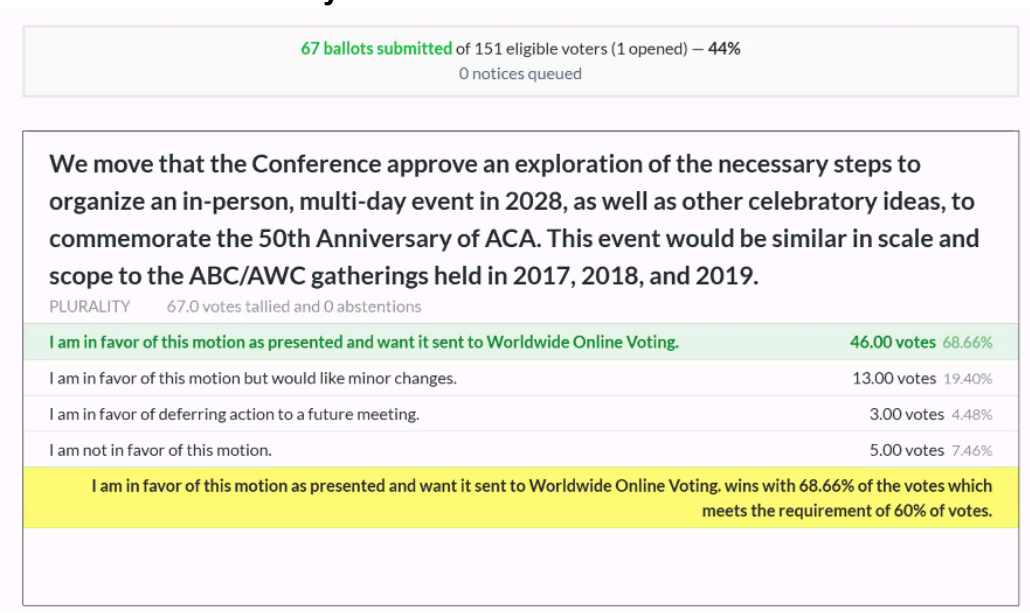
**Second**: Adelina, IG558

**Discussion/Q&A:**

- If it will not be online it may be an issue as I am from Poland and it is not easy to travel and expensive to travel. I think it needs to have an online component to share information and for those who cannot be there in person.
    - There was a motion passed that the ABC will always have an online option.
- As our international participation grows I think this celebration should be separate from the AWC and ABC and have the party in several places around the world and around the clock.
- Back in the day every Intergroup had their own celebration. I do not think this is viable for everyone to do in person and we do not have enough money for the fellowship at this time.

- The idea of a special celebration is a great idea and some in-person aspect is a good idea. I encourage you to add “hybrid” into the motion.
- I support this motion since it gives us an amazing opportunity to recognize how we have evolved. Since 2020 the AWC has been around the world online and I would like to be part of the planning.
- Who would do the exploring if the motion is passed?
    - It would be open to whoever is interested in being part of it.
- If there is an in-person event, is WSO paying for trustees and anyone else to attend? I have a question as to who gets to go on the expense of the WSO.
    - This will be part of the exploration and whether there will be a business meeting associated with it.
- This will require significant resources so the board wants to know with this motion if there is interest. Everyone is going to be involved and the conference will be part of it along the way. Because it takes a lot of planning to do this we would need to start now.
- I know an IG that held a fundraising event and a successful $2,000 fundraising effort by one group. I want to emphasize the importance of in-person connections for long-term service commitment. Noted that active volunteers from past in-person gatherings continue serving WSO. Mentioned historical recommendation for trustees to meet 3 times yearly and that the trustees haven't met in-person due to financial limitations
- I would like to be creative with this instead of spending money for one big party in one place for a particular group who can afford to get there to encourage local groups to suggest celebrations ideas.
- I proposed a hybrid celebration format and I suggest regional celebrations for better accessibility. Shared personal experience of limited in-person contact (met only 2 ACA members in 4 years). I recommended smaller venues to reduce costs and emphasized maintaining both local and broader connections.
- I support the hybrid model combining in-person and online components. As someone who joined ACA during COVID, I advocated for local in-person gatherings streaming into the main event. Suggested early communication for planning. It could be a format similar to the Super Bowl/New Year's Eve model with global participation and location "shout outs".
- Addressed questions about financial decisions by explaining that Concept 6 ensures the annual business conference has final authority on major financial matters. Specifically, Buddy clarified that Conference approval is required for expenditures related to sending trustees to conferences, conventions, and world service activities.

**Vote via Election Buddy:**




**Motion passed** to move onto Worldwide Online Voting.

## X. Audit Report

Presented by Ken R., Audit Committee Chair

- This is an update on the annual financial audit conducted by an independent third-party auditor. We bring in a 3rd party to review our books in our history, and they start in December and go over about a 5 to 6 month period. They review our system at multiple levels. And then they give us a report.
- The audit, mandated by the State of California and the Attorney General's office due to ACA's nonprofit status, covered fiscal year **2024** and the management letter issued by the auditor reported **no material weaknesses** in ACA's internal control systems.
- Ken extended appreciation to Bill, Sylvia, Brad, and the Operations team for achieving a clean audit for 2024.
- Here's the Status of Open Audit Items from the **2023** Audit:
    1. Functional Expense Allocation:
        - ACA developed an internal system to classify expenses across fundraising, program services, and general administration.
        - The auditor confirmed appropriate progress but requested board approval to formalize the documentation (scheduled for June 5).
    2. Donor Software and Tie-Out:
        - The current manual system was noted; efforts are underway to implement donor management software to ensure secure, traceable donation flows.
- Here's the auditor verified resolution of previously noted concerns from 2023 Audit:
    - Inventory tracking
    - Credit card usage and approval
    - Bank reconciliations and segregation of duties
    - Journal entry controls
    - Fixed asset tagging
    - Financial control policies and global compliance measures
    - Under IT Controls and Infrastructure, new tools and security upgrades were introduced; a redesigned ACA website is expected mid-year.
- This Audit update will also be presented at the next Board Meeting with the Fellowship on June 14. Also, on June 18, 4–6 PM ET: Audit session with auditor Brett, including review of 2023–2024 reports, video summary, and Q&A.
- I encourage you to use the posted audit materials and reach out via the provided email for questions. I acknowledge the challenges in coordinating audit scheduling and emphasize the continued commitment to transparency and improvement.

**Q&A**

- Q: I was just wondering how the company was chosen for the audit. It looks like it was established in July 2023. So there's really no specific reviews yet, because the company is so young. So I was just wondering how that decision came about to choose this company for something that's so important for our ACA fellowship. Thank you.
    - A: Thank you. Good question. We received three bids for auditors and the next closest audit bid was $10,000 over Brett. When we reviewed Brett he was the one resource we found that focused on nonprofits in California and Long Beach is next door to Signal Hill so he's local to us. So it seemed to be a good natural fit. So he did our 2023 audit professionally so then we had an agreement with him to do our 2024 and 2025 audit. He will not do more than 3 audits in a row. So we're looking for a new auditor for 2026.
- Q: I know I was there for a Q&A session last year with Brett and he was awesome. He really was very straightforward. I felt like I could trust the guy as much as you can tell from meeting someone in Zoom, but he seemed good. He had some really good recommendations. It seems like we've been following up on them, you know, lining them up, knocking them down. It seems good. I'll do

my best to be at the June 18th meeting. Ken, from your perspective in terms of stuff that's still left to do, what to you is like screaming out that most needs attention in the immediate or the highest priority item.

- A: That was a question we asked ourselves. We identified what the remaining issues were. So you know, the fishbowl inventory system that we brought in over the last year was certainly very critical. The donor software system, certainly we talk a lot about the 7th Tradition. But we want to make sure that not only are we getting adequate contributions, but that we're using them wisely and have good visibility on them. And we've got to go beyond that manual system we kind of inherited when we were a lot smaller than we are today. We gotta be looking at the opportunities. What can we do today to make tomorrow better? And that's what the technical team challenges themselves to do. And one of the other things they're going to be doing is to get a closer linkage between the audit and the financial committees. There's some desire to keep them a little separate, yet meeting at least on a monthly basis.

## XI. Closing & Reminders

(William)

- Worldwide Online Voting will be available within 2 hours.
- On the website - information that will be available is recordings about each motion and Board ratifications.
- Reminder about saving Chat and the transcript
- Floor Proposals are due within one hour of close of meeting
  - Review of Process
- Preview of Day 2
- Serenity Prayer

## RESULTS OF DAY ONE ONLINE GLOBAL VOTING:

ElectionBuddy

itmanager@acawso.org

# World Wide Online Voting Day 1 2025 ABC

## Adult Children of Alcoholics/Dysfunctional Families

May 17, 2025 at 5:35pm — May 18, 2025 at 7:00am

(GMT-05:00) EASTERN TIME (US & CANADA)

Ended

82 ballots submitted of 151 eligible voters (3 opened) — 54%

151 emails sent - 0 notices queued

### To approve a four-month Fellowship Group Vote process, starting in September 2025, for the proposed ACA name change.

PLURALITY 79.0 votes tallied and 3 abstentions

| | | |
|---|---|---|
| I am in favor | 70.00 votes | 88.61% |
| I am opposed | 9.00 votes | 11.39% |

I am in favor wins with 88.61% of the votes which meets the requirement of 60% of votes.

## Sustainability Motion 1: Replace the current yearly Conference Business Meeting schedule with a new yearly schedule consisting of the existing 2-day ABC plus two additional 1-day Conference Business Meetings, each with a duration of 6 to 8 hours.

PLURALITY 80.0 votes tallied and 2 abstentions

| | | |
|---|---|---|
| I am in favor | 74.00 votes | 92.50% |
| I am opposed | 6.00 votes | 7.50% |

I am in favor wins with 92.50% of the votes which meets the requirement of 60% of votes.

## Sustainability Motion 2: With regard to voting, debate, introducing new business, and addressing old business, other than as required under California law for the ABC, all Conference Business Meetings will have identical rights and authorities.

PLURALITY 77.0 votes tallied and 5 abstentions

| | | |
|---|---|---|
| I am in favor | 74.00 votes | 96.10% |
| I am opposed | 3.00 votes | 3.90% |

I am in favor wins with 96.10% of the votes which meets the requirement of 60% of votes.

**That the Conference grant final approval of the following Concept 2 to replace the current Concept 2: "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".**

PLURALITY 77.0 votes tallied and 5 abstentions

| | |
|---|---|
| I am in favor | 62.00 votes 80.52% |
| I am opposed | 15.00 votes 19.48% |

I am in favor wins with 80.52% of the votes which meets the requirement of 60% of votes.

**We move that the Conference approve an exploration of the necessary steps to organize an in-person, multi-day event in 2028, as well as other celebratory ideas, to commemorate the 50th Anniversary of ACA. This event would be similar in scale and scope to the ABC/AWC gatherings held in 2017, 2018, and 2019.**

PLURALITY 79.0 votes tallied and 3 abstentions

| | |
|---|---|
| I am in favor | 72.00 votes 91.14% |
| I am opposed | 7.00 votes 8.86% |

I am in favor wins with 91.14% of the votes which meets the requirement of 60% of votes.

## Ratification of Al E for the Board of Trustees

PLURALITY 80.0 votes tallied and 2 abstentions

| | |
|---|---|
| **I am in favor** | **74.00 votes** 92.50% |
| I am opposed | 6.00 votes 7.50% |

**I am in favor wins with 92.50% of the votes which meets the requirement of 60% of votes.**

## Ratification of Alisa A for the Board of Trustees

PLURALITY 80.0 votes tallied and 2 abstentions

| | |
|---|---|
| **I am in favor** | **78.00 votes** 97.50% |
| I am opposed | 2.00 votes 2.50% |

**I am in favor wins with 97.50% of the votes which meets the requirement of 60% of votes.**

## Ratification of Dove H for the Board of Trustees

PLURALITY 79.0 votes tallied and 3 abstentions

| | |
|---|---|
| **I am in favor** | **72.00 votes** 91.14% |
| I am opposed | 7.00 votes 8.86% |

**I am in favor wins with 91.14% of the votes which meets the requirement of 60% of votes.**

## Ratification of Jim R for the Board of Trustees

PLURALITY 78.0 votes tallied and 4 abstentions

| | |
|---|---|
| **I am in favor** | **73.00 votes** 93.59% |
| I am opposed | 5.00 votes 6.41% |

**I am in favor wins with 93.59% of the votes which meets the requirement of 60% of votes.**

## Ratification of Kaz S for the Board of Trustees

PLURALITY 80.0 votes tallied and 2 abstentions

| | |
|---|---|
| **I am in favor** | **75.00 votes** 93.75% |
| I am opposed | 5.00 votes 6.25% |

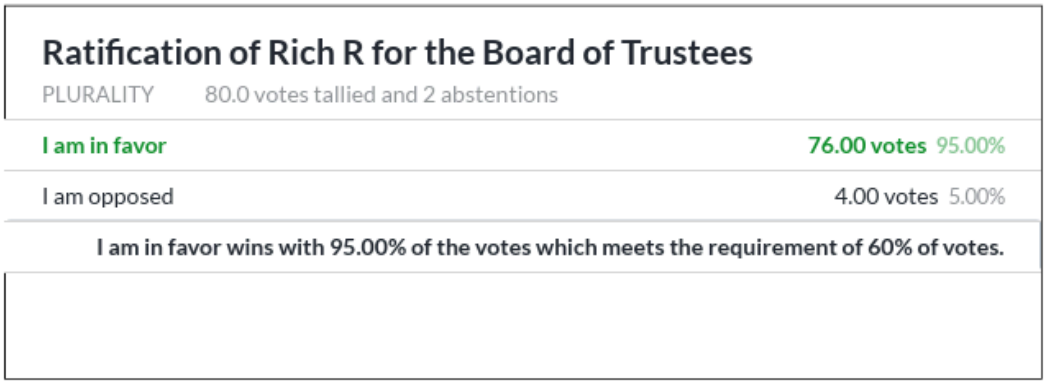
**I am in favor wins with 93.75% of the votes which meets the requirement of 60% of votes.**

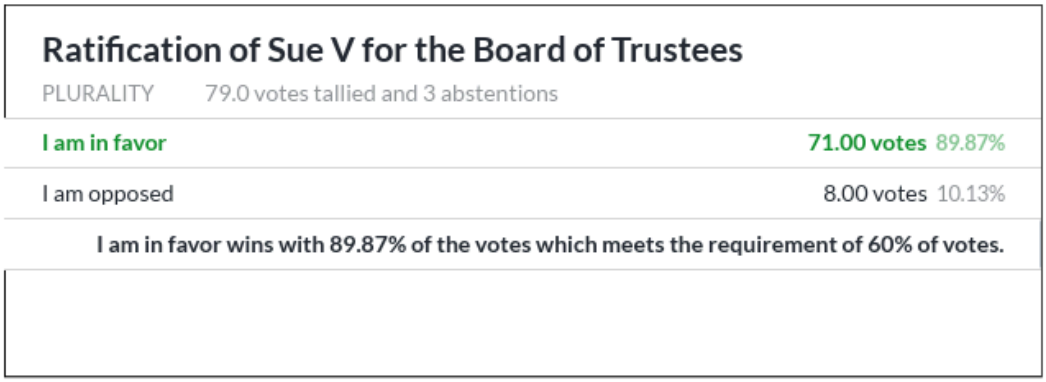
## Ratification of Ken R for the Board of Trustees

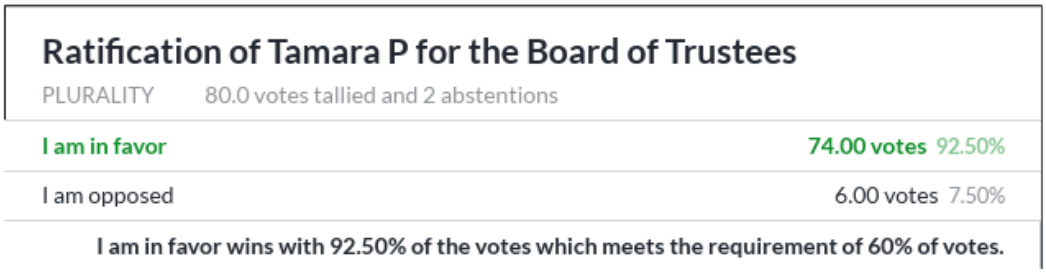
PLURALITY 79.0 votes tallied and 3 abstentions

| | |
|---|---|
| **I am in favor** | **77.00 votes** 97.47% |
| I am opposed | 2.00 votes 2.53% |

**I am in favor wins with 97.47% of the votes which meets the requirement of 60% of votes.**




# DAY 2 - May 18, 2025

## I. Opening

A. Readings -
- Serenity Prayer
- Diversity Statement
- Commitment to Service Reading
- Daily Meditation Reading

B. introductions
C. Notice: Meeting is Recorded
D. Technology Overview
E. Setting the Tone and Zoom Etiquette
**F. Quorum established at 66 delegates present**

## II. Minority Opinion for Day 1 Motions

William, Co-Chair - **Process**

- Worldwide Online Voting Results from Day 1 - Brad L. reads -Voting-Results-Day-1-2025-ABC.pdf - All votes met quorum and were passed.

Fellowship Group Voting Motion Minority Opinion

- I voted against this since we already voted on the Name Change and my group would like to move forward.
- Informal Poll to change vote: No hands - **Motion stands as passed.**

Sustainability Motion #1- Conference Meeting Schedule Minority Opinion

- My group wants to have the same number of meetings and we should hire special workers to run them instead of volunteers.
- This is not the best way to handle the excessive workload and I believe we should establish Conference Committees to handle the workload rather than more meetings.
- Q: Is what we got extending it from 4 to 6 hours?
    - It would reduce it to two meetings instead of three meetings in addition to the ABC. One fewer meeting and extending hours.
- Informal Poll to change vote: No hands - **Motion stands as passed.**

Sustainability Motion #2- Standardize all Business Meetings Minority Opinion

- No minority opinions - **Motion stands as passed.**

Change to Concept 2 Minority Opinion

- I voted against it since terminology is not clear.
- I do not think the Conference is an organized body yet before granting them authority.
- I voted against since I do not think 79 votes is enough to change our foundational documents. In the future there could be changes that groups may not be aware of these documents. It should have gone to a Fellowship Group Vote (FGV).
- Responses to minority opinion by proposing group:
    - What would happen now is up to the Conference and if they want it to be sent to FGV, they can do this.
    - World Service means “world service” and does not make any location identifiable.
    - The language states “the Conference” whatever it is defined now or in the future it will cover under any format.
    - The Conference does exist in the OPPM.
- Informal Poll to change vote: No hands raised - **Motion stands as passed.**

50th Anniversary Motion Minority Opinion

- It is imprudent to hold this event to spend money that could be put to better use, especially when raising book prices.
- I agree with the above - there needs to be some clarification as to who is paying for it.
    - Response:The motion asks for an opportunity to explore and does not include any costs yet. It will cost resources and we will come back to the Conference with the resources needed.
- Informal Poll to change vote: No hands raised - **Motion stands as passed.**

Minority Opinion for Board Ratifications Process

- Al E.- None
- Alisa A. - None
- Dove H. - None
- Jim R. - None
- Kaz S. - None
- Ken R. - None

- Rich R. - None
- Sue V. - None
- Tamara P. - None

All ratification **motions stand as passed.**

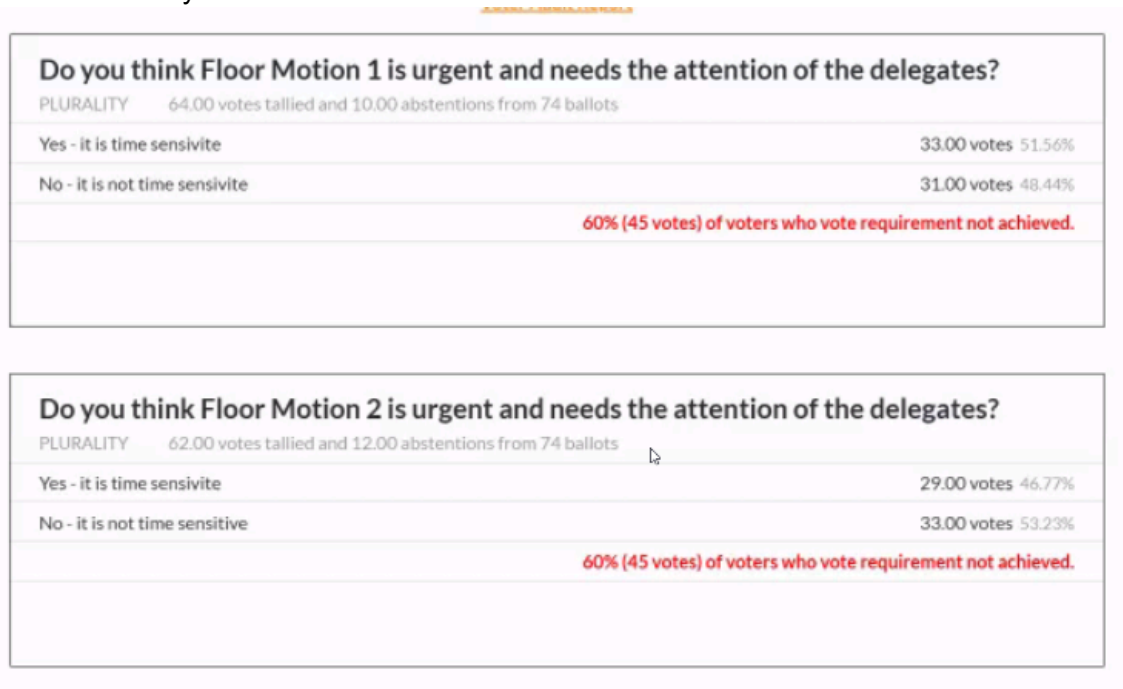
## III. Floor Motions Time Sensitivity Vote

See: Floor Motions Submitted and Vote

For two motions that met conformity for floor motions:

1. Floor motion - Provide Rules for Meetings in Advance:
   **FLOOR MOTION**: (I move) that any committee or group organizing a Conference of Delegates Business Meeting to provide a detailed description of all Roberts Rules and WSO/OPPM Business Meeting rules and procedures to be followed during that meeting, including exceptions to these rules, to all Delegates at least 4 weeks in advance.
2. Floor motion - Conference Committees
   **FLOOR MOTION:** (I move to) create a Standing Conference Committee of Delegates to remove the entirety of Section XIII. A., Section XIV, and Appendix X from the OPPM and prepare recommendations for revisions to bring back to the Conference for final adoption at the next business meeting of the Conference as Conference Policies and Procedures. This is time sensitive due to the urgency of making the Conference more delegate-driven and organized, as the delegates have repeatedly requested.

Time-sensitivity Vote



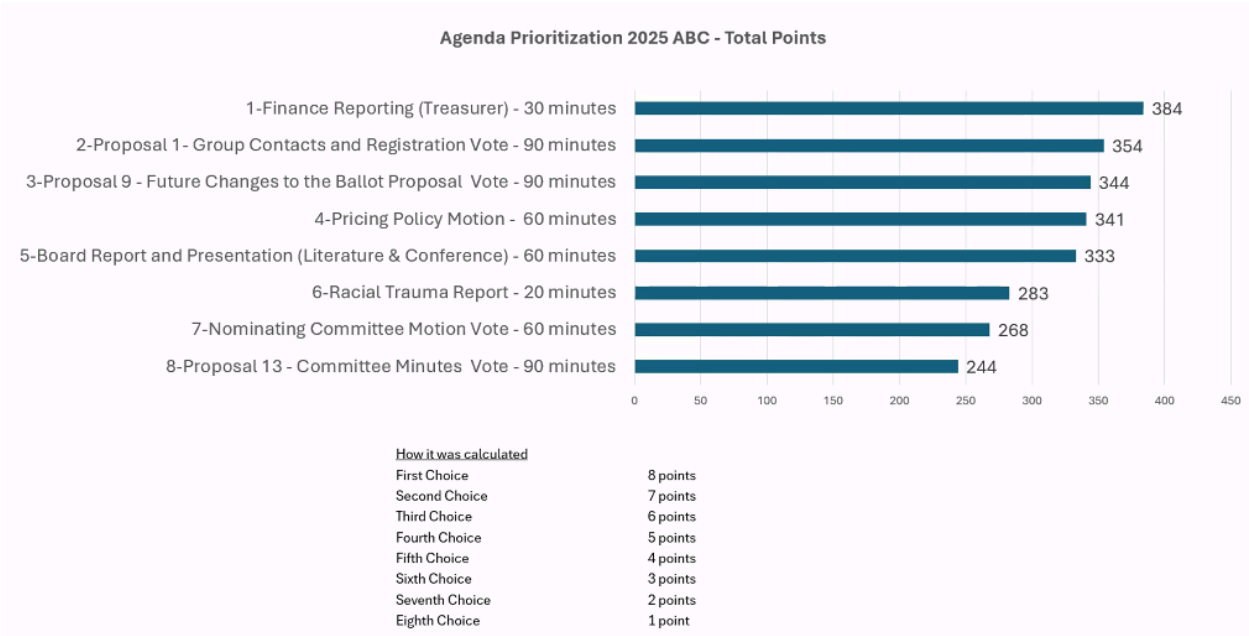

Neither of the above floor motions reached the threshold to be deemed time-sensitive and considered at this ABC.

**Establish Quorum at 73 delegates**

## IV. Agenda Prioritization Vote

Presented by Marcus - see Powerpoint

Results of agenda prioritization vote:




## V. Treasurer Report

Presented by Tamara P., Treasurer- see: Treasurer's Report

- ACA WSO met all financial obligations in a timely and responsible manner. Key investments were made in literature development, international accessibility, and infrastructure to support ACA's mission of healing adult children globally.
- In regards to our primary revenue sources:
    - Literature sales remain the leading revenue stream at **$1.8 million** (↑ $109,000 from 2023).
    - 7th Tradition contributions totaled **$502,000**, slightly below the 25% target but still representing 21% of income.
    - Other income declined to **$19,000** due to the absence of an in-person event.
- Our 2024 Unaudited Financial Highlights include:
    - Total Assets: $1,618,000
    - Cash & Equivalents: $394,000 (↓ $72,000 due to investments)
    - Accounts Receivable & Prepaid Expenses: $73,000 (↑ $24,000)
    - Inventory Assets: $446,000 (↑ $46,000, to meet global demand)
    - Total Current Assets: $913,000 (↓ slightly by $2,300)
    - Fixed & Intangible Assets: $683,000 (↓ $122,000, mostly amortization)
    - Liabilities: $778,000 (↓ due to lease amortization)
    - Net Assets: $840,000.
- Our Profit & Loss Summary in 2024:
    - Total Income: $2.36 million (↑ $83,000)
    - Cost of Goods Sold: $1 million (↑ $5,000)
    - Gross Profit: $1.2 million
    - Total Expenses: $1.2 million (↑ $161,000), due to staffing, tech, and book production investments.
- Over $500,000 in 7th Tradition contributions helped fund:
    - Literature for incarcerated individuals and those in treatment (via the H&I program)
    - Translations and multi-language publications
    - Maintenance of ACA's digital and social media platforms
- Literature Scholarship Fund ended the year with $37,000, with $6,000 used to provide free

literature to those in need.

- In summary, ACA WSO remains financially strong and spiritually aligned, committed to expanding global literature access and sustaining its healing mission.
- I want to thank all members, groups, intergroups, the Finance Committee, fellow trustees, and support staff (Sylvia, Bill, Brad, and new finance team member Sarah) for their contributions and expertise.

**Q&A**

- I came here to voice my group's opinion on the ballot proposals and have concerns about changes to the meeting process. I didn't get a chance to voice my opinion on behalf of my meeting regarding the proposals. I feel things were being changed in an unhealthy way at the last minute by ranking what would be discussed today due to time constraints. I do not think this is wise and that the proposals were important for me to be able to represent my meeting's views on them.
- Q: What do you see as our biggest challenges?
    - Treasurer: One challenge is raising the amount of 7th tradition so we are more self-supporting.
    - General Manager: Our biggest challenge is we only receive approximately 20% or our revenue from the 7th tradition which is far below the goal of being primarily funded by the fellowship or self-supporting.
      Also, there's a need for more volunteers and staff, especially for specialized work requiring expertise or long hours. Despite advertising positions, we receive few applications from within the fellowship. Funding for staff: More contributions are needed to hire additional staff members. Sales: While ACA is competing well with other 12-step programs in terms of literature sales, we are reaching the limits of what can be achieved through sales alone. Increased participation from groups, intergroups, and regions in 7th tradition contributions could help address these challenges.
- Q: How is the free literature distribution done for those in need? Some of my meetings have started their own free literature fund using 7th tradition donations, allowing members to request books to be sent to them. I am curious about how the broader ACA organization handles free literature distribution.
    - A: There are different ways that free or discounted literature is made available through ACA WSO:
        - The International Literature Fund (ILF) has about $40,000 from member donations. Groups can request free books by filling out an ILF request form if there are financial or economic issues in their area. These requests are reviewed by the Publishing Committee whose voting members are international members as well as North American members. And we recommend to the Board to approve these types of requests.
        - ACA offers large discounts to groups purchasing literature, which may be the biggest discounts of any 12-step program.
        - These programs are for groups rather than individuals to request free literature.
        - Some local groups and intergroups have set up their own scholarship funds to provide free literature to individual members in need.
        - In the Office when we get calls for help with buying literature books, what we generally do is ask them to contact their group or their intergroup since those are the people on the front lines with the members, and most of the intergroups are willing to provide a book to someone in need. We have a Hospital and Institutions program and we give out hundreds, if not thousands, of books a year to them. We also have damaged books that come back to us through, from shipping, or whatever damages that get returned to the office. And if someone makes a case that doesn't have any resources and doesn't have an intergroup then the office uses this

program to send books to an individual.

- Q: I know that WSO has contracted with an outside contractor to create a communications plan which involves many facets, including our social media. And that individual that we've contracted with is also doing independent writing for our com line, which is now on hiatus, and what I'd like to know is, what is the annual contracted cost for this person who is doing our Communications plan?
- That cost is about $1,500 a month. He has a responsibility to create communications for us to send out on social media. He's writing articles for the website as it pertains to our products and things like that. He's working with us on the Communication working group where we're developing an overall strategy for WSO. So it's about $1,500 a month, and it's not on an annual basis. He hasn't been with us for a few months, and I'm not sure that he's going to be with us the entire year.
- Q: This is a question about tariffs. I know when Covid happened, and it wiped out some domestic production for WSO and we adapted by moving a lot of our publishing over to India. So my question is, if we are in an environment of extended tariffs, does that affect the profit and loss situation for book sales by WSO? And are there any ideas being considered to deal with that if needed?
    - A: Yes, tariffs would be considered an influence on the profitability or gross profit margin, if you will, that's the term used in accounting. Fortunately, our books are pretty much tariff free. They fall under a special category, and there's a communication on the website to everyone about it, and we sent out a communication. So even with the recent tariff jockeying that's been going on, it doesn't affect our books. Having said that, I did reach out to the vendor in India and got confirmation in writing from them that there would not be any tariffs added to any orders that we placed this year. We also have got a printer in the Eastern Europe area in Latvia that we're using. We've gone back to the people here in the US that originally printed the Big Red Book and got a quote from them and they're still too high. We are very cognizant of the effect of tariffs on the profitability of our books.
- Q: I was curious about a few things I read on the Treasurer's report. The profits were over a million dollars. Yet the net income was $11,000, and the assets were a million dollars. I'm just curious, what sort of assets does this organization hold? And it seems like a lot of money.
    - A-Treasurer: I think you did hear that and we were at over 2 million in revenue last year, which is why we're required to have an audit done both years.
    - A-General Manager: There's about a half a million in inventory assets. We keep all of our inventory in our warehouses around the world. So we have about $400,000 to $446,000 in inventory assets. Then in other assets there's about $683,000, and that is things like long term leases that we are a part of for the rent for the World Service Office. This is considered an asset and a liability. We also have total cash and cash equivalents. We have a prudent reserve that's about $300,000 as the target. We haven't hit it yet. We have cash on hand for buying books. The books that we buy for our annual restocking come to about $160,000 when we buy just English, only, titles for the US. So that's where the main assets are allocated. For the expenses and the profit, you take the profit before operating expenses. So when you say we had a million dollar profit, that's correct, we did. But we also had almost a million dollars in expenses. and those expenses are for the cost of goods sold to buy the books, to pay salaries and payroll, to pay rent and utilities, to pay contractors to create the books. Lots of things come out of that and it’s in the financial statement. If you go to the treasurer report on the blue website and go through the profit and loss statement. You can see where all the expenses are.
- Q: I have two questions. The first is the financial aspect. I represent Poland. We have a problem with taxes being very expensive when we buy a lot of literature from you. So maybe it will be possible to change the cooperation for printing in Poland and find a cheaper way to pay for the

literature and have low cost in Poland, and not get higher level taxes. The second question is about the 7th tradition. There was some amount for what this cash is on your site.
    - A: I will address the 1st question. You posted on Slack about this issue, about the book printing in Poland. I responded to you in several of those posts, and asked you to write to me because I want to discuss this with you. We don't want anyone paying more than they should for the books, and all intergroups around the world pay the same price for the books unless they go through the International Literature Fund. My understanding is that you're in the EU. We set up a print operation in the EU, and I'm being told by people in the EU that there are no taxes or duties for any shipments inside the EU. So I really want to talk to you about that. If you'll reach out to me, please, and let's have a dialogue. And I didn't understand the question about the 7th tradition. I'm sorry.. I will put my email in chat so you can reach out to me.
- Treasurer: anybody who's interested is always welcome to join the Finance Committee whose email address I will paste in chat.

## VI. Proposal One: Proposal 1- Group Contacts and Registration

Presented by Pam, WEB381 Reference: Vote

**Proposal**: We propose that the meeting listing guidelines be changed to allow a single individual only to be the Public or one of the Primary Private Contacts for no more than four meeting registration numbers. We believe that implementing this system will help ensure that meetings are autonomous in accordance with the Traditions of ACA.

- The background and motivation for Proposal 1 is that someone registered 70 meetings with only one point of contact. This led to complaints about autonomy to WSO. WSO tried to contact the meetings but couldn't due to the single point of contact. WSO delisted the meetings to protect the fellowship. This caused problems for members trying to find meetings. I worked with the WSO IT committee to develop a solution. The proposal suggests limiting individuals to registering to four meetings. It also requires multiple contacts for each meeting registration. The goal is to prevent similar issues and ensure better accountability for registered meetings.

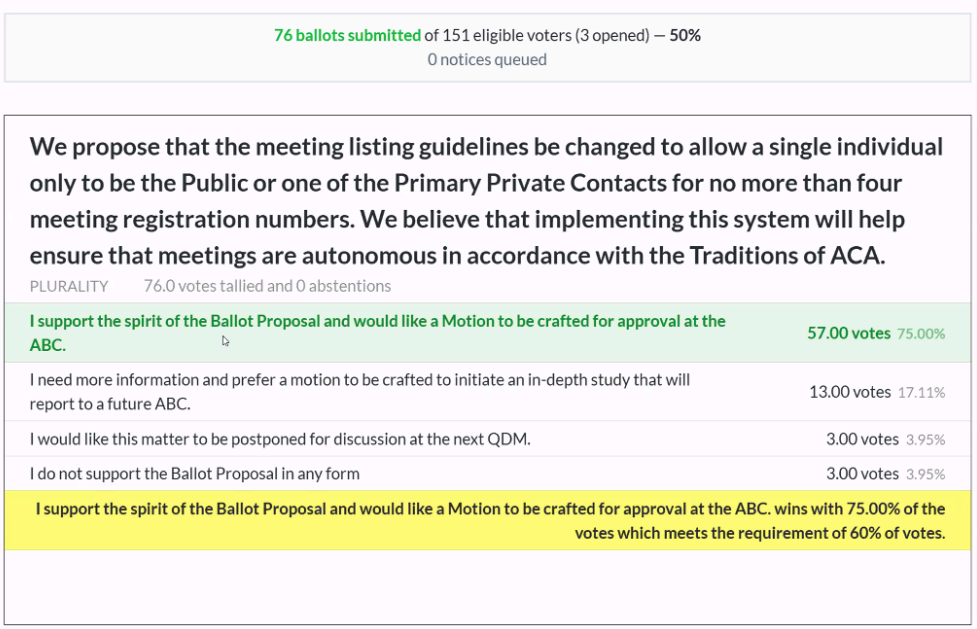
**Discussion**

- I think this has already been resolved by WSO.
- As webmaster of Danish IG, we have the same issue as someone who started six meetings and was the only contact and then left and we had no contact. Yet this is about group autonomy so I don't think we can make rules yet I am in favor of the motion.
- This will be great to have boundaries so I don't have to pick up groups when someone leaves and there is no contact and I end up having more and more groups.
- If the issue is that people leave meetings and they were the contact, I don't think this will solve it. What about meetings that meet seven days a week? How will you decide what meetings to remove if more than four?
- There was one person who had registered 70 meetings and there were questions if it was an outside enterprise. I think having the contacts up to date is a secondary issue.
- My group wondered where four came from as we thought three should be the limit to enable more to have service.
- This prevents an unlimited number of meetings being listed by one group. I think four is a good number and is healthy.
- Often the meeting contact is chairing a meeting too and this can be problematic so I am in favor of distributing responsibility.
- I support this and I'm familiar with the incident that really got this ball rolling. This doesn't keep meetings from forming. What it does do is make a statement that they can't list unlimited numbers of meetings on our WSO Meeting Directory, and I just think inherently there are boundary control

and autonomy issues. I think 4 is a fair number if somebody has a reason to be handling more than one meeting. It's not a huge number, it's manageable, and it's actually healthy for the meetings for that person to say, look, we need to be self-supporting. If we want this other meeting to work, somebody else has to step forward. I thank the groups that put this forward,

- I support this proposal. I had an experience from 6-8 years ago involving telephone meetings where one person was the account holder for 8 groups totaling 45 meetings. This was problematic because only that one person could access the account settings. This caused issues when people got disconnected and no one else could manage the accounts. I brought this to WSO's attention but felt people didn't fully understand my concerns. Having one person be the account holder for many meetings is an issue, as that person can potentially change meeting credentials without others knowing. When that person disappeared, no one knew how to manage the meetings.
- I am also familiar with the incident that led to this proposal. I was invited to a discussion after an ABC (Annual Business Conference) where someone said that if they sent 70 delegates from these meetings to the ABC, they would win every vote. This idea is very unsettling. I am concerned about avoiding such situations and yet autonomy is extremely important.
- I support the spirit yet perhaps we can add secondary contacts so if a meeting is defunct there is another person to contact.
- Can a group have multiple meetings? I know a group that meets every morning. How would we handle that and would it violate any of the Traditions?
- This is dealing with the autonomy of the group and Tradition 5 - newcomer. If one person is the contact for several groups and leaves ACA and you have an issue for newcomers. We think a limitation is good.
- I support this motion. We are dancing around broader issues such as what constitutes an ACA meeting, what is the distinction between an ACA meeting and a group. I think the solution is establishing Conference committees to make recommendations to the Conference.
- I support the proposal to limit the number of meetings one person can register. As an intergroup chair, I noticed many meetings registered with WSO that we don't have information about, indicating a lack of community information sharing. There are also ACA gatherings and meetings not connected to ACA WSO. I think it is important to have a rotation of service in ACA.
- I support the spirit of this proposal and perhaps would suggest that a motion include the formation of a committee to study how this proposal would be best implemented to safeguard the autonomy of groups to support the rotation of service and the Traditions.
- I would like clarification about whether a single group that meets multiple times per week would be considered one meeting with one point of contact. Also, I wonder if there was a periodic audit of the meeting list posted.
- I support the proposal since it prevents someone from being seen as an authority figure by being the contact for many meetings, which she felt sends the wrong message to newcomers.

VOTE on Next Steps for Proposal




Results lead to drafting a Motion.

**Drafting a Motion for Proposal One**

Alternative Motions submitted and Parliamentarian ruling see: Motions for Proposal One

- **Point of order:** I think the group should determine if this motion should have a study group. I think that since a study group did not win, then there should not be an alternative motion that creates a committee or study.
    - Chair response: So the only question in regards to alternative motions is, does it meet the spirit of the original alternative motion and the Parliamentarian has ruled that it meets the spirit. So I am going to uphold the Parliamentarian ruling that that does qualify as an alternative motion, as it does meet the spirit of the original motion.

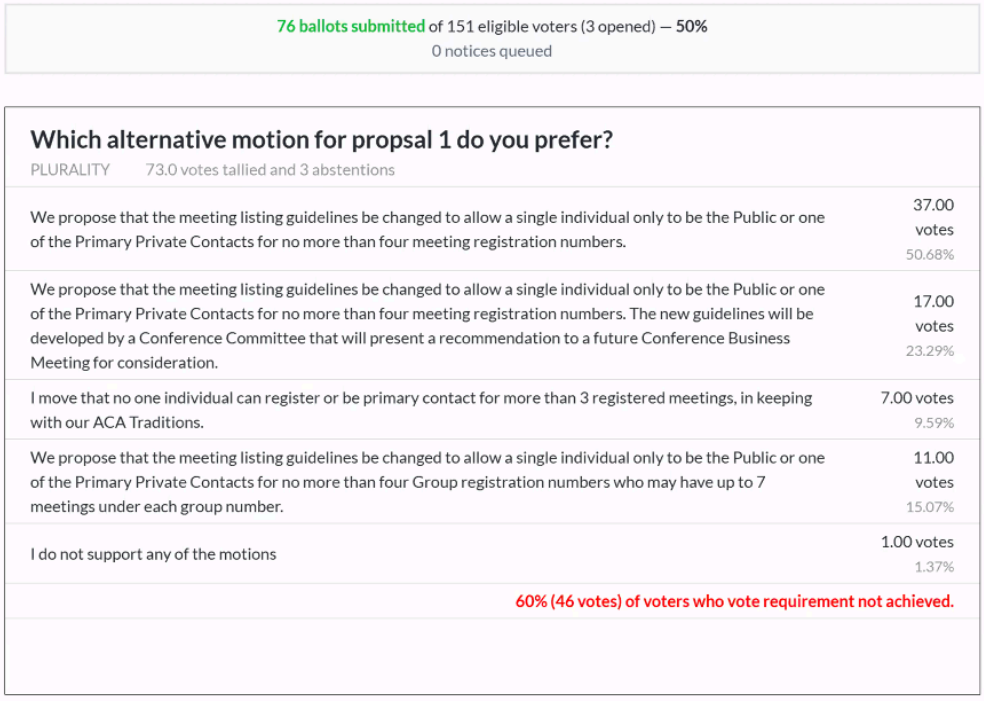
**Discussion**

- There may be a difference between someone being a point of contact for virtual meetings versus in-person meetings. I suggest having one person create and run multiple virtual meetings could potentially have more influence compared to being a contact for multiple in-person meetings held at physical locations. This distinction should be considered when discussing the proposal to limit how many meetings one person can register or be the primary contact for. She noted that some people see this as a bigger issue specifically for virtual meetings in relation to this proposal.There seems to be a distinction between virtual meetings and in person meetings
- I am confused as to how many actual groups this person can represent.
- My understanding is that this is about registration numbers, where we know who is registering it, and it is for autonomy so we don't give one individual undue influence. I'm concerned about these listings having more than 7 meetings.
- What is the actual intention of this? To not allow someone to have too much control over too many groups for rotation of service? Or that the contact person is still involved in the meeting? Or someone will have too much control?
- There are only 4 options here, the only alternative that gives any direction at all on how to implement is Alternative A. I recommend Alternative A, or the original motion.
- I support either the original proposal or alternative motion C, with a preference for the original proposal. The proposal deals with meeting registration numbers, which is an important distinction. Alternative motion C further describes how each registration number can have up to 7 meetings,

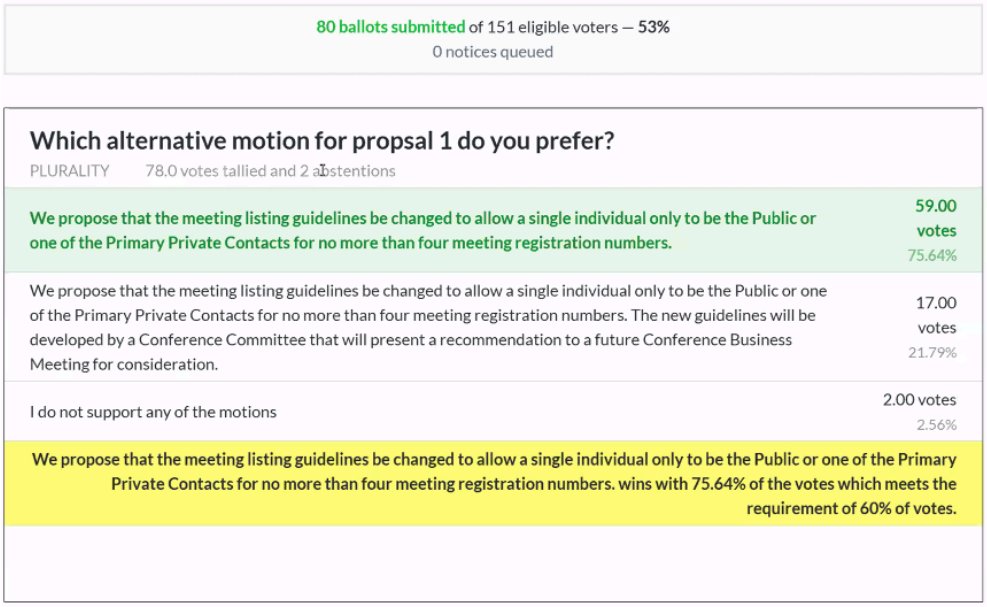
yet very few groups currently fall into that category. Meetings with up to 7 sessions are supposed to be run by one business meeting and essentially involve the same group of people. This is the spirit of the proposal.

- I am in favor of the original or Alternative C that says one group of people can have a meeting up to 1x a day every day of the week.
- I support the original motion or alternative C.
- I believe the terms used the meeting registration number rather than group - and I am not in favor of any of them. I think there is a problem with using terms like "meeting registration number." I believe it should be "group registration number" instead, since a registered group could have multiple meetings. My group only has one meeting, so it wouldn't be an issue for them, but it could be for other groups. I suggest the wording in both the original motion and alternative motions should be changed to better describe the concept. Due to how the motions are currently written, I would unfortunately not be in favor of any of them.
- I believe that Alternative A would give us adequate time for a committee to explore all the important dynamics so we're not acting in haste and we have better clarity.
- I am in favor of the intention of the motion and it addresses my concern where people are the contact for lots of meetings and become an authority figure, so I believe option A would be the best way to go.
- I like A and C or original proposals. I like "in keeping with our ACA Traditions" and to keep things in that context.
- I like the original and C, but one of the things I like best is that each of them mention guidelines, and these are strictly guidelines. If we realize down the road that it is not working, we can adjust it.
- The original or B and C are good enough to go with and with A this may delay things to look for a perfect solution.
- I am in favor of the original, one contact for 4 meetings.

**VOTE #1 via Election Buddy on Motion Options**




**Second Vote with those under 20% removed:**




**The motion in green will move onto Global Online Voting.**

## VII. Vote to Extend Meeting 30 min. to Hear Board Presentation

Response: 45 yes and 13 no.

## VIII. Future Changes to the Ballot Proposal

Presented by Karin S., Ballot Proposal Committee Chair
see: 2025 ABC Presentation of Proposal 2025-9: Future Changes to the Ballot Process
Reference: Proposal 9 Voting Process
**Quorum established with 67 delegates present**

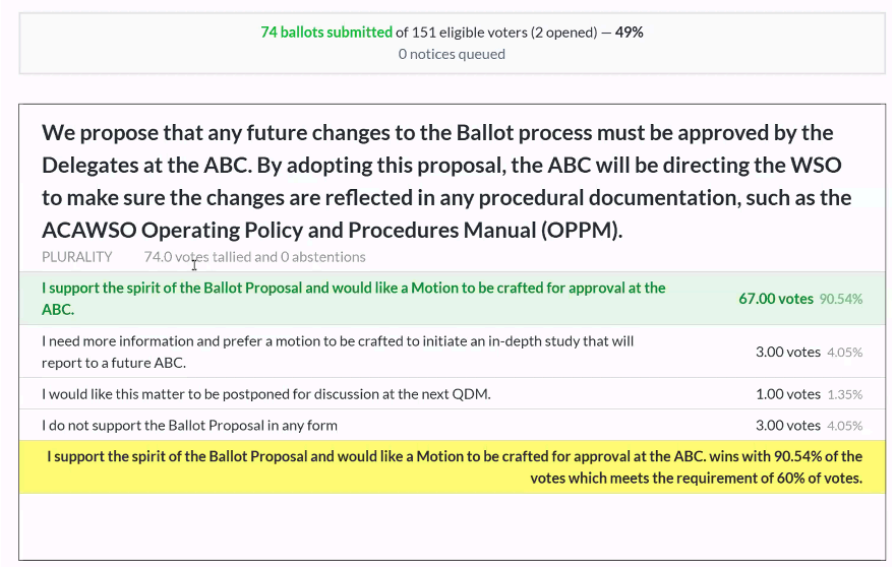
**Proposal 9:** We propose that any future changes to the Ballot process must be approved by the Delegates at the ABC. By adopting this proposal, the ABC will be directing the WSO to make sure the changes are reflected in any procedural documentation, such as the ACAWSO Operating Policy and Procedures Manual (OPPM).

**Discussion:**

- When this ballot was submitted we did not have a motion passed from Sustainability in place so at the next Conference meeting will these procedures be presented?
  - We will need guidance from the Conference about how to adapt the ballot process in light of these changes in the Sustainability motion.
- This was one of the best proposals to understand and present to my group - thank you.
- You want input from delegates on how to adapt the ballot process - what is the best way for member groups to give you information or ideas?
  - By adopting the motion presented, delegates are assuming responsibility for making changes to the ballot proposal process. They will be able to submit a ballot proposal with changes. We are also going to gather input in June/July for how this past year process went and gather information for future processes.
- Do you think it would be helpful to have a study group to study potential improvements to the process?

    - That is an option. We would like for future ballot proposals to possibly establish a study group.
- I was on the BPC and we had many ideas for changes to the ballot procedure yet it was blocked. How do you see this happening now?
    - We do not see this as the purview of the BPC to make changes to the ballot proposal procedure.
- I agree with the general principle of the conference having the final say on ballot procedure changes. Since this proposal was submitted 8 months ago, it's not up to date with recent conference discussions. I disagreed with requiring approval at the ABC, saying it forces waiting a year when faster changes might be needed. I suggest the motion be less specific about directing WSO to make changes, as WSO may not be monitoring conference procedures in the future. The Sustainability Committee already has something planned to address the same principle for all conference procedure changes. It would be ideal to address all these changes together in one comprehensive update rather than piecemeal.
- I am in agreement with the proposal. I invite everyone on the Zoom call to be part of the solution by joining the committee. The OPPM (Operating Policy and Procedures Manual) governs the board and contains rules for the board to follow. As the conference takes on more responsibility that was previously handled by WSO (World Service Organization), delegates need to step up and share that burden, as it's their job to do so.

VOTE whether to proceed with the Motion




Results lead to drafting a Motion.

**Drafting a Motion for Proposal 9**

Alternative Motions submitted and Parliamentarian ruling see: Motions for Proposal 9

**Discussion**

- For alternative Motion D, is the second part of the motion being considered as part of the motion?
    - Parliamentarian: Yes, the difference with this motion is that it says that if there is a new ballot process adopted, it must be placed in a separate standalone manual for Conference Policy and Procedures.

    - I think the word “new” needs to be included because the way I read it it’s saying that any prior policy would be removed from the OPPM.
    - The Parliamentarian asks the proponent if he wants to add the word “new.” They do not agree.
    - Parliamentarian: Then this motion is outside of the scope as the original motion on proposed changes to the ballot process and it is an ancillary issue as the original states it be written down in the policies. If your motion is to address policies generally it is beyond the scope of the original motion. Without adding the word “new” it is out of conformity by trying to create a whole new set of documents.
    - Proponent: I would be OK with removing everything after “Concept 6.”
    - Parliamentarian: Then it is the same as “B”, not substantially different.
- I like C and I am sure that WSO will ensure any changes are made to the OPPM as they have for years.
- All the proposed motions have the same basic goal of giving delegates the final say on the ballot process. The main difference between motions B/C and A is that B and C are less restrictive on how this is done, allowing votes at any business meeting. There's ongoing discussion about removing the Board from handling conference policy, as the Board itself has expressed not wanting to be involved in this. He suggested that removing references to the OPPM broadens how to achieve the goals of motion A, while maintaining the same overall intent across all the motions.

**Vote #1 via Election Buddy on Motion Options**

75 ballots submitted of 151 eligible voters — 50%
0 notices queued

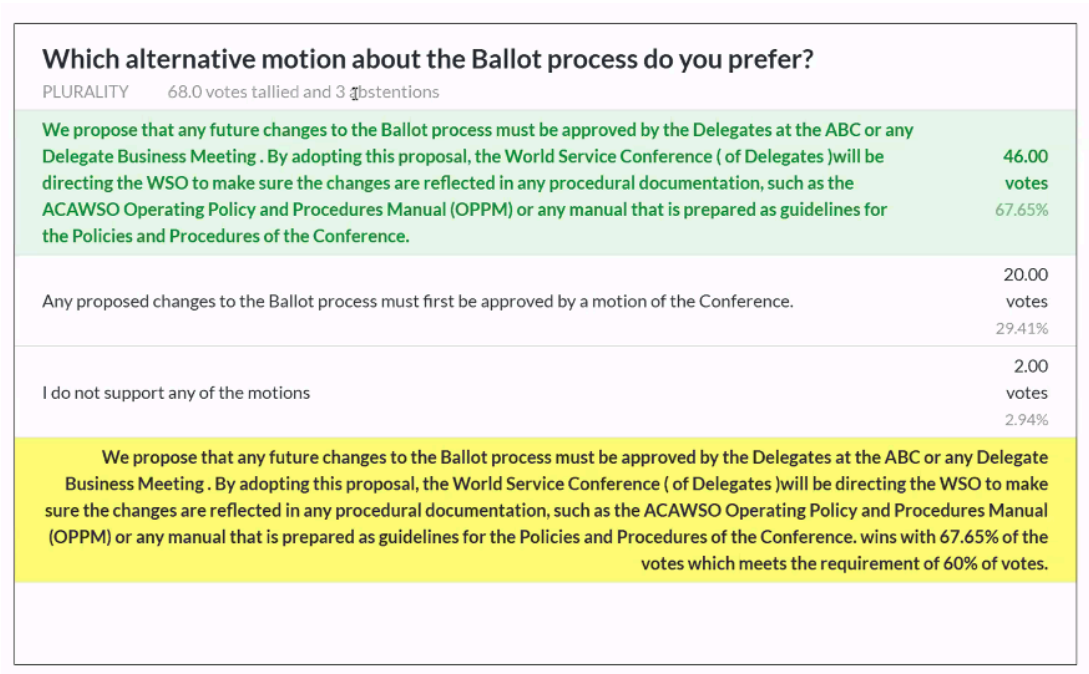
**Which alternative motion about the Ballot process do you prefer?**

PLURALITY 71.0 votes tallied and 4 abstentions

| | |
|---|---|
| We propose that any future changes to the Ballot process must be approved by the Delegates at the ABC. By adopting this proposal, the ABC will be directing the WSO to make sure the changes are reflected in any procedural documentation, such as the ACAWSO Operating Policy and Procedures Manual (OPPM). | 11.00 votes 15.49% |
| We propose that any future changes to the Ballot process must be approved by the Delegates at the ABC or any Delegate Business Meeting . By adopting this proposal, the World Service Conference ( of Delegates )will be directing the WSO to make sure the changes are reflected in any procedural documentation, such as the ACAWSO Operating Policy and Procedures Manual (OPPM) or any manual that is prepared as guidelines for the Policies and Procedures of the Conference. | 39.00 votes 54.93% |
| Any proposed changes to the Ballot process must first be approved by a motion of the Conference. | 19.00 votes 26.76% |
| I do not support any of the motions | 2.00 votes 2.82% |

60% (45 votes) of voters who vote requirement not achieved.

**Second Vote with lowest option removed:**




**The motion in green will move onto Global Online Voting.**

## IX. Pricing Policy Motion

Presented by - Al E. - see: Intro.-to-Pricing-Policy-Motion-ABC.pdf
Reference: Pricing Policy Motion, Voting Process
**Quorum established with 60 delegates present**

**Motion:** We move to approve the following ACA Literature and Products Pricing Policy Statement:

- To ensure the sustainability of ACA WSO's essential services and operations by responsibly adjusting pricing in accordance with inflation and other cost-related factors; and
- To uphold ACA's primary purpose—carrying the message to adult children who still suffer—by maintaining affordable and accessible literature through discounted initiatives and a variety of supportive programs.

**Second**: Stefan, IG630

- I am encouraging delegates to vote against this motion as the motion does not include delegates or worldwide membership in the process. I think the motion violates Concepts 1 and 2 of ACA:
  - Concept 1: Final responsibility and ultimate authority for ACA World Services should always reside in the collective conscience of the whole fellowship.
  - Concept 2: Authority for active maintenance of world services is delegated to the actual voice, the effective conscience.
- Can you provide specific information about the proposed rate increase and profit. I am not seeing any numbers so could you show us the trend in profits.
- The topic of literature pricing and self-support is important to me as someone saved by 12-step programs. There are two issues being discussed - one is the general need for literature costs to increase with inflation over time. The second is the principle of self-support through the 7th tradition. Typically in 12-step programs, meetings that are not self-supporting fold, though he doesn't want that to happen to ACA.
- My major concern is I do not see any process in this motion about how it will be carried out. I assume what is written is already in place.
- I continue to be frustrated by the timing of these explanations and I would like the organizers to consider that in the future. Also, Zoom has a unique situation because those meetings are not

carrying their weight, and they are being forced to go somewhere else, like Amazon, instead of buying directly from us. This motion is too vague and I cannot support it.

- Region 5 is opposed to this as a violation of Concept 6. This would be a violation of Concept 6, that the conference has final approval on large matters of policy and finance. We see there's an immediate and glaring problem with this motion and that it leaves up to WSO's sole judgment what constitutes "responsibly adjusting pricing in accordance with inflation and other cost related factors." Other related cost factors are rather vague or broad, which essentially tees up the conference to issue a blank check to WSO. On these matters we think it would be much more appropriate for the oversight role the Conference plays according to the Concepts. For this motion to be modified, to authorize WSO to raise prices up to a certain percent without further authorization but if the increase is beyond that percent, then it would have to go to the Conference.
- The motion says it will approve a "pricing policy statement", but the two paragraphs that follow don't actually contain a statement. Instead, they describe what the statement is supposed to do. In the background section, it mentions approving a "pricing policy statement" that should follow, but NY070 doesn't see the actual statement anywhere in the text shown. Overall, NY070 found the wording confusing because the actual policy statement that is meant to be approved seems to be missing from what was presented.
- Region 5 stated some of my immediate questions very well. I want to ask directly before the Conference is asked to vote on this if this to be interpreted, that the Board will make price increases in the future without needing to consult the Conference. That's very much what it reads like to me, and the reasons I think that's not appropriate in this context is one - price increases do affect the fellowship. And secondly I think it always bears considering when a price increase is on the line it is not just inflation, but should some other costs within WSO service be considered as an alternative? And if we don't take these types of questions to the conference, then those questions can't be asked. So in its current form, I would suggest either tabling it till more of this can be explained, discussed, or unfortunately, perhaps voting against it today.
- On the surface it would appear to violate Concept 6 yet it is in keeping with Concept 3, 8, 9, 10, 11 and 12. Concept 3 gives the Trustees the right of decision. I'm a career firefighter, I can tell you how many thousands of gallons of water to put on a fire., but I can't tell you a darn thing about how much to pay for publication. Concept 3 itself gives to the trustees the right of decision. I want to leave it in the hands of someone who knows pricing publishing costs rather than the hands of a firefighter.
- When I look at the P&L I see we have a pretty good gross margin on sales, but I can't see the breakout of literature vs. other things. It'd be helpful to understand that dynamic before any vote to increase pricing on literature would take place. And so our group is against this proposal.
- Someone brought up we are selling our literature more to other people than to our people. I would like to know if this is true.
- I like the idea of gradually increasing with inflation is a good idea and the committee thinks this is a good idea.
- This is a very imprecise proposal. My groups do not support it. We would want a percentage to be put forward. It would also need to state what the "other cost factors" are.
- General Manager: I've heard a lot of questions about numbers, and I have a screen share that I'd like to share.

## BOOK PROFIT MARGIN CALCULATION

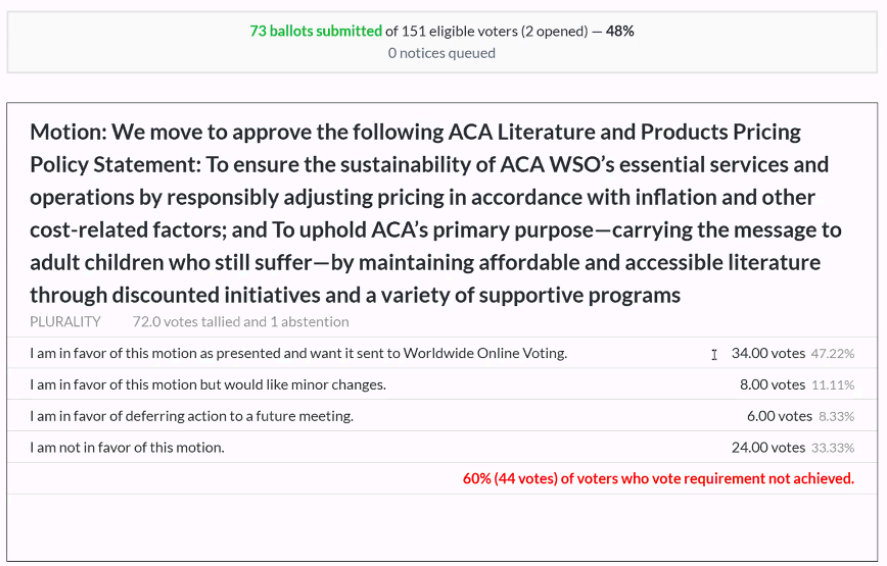
| SKU | Title | Price | Discount | Unit Net | COGS | Markup | Margin |
|---|---|---|---|---|---|---|---|
| 100-01 | ACA Fellowship Text (Hardcover) Big Red Book | $23.00 | ($1.20) | $21.80 | $13.90 | $7.91 | 36% |
| 100-02 | ACA Fellowship Text (Softcover) | $22.00 | ($1.14) | $20.86 | $13.65 | $7.21 | 35% |
| 100-03 | Twelve Steps of Adult Children (Spiral Bound) | $17.00 | ($0.88) | $16.12 | $11.09 | $5.03 | 31% |
| 100-04 | Strengthening My Recovery (Softcover, Pocket Size) | $15.00 | ($0.78) | $14.22 | $10.28 | $3.94 | 28% |
| 100-05 | Strengthening My Recovery (Hardcover, 5x7) | $17.00 | ($0.88) | $16.12 | $11.22 | $4.90 | 30% |
| 100-09 | The Laundry Lists (Spiral bound) | $17.00 | ($0.88) | $16.12 | $12.11 | $4.01 | 25% |
| 100-11 | Loving Parent Guidebook (Spiral Bound) | $17.00 | ($0.88) | $16.12 | $11.41 | $4.71 | 29% |
| 100-12 | A New Hope | $15.00 | ($0.78) | $14.22 | $11.10 | $3.12 | 22% |
| | | | | | | Average | 30% |
| | | | | | | Target | 40-50% |

We don't make recommendations to the board lightly. We do them based on numbers and our business. We use a formula that shows the cost of goods that also includes the overhead, the labor, the shipping, the fees. People may not realize it, but we give a 30% discount to intergroups and regions. We give a 60% discount to new publications for first time translations for up to 300 books. We give a 10% discount to groups if they apply the discount code in their checkout process. We also provide a lot of free literature. So we use the standard accounting book profit margin percentage to guide us. If you look in the extreme right hand column, you'll see the margin. The margin right now, after the price adjustments this year in the thirties mid thirties and high twenties range. The industry standard for retail sales for online e-commerce retail sales is 40 to 50% to be viable. Our average is 30%, well below the industry standard. So we make these decisions based on numbers. We don't make them based on anything personal and we do the best that we can do. And then inflation comes along. In 2022, we had a price increase for the first time ever since 2006, and then, 3 years later, inflation crept in and robbed us of $2 off of our book profits. So if we'd have sat still and done nothing, WSO would have been in the hole this year $144,000, and if we'd have delayed the price increase to this ABC, instead of doing it in March, we would have been $70,000 in the red. So it's not that we're handling our money irresponsibly, but we're meeting the needs of a worldwide service office providing services to a worldwide fellowship. The Finance Committee reviewed this, and they approved it, and then the Board reviewed it and finally approved it. So this is all done with great care and professionalism. Thanks.

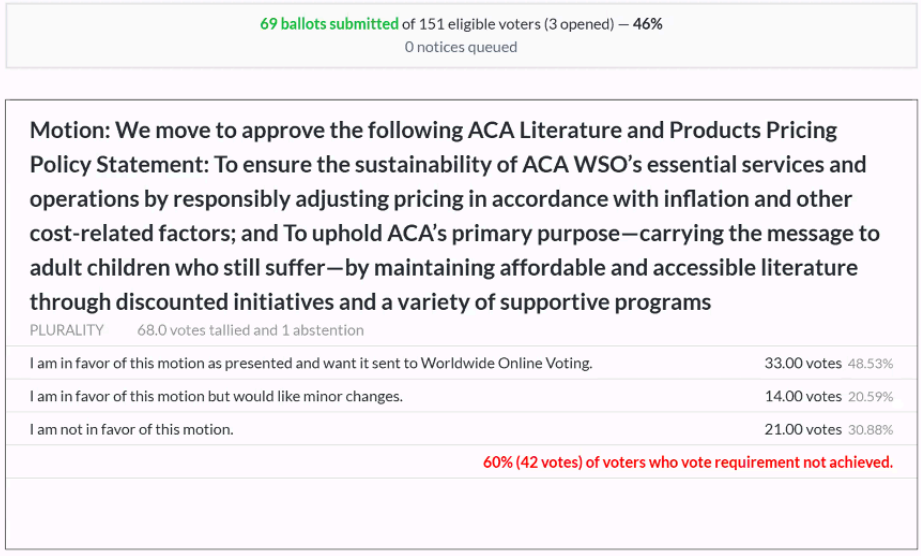
- I appreciate WSO, the literature, and the publishing. I never questioned that it was proper. However, as a delegate for 4-5 years, I am distressed that delegates were not advised, questioned, or given an opportunity to have input on the actual price raises. My concern is that delegates should have been advised about this. She emphasized that she never doubted what was being done was for their benefit, but felt delegates should have been informed.
- You mentioned that you have a 30% discount, and that's through the intergroup. But you also own the publishing rights to all this literature, all the documentation. So it follows that you would know how many books were sold through Amazon, therefore, not going through the organization. So my question is, can you tell us or can you find out for us how many people are buying directly through Amazon, as opposed to buying through intergroups.
    - A: Approximately ½ of sales through our website and ½ through Amazon. We sold 82,000 books last year. 40,000 of them roughly went through the Amazons around the world, and 40% of them went through our office.
- There are two things. One is trust, and as a former board member I know that every decision that the Board made had a minority opinion. I don't think decisions ever have easily been made on the board, and everything has always been considered in terms of the members, so I completely trust in this proposal, but also to say that you know it's 7th tradition giving from love, and that we are

self-supporting. Having heard more recently about Intergroups and groups supporting their members where literature is needed, and that there are those ways of doing things which I think speaks to us as groups and members, giving back what was freely given. So I support the proposal.

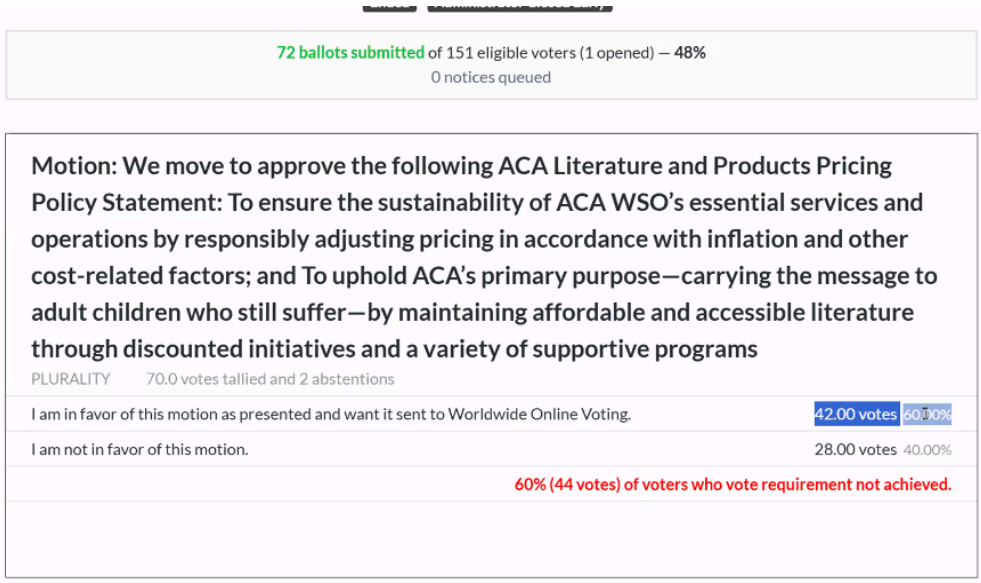
**Vote via Election Buddy:**




**Second Vote with lowest option removed:**




**Third Vote with lowest option removed:**




**Motion will proceed to Online Worldwide Voting**

## X. Board of Trustees Report Presentation

Presented by the trustees; See: Presentation
Reference: Board Report
**Literature section Q&A:**

- I volunteered to be on the literature committee with literature in whatever capacity that was needed, about 3 years ago. In 3 years I got called once. And that was it. And I am a former editor and publisher of a feminist newspaper. and I was really interested in participating in literature. So I will be throwing my hat in the ring again. But I guess I want to say, please, contact people. If you need us, please get back to us in some fashion.
    - A: Thank you. I apologize that that happened, but you will be my 1st call on Monday.
- Okay, I'm speaking on behalf of the ZAF0003. I just have a question about literature developed using a format that works in North America but doesn't work in the rest of the world. For example, choosing a format like that, what is being done from the literature development side to factor in the rest of the worldwide fellowship to make sure that the literature, the way that it's developed is practical, affordable, etc.
    - A: Thank you. That's a great question. I think that we work really closely with the publishing team, and I think that a lot of the aspects of what you're talking about come into play when the publishing is happening, the page size and the print and whatnot. So we're working closely with them to make those things accessible across the world.
- I am a secretary for a group in Colorado and if I say, help is needed, just go online somehow. If there would be a way where you could send the goals and particular things that you were interested in having help on, even if it's, you know, to establish some base, I would be so happy to forward that information to people in the group.
    - That's an amazing idea. And I think that Jim who is with the Volunteer Resources Committee might even have something in progress so all the groups, for all the committees that we do work with, will have a list of that.
    - If you would send an email to literature@aca.wso, I would be interested in maybe helping to develop some thoughts? I appreciate your response.
- Q: I'm wrapping my brain trying to figure out when each one of the publications that WSO has, the dates of conference approval for each one of the ACA publications. I'm wondering if you can supply that information. The last one I'm aware of is the identity papers. They were Conference approved. So can anybody enlighten me?

    - A:We're doing a whole inventory prioritization of everything. And so that is on the list to do is to go through. And Christine B., the former literature chair had already started a formal inventory to figure out what all our literature is. When was it approved? Etcetera. So it's coming. It's on the list that we're doing things with. Thank you for the question.
- Q: Is it still true that the overall literature committee doesn't have a chair?
    - A: Yes, that is the case. And it's just an open position. The Literature assessment project team is acting as the chair for the moment on behalf of the board, so it's not a gap. We will fill it with a permanent chair. But right now it is filled differently. But it is an open service position.
- Somebody else previously brought up the issue of trust. Is there anywhere in literature and development where you feel there's this function that needs to happen. But it's really kind of a professional thing, where you think it would be best served by a special worker. And if so, what would that be?
    - A: Yes, we do have some places where that would fit. We will know a little bit more about that when we're done with the assessment. It takes a long time to hire a special worker and define the position.
- I would like to know where you are with standardizing the process for literature that eventually gets published and goes into Fellowship Review. I've been a member of a writing team since 2020, and the book has gone through a reader team our own and WSO's evaluation, and I don't know about the rest of the writing team, but I feel like I'm in the dark as to what's next and why it's not moving forward.
    - I think that we are defining a consistent process that all of the teams will be able to use. We're kind of about a quarter into it. It'll take a little time, but we're using your writing team and the writing teams as sort of the model for you guys to tell us what works best, so we can document it for our groups in the future.
    - We're trying to standardize pieces to present to a project team or writing team upfront so they have a clear picture of what happens from start to finish. When you get a book or you get a project. There's a lot of pieces. such as legal pieces that I now understand that have to be done. It's not like the Literature and Development Committee can just write something and hand it out. We have to make sure we have NDAs and all the pieces for organizing it. It's a monumental task.
- I kinda hate to throw out a suggestion when I don't have time to volunteer, and I know you guys are so busy. So maybe this is gonna be like a redwood seed that'll grow in 50 years. But one of my last times volunteering down at the warehouse, I was bundling trifolds and sort of doing a lot of work with that type of stuff. When I see them on tables and whatnot, they're kind of boring, and they don't catch a lot of people's attention. So maybe down the road we might suggest consulting with a marketing person on these because for a lot of people the first contact is the trifolds. Maybe make them a little more colorful and more attractive to our inner children. That's a thought. Thank you for letting me share.
- So I'm speaking for Connecticut, 112 and also speaking as your former literature chair. I stepped down after 3 years at the ABC. And I know that Tamara has been working very hard to undertake a literature assessment project, but you could hear, Tamara is also our secretary and our treasurer. When I was a literature chair we met every Monday for an hour with the 4 sub chairs, and none of that work is continuing to be done. We wrote a whole policy called Literature Policy. It sits with nothing having done with it. I am available to help anyone who wants to volunteer to be the new literature chair. So I just heard we're not ready yet, but from my personal perspective, I'm ready to help anybody who wants to be involved.
    - Thank you and thank you for what you've done. We do have that document, and it is part of our roadmap. So it's not going missing.
- A quick question, did we do an assessment of how much it'll cost to change the name if that name change is adopted, and thank you for all your work.
    - I suggest you go to the Fellowship group voting page on the Name Study topic and I will put a link in the chat. That question was asked, and it's on that website.

**Conference section Q&A:**

- I want to say a couple of compliments, and then come back with a question that was not answered earlier. I do think that this Board has really taken directives and guidance from the conference very seriously and very respectfully, and as somebody's been on the various study concepts, charter sustainability studies, I think they've actually supported us in the best way of all, which is giving us a lot of room to sort of do our own discussion and report directly to the conference. And I really want to say I'm grateful and admiring of that restraint. The thing I want to come back to today is we have a motion to vote on tonight. My interpretation of that motion is if we approve it. The conference is basically saying, we really have no right to be consulted on book price increases. We're sort of board, you've got that covered. Is that a wrong interpretation?
    - It's off topic here and I would give you the bottom line that nothing's off the table and we don't want to run a deficit. And I don't think you want us all to run a deficit, so we need to find a balance here. And so we're always going to be consulting with the conference and right now we live in a world reality. So we're trying to do our best and give some boundaries. But that's only the beginning step. There's a lot more that we're going to be doing and consulting with. We're not going away.
    - I'll just state that you might have heard during some of the Q&A's related to the presentations that we could use some extra staff. Where is that money coming from? I have no idea. But I can tell you that I'm going to work very hard in my participation with the Board to make sure that whatever we do, literature is affordable number two, that we get staff that we need to do the work that we do now. Does that mean having a bake sale? I don't know. Does it work? Then let's do it. If it doesn't work, let's do something else. But the question that you raise is clearly the question that faces us.
    - We need to have enough boundaries and enough flexibility and enough consultation. And there has to be some level of minimum trust. So let's figure this out together.
- My entire participation in ACA is online and in terms of intergroup and regional representation, how does that work? I don't think I'm alone in that boat.
    - All of the Intergroups are listed, so there's an opportunity to join these by being online. It's almost unlimited. As the board, we're seriously considering this as a huge priority - how do we support our regions, our intergroups, and our meeting groups in this world that we live in? So I don't have a definite answer for you, but I can tell you that it's important, and we're looking at it. There's an intergroup round table that started off organically from our fellowship that we're quite excited about and I think Stefan is in that intergroup roundtable, and he could post contact information.
    - I wanted to politely add in terms of what the board is facing, the board is swimming in an overflow of commitments with a desert of resources. So it's difficult for the board to sometimes see the correct way forward, but we continue to try. Get up and try one day at a time.
    - I think perhaps your question was, how do you, as a person within a group, become a part of an intergroup or a region. Your group, through group conscience, would elect you to be their representative into an intergroup or into a region depending on what you all want. You would then go to visit that intergroup or that region, and through whatever the intergroup or the region's process is, either you have to attend 3 meetings in a row or 6, you know, within 3 months, or whatever you can become, then a delegate or a representative from there, for your group.
    - I just wanted to respond that there are two meetings for intergroups and regions. One is the roundtable on the 1st part of the month, and one is a business meeting where we're asking, How can we support inner groups? I just found this out so I'm now involved, and we just had the board send out an invitation to all 150 intergroups to come to those meetings. So we will continue to send that invitation out via email and invite you to come and share the wisdom that we have for each other. Thank you.
- The delegates are going to vote how they're going to vote, and we respect the will of the conference. That said, I think in my opinion, passing this motion {pricing policy] would be abdicating the conference's responsibility and right to oversight. Now, even if that passes. the conference can make another motion at a different time. Any thoughts on that?

    - I think that's a point of order question. But I would say this board is committed to the fellowship, we serve the fellowship, and we also want to do it responsibly, so we're sustainable, and that we don't have to close up shop. And the reality is only 20% of our 7th tradition is coming in, and 80% is coming from the literature sales. And those literature sales are stacked with costs. This board will always honor the group conscience, so we will see what the vote does, and whatever the vote does, we will be responsible.

**General Q&A:**

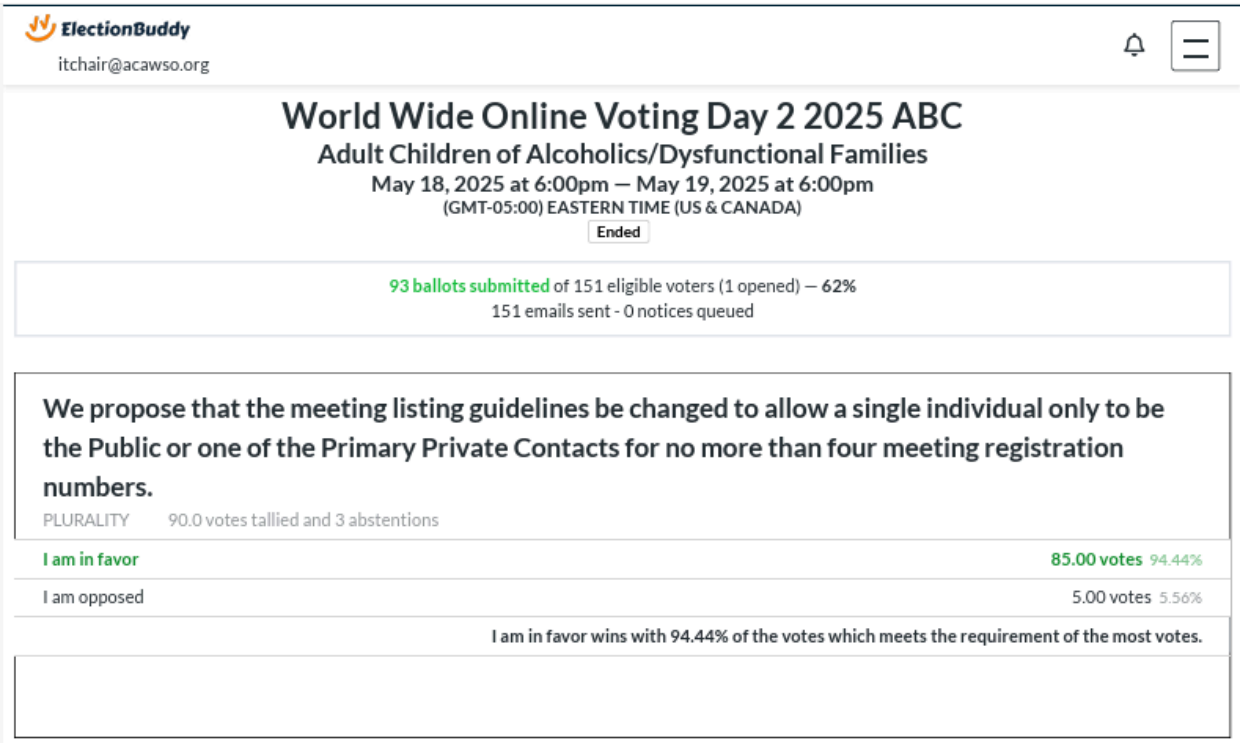
- I've been around for like 12 years and I think we get what we focus on. And for the longest time I always had felt that ACA was more of a publishing company versus other fellowships that focused more on the membership and developing things like intergroups, regions and world service. So I just want to express how happy I am that it seems like over the last year that WSO has started to pivot back towards membership. So I really appreciate that.
    - Thank you. Fellowship all the way. It's in our hearts. And business will help us in many ways, but it's not driving us.
- I really love seeing all of the new Board members and I'd like to ask the new team with the new members. What do you see, ACA looking like in 2035 in 10 years?
    - I see us having a really strong service structure with lots of volunteers, and the structure of how the committees and the conference work together. We're just starting it right now, and I'm so hopeful. I think it's gonna be really strong and documented and available for all new board trustees to use going forward.
    - In 10 years I see we will have a charter, and it will have been in place long enough for us to already be considering what and how to fix it further, and we will have a process and procedures manual.
- My question is how many meetings do you think groups should be in an intergroup? I ask this question, because out in PA, we have a really huge intergroup that has wonderfully grown. It is also very young in understanding the Traditions and the Concepts, and how it all works together on world service. I wonder if more intergroups would be better in your opinion and why?
    - Great question and I'll admit I don't know the absolute answer to that. I think that's between the group consciences of the various member groups and the group conscience, as expressed by that particular intergroup.
- I'm very grateful for this fellowship and this conference. My question circles around the 7th tradition, which is very important to support us. I'm a member of a group in Asheville, and there were about 3 or 4 other meetings in the greater Asheville area, and they're not present today. What's going to be done to encourage them to better participate in supporting ACA in its 7th tradition?.
    - I think the thing is to share what a wonderful two days it has been. Also from our ABC committee and sustainability study we're looking for how we can attract more delegates? But I also think that the anniversary celebrations, I think, are going to really reach out to people.
    - We were talking about personalities not being the thing to focus on, but often it is a personality or a couple of people who get together and say, Let's do this. How about a picnic, and let's do that. And then groups kind of get around that person, and when they step away or move away, it all kind of falls apart. So I would suggest that in Asheville your 3 or 4 groups could create an intergroup, and I know there is a southeast intergroup. I think it would be a stronger organizational fabric, so to say, if there were more intergroups doing their thing. And really, that's like the foundation. And then out of that, we find our regions and such.
    - And to answer your question about the 7th tradition. We're looking for fresh ideas. Let's bring all these ideas together.
- I find that as a member of an intergroup, I get greater participation with the groups in my area when I physically go and visit them and I make my face known to them. That's the personal contact that Jim was just talking about. My second thing is the 7th tradition. If we can get posters like the one colorful fun posters that say, this is what we need, and this is what we use it for. Because a lot of groups in my experience don't know. The blue one, Where does the money go? is boring, and

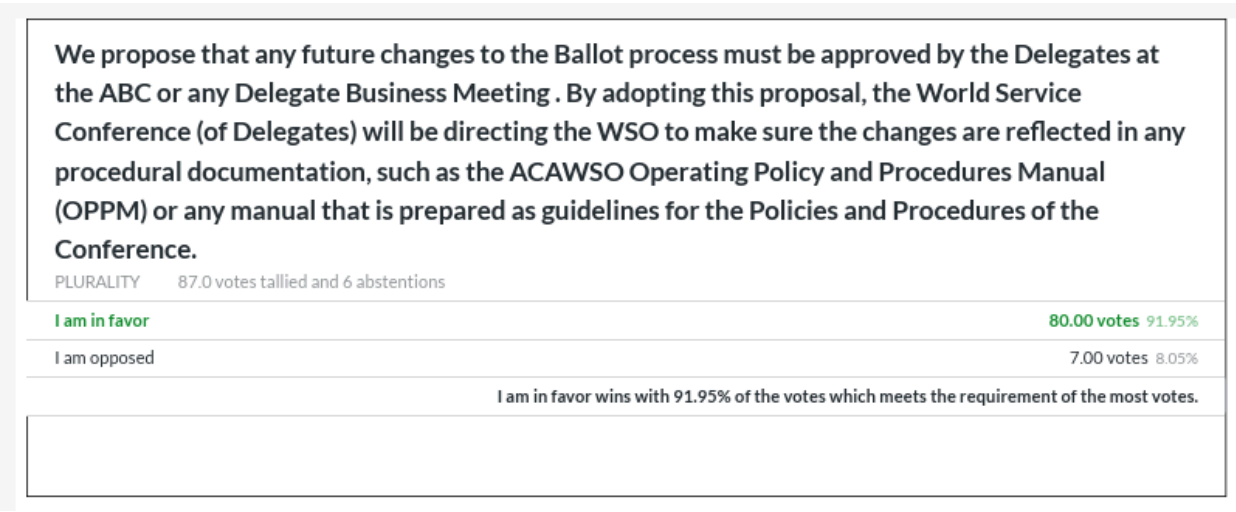
doesn't produce excitement to put in $3 or $5 instead of just the $1 that has been traditional since the forties or fifties. Thank you for letting me share.

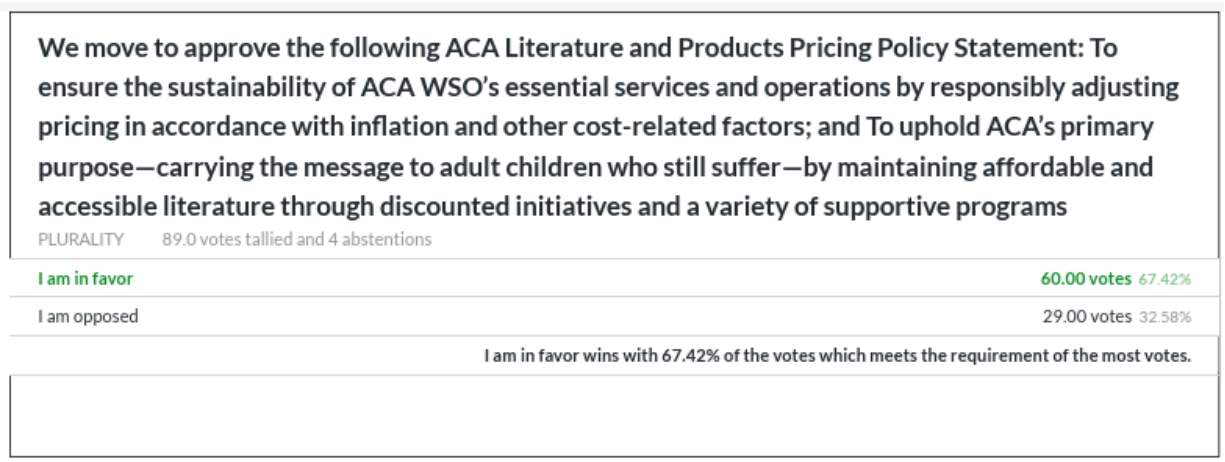
## XI. Closing

- Announcements:
  - Worldwide Online Voting
  - Website - information that will be available
  - Reminder about saving Chat
  - Post ABC Survey
- Service Recognition and Appreciation
- Promise 7 - Play and Have Fun
- Serenity Prayer

## RESULTS OF DAY TWO ONLINE GLOBAL VOTING:




We propose that any future changes to the Ballot process must be approved by the Delegates at the ABC or any Delegate Business Meeting . By adopting this proposal, the World Service Conference (of Delegates) will be directing the WSO to make sure the changes are reflected in any procedural documentation, such as the ACAWSO Operating Policy and Procedures Manual (OPPM) or any manual that is prepared as guidelines for the Policies and Procedures of the Conference.
PLURALITY 87.0 votes tallied and 6 abstentions
I am in favor 80.00 votes 91.95%
I am opposed 7.00 votes 8.05%
I am in favor wins with 91.95% of the votes which meets the requirement of the most votes.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PLURALITY 89.0 votes tallied and 4 abstentions
I am in favor 60.00 votes 67.42%
I am opposed 29.00 votes 32.58%
I am in favor wins with 67.42% of the votes which meets the requirement of the most votes.