



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

## The 2023 ACA WSO Annual Business Conference Minutes

Held virtually around the world on May 6 & 7, 2023



**Submitted by:** Karin and Trish, ABC Secretaries  
**ABC Chairpersons:** Carmen B., Edmundas V.  
and Marcus H.

**Parliamentarian:** Lawrence D.

*Recordings of these proceedings, as well as a copy of the Delegate Handbook and Binder, are available on the [acaawso.org](http://acaawso.org) website. Links to the audio recording for specific topics are included.*

**2023 ACA Annual Business Conference Minutes**  
 Held via Video Conference on May 6 & 7, 2023  
 9:00 AM - 5:00 PM ET

<b>Day One - May 6, 2023</b>	<b>3</b>
I. Opening:	3
II. Co-Chair Reviewed the Agenda	3
III. Approval of Previous Meeting Minutes	3
IV. Floor Motion Process	4
V. Board Report - What is WSO; WSO priorities in serving the Fellowship	4
VI. General Motions Process - Description of how it works	6
VII. Concepts 2 & 6 Study Group Report Presentation	7
VIII. ABC Study Group Report	9
X. Nominating Committee Process Presentation	12
XI. Board of Trustee Introductions/Ratifications	12
XII. Content Development Collaboration Committee Report	15
XIII. Name Study Report	18
XIV. Delegate Open Discussion/brainstorming	18
XV. Closing	22
<b>Day 2 - May 7, 2023</b>	<b>22</b>
I. Opening	22
II. Results from Day One Worldwide Online Voting	22
III. Floor Motions	25
IV. Treasurer's Report	35
V. WSO General Manager Report	36
VI. Business Operations Collaboration Committee Report	37
VII. Policy and Structure Collaboration Committee Report	40
VIII. Fellowship & Public Engagement Collaboration Committee Report	41
IX. Policy Presentation/Discussion and Delegate Feedback	42
X. Prioritization of Remaining Floor Motions	45
XI. Planning of the Next Quarterly Delegate Meeting	46
XII. Closing	48
Results on Online Worldwide Voting after Day Two:	48

**Delegate Participation:** Total: 122 delegates registered (102 from meetings, 18 from Intergroups and 2 from Regions). Note: There are a total of: 2,617 active meetings, 103 Intergroups, and 2 Regions.

# Day One - May 6, 2023

## I. Opening:

- Readings:
  - Serenity Prayer
  - Diversity Statement
  - Commitment to Service Reading
  - Daily Meditation Reading
- Notice: Meeting is Recorded
- WSO Chair Welcome
- Conference Co-Chairs Introductions
- Quorum is established at 27 (50%) with 54 delegates present.
- Ratification of Conference Co-Chairs by WSO Chair
  - Hand vote to ratify Co-Chairs -Marcus, Edmundas and Carmen - is passed at 55 votes.
- Welcome to New Delegates
- Introductions
  - Parliamentarian - Lawrence D.
  - Timekeeper(s) - Brian, Dalibor and Vitalija
  - Secretaries - Karin and Trish
  - Points of Information - Bradford and Bernadette
  - Points of Order - Charlie and Erin; Safety: Adelina & team
- Technology Briefing
  - Introduce tech team
  - Raised hands/Reactions
  - Election Buddy polling and Worldwide online voting
  - Tech help questions
  - Recordings / website page
  - How to change language & save chat transcript
- Setting the tone and Zoom etiquette
  - Co-Chair presented these Health & Safety slides -see: [Health & Safety of our Conference.pdf](#)

**Quorum was established at 34 (50%) with 68 delegates present.**

## II. Co-Chair Reviewed the Agenda

See: [ABC-Final-Agenda](#)

## III. Approval of Previous Meeting Minutes

- 2022 ABC Minutes - see: [2022 ABC Minutes](#)
  - Chair conducted a vote to approve these minutes via virtual hands: 60 delegates in favor; none not in favor. Minutes are approved.
- November 12, 2022, Quarterly Delegate Meeting (QDM) Minutes
  - Chair asked for any corrections or additions to minutes - none.

- Chair conducted a vote to approve these minutes via virtual hands: 59 delegates in favor; 4 not in favor.
- Minority Opinions:
  - Protocol has not been established for this group to vote on the QDM minutes.
  - It would be helpful to include an option to abstain from voting.
- Four in favor of a revote which does not reach the 40% threshold for a revote.
- February 18, 2023, Quarterly Conference Minutes
  - Chair asked for any corrections or additions to minutes.
  - Comments:
    - New delegates do not know if they can vote on minutes for the QDM's.
    - I did not have time to read over the notes while you are talking so I will not vote on them.
    - There is no protocol for voting at these quarterly meetings and will vote in opposition since we do not have a protocol for this.
  - Chair conducted a vote to approve these minutes via virtual hands: 51 delegates in favor; 3 not in favor.
  - Minority opinions:
    - Request for option to abstain.
  - Since the majority were in favor, the minutes were approved.

#### IV. Floor Motion Process

- Guidelines from the OPPM were presented by Mary Jo - see "Floor Motions" section in: [2023 Amended ABC Voting Rules.docx.pdf](#)
- Deadline for submission
- Day 2 process

#### V. Board Report - What is WSO; WSO priorities in serving the Fellowship

- A. Sue V., Board Chair, gave a presentation to delegates - see: [2023 ABC Board Presentation on Priorities.pptx.pdf](#)
- B. Delegate Discussion/ Questions and Feedback
  - I am hugely encouraged that the board is prioritizing to strengthen the conference and to clarify its relationship with WSO. There is some significant confusion about the role of the conference written into the statutes governing WSO, specifically in the Articles of Incorporation, the Bylaws and OPPM. Clarification of these issues and establishment of a strong partnership with WSO is really important to set up the service structure to sustain our rapid growth.
  - Through the lens of Concept 6, a request for clarification - is the board asking the conference for approval of the priorities? Also, I agree with the idea of developing a training academy. Good to recognize that we need training for new delegates.

- Agree with the idea of developing a training academy to help new delegates. This is my first year as a delegate and I am pretty lost. I do not know how to organize the information to pass onto my group.
- My interest is in sustainable service. Is there somewhere in the background or past where we have looked for risk assessment - volunteers start and then disappear- what is the risk for people coming and leaving - ascertain why not being able to sustain them?
- I relate to safety and health statements and it would be helpful to have similar statements that could be on the WSO website that groups could download to translate for our meetings. There are safety issues and guidance, like a statement of guidance, would be very helpful.
- The board could benefit from Class A and B trustees, similar to AA's board. For health and safety, having professionals in mental health and safety could create the atmosphere I keep hearing about. Also, people should be trusted to unmute themselves as is the case with other conferences I have been to.
- I noticed that the formation of some kind of representation to replace the Representation Equity and Accessibility Committee is not a priority and I disagree with this greatly.
- My concern after being a volunteer this year is witnessing the extreme load on board of trustee members, and generally the whole organization for the amount and volume of committee work being done. I see burnout happening all over the organization and this systemic stress is unhealthy. Suggest reducing the amount of work until a strong system is in place.
- I loved the priorities and look forward to reporting back to my group. May want to consider recurring financial contributions.
- Would have been helpful to get delegate binder six months before the ABC to help new delegates. Could you send out previous years binders just for more information to them if the current one is not ready?
- As a new delegate it has been nerve racking with so much information. Our group would like training as we are new. Also, I agree with the suggestion to receive the binder earlier to read.
- In terms of priorities and goals it is important that the awareness of racial trauma as a foundational part of the lived experience of BIPOC people who are ACA's. How can we address the need to discuss racial trauma in ACA?
- I concur with what has been said about training. I am perplexed that the board has gone from 7 to 5 and would like an explanation.
- The teddy bear posted for the inner child in the presentation - it would be good to have this set up for newcomers. Also, raising funds for the organization by making teddy bears and selling them.
- In regards to safety and health - we may want to revisit what language is used in terms of culture sensitivity since we are becoming a global

organization - get professional input so words used are unthreatening and warm for many groups/people. For example in the use of the word "courteous" instead of "respectful."

Responses to questions and comments:

- I've heard about diversity, and we're going to be talking about diversity tomorrow when we look at ABC policies. There's a lot of things that go under those priorities that we can't possibly list on slides. We're starting to develop policies that are currently in development that are going to come to you, the delegates for final approval. I'll talk more about diversity tomorrow and you can be assured that it is absolutely a priority. Diversity is within everything - diversity of thought, diversity of culture, diversity of language.
- There was a question: can we vote on these priorities? The board didn't want to put you in that position today. At some point I do want you to do that, but I want you now to have this conversation and learn about it as it is a lot of information and we want people to make informed decisions. We will incorporate everything you are talking to us about.
- We do understand that people that come right into service - can't figure out Slack and Google docs - these types of things that are basic that the Training Academy can do. Ideally it is not just WSO but for meeting and intergroup level training too.
- Regarding racial trauma, we are looking in the Literature in Development subcommittee at this and trying to include these stories in the Big Red Book. And thank you for speaking about the language we use - we need to address this.
- We had ten trustees last year, then down to seven and now five. The service workload is important and we need to do something different at the board level and are looking at options. Any feedback or suggestions you may have can be sent to [Chair@adultchildren.org](mailto:Chair@adultchildren.org)
- You can buy teddy bears and our general manager will post this information in chat for anyone interested.

**VI. General Motions Process - Description of how it works**

A. Overview presented Mary Jo - See: [2023 Amended ABC Voting Rules.docx.pdf](#)

B. Comments

- I appreciate that with the alternative motions in determining there is the 20%. If you take ones out that do not have 20% then I think we are throwing out things that could be useful. When there are six or more motions to vote on, I do not think we should use the 20% and vote on the top two. Last year we had seven and it became a mess so I am uncomfortable with this process.
- I am a visual learner and this is a lot of words - is there a flow chart or a practice so we can see how this works.

- We will try to go slow enough so the process is obvious and everyone understands. Point taken.

## VII. Concepts 2 & 6 Study Group Report Presentation

A. Presentation given by Charlie, Josh and Sue. See: [Concepts 2&6 Study Presentation for the ABC.pdf](#)

B. Question and Answer Session

- Our group reads the Concept of the month along with the Traditions and initially I didn't understand what they were, but now I am more familiar.
- *[Following a poll of those who are familiar with the concepts]* It's great that almost 50% of delegates are familiar with the Concepts.
- We have a meeting on Saturday mornings studying the Traditions and Concepts and you are welcome to join.
- Q: Regarding the confusion of what a "conference" means - did you compare this to other 12 step program concepts - did they help provide clarity? Why is this a problem that needs to be solved?
  - A: Yes, we spent time looking at other Concepts in other fellowships. The reason it is an issue is how we term or use the word "conference" so it is more like these other fellowships and it is not limited to a two-day event each year.
- Q: In other fellowships, the staff, trustees, and delegates make up the conference, did you consider this?
  - A: The trusted servants have a vote, this will have to be worked out in the charter which we do not have yet.
- The AA conference charter was written in 1955 which was before the Concepts were written. I did not know our fellowship did not have a charter - can we prioritize this? The language of Concepts 2 & 6 are confusing yet can we prioritize the creation of a charter?
  - A: The next session will be the ABC Study presentation. In AA they were all written in the order as needed and since it was written by one person, he was able to make sure they were all aligned.
- Changes to the Operating Procedures and Policy Manual (OPPM) cannot be made w/out being voted on at a conference - changes need to be made with our approval. Is this committee going to make a motion for us to vote on?
  - There is a motion and we will get to it quickly. We are looking at the OPPM and how changes are made. Changes to the bylaws don't have to be approved by the conference at this time. The OPPM is internal to WSO so different people have different opinions on this, so I encourage us to keep a separation of Bylaws and the OPPM in terms of what should go to conference approval.
- I am the Co-Chair of ABC Study group - I was liaison between this study and ABC to ensure there was no duplication regarding a conference

charter. We do define “conference charter” in our report and will speak about this later.

- I am on Concept Study, and the reason there is so much confusion as in AA and Alanon, they clearly identify the general service conference as being the active voice of the fellowship. In Concept 2 it states that the active maintenance of our world services is hereby delegated to the actual voice the effect of conscience for our fellowship. The question is where can we hear this “voice” in Concept 2 and there is no answer there. Hopefully the voice will be the conference

#### C. Motion from Concept 2 & 6 Study

- **Motion:** We move to request a six month extension, with a detailed update at the next Quarterly Business Meeting, to complete proposed revisions to Concepts 2 & 6, but to affirm that Concept 2 will define the conference as the voice and conscience of the ACA fellowship.
- **Second:** John IG 610

#### Discussion Points

- Since we will hear more about Conference Charter in the next session and since Concepts are related, I suggest we table any more discussion on the Concepts until a Charter is created.
- With the WSO volunteers being overworked - we should give them an extension
- We support the extension of the motion and intent of this Study Group.
- Since a lot of this is dependent on the charter, suggest give a year extension so it can be reported at the next ABC
- Good point as to which comes first - conference charter or Concepts. The concepts are the big principles and the charter is the letter of the law so I think it is important to have principles established before writing policies.
- There is opportunity during the next 6 months to monitor what is going on w/ the study. No need to change the motion. It can be visited at a QBM. Other concepts may need to be studied also.
- I second to extend for one year and ask them to keep updates at quarterly meetings.
- Matter of the law - crucial aspect is to recognise this is a legal organization that is bound by law. We have to give the responsibility to the board of trustees. Give as much extension as necessary to define Concept 2
- Now that we have the benefit of having charters in long established trusted fellowships, we can use where we are in history to create a charter. I think an extension for both studies is a good idea.

#### Results of Vote:

## Concept Study Vote 1

### Adult Children of Alcoholics and Dysfunctional Families

May 6, 2023 at 12:14pm – May 6, 2023 at 12:21pm  
(GMT-05:00) EASTERN TIME (US & CANADA)

Completed Administrator Closed Early

69 ballots submitted of 122 eligible voters (1 opened) – 57%  
0 notices queued

We move to request a six-month extension, with a detailed update at the next Quarterly Business Meeting, to complete proposed revisions to Concepts 2 and 6, but to affirm that Concept 2 will define the Conference as the voice and conscience of the ACA fellowship. PLURALITY

I am in favor of this motion as presented and want it sent to Worldwide Online Voting 60 votes 90.91%

I am in favor of this motion but would like minor changes. 5 votes 7.58%

I am in favor of deferring action to a future meeting. 0 votes 0%

I am not in favor of this motion. 1 vote 1.52%

I am in favor of this motion as presented and want it sent to Worldwide Online Voting wins with 90.91% of the vote.

66 votes tallied and 3 abstentions

- Motion is passed and will go to online voting after today's meeting.
- Note: Quorum was previously established at 34 (50%) with 68 delegates present.

**Quorum was established at 23 (50%) with 55 delegates present.**

## VIII. ABC Study Group Report

- A. Presentation given by Jim R. see: [ABC Presentation of ABC Study Recommendations \(2\).pptx.pdf](#)
- B. Questions and Answers for Section One of Presentation
  - Delegates could be encouraged to play a role in ABC study and other service. It would be great if delegates could find a way to participate in one committee at the WSO level. The overall benefit to them and the conference would be fantastic.
  - Since we are interested in increasing delegates in service, we may want to change the word "governance" to "service" since "governance" may feel restrictive [in reference to a presentation slide].
  - Regarding more participation at WSO, in other programs when registering for the annual conference, they are asked what committee they would like to serve on - this may be a good way to ask for participation.
  - I filled out the Volunteer form online and it would not submit and it would not work. Then by the time someone got back to me, I had lost my interest.

### Q&A for Section Two

- The Bylaws/OPPM state that the conference occurs during the last week in April - already looking at this in the study. Also, looking at separating the ABC from the AWC (Annual World Convention).
- I am excited to see that there is a proposal to separate the ABC and the AWC since they are very different events.
- I like the idea of setting the conference dates in advance/annual schedule. It is helpful for scheduling.
- How did it end up being changed that the ABC is held in May instead of the end of April? May can be a busy month - I would like it to go back to the end of April.
- Suggest the study include clarifying for delegates of ABC if business will be conducted at the Quarterly meetings, or if they are just informational.

### Q&A for Section Three

- I love the work but have concerns about shifting administration to the delegates because we don't have enough volunteers even for committees or running the business conference (not enough timers, Points of Info., etc). This needs more discussion.
- I support review of the ballot proposal process especially since none of the proposals made it to the ABC this year. I think we should be able to debate proposals rather than wordsmithing. Also, I think there would be more participation of delegates if we were given more involvement.
- One thing that I hear is the idea of having a committee of the conference. In other fellowships this is important. It's a key idea and we are talking about an end state we want to get to.
- I like having delegates planning the ABC and quarterly meetings. I heard we have 3,000 meetings and less than 100 delegates at this meeting - why is this? Can someone in leadership answer this question?
  - Reply: Increasing participation would be great - we haven't looked at it yet. These are topics for further discussion, we haven't got to these points (charter, participation).

### C: Motion from ABC/AWC Study

**Motion:**

To approve extending the ABC/AWC Study to provide recommendations without limitation, including:

- Drafting a charter for the conference, and
- recommendations for changes in other areas, depending on availability of adequate resources, and
- separating the AWC study from the ABC study, creating an additional study as resources permit, and
- that the delegates will receive regular updates until the study is completed.

- Second: CA837 - Kathy

Discussion Points:

- For the delegates that are unfamiliar with what a charter is on page 61 in the delegate binder it has the definition of what a charter is. In 1967 AIAnon the world conference ratified a charter followed by the concepts. It will take at least a year to draft a charter.
- I like the idea of having an end time for the study, rather than open ended. This is the time to use me as a delegate.
- I would like to urge delegates to ask the committee to prioritize drafting a charter. Create a conference committee composed of delegates to draft a charter alongside the WSO committee working on this.
- I would like to know how long is the extension for before voting?
- The importance of conference committees. Recognising in the end game it is important to have a conference committee, now it is important we should have a conference committee to look at drafting a charter to work in partnership with the WSO committee.
- I think the charter should be separated out rather than the ABC study.

Results of Vote:

### ABC Study Vote 1

Adult Children of Alcoholics and Dysfunctional Families

May 6, 2023 at 1:41pm – May 6, 2023 at 1:46pm

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

Completed Administrator Closed Early

71 ballots submitted of 122 eligible voters (2 opened) – 58%  
0 notices queued

To approve extending the ABC/AWC Study to provide recommendations without limitation, including: PLURALITY

I am in favor of this motion as presented and want it sent to Worldwide Online Voting	47 votes 68.12%
I am in favor of this motion but would like minor changes.	20 votes 28.99%
I am in favor of deferring action to a future meeting.	0 votes 0%
I am not in favor of this motion.	2 votes 2.90%

I am in favor of this motion as presented and want it sent to Worldwide Online Voting wins with 68.12% of the vote.

69 votes tallied and 2 abstentions

- Based on the results of the vote, the motion will go to online worldwide voting.
- Note: Quorum was previously established at 34 (50%) with 68 delegates present.

### IX. Reminder of Floor Motion Process

Quorum was established at 23 (50%) with 56 delegates present.

## **X. Nominating Committee Process Presentation**

A. Denise R. gave presentation - see: [Nominating Committee Process.pdf](#)

B. Question and Answer session

- Q: In the off chance that a candidate failed, can you give examples of why a candidate would be rejected?
  - A. We look at their application and see that they may not have enough service or experience yet. After vetting, the Nominating Committee may have some concerns about the candidate being successful and so we would give feedback on areas where the candidate is not quite ready. Give feedback on opportunities so that a candidate could grow.
- Q: What document are the requirements to become a trustee based on? Earlier, we discussed the charter being developed with requirements, skills, knowledge, and the abilities needed to be a trustee placed in that charter. Is there some type of guidance/document for what you need to be a trustee?
  - A. When the Nominating Committee was established, the qualifications were determined by a group and this information is in the OPPM. I think that they're appropriate given the level of responsibility that our board members have, and I think we can make exceptions if people have really good recovery.

## **XI. Board of Trustee Introductions/Ratifications**

A. Each trustee up for ratification introduced themselves - Bradford H., Dove H., Fredrik H., Sue V., and Tamara P. - for recording see: [2023 ABC board intros](#) starting time is 26:44.

B. Question and Answer Session

- Q: For me, examination of the social systems and the impacts of racism are important. I'm interested to hear how the trustees incorporate that work into their recovery and service work?
  - A: Tamara - I live in Minneapolis where George Floyd was killed and when all that happened it had such an impact on me. I have been studying this since then and how to bring this work to the board because it is important and I keep it in my mind all the time.
  - A: Sue - That is a great question, I have thoughtfully been doing this for 40 years now. I have done extensive and innovative diversity training which was life changing for me. I am always asking who is not in the room and who needs to be in this room? Is there a question that is not being asked because they're not here? How do we connect with them? I don't know what I don't know and I humbly ask if I have done anything upsetting, because I want to learn.
- I would like to give a shout out to Bradford H, who leads my homegroup and I'm representing today.

- Q: I would like to ask Sue about the impact of the workload and the relationship with the board members, health and safety. Mainly the risk of burnout. Many thanks and appreciation for all of our trustees.
- A: Sue - Great question and one of the reasons I waited so long to join the board. When I got onto the board my fears were realized with a heavy, heavy workload, so I believe in balance. I believe in practicing ACA recovery, so I have been working with board members to find a way to lighten the workload and to delegate down and we need principles and processes to do that. Each meeting we start with celebration and check-ins and we are looking at restructuring the board, and finding a different way so we can attract diverse members from around the world to join the board and lighten the workload.
- Q: Would you be willing to give your seat and support to a candidate that would increase the diversity of the board to include diversity in race, cultures and sexual orientation? Do you feel an all-white board can meet the needs of a diverse global community?
- A: Fredrik - I would be glad to open up my place for that yet we need more board members and it is important to bring in diversity. Right now I am the only one outside of North America as this is diversity too. I am doing this to give back to the fellowship.
- A: Brad - I would be glad to give up my place for this yet the bylaws say we can have up to 20 board members and right now there are only 5 members. I would like to continue to serve and see us add more people to the board.
- A: Tamara- Yes, I would open my position, but we have 20 positions and 5 white people can't do the job alone. We need more people.
- A: Sue - Ditto on everything. We cannot operate this board as a white board, we have to have diverse voices here and we're trying to build that. There is plenty of room for everyone.
- Q: I would like to ask each trustee standing for ratification today to give a brief outline of your long-term vision for the relationship between WSO and the conference of delegates?
- A: Tamara - We need to have more transparency and we need to build that relationship. We want more people involved and to have fun, but we need to have structure in place and use project management. We want to make it easier for people to see what there is to offer and work with us, and make this a greater place.
- A: Bradford - I fully support partnership between WSO Board and the conference
- A: Fredrik: I agree with what Bradfrod said.
- A: Dove - We need to build the relationship of trust between us. I see this as a completely equal working relationship.
- A: Sue - I believe that we are in a pivotal moment in our history at WSO and we need everyone on deck to help. Everyone has a unique piece and all unique voices are welcomed even when we respectfully disagree about

things. It's better to have the voices heard in the room from all around, so we can have the collective wisdom of our Fellowship.

- Q: I'm a little uneasy and frightened about the idea of a trustee who was a policeman for many years. Can Bradford discuss how this is not a concern?
- A: Bradford- When I was a rookie cop I thought anyone who broke the law should go to jail yet after 20 years in service I learned a lot different from that. All those people, even the most serious violent offenders, are in fact damaged. As Adult Children, they deserve compassion, not necessarily mercy, but understanding.
- Q: More a comment, I am so grateful for those board members who have stepped up, and also frustrated by those who are critical of the board but are not willing to do the service themselves. Diversity and inclusion are important, but not solved by criticism, but rather by solution-focused service. I want to honor all those board members who I have been privileged to work on committees with and am grateful for them.
- A: Bradford - We know that taking a role as a visible trustee comes with some criticism. I am disappointed to find some people questioning the motives of the board as if we don't act in good faith. We may make mistakes, but we are doing the best we can.
- A: Sue - We are only going to come onto this board because ACA has made a difference in your life and you want to help our fellowship grow and be healthy and sustainable in the years ahead. We just ask that you give us the benefit of the doubt and if you don't understand, ask us. We are here to serve. We are working in partnership to build the WSO fellowship in future years ahead.
- Q: I want to say that I like the inclusion of professional background with the fiduciary corporate and legal requirements of the board.
- A: Fredrik - I am a member of ACA just like everyone else and I think we are all equal.
- A: Sue - I do this because of my heart and I give you the skills I might have learned in other areas.
- Q: If you have not done personal or 12 step work around anti-racism, what personal work are you willing to commit to doing in order to educate yourselves about the recovery from the effects of racism and living in a racist society?
- A: Sue - It is a number one priority on the board as we are looking at training and diversity. We are also in consultation with other 12 step world fellowships about diversity. There is a part about self-education. I have read the white-fragility books, and have a lot of diversity materials that I have used over the years. Sometimes you don't know that you have systemic barriers and we are looking at diversity training for the Board. My biggest teacher was my child. She said to a friend's comment, "You can't say that, my best friend is a person of color," and she continues to teach me.

- A: Bradford - No one is born racist. We learn that, like a lot of things that conceal our true self. So working my program and uncovering all the things that I've put on that hide my true self is one of the solutions to deal with. My only tendency is to classify people instead of embracing them as equals.
- Q: How is the board intentionally and actively pursuing members of diversity to join the board?
- A: Sue - We are at the beginning stages. We went from 10 to 5 trustees, so now we are prioritizing and re-organizing everything. First off we need diversity training and we need to partner with groups that have diversity and inclusion committees. We have to offer an invitation to anyone who wants to have a conversation. If you have ideas, we're open. We can do the lion's share of the work if you want. We are just not there today and it's conscious and it's on the Board's priority list.
- Q: The Board's tone and content in 2022 seemed to be the year of the critical parent - how can this dismissive and counter-productive atmosphere be prevented?
- A: Dove - We are all here first as an adult child, that's why I'm here. I have my limitations, and this year I've had my stumbles and I've been humbled and I have grown as a result of that. To change this, we first recognise it. Why do we have the potential of toxicity? There is an element of trust. I want to hear you and I want to show you the respect that I would like from you. It's a cooperative effort from all of us together and we are not out to get you. We are here caring and we're trying to do what represents that to you. So it is trust.
- A: Sue - We are already doing it, we have a Health and Safety Advisory team and they've been working to provide a healthy conference. We are already turning the tide. How could we not have an inner critical parent? We all have a critical parent as adult children and we have to keep healing.
- Q: Many people of color fear serving on committees due to uncomfortable microaggression. How do trustees plan to address this issue?
- A: Sue - We have a health and safety advisory group and we need people to join with diverse backgrounds. The safety advisory team is looking at this and have made a report to the executive committee. We want to get it right on all committees. I'm interested in hearing from you and we will be discussing this tomorrow. What kind of world services and policies do we want to have?

**Quorum was established at 26 (50%) with 51 delegates present.**

## **XII. Content Development Collaboration Committee Report**

- A. Presented by Erin D., Board Liaison to this committee. Key points included:
  - Bradford and I are the board liaisons for this Collaboration Committee that is made up of representatives from Literature and all the subcommittees

and working groups, Archives Oral History and visited by IT and Publishing liaisons.

- The Oral History sub-committee does not have a Chair and the four members are working collaboratively.
- The Literature Committee is the crux of this committee and subcommittees are Literature Evaluation, Literature in Development, Language and ComLine.
- They are working on *Ready, Set, Go; A New Hope; Getting Started*; making our own 12 steps for ACA; ACA Affirmations; questions for Yellow workbook; spiritual inclusion group; the Big Red book (BRB) revisions - want to include stories from those underrepresented.
  - i. Please send your stories to the Literature Development subcommittee to include in BRB.
- The Literature Committee supports global ACA recovery through the written word. The Committee reviews and evaluates literature proposed to become ACA Conference-approved literature; recommends new literature to be written by working groups within WSO; reviews and revises current literature, as appropriate; and supports other WSO committees and working groups in developing written materials. Additionally, the Committee recommends policy changes for literature development, revision and evaluation, as well as guidance for language in literature.
- See the reports in the Delegate Binder for more details.

#### B. Questions and Answer Session

- Q: Regarding an item that is still in the fellowship review process; is that something addressed in monthly literature committee reports or would it be addressed here? I am referring to the ACA Bill of Rights.
- A: The Bill of Rights just finished its Fellowship review period and it now goes back to Literature evaluation. The fellowship review process is available through the ACA website. We have some feedback, so we will review it and put it back to the Lit Eval team.
- Q: How important do you think it is to remove the God language from the BRB? This is a question for the trustees?
- A: This is not a question for the board, it is a question for the fellowship. We have a spiritual inclusion working group that's out right now for Fellowship review.
- Q: Regarding spiritual inclusion; it says complete a statement of spiritual inclusion in the literature policy trifold and to be approved by delegates. When do delegates get to see this and approve it? What exactly does it mean to include in the literature policy trifold?
- A: Literature policy is something that literature and development was tasked with revising and we are still in the process of revising it to be more inclusive of gender, sexual orientation, ethnicity, beliefs, and non-beliefs. Included in the Literature policy tri-fold is only policies and we are in

process of revising it to be more inclusive. The spiritual inclusion document is on the [acawso.org](http://acawso.org) literature page. This was a topic at the last delegate quarterly meeting and last Literature quarterly meeting. We have established an email address where you can send comments and feedback, the conversation is continuing.

- Q: I'm glad more outreach is being done for more diverse stories. As far as the personal stories for the BRB, do you have any guidelines for the stories regarding content, length? I think this would be helpful for those interested in submitting a story.
- A: I will pass this onto our chair for the BRB revision as she was not able to be here. You can also contact [LitEval@acawso.org](mailto:LitEval@acawso.org).
- Q: We don't have much literature in Spanish, do you need help to speed up getting Spanish translations?
- A: Some of the ACA titles are published in two versions of Spanish; one is European and one is Latin American Spanish. There are some conversations about unifying the translations. There are concerns about the quality of the translations, so there is an attempt to get people interested in working on it.
- Q: Is it possible to participate in the sharing of personal stories w/out joining a committee? Is there an easier way for different members of different languages to receive clear instructions for guidelines in various languages?
- A: You do not need to be a member of the committee to submit a personal share. Once we create the guidelines about submitting a personal share, we need to translate these. We will help you because we want all these stories.
- Q: How can it have more of an atheist/agnostic presence for those who don't believe in any deity? The yellow workbook has some minor language addressing this.
- A: How can the atheist, agnostic have more of a presence in our program? We are hopefully getting a working group to expand on the yellow workbook, that could be one of the things that goes into that type of editing. I'm making notes on it.
- Q: There is not currently any activity getting a diversity of voices to write the literature. I show up at all these different committees, because I know there is nobody speaking to this issue. I am hearing that equity, representation, and inclusion is in the works. But in the meantime, literature is in the works such as "Getting Started" and I think effort needs to be put towards this now.
- A: What I'm hearing is that there is stuff coming out, but is not updated as the literature policy. That would be the Literature Evaluation subcommittee.

### **XIII. Name Study Report**

A. - Brad L. gave a presentation - see: [Name study.pptx.pdf](#)

B. Question and Answer Session

- Q: Will the questionnaire be translated into other languages? Who can they contact?
- A: Yes, send it to me at [it.manager@acawso.org](mailto:it.manager@acawso.org) and I will send the survey to you in whatever language you want.
- Q: This is long overdue, do you have a deadline to collect the answers from the members?
- A: The survey is through the month of May
- Q: ACA used to be ACADF - why was this dropped?
- A: It was never ACADF officially, right now it says adult children of alcoholic slash dysfunctional families.
- Q: What has the response been like so far? In the hundreds or thousands?
- A: I do and it is very promising. I don't want to give exact numbers because I don't want people to think that even though we have a lot of responses, your response isn't important. I want to get as many as we can. I think everyone is going to be pleased with the responses.
- C: To me ACA always said Adult Children Anonymous. Anonymity is the spiritual foundation of our program.
- Q: Was it considered to change ACA to adult children Anonymous? Where can we see the report on advances on that?
- A: Adult Children Anonymous was considered for the survey yet it was not included since other groups refer to the addiction in the name - AA and NA and new people may not know what "Adult Children" is. We decided that it was not about keeping to the same acronym. It was about people understanding the name. This was the majority opinion of the committee.
- Q: When I was on the board, this discussion came up and we already own the ACA logo, I'm almost certain that the board purchased the name right Adult children Anonymous. Is this true?
- A: I do not think we own Adult Children Anonymous as I have been working with Bill, the General Manager on this.

### **XIV. Delegate Open Discussion/brainstorming**

A. Topics are from past delegate surveys and topics submitted by delegates during ABC.

B. A vote was conducted to determine which topics delegates wanted to discuss during this session.

## Open Discussion Topics

### Adult Children of Alcoholics and Dysfunctional Families

May 6, 2023 at 4:28pm – May 6, 2023 at 4:35pm  
(GMT-05:00) EASTERN TIME (US & CANADA)

**Completed** **Administrator Closed Early**

58 ballots submitted of 122 eligible voters (8 opened) – 48%  
0 notices queued

Please rank the following topics in order of preference. <small>PREFERENTIAL</small>	
Round 1	
Strengthening and increasing the number of inter groups and regions as a training ground for delegates to the ABC.	9.00 votes 16.67%
<b>Ideas related to Service</b>	<b>15.00 votes 27.78%</b>
Ideas related to the Annual Business Conference, Quarterly Business Meetings and Delegates to those	8.00 votes 14.81%
Is there a way in the OPPM to distinguish ABC delegate voted processes/procedures from those initiated by WSO trustees and employees without delegate input?	3.00 votes 5.56%
How to keep online meetings safe from zoom bombers while keeping meetings accessible to everyone. GUidelines and protocols would be helpful	7.00 votes 12.96%
Ideas related to 7th Tradition and Finance	3.00 votes 5.56%
What exactly is "The Mission" and "The Message" of ACA? Are they different or the same?	4.00 votes 7.41%
Finance related and fundraising brainstorming ideas: Targeted funding. Leverage non-profit rates (Zoom) to allow more moneys to WSO. Feedback from the trenches.	5.00 votes 9.26%
<b>After round 1, Ideas related to 7th Tradition and Finance and Is there a way in the OPPM to distinguish ABC delegate voted processes/procedures from those initiated by WSO trustees and employees without delegate input? were eliminated.</b>	
58.00 ballots tallied and 4 abstentions	

- C. Decision by Chair to intermingle the top two topics for discussion:
- i. Ideas related to Service
  - ii. Strengthening and increasing the number of intergroups and regions as training ground for delegates to the ABC.
- D. Chair conducts a hand vote to extend the meeting by 30 minutes due to time constraints to finish the agenda. Results: 31 in favor; 23 not in favor; 2 abstained. Based on majority vote the ABC will be extended for 30 minutes.
- E. Open Discussion
- My priority is translations in our language and this is not on the list to vote for.
  - I want to address service. We are not the only 12 step program that has trouble getting people to step up to serve. I'm full with my service between sponsoring, committees, home groups and does anyone have answers to that?
  - I will touch on service. I am on the ground with 2-3 meetings and many new people coming in and the notion of getting some training so people can learn how

- to do this is the right way to go. There is a lot of wisdom and gathering in this room, and it will help a lot of people and help with service.
- I'm wondering if there is a way to educate newcomers/longtimers and everyone somewhere on our website to inform people of our service structure. A lot of folk who have been in recovery for a long time do not know of our service structure. I don't think it's too much to introduce people to all the committees. AA has a graphic/flow chart that illustrates the service structure and the needs for this.
  - We seem to have a giant block of projects and it is supported by a very small number of volunteers to work on them and it is teetering. I would like to see us scale back and slow down and find ways to find volunteers. Volunteers need to know the benefit in their recovery in serving rather than just the business aspects.
  - Another idea - we have these group ideas that we need more people - but do we? Do we need more dysfunction? We don't need to encourage people that don't have the ability to not bring their inner child to meetings. They are running off competent people.
  - I remember a conversation with someone who said that there is no one in my meeting that has been involved for more than 2-3 years so I am thinking of leaving. I said if everyone leaves after 2-3 years, as these are the people with the wisdom. So how to keep these people. So maybe we need to put something in our literature about this.
  - We get a tremendous amount of newcomers in our group. I am asking for a statement in service related messages/BRB about the balance of meeting newcomers in fragile conditions versus stepping up to assist their local group. A statement and more succinct guidelines are needed. Also, an analysis of our workforce and projects is needed.
  - Is there a transcript or summary of the conference for my group?
    - A: At the end of the day, we will show you how to get the transcript.
  - When I first came into the 12 steps, I knew that I had to volunteer to not let my critical inner parent chase me out the door. I think that when we finally begin to work on ourselves we are asked to give so my people-pleasing came in.
  - I am in a large group and on two committees and we have some long timers on it, and no one knew of the blue website with information about volunteering. I do not think that many people know about this website, even those who have been in ACA a long time.
  - Savannah Georgia meetings exploded during COVID when they went online and had a large need for service positions. Came up with an idea to break down secretary roles into multiple jobs which made it easier for people to take on - one person to do minutes, one person to do phone list. People take positions that are easier to do, or rotate them and do every other month. Wondering if anyone else does that?
  - What concerns me at the WSO level is there are a few people doing a whole lot of work so I think we need to do less. I think delegates are hearing this today,

when we are voting to create more committees and groups, etc. We need to know that we are asking a small group of people to do more.

- There is a mentoring trifold that has been launched in the Literature Committee for several years. In AA when you are a newcomer, they are often asked to offer their services. Jumping into service kept me going to meetings every week. We have watered down what sponsorship is in ACA, we do fellow travelers which implies that you don't need anyone to lead you through it. I suggest a sponsorship book be created.
- It was easier to get people in person than online. Everyone is different and I can only lead by example and share how WSO helps me to work the program. Now with the reading at meetings, I wait until someone offers to read it instead of doing it myself.
- One of things I have witnessed being on the ABC Study is a lack of a pipeline to bring delegates up to the conference level or the WSO level. Other 12 step programs have districts and areas and larger intergroups and may have one delegate representing 3,000 members. In ACA, we have delegates representing individual meetings which ends up with a lot of uninformed, less trained delegates.
- Challenges in getting people to step up for service are on all levels, not just WSO. What is it about ACA that may cause this? What about having some literature about service.
- I have been encountering a lot of resistance in lots of meetings I have been in in a lot of 12 step meetings. There is a disconnect between younger newcomers and old timers. They don't feel connected to ACA the same way I do. How can we make them feel more involved and welcomed? Service sponsorship- older volunteers, like a service sponsor, old timers volunteer to teach newcomers how to do service.
- There is a disconnect between newcomers and old timers and how they come in. What I did was volunteer to be a service sponsor to help with this.
- I represent a meeting that has had a secretary since 2020 because it is "his" meeting. He constantly says how much service has helped his program. Now he is the Treasurer. We do not say enough the importance of service and how it helps us to work the program.
- Service is a problem in our meetings as well. My own experience in the ACA fellowship is that not feeling good enough gets in the way for a lot of people stepping up for service. I have been asked to step up and do more service, but every time there is an adversarial thing, I feel attacked. We need to look at this attitude since it will hurt our service. We need to make people feel happy about doing service and feel good enough.
- There is so much service that is needed for each committee. So, if there is a list in bullet point - and it has this committee needs someone for this and that and then we can print it out and hand it out - this may be helpful.

- I love doing service for ACA. A few months ago, I attended a huge conference and she said the service in AA is like this: 10% of members are doing service and 90% of the members are criticizing those doing service. And I thought, that is how ACA feels. We need less opinion, more service. Also, it is critical to have a service sponsor.
- One thing we need for service is literature about service, especially in Spanish. It is important for those in Latin America to have literature in Spanish.

## XV. Closing

- Reminders
  - Worldwide Online Voting
  - Website - information that will be available (recordings and main discussion points about each motion and Board ratifications)
  - Floor Proposals due within one hour of close of meeting to Secretary
- Preview of Day 2
- Serenity Prayer

## Day 2 - May 7, 2023

### I. Opening

- Serenity Prayer
- Commitment to Service Reading
- Daily Meditation Reading
- Notice: Meeting is Recorded
- Technology overview
- Setting the tone (safety reminders) and Zoom etiquette

**Quorum was established at 28 (50%) with 56 delegates present.**

### II. Results from Day One Worldwide Online Voting

- Extension of Concept 2 & 6 Study Group - Motion Passed as follows:

<p>We move to request a six-month extension, with a detailed update at the next Quarterly Business Meeting, to complete proposed revisions to Concepts 2 and 6, but to affirm that Concept 2 will define the Conference as the voice and conscience of the ACA fellowship <small>PLURALITY</small></p>	
I support this motion	64 votes 95.52%
I do not support this motion	3 votes 4.48%
<p>I support this motion wins with 95.52% of the vote.</p>	
<p>67 votes tallied and 6 abstentions</p>	

Note: Quorum had previously been established at 26 (50%) with 51 delegates present at the end of day one.

Minority Opinion

- I voted against the motion because I found the argument compelling that arose in the discussion yesterday, that we need a conference charter before starting serious work on the Concepts. While I appreciate the effort of this group, in light of the strain of volunteers in WSO, I would like this study to wait and not put “the cart before the horse.”

Revote Considered

- Chair asked if anyone in the majority would like to change their vote: Two hands were raised.
  - Since this number of votes did not meet the 40% threshold, the motion stands as approved.

B. Extension of the ABC/AWC Study Group - Motion Passed as follows:

<b>To approve extending the ABC/AWC Study to provide recommendations without limitation, including:</b> PLURALITY	
I support this motion	62 votes 91.18%
I do not support this motion	6 votes 8.82%
I support this motion wins with 91.18% of the vote.	
68 votes tallied and 5 abstentions	

Note: Quorum had previously been established at 26 (50%) with 51 delegates present at the end of day one.

Minority Opinion

- I voted against because the delegates should organize independently to create a charter. There was a ballot proposal for this to happen and it was voted down by the fellowship because in part the WSO analysis was inaccurate at the time. I am concerned that it will be impossible for other initiatives from delegates about the charter to arise in the future.
- I find it confusing as to what is the work of WSO and the conference work as there is much overlap. WSO is the legal entity and has OPPM, and other aspects dealt with by the delegates. There should be greater decentralization of work energies and a service manual to deal with reorganizing ourselves with a charter and concepts. We need a service manual which is run by the Traditions and Concepts, and the charter itself when it comes in.

- I am in favor of this motion yet I think there should be some time limit so there is accountability back to the conference and there are regular check-ins with delegates so there is some certainty for planning for future ABC's.
- Response from Motion Presenters: None

Revote Considered

- Chair asked if anyone in the majority would like to change their vote: No hands were raised. Since this did not meet the 40% threshold, the motion stands as approved.

C. Board of Trustee Ratifications- All motions passed as follow:

<b>Ratification of Brad H for the Board of Trustees</b> PLURALITY	
I am in favor	63 votes 91.30%
I am opposed	6 votes 8.70%
<b>I am in favor wins with 91.30% of the vote.</b>	
69 votes tallied and 4 abstentions	

<b>Ratification of Dove H for the Board of Trustees</b> PLURALITY	
I am in favor	58 votes 87.88%
I am opposed	8 votes 12.12%
<b>I am in favor wins with 87.88% of the vote.</b>	
66 votes tallied and 7 abstentions	

<b>Ratification of Fredrik H for the Board of Trustees</b>	
PLURALITY	
I am in favor	65 votes 97.01%
I am opposed	2 votes 2.99%
<b>I am in favor wins with 97.01% of the vote.</b>	
67 votes tallied and 6 abstentions	

Ratification of Sue V for the Board of Trustees PLURALITY	
I am in favor	66 votes 94.29%
I am opposed	4 votes 5.71%
I am in favor wins with 94.29% of the vote.	
70 votes tallied and 3 abstentions	

Ratification of Tamara P for the Board of Trustees PLURALITY	
I am in favor	59 votes 95.16%
I am opposed	3 votes 4.84%
I am in favor wins with 95.16% of the vote.	
62 votes tallied and 11 abstentions	

Note: Quorum had previously been established at 26 (50%) with 51 delegates present at the end of day one.

#### Minority Opinion

- Brad H: No minority opinions
- Dove H : No minority opinions
- Frederik H: No minority opinions
- Sue V: No minority opinions
- Tamra P: No minority opinions

### III. Floor Motions

- A. Chair read all the floor motions submitted - see: [2023 ABC Floor Motions.pdf](#)
- B. The Board Chair read a letter to the delegates as background information for motions 2 & 3. See: [Board Info to ABC Delegates.pdf](#)
- C. Delegate Prioritization of Floor Motions via poll on time sensitivity

**Quorum was established at 35 (50%) with 69 delegates.**

Vote to prioritize motions in terms of time sensitive:

**Please check all floor motion(s) that you deem urgent and need the attention of the 2023 ABC.** APPROVAL

I motion that the ABC be held the first full weekend in May beginning 2024 and the QBM be held on set dates beginning in 2024 perhaps in Feb. April, Aug and November. (Courbet A-IG 640)	35 votes 16.28%
I move that when complaints are made against WSO. Region, and Intergroup service boards, or meetings, that before any deliberations are held that the receiving service board inquire of the alleged defendant as to that entity's explanation of events. (Pamela M- IG 76)	31 votes 14.42%
I move that 65 autonomous women's meetings that were delisted on February 10, 2023, be re-listed until a committee and policy is created for delisting meetings in accordance with Tradition Four, Tradition Five, and the OPPM. The policy should also be approved by the Conference and comply with the OPPM for "establishing a consistent process...for consistency, transparency and trust" for addressing complaints (p. 79, APPENDIX XII, A. Fairness and Due Process, OPPM). (Cathy M. - Region 2)	31 votes 14.42%
<b>On behalf of the Ballot Preparation Committee, we recommend that the Ballot Proposal Process is suspended for one year while the committee is reorganized and the delegates are tasked with developing a new process, as well as looking at other fellowship models for receiving fellowship input in partnership with the ABC Study Group (Mary Jo L- IL712)</b>	<b>40 votes 18.60%</b>
I move that only the serenity prayer starting with "Higher Power grant me the serenity" be permitted to be spoken at any formally sanctioned public world wide meeting or conference. (David B.-AL0034)	9 votes 4.19%
I Move That: A Policy or Tech solution be created/amended to disentangle a meeting's ability to have a Delegate from whether or not a meeting is listed (or de-listed) on the WSO-maintained meeting list. (Josh W.-DC008)	26 votes 12.09%
I move to create a BIPOC working group to acknowledge:	39 votes 18.14%
None of the above floor motions are urgent.	4 votes 1.86%
<b>On behalf of the Ballot Preparation Committee, we recommend that the Ballot Proposal Process is suspended for one year while the committee is reorganized and the delegates are tasked with developing a new process, as well as looking at other fellowship models for receiving fellowship input in partnership with the ABC Study Group (Mary Jo L- IL712) wins with 18.60% of the vote.</b>	
	215 votes tallied and 1 abstention

~~Ok, so these are the total votes. But the percentages are doing it out of not individually.~~

**Results by total percentages:**

Election Results for Floor Motion Urgency	
Option	Votes
Please check all floor motion(s) that you deem urgent and need the attention of the 2023 ABC. *****	
I motion that the ABC be held the first full weekend in May beginning 2024 and the QBM be held on set dates beginning in 2024 perhaps in Feb. April, Aug and November. (Courbet A-IG 640)	
I move that when complaints are made against WSO. Region, and Intergroup service boards, or meetings, that before any deliberations are held that the receiving service board inquire of the alleged defendant as to that entity's explanation of events. (Pamela M- IG 76)	
I move that 65 autonomous women's meetings that were delisted on February 10, 2023, be re-listed until a committee and policy is created for delisting meetings in accordance with Tradition Four, Tradition Five, and the OPPM. The policy should also be approved by the Conference and comply with the OPPM for "establishing a consistent process...for consistency, transparency and trust" for addressing complaints (p. 79, APPENDIX XII, A. Fairness and Due Process, OPPM). (Cathy M. - Region 2)	
On behalf of the Ballot Preparation Committee, we recommend that the Ballot Proposal Process is suspended for one year while the committee is reorganized and the delegates are tasked with developing a new process, as well as looking at other fellowship models for receiving fellowship input in partnership with the ABC Study Group (Mary Jo L- IL712)	
I move that only the serenity prayer starting with "Higher Power grant me the serenity" be permitted to be spoken at any formally sanctioned public world wide meeting or conference. (David B.-AL0034)	
I Move That: A Policy or Tech solution be created/amended to disentangle a meeting's ability to have a Delegate from whether or not a meeting is listed (or de-listed) on the WSO-maintained meeting list. (Josh W.-DC008)	
I move to create a BIPOC working group to acknowledge:	
None of the above floor motions are urgent.	
Votes tallied: 215	
Abstentions: 1	

- Top two motions voted as urgent and need the attention of the 2023 ABC delegates are:

1. On behalf of the Ballot Preparation Committee, we recommend that the Ballot Proposal Process is suspended for one year while the committee is reorganized and the delegates are tasked with developing a new process, as well as looking at other fellowship models for receiving fellowship input in partnership with the ABC Study Group (Mary Jo L.- IL712)
2. I move to create a BIPOC working group to acknowledge the effects of racism and generational racial trauma on ACAs. Like the spiritual inclusion working group, this group would develop guidance for the literature committee and broader fellowship regarding issues that disproportionately impact BIPOC members and collaborate with the literature committee in the evaluation of completed projects and revision of other ACA literature to ensure issues of racial equity and racial trauma are addressed effectively. (Alaska -WEB0150)

D. Floor Motion #1 Regarding Ballot Prep. Process

- Proposer of motion #1 did not have any further information to provide to delegates.

Questions and Answer Session for Motion #1

- Q: During the one year, does that mean there would be no proposals for the ABC?
- A: That is our suggestion. Yes.
- Q: Same question, it seems like it makes next year's ABC moot? The most important role is proposing issues that need to be addressed, I'm surprised it wasn't explained in the 2 minutes.
- Q: I have a sense that the current ballot proposal process is ineffective and are narrow solutions to complex problems. They could be better defined. I think they need broader support before they make it to the ballot proposal process.
- A: We have three members on the committee and two of us are planning on leaving, so if it is defeated we will need a lot more volunteers to continue in the current process.
- C: The voice of the ballots is really important. Maybe at the next quarterly, we can see if there are options to keep the ballot proposal moving, is there an ability for us to make motions and make changes on a quarterly basis? It's complicated.
- I like the spirit of motion yet do not like putting ballot proposals on pause for a year. I feel it's better to keep the current thing going until there's a new thing in place. Yet there is the question if there are enough volunteers to keep it going. Maybe this could be a committee of the conference instead of the board. I would like to see this moved to a conference committee.
- In agreement of not suspending it for an entire year, but look at the entire process, approval percentage rate that is needed to make it onto the agenda. We need to make this decision by the time we get to the second QBM. It seems problematic that there aren't enough people to step up and volunteer; this is the issue.

- I'm concerned that there are floor motions posted without a time limit such as the ABC study. I don't see the important topics that are already being worked on by the committees that are priorities. I don't think it should be approved.
- Q: I would like some clarification and background. I'm not really sure what this is saying. What is the reorganising that is desired? Is there going to be a committee or the delegates?
- A: That would be up to the delegates to decide.
- What is the current ballot proposal process and what kind of process would we want to do? Who does the ballot prep committee report to?
- Q: This is coming from the board, I guess?
- A: No, It's coming from the ballot prep committee, it wasn't the board
- We are aware that the ballots aren't meeting the threshold percentages that were arbitrarily set. So maybe deal with the top five that get the most votes instead.
- I am in full support of this motion and the wording is important. The ballot prep committee is not going away. I see that the ballot proposal process is suspended, not the committee. Then the delegates would need to get to work to create a new procedure. When something important gets put aside, then answers will come.
- I agree with this wholeheartedly, since we are doing meetings on a quarterly basis, it allows us to address proposals in real time. We have an old system that we do proposals once a year, I think we need to adjust what we are doing.
- I welcome that the ballot committee is alerting us that they are not able to meet what they are to do. I suggest that this is a prioritized topic for a quarterly meeting for a strong group conscious process.
- I endorse everyone's comments, the two additional points I offer are infrastructure-related. Can bylaws be set aside or policies utilized to provide a temporary elected serving committee to help the ballot committee continue to operate?
- I would make sure floor motions are still possible at the next ABC and the quarterly business meetings are specifically for proposals. We could not get enough votes this year for proposals.
- If you don't have a chair, the meeting doesn't happen, so if people send in the ballots, there's not enough people to handle it, we won't have it. Secondly, I don't think there is something wrong with the percentage threshold. We voted that these were not the ballot items that we want to talk about at this ABC. And lastly, I believe in the magic of committees of the delegation of the conference.
- I favor this motion since we have an outdated process and updating is a good idea that requires time. We have a floor motions process while we develop something better.
- Response from Ballot Prep committee member: In eight months we have had hours of meetings/reports and came up with nothing for the ABC agenda. But today we came up with two motions to discuss. These are two extremes, maybe

we can find some balance. We are trying to make room for the conference to take over. It is not a matter of volunteers, it's a matter of effectiveness.  
Vote on Floor Motion #1 Regarding Ballot Prep. Committee

### Floor Motion Vote 2

Adult Children of Alcoholics and Dysfunctional Families

May 7, 2023 at 10:59am – May 7, 2023 at 11:03am

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

Completed Administrator Closed Early

77 ballots submitted of 122 eligible voters (1 opened) – 63%  
0 notices queued

On behalf of the Ballot Preparation Committee, we recommend that the Ballot Proposal Process is suspended for one year while the committee is reorganized and the delegates are tasked with developing a new process, as well as looking at other fellowship models for receiving fellowship input in partnership with the ABC Study Group (Mary Jo L.- IL712) PLURALITY

I am in favor of this motion as presented and want it sent to Worldwide Online Voting	38 votes 50.67%
I am in favor of this motion but would like minor changes.	20 votes 26.67%
I am in favor of deferring action to a future meeting.	6 votes 8.00%
I am not in favor of this motion.	11 votes 14.67%

I am in favor of this motion as presented and want it sent to Worldwide Online Voting wins with 50.67% of the vote.

75 votes tallied and 2 abstentions

There was a second vote since none of the options reached the 60% threshold. The second vote did not include the option with the least votes.

## Floor Motion Vote 2023

### Adult Children of Alcoholics and Dysfunctional Families

May 7, 2023 at 11:06am – May 7, 2023 at 11:10am  
(GMT-05:00) EASTERN TIME (US & CANADA)

Completed Administrator Closed Early

78 ballots submitted of 122 eligible voters (2 opened) – 64%

0 notices queued

On behalf of the Ballot Preparation Committee, we recommend that the Ballot Proposal Process is suspended for one year while the committee is reorganized and the delegates are tasked with developing a new process, as well as looking at other fellowship models for receiving fellowship input in partnership with the ABC Study Group (Mary Jo L.- IL712) PLURALITY

I am in favor of this motion as presented and want it sent to Worldwide Online Voting 41 votes 56.16%

I am in favor of this motion but would like minor changes. 22 votes 30.14%

I am not in favor of this motion. 10 votes 13.70%

I am in favor of this motion as presented and want it sent to Worldwide Online Voting wins with 56.16% of the vote.

73 votes tallied and 5 abstentions

- Note: Quorum was established at the beginning of day two at 28 (50%) with 56 delegates present.
- Since the motion did not receive 60% approval it will **not** go to a worldwide online vote and it will be referred to the board for further study.

#### G. Floor Motion #2 Regarding BIPOC Working Group

- Proposer of the motion, Alaska, provided information about the reason for the motion. Some key point were:
  - The reasoning behind the motion - the Big Red Book states, “We realize this is only the beginning. With this book, we hope to begin a discussion on the greater meaning of ACA recovery. We believe this discussion will lead to new levels of clarity for adult children. With this in mind, we leave the reader with a question to consider as you read this book: What does ACA mean to you?”
  - This means the ACA recovery process should evolve with the growing diversity of its members. BIPOC members have long understood that systemic racism and racial trauma are an immense part of why we struggle today. Many come to ACA meetings to come out of isolation and have their experiences be acknowledged, along with belonging and support with other adult children who know how they feel.
  - The lack of BIPOC contribution in ACA literature does not create unity. Ensuring that all literature reflects the experiences of all ACA members,

including those with experiences of racism and generational racial trauma, helps ACA to move forward with a conscious inclusionary vision.

- I propose we have a service group/working group comprised of BIPOC ACA members, who would have a seat at the table at all phases in the development of ACA literature. They would have input and be able to contribute to and evaluate literature.

### Questions and Answers

- I find the label “BIPOC” very narrow and discriminatory since people face discrimination of all sorts around the world. Why this particular name as it is a North American term?
- A: The focus of this group is for people of the global majority, persons of color, black and Indigenous and their personal experiences. I know a lot of different people in a lot of different groups experience discrimination. The focus of this group is on persons of color.
- Q: I support the intent yet the phrase “working group” is not a thing in WSO, who would they report to and be responsible to? How do you see that?
- A: I see it as being responsible to the fellowship. This wouldn't be a committee that reports to WSO. The purpose of the working group is to participate in committee-type activities, so there is representation.
- Q: Would this working group be available to other groups for consultation, such as the board, for issues that impact the global majority?
- A: Hopefully. It would be like the spiritual inclusion group, or language group which has produced documents that different committees are able to refer to. And to participate in different language projects.

### Discussion/Comments

- I am from the unceded territory of the Mi'kmaq and ACA has changed me and shown me how to live according to the Seven Sacred Teachings. I am ever grateful for this and there are so many of us that need that.
- One, I am concerned that the BIPOC group is not feeling included in the literature community, the literature programs right now, and I am wondering if that is the case? Secondly, will other marginalized groups be included in this committee? Is it that it would be a committee that would not report to the board, but to the Fellowship? What other marginalized groups will be included and are you not feeling welcomed now on the literature committee?
- I am in favor of the spirit of this proposal to bring forward the lived experiences of BIPOC and other marginalized groups. My concern is one of structure. We have BIPOC representation on the Literature evaluation committee with the person who proposed this motion - I see this fitting better with the Spiritual Inclusion working group. The role proposed here to review literature by this working group suggests that it needs to be a standing committee and I'm concerned about that aspect.
- The principle makes sense, but you're excluding a lot of other marginalized groups based on the description - BIPOC. There are a lot of different countries

- and there will be a lot of marginalized groups and trying to make this more inclusive of every marginalized group I think is important, not just the one you identified. Also the structure is confusing in how this will work.
- Since 2020 there have been a steadily increasing number of new BIPOC who are ACAs and who will continue to need ACA literature that appropriately serves their needs instead of the current draft of *Getting Started*, which is authored by ACA's core of exclusively European ancestry. The complete lack of ACA literature that addresses intergenerational and racial trauma is a problem that will negatively impact BIPOC people and people of the global minority who are ACAs. The establishment of a BIPOC working group specifically addresses racial trauma.
  - I agree with the proposal as it is written and support it. My only experience is that ACA has not only helped me achieve emotional sobriety, but being part of BIPOC meetings, I wasn't a fan of the terminology, the word, the title. But I definitely agree with the working group. I did not have a space to uncover the institutionalized and internalized racism as I was born into a country that didn't have many people that looked like me. I agree with the platform.
  - This is a very North American name "BIPOC" - racial discrimination occurs outside of North America. Discrimination happens for many reasons and traumatizes us. Because I happen to be of European descent, it doesn't mean that I did not experience generational discrimination. For me, this feels like too narrow a focus. I believe we need to address diversity without any argument, but it needs to be different countries, cultures, circumstances and discrimination of all kinds.
  - I do not know why this is a motion - does it need delegate approval for a group to be formed? Can it be developed independently or in tandem with the Literature committee? I would like to know the basis of this claim of the last sentence "Literature being produced without BIPOC contributions." Is the literature being produced without BIPOC contribution?
  - I am in favor of this motion as it is written. I understand there are other types of discrimination. When I see people of color being shot down because of politics, voices of POC have been stifled for centuries. They deserve to have a committee they deserve to finally have a voice. It's not political, it's a crime against humanity.
  - I do support this and have concerns previously mentioned and would like to see collaboration with literature evaluation and for this to be more global. I would like to have liaisons to the Literature Evaluation and Language subcommittee for collaboration since we need more BIPOC members in Literature.
  - I am very grateful for this motion, I support it wholeheartedly. It is past time and it is past due. A similar motion that I put forth in another program requesting space for Blackness, and it was traumatic for a lot of members; but we talked it out and it was passed. There were fears that the motion would destroy the program, but the motion increased participation and had a positive impact.

- I am not in favor as sometimes these attempts to be inclusive or draw attention to marginalized groups can make things worse. In the spiritual inclusion group some people are getting alienating so I see this as divisive to our group.
- I am European born, living in North America. I am grateful to the BIPOC community and what they have taught me. I really support them having their own space, and I love that this motion is a different kind of working group. I have learned that not all cultures and structures are like mine and I see it more as a consulting group.
- I agree with this motion and I am part of Literature Evaluation and this will be an experience of strength and help with our recovery for all matters, not just literature.
- The first sentence, “I move to create a BIPOC working group to acknowledge the effects of racism and generational racial trauma on ACAs” - I am reading that BIPOC is only being used as a reference point and not a title of this working group. I am in favour of this motion.
- I suggest that the motion maker have an option of a friendly amendment of the impact of being marginalized whether it is a US or global identified minority.
- One, I really like what a delegate said, asking if we really need to get this passed. Let's not ask for permission where we don't need to. Secondly, love it, let me know how I can support and be an ally. I would love it if this were a committee of the conference reporting and responsible directly to the Conference.
- I am not in favor as I would rather see changes to come from within and making a group like this doesn't require permission from anybody. Members are free to form groups. Groups could start to isolate from each other because they are different. We need to have change come from inside out and let more BIPOC members join committees that already exist and help formulate new literature which is suitable for everyone and more inclusive for other people that experience trauma through discrimination. Also, it does not represent all discriminated populations.
- Proposer: I want to clear up a couple of things. In response to, “why is it a floor motion?” This isn't a meeting or discussion group. I am bringing this for conference approval because currently how literature has been developed up until now, there hasn't been an invitation to come in to help. There is a new piece of literature coming out that doesn't really include experiences of racial trauma and this piece of literature will be used for the next 10 years and will introduce people coming into ACA and will not have recognition of generational trauma. This is not right.
- I support this group yet could I be part of this group? Would I be discriminated against to not be able to be part of this group?
- I strongly support this motion, I am getting a feeling of a notion of Black Lives Matter and All lives matter as a counterpoint to this. Discussing racism and intergenerational racism is uncomfortable. I believe our culture is an addictive culture and this is part of it.

- I support this motion as I have experienced a lot of discrimination as a gay man and I hope we can work together.
- This is my first ABC and as a black woman it is very uncomfortable being in this space and this motion is the first ray of hope that my voice will be heard and people who have voices similar to my experiences will have a seat at the table.
- I support this motion as living on Treaty 9 Territory in Northern Ontario, where I do, there has been many years of generational trauma - we need to understand where each other is coming from - so I really support this.
- I feel the trauma of this, I know the literature people have asked people to give their experiences that they want to include, so I hear that the literature community wants to include this, so why? People that want this change are not helping WSO. The only way I can see this being of value is to hand it over to the WSO committee that's already working on this.

Vote on Floor Motion #2 BIPOC Working Group

## Floor Motion - Working Group

### Adult Children of Alcoholics and Dysfunctional Families

May 7, 2023 at 12:00pm – May 7, 2023 at 12:03pm

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

**Completed** **Administrator Closed Early**

75 ballots submitted of 122 eligible voters – 61%

0 notices queued

### I move to create a BIPOC working group to acknowledge the effects of racism and generational racial trauma on ACAs. PLURALITY

I am in favor of this motion as presented and want it sent to Worldwide Online Voting **42 votes 56.00%**

I am in favor of this motion but would like minor changes. 13 votes 17.33%

I am in favor of deferring action to a future meeting. 3 votes 4.00%

I am not in favor of this motion. 17 votes 22.67%

**I am in favor of this motion as presented and want it sent to Worldwide Online Voting wins with 56.00% of the vote.**

75 votes tallied and 0 abstentions

There was a second vote since none of the options reached the 60% threshold. The second vote did not include the option with the least votes.

<b>I move to create a BIPOC working group to acknowledge the effects of racism and generational racial trauma on ACAs.</b> PLURALITY	
I am in favor of this motion as presented and want it sent to Worldwide Online Voting	<b>45 votes 60.81%</b>
I am in favor of this motion but would like minor changes.	10 votes 13.51%
I am not in favor of this motion.	19 votes 25.68%
<b>I am in favor of this motion as presented and want it sent to Worldwide Online Voting wins with 60.81% of the vote.</b>	
74 votes tallied and 0 abstentions	

- Note: Quorum was established at the beginning of day two at 28 (50%) with 56 delegates present.
- This motion reached the threshold of 60% in favor of the first option so the motion will be included in the online worldwide voting.

**Quorum was established at 21 (50%) with 42 delegates present.**

#### **IV. Treasurer’s Report**

A. Fredrik, the Treasurer, gave a presentation - see: [Treasurer’s Report 2023 ABC.pdf](#)

B. Question and Answer Session

- Q: Could we have more of a drill down into what I know for some of the publishing and stuff that’s supply chain issues, but for the opex stuff, what change led to that? We may want more revenue or tradition contributions, but also if expenses went up, how can we trim those, if possible? The other thing is I thought, what you put as recommendations almost said wouldn’t be splitting into two. I’m wondering if the incoming treasurer or general manager have feelings on that or could somehow bring that before the conference. What do you guys think about that?
- A: Fredrik- its a big question to split ACA WSO into 2 sections. There is still a lot of work to get unity as a fellowship around the world. There are different processes that we have to work on.
- A: Bradford- the board is going to study the possibility of splitting, its inevitable and the board and general manager together will see what the ramifications are
- Q: Bradford, what are your opinions on marketing? More stuff like the teddy bears being offered by WSO and maybe some t-shirts? Other fellowships market their stuff. Good way to get people to ask what it’s about. My money is really tight and everyone has their hands out, so I’m trying to look for ways to generate new income and also I get something in return from ACA.
- A: Bradford-Our general manager has been quite innovative in coming up with products to sell on our website. The teddy bears have been quite successful. We

all get demands for contributions all the time, but for ACA and other 12 step programs contributions are a spiritual experience. It's a spiritual duty and we are self supporting through our contributions. No one in ACA asks you to contribute more than you can afford. We encourage people to sign up for recurring contributions.

- Q: Regarding expenses and staff, is there any way that you can not continually hire people? Is this absolutely necessary and would it create an undue burden if we didn't hire this person like having a secretary or assistant secretary? I know publishing needs assistance, but are there positions where this could be service related? I'm a lot concerned about how much money we spend to keep hiring people to do stuff. The second thing is about splitting of the other entities or the corporation to consider doing a think tank, not just having it be the board committee. I don't think the board needs more to do, but everyone or even the collaboration committee could come together and serve there.
- A: Fredrik-The secretary is needed. There are way too few people doing service now as it is and we don't have time to do what the fellowship asks us to do. We are burned out, and we should have maybe 5 to 10 times as many people doing service. We are growing and during this transition time it is normal for the costs to be higher than the income. That's normal for growing companies and fellowships.
- A: Bradford- We have a fiduciary duty to do what is in the best interest of ACA and that's what we are trying to do. We are careful with the money and we can always use good advice about financial management and invite anyone who has an interest or that background to join us on the finance committee.
- Q: Fredrik, I noticed in the chart that from 2021-22, there was a steady increase in contributions, and I'm wondering now that Covid in many places is no longer an emergency, have the contributions dropped significantly or plateaued or are they continuing to increase?
- A: Over the last year, it has increased dramatically, but it is too short of a time to establish a pattern and it could decrease as quickly as it has increased.
- Bradford- I would like to thank Fredrik for being a good mentor, and even though he will no longer be treasurer, he is going to remain on the finance committee.

## V. WSO General Manager Report

A. Bill, the WSO General Manager, gave a presentation - see:

[2023 GM ABC Report.pdf](#)

B. Question and Answer Session

- Q: Can you explain what percent of the \$81,00 loss for last year relates to inventory that didn't increase during the year and still sits in the warehouse unsold. Is that a true offset then and maybe you don't have a true loss for that period?
- A: I don't think the inventory shows up on the profit loss and statement loss. It's a balance sheet item and it sits over on our balance sheet under assets. Any

- inventory that's in our warehouse or in our possession is shown as an asset on our balance sheet.
- Q: I understand that, but you do show costs of goods sold, which would include books that you purchased or paid to purchase.
  - A: The books are applied to the cost of goods sold as soon as they are sold. The cost of the book is put to the profit and loss statement. Any inventory that hasn't been applied to the profit and loss of it hasn't been sold.
  - Q: We would like to thank the team for the help and support in accessing literature and seeing more options in shipping costs which in Latin America are very expensive from the warehouse in the U.S. Also guiding us on different options like local printing. You were mentioning that the 7th tradition relied a lot on accessing the literature. We would like to as a region of over 21 countries and even in the U.S. and European countries, where a lot of Spanish speakers live to have access to the literature and I'm sure we would be contributing a lot of that right now.
  - A: Spanish-speaking members are very important to us at WSO. With over 400 million people in the world speaking Spanish, we know it is important to have these books in the language of the Adult Child in Latin America and Spain. We are working as fast as we can to get our supply chain system set up in Latin America and it's going to require a business registration for taxation with the Mexican government. It is very important to us, your cause is well noted and a high priority for us.

## **VI. Business Operations Collaboration Committee Report**

- A. Fredrik, Board liaison to this collaboration committee, gave a summary report. Key points included:
- The Business Operation Collaboration Committee has, since the start, worked very well.
  - Board members connected to this collaboration committee are me and Sue V.
  - The committees that make up this collaboration committee are: Finance Committee, Publishing Committee, IT Committee, General Manager and Data Analysis.
  - The Data Analysis committee is a delegate direction as it was approved as a floor motion in the 2022 ABC. They have done surveys including following the ABC and QDM's, for ballot proposal, name study and the team is very busy. They see it as a fun and rewarding team, so they ask volunteers to consider joining.
  - For the Publishing committee, the requests for publishing have increased exponentially. When we started the Publishing Committee in 2021, we had 20 books in 9 languages, 4 English booklets and 2 English eBooks (total 26). In 2022 and early 2023 we have grown to 31 new books, 7 updated books in 14 languages; from 2 English e-books to 21 e-books in 10 languages (total 52 publications). We have accomplished in two years what it took us 16 years to do in the past. This means significant access to ACA recovery books worldwide. This couldn't happen without the collaboration of our fellowship, volunteers, staff, committees, and

Trustees. Thank you. Literature is the Foundation of Our Recovery. New languages for our literature are French, Italian, Japanese, Lithuanian, and Polish. Languages in development are Arabic, Chinese, Dutch, Hebrew, Hindi, Marathi, Norwegian, Portuguese (Brazil), Romanian, Serbian, Slovenian, and Ukrainian. In terms of accessibility, we have advocated for global distribution hubs and Amazon marketplaces, started some braille, we will expand audio books with additional funding and other mediums. AI (Artificial Intelligence) for the first draft of translations is our next frontier. Regarding the International Literature Scholarships: We approved an International Scholarship for India which has helped the India fellowship grow and strengthen.

- Brad L, IT Manager, then gave a presentation of the new ACA website in development.
- Regarding the Finance Committee, we thank you for giving the WSO Finance Committee the opportunity and privilege to manage and oversee your contributions. We serve the fellowship as we develop and implement sound policies for the best use of those contributions. With your money we achieve our primary purpose of supporting ACA groups, intergroups, and regions in carrying the message of recovery. You are trusting us to do the right thing with your contributions and we embrace that duty. The Finance Committee is pleased to report the development of a Prudent Reserve Policy which the Board has adopted. This reserve has been funded from existing cash balances at 50% of the initial target minimum. We will be working to fully fund it if the increased level of 7<sup>th</sup> Tradition contributions is sustained. The annual operating budget, which had a deficit for 2022, has been presented as a balanced budget adopted by the Board for 2023. This budget is based on projections of income and expense for normal operations, sustained levels of 7<sup>th</sup> Tradition contributions, and expected levels of expenses. We are celebrating the increased 7<sup>th</sup> Tradition contributions response - not just in quantity, but also in the number of additional donors. Every contribution is important, no matter its size. Every member is encouraged to give what they can afford.
- Thank you for helping WSO support groups carry the message of recovery to adult children around the globe. Making affordable literature available in the language of the adult child regardless of where they live. Thank you for being a partner with us through this growth process. As we move forward into this new year, with the global fellowship of the ACA, we encourage everyone to put our 7<sup>th</sup> Tradition contribution in the forefront of our intentions. We are growing and reaching many adult children - our goal - and we will continue. With your help.

#### B. Question and Answer Session

- Q: I have a question for Brad. Will I be able to search by a meeting number?
- A: You can search for an IG in an IG search, so you will be able to put the meeting number into the meeting search. We are well aware that the IG search on the current website is very poor.

- Q: It strikes me that in the past 2 years WSO has made huge strides in positioning itself so that it can actually meet the needs of a rapidly growing fellowship. At the same time, I would like to express concern that I see this happen at the expense of a strong group conscience process and I would like to call on delegates to really come together and work on developing processes for how we can support a strong group conscience for our fellowship.
- Q: There has been some concern about bootleg literature on the web. What is the WSO stance on that?
- A: Zero tolerance. Anytime we're made aware of online publications that are available for free downloads, such as PDFs, whether they are on the internet or Facebook, the office implements a cease and desist email/communication with the URL/website holder or the Facebook group owner. We haven't had to refer anything to an attorney yet in the US. We have not been successful in some other countries in getting things taken down, but that's due to regulations and barriers in other countries. If anyone sees a PDF on the web, report it to the office. This directly affects our ability to pay for new books and translations.
- Q: Regarding splitting publishing from the rest of the organisation, I guess that will be a discussion between the chair and business director. I feel that this should be a discussion for the delegates as well, and if this fellowship is an upside down pyramid-shaped fellowship, then we should have more of a say about these large business decisions. I also saw that you are going to be getting an external audit.
- A: Bradford- WSO will study the issue, but will certainly involve the delegates to present the findings of our analysis before decisions are made. The board will not implement anything like a reorganisation or restructuring of the corporation without the delegates having a voice
- A: Sue- In order to have a conversation, we need to get all the data together. We need to get professional advice, accounting advice and this will cost money. I suspect that we are going to have to come back to the delegates and say do you want to spend \$50,000 on getting all of this professional advice, so you are going to be involved every step of the way. I can assure you that we don't make decisions out of isolation. We are always asking what information do we need. Who's not in the room? We have your back and will always be collaborative and in partnership.
- A: Fredrik- This will take several years if it's going to be done.
- Q: Brad, on the new website, under committees, there is a blurb about the committee and I was going to suggest that you have an application for volunteers for that committee with an email address they can send it to.
- A: The whole volunteer page is still in production and I don't have an example. You can think of all the committees being laid out in a family tree underneath the WSO, so they can see the whole structure. They hover over it and can get a few sentences about the committee, they click it and if the committee is running any special things like surveys, they'll be able to do that. I am very focused on the

amount of clicks that it takes to do this. If it's not easy, it's not straightforward.. We are going to get a lot of feedback from people like you that will help us make it better.

## **VII. Policy and Structure Collaboration Committee Report**

A. Charlie, Board liaison to this collaboration committee, gave a summary report. See: [2023 ABC-Policy&Structure CC.pdf](#)

B. Question and Answer Session.

- Q: I know WSO has made some huge strides in recent years in terms of developing policies and structures to support its work.
- Q: Is there a way that we can more frequently report for the collaboration committees and make it more noticeable for the fellowship?
- A: The collaboration committee is going through a review because the resource issues need to be balanced. It is improving, I believe how we are reporting. Instead of having 7 different committees reporting, you get one of me
- Q: What is your thought process about the QBMs? Can we start doing business at these meetings or just committee reports from the board?
- A: Last year, at this time, we didn't even know if there would be quarterly meetings. This decision ultimately took until July before it launched and so we were in the plane building it as we were also flying it. There is prohibition against votes in the QBM. I think we're just developing the process and one of the original purposes of the QBMs was to allow business to be handled and voted on in multiple sessions so I think what you are seeing is just the way that the meetings have been organized in the first year. I don't believe there is any prohibition against voting at the QBM.
- Q: Will there be a committee in place to delist meetings that will have transparency and clarity? I just want to make a statement that the PDF that was uploaded earlier this morning had ambiguous language and Recovery Sisters never recorded any meetings and our meetings were being illegally recorded either by the other party. So there are 2 sides to this story. Also, you said you were going to be a treasurer and be paid. I am wondering how much your annual salary will be?
- A: Charlie- As per the bylaws, trustees are not paid, so whatever you heard, there was a misunderstanding. To the first part, we had a policy that we pulled together quickly for assessing the question on whether to list or delist. It is not our desire to delist, we want to work through issues that are causing the problem. If there is one thing to come out of this weekend is that there's a relaunching of a conversation between Recovery Sisters and the WSO and I believe that communication will get to a solution.
- A: Sue- Delisting is extremely rare and is always a last resort. We posted the statement PDF because we thought it was important for everyone. We can't really respond in detail here. We have invited the Recovery sisters to join us in

an appeal process where we can have a good conversation on how we can support. We do not want to have meetings delisted, but there are a number of factors that have to be addressed and that's why we asked for the appeal process and we really hope that you come so we can talk about this together.

- Q: More of a comment, there are so many delegates saying that they don't know what's going on with transparency and I just want to point out that every second Saturday of the month we have a teleconference with every single one of our committees. We have reports and the finances are there every month and there is time allotted to ask questions.. They are also recorded, if you can't make it.
- Q: What is the current procedure for making changes to the OPPM
- A: There are 2 different documents that you might think of as kind of rule documents. One is the bylaws, which is our statement of the organization. The other is our procedures manual, which is really how we sort of get things done, how rules are operating and that process is simply by a board motion which initiates an OPPM change. Some people think that is too casual, but there are a lot of decisions that get made in the course of a year. Firstly, if we get it wrong, it can be changed back quite quickly. Some think that OPPM changes should require conference approval, but sometimes we don't have the time to wait. An example of this would be in 2020, when the world was locking down, with respect to the ABC, could we go ahead and meet in-person? Or did we have to cancel everything? What we did was ask anybody to come to the board meeting in March and speak their mind and we changed the OPPM. There is a need for flexibility, it's an interactive process. One last thing I would like to say is we would really love your help. There is the board and the WSO and the delegates- this interaction brings change. The doors are wide open, so if anyone has been engaged by the discussion yesterday, please join us. I've gotten notes about how the ABC and QBMs are working. Please join the committees, because the moment you participate, you not only learn more, but you will lead to change by being part of it.

## **VIII. Fellowship & Public Engagement Collaboration Committee Report**

- A. Dove, Board liaison to this collaboration committee, gave a summary report. Key points included:
- B. Question and Answer Session.
  - Q: Could you describe the content of the service Norms document to date?
  - A: Dove- We have not posted it yet, because it has not been completed, it is still in process and we are continuing development. Part is for resources and problem solving, part for guidance toward simple etiquette. Some people have been working on this a lot longer than I have.
  - A: Rich- We have been working on service in arms for quite some time and we try to keep focused on the solution oriented information using traditions and concepts. Other items that are very important are creating boundaries, learning healthy, respectful talk within committees, and we've developed a narrative

- format. So we are explaining what service norm behavior can look like. Also listing the problems that occur within groups and committees and then try to link direct solutions to those problems.
- Q: What is happening with H and I and how does it relate to going into the prison system?
  - A: Rich- We are doing several different things within H and I. Of course we still have literature to people in institutions that request it and also free literature to doctors and therapists that request it. The most recent thing is the Correspondence outreach initiative. We get requests from institutionalized/incarcerated people and we write them back; females to females and males to males. If they have digital access, we can support them digitally, most do not, so we support them through snail mail and we either try to sponsor them through the steps which is possible through mail, but very difficult. In the last month we have had two treatment centers contact us, and we have had ACA members step up and start ACA meetings within those treatment centers.
  - Comment- There is a service manual that is trying to be created, and it hasn't been created because no one is stepping up to help create it. So I am going to put out a call. The email is: [servicemanual@acawso.org](mailto:servicemanual@acawso.org), please, if you have any interest in helping organize, contribute to a service manual. Please write and we will get that started.
  - I want to add that the service norms address actual incidents and events that have occurred and when we receive emails with regards to safety issues in a meeting, we're using those and we're using our own experience as a committee, the different things we've experienced, especially related to repetitive issues that happen. So the service in arms document is hopefully going to be embracing a lot of different things that can happen in groups and meetings.

## **IX. Policy Presentation/Discussion and Delegate Feedback**

- A. Sue V, Board Chair, gave a presentation on large policy - see: [2023 ABC Board Presentation on Large Policy.pptx.pdf](#)
- B. Bill D., General Manager, gave a presentation on ACA Social Media pilot - see: [ACA WSO Social Media Pilot Project Report.pdf](#)
- C. Feedback and Question & Answer Session
  - Comment- To follow yesterday's comment I made about creating a pipeline to get more seasoned delegates into service, we have an IG and a regional structure within ACA. You know the board and the ABC study committee will be looking at how these can be restructured so we can perhaps identify areas that feed up like AlAnon with districts or some other forms. We currently have 2 regions in the whole country. That regional committee should definitely be part of the ABC study to the extent that our liaison could come to those meetings, to improve communications. So I invite anyone from the regional committee to participate in the study group.

- Comment- I just went to the Facebook site and I want to remind all the other delegates that we may want to change the name to ACA official. There are at least 3 of them that say ACA WSO. The one that we want has more posts.
- Q:For my own recovery, I can't get involved in every committee I would like, but is it possible to use technology as much as possible to enable volunteers in general to collaborate? Like Wiki sites, where people could make comments, changes?
- A:That's a great idea. We have a publishing open forum on Slack for this very reason and maybe we need to do more of that. It invites 2-way communication on different projects that we're launching/developing. Perhaps we need to start looking at this from a policy perspective.
- Comment- I was glad to hear that we are in pretty good financial shape. In my view, the health of any fellowship really depends on the foundation being the engagement of the delegates and the group and the members. There is so little participation even in this group, we're only at 100 here out of 2600 groups around the world. It seems like we need to find ways to engage people among us. The policies, regulations, committees and subcommittees are frustrating to navigate and it's hard for people who are not used to seeing that kind of structure. The corporatization of this organization is very similar to my experience in corporate life, but not necessarily as conducive to me as a volunteer
- Q: I was wondering about the diversity statement we approved in 2019? Does the ABC need to take any action on this? Did we drop the ball? Do we need a proposal or motion about diversity policies? Are we allowed to do that kind of thing?
- Comment- Regarding the diversity convo, we tried the REA committee and not much got done because it was too scattered. And as to why don't BIPOC people come out and join the committees, there is a lack of understanding that the structure is already flawed and to engage is different.It's not just about putting out a call or telling people to join committees.
- Comment on the BIPOC floor motion- so much talk on inclusivity, but most of this narrative, especially in this country for hundreds of years, has been driven by an agenda of a power group. Look around this Zoom room of faces and you can see what's going on in the minority group and the BIPOC motion is such a gift. To understand this idea, Tony Morrison wrote a book, "Playing in the darkness, whiteness, and the literary imagination" and it's about the importance of POC having their own voice. Please let them have their own voice.
- Comment- So looking at the agenda, this is the section we are doing: policy discussion, delegate feedback, increasing delegate voices which feels very much in line with the concepts. Concerning how delegates raise business items at the QBMs, one idea that occurs to me might be really easy, so if you don't get something done on time it overflows into the next time. The other thing is rather than things being referred to the board, if they go into old business. I think the other thing would be if the fiduciary duty of the board could get written into the organizational documents like the bylaws or articles of incorporation.

- Comment- Regarding diversity, perhaps we might want to reconsider using the word diversity, it has so many meanings and it's practically worthless in terms of BIPOC. Because of the way the structure is in our program, it mitigates against diversity, so maybe we need to consider redefining our approach to how we deal with this important big issue.
- A: It is really important that we get it right. I didn't want to start another committee without thoughtful reflection and to come back to the delegates. How do we want to do this? We don't even have a diversity policy. I want to see this as an agenda item in the quarterly's and do we call it diversity? Do we call it something else? I know that there are some groups that have diversity, equity, and inclusion committees and subcommittees and I would love to connect with these folks and ask for help. I want to continue having a conversation until we are ready to call a vote on some of these things. We need some foundation to help us and that's what we are striving for.
- Q: What would be the policies for literature and publishing that you are considering?
- A: publishing only started in May of 2021. It has been an exponential catch up in growth of Adult Children around the world for their inner children to have access to. We talked to the Board as a publishing committee and brought up concept 10 to speed up the process. It used to take 3 years to get it published and that's on top of 8-10 years that the translators were working, so we are trying to shorten all of that. We need to do a Step 4 and we need to do an inventory. Where are we right now? Where were we? What are the gaps?
- Q: I'm curious about the usage of the words global and worldwide. We are not on every continent. We are not in significant portions of Asia, SE Asia. We are in some countries and some continents. It's a stretch to consider using the word worldwide. Language is important.
- A: Sue- In 2019 we had a European committee and there were no committees for Asia, Africa other than just the general member services committee. The board decided that they needed to provide additional support to areas outside Canada, US, and Europe. It was called the Global Members Committee. We have regional reps in most areas. So we are in all of the places now. There are a lot of 12 stepper scientists in Antarctica even. If you want to know more about Global members check out their website
- A: Fredrik- Regarding the European part, not every group is registered, so we have representation that we are not even aware of. Its ongoing work, we are trying to reach new countries and new people
- Comment- Regarding the global issue comment, I find it very strange that in another fellowship I am in, there are regions and intergroups and they all have the structures we are talking about. I am the delegate for the online BIPOC and I have seen so many people from different parts of Africa come and they've just found it online. They don't have any meetings where they are and they speak English.

- Comment- As the former intergroup chair of SA, responsible for making literature available for nine countries in Southern Africa, I must say as a member of Global, there has been a lot that's been done. We are working to carry the message to many people in those areas and Global has done an amazing job doing that.

**Quorum was established at 31 (50%) with 61 delegates present.**

#### **X. Prioritization of Remaining Floor Motions**

Chair asked the delegates to do a hand vote on whether they want to do a vote to prioritize the remaining floor motions. Results of hand vote: 40 were in favor and 6 were not in favor.

##### Minority Opinion

- I find the decision about ranking the floor motions for future discussion is a major procedural issue, a decision we're making here because the purpose of the floor motions is to address matters that are deemed time sensitive by the conference. If we are adopting a different process for bringing motions and agenda items to the conference, I cannot in good conscience support that.
- My concern is that we are doubling this effort. We did a prior set of priorities and already went through this. Why can't we use that one instead of going through another 6 min to determine the same information?
- If none of them were time-sensitive and if we put them on high priority, I have several problems with most of them. I think the delegation has spoken, so why would we take them forward?
- Revote of taking a poll to prioritize the floor motions to take to the next QDM. 29 favor and 22 not favor. Based on the simple majority there, the chair stated there will be a poll.

	Round 2
<b>I motion that the ABC be held the first full weekend in May beginning 2024 and the QBM be held on set dates beginning in 2024 perhaps in Feb. April, Aug and November. (Courbet A.-IG 640)</b>	<b>27.00 votes</b> 52.94%
I Move That: A Policy or Tech solution be created/amended to disentangle a meeting's ability to have a Delegate from whether or not a meeting is listed (or de-listed) on the WSO-maintained meeting list. (Josh W.-DC008)	4.00 votes 7.84%
I move that 65 autonomous women's meetings that were delisted on February 10, 2023, be re-listed until a committee and policy is created for delisting meetings in accordance with Tradition Four, Tradition Five, and the OPPM. The policy should also be approved by the Conference and comply with the OPPM for "establishing a consistent process...for consistency, transparency and trust" for addressing complaints (p. 79, APPENDIX XII, A. Fairness and Due Process, OPPM). (Cathy M. - Region 2)	14.00 votes 27.45%
I move that when complaints are made against WSO. Region, and Intergroup service boards, or meetings, that before any deliberations are held that the receiving service board inquire of the alleged defendant as to that entity's explanation of events. (Pamela M.- IG 76)	6.00 votes 11.76%
<b>After round 2, I motion that the ABC be held the first full weekend in May beginning 2024 and the QBM be held on set dates beginning in 2024 perhaps in Feb. April, Aug and November. (Courbet A.-IG 640) won with 52.9% of the vote.</b>	
	56.00 ballots tallied and 5 abstentions

## **XI. Planning of the Next Quarterly Delegate Meeting**

### **A. Question; What items on the agenda would people like to see on the next QBM?**

- I think what we just did is establish the priority of the delegates here today. AT this point, it's just a prioritization of the stuff in old business. That could change at the next QBM. We need to prioritize looking at what our process is going to be going forward.
- We need protocols and procedures for bringing agenda items to the QBM. We don't have those and that needs to be an absolute priority at our next meeting.
- There has been a lot of discussion about finances and fundraising, I get tired from getting messages asking for more money. This is an important matter to discuss.
- A discussion or walk through on the voting process at every level and what that looks like? If you have things brought to the board, I want a walk through of the voting process.
- If a person wasn't considered BIPOC would they be welcomed onto the BIPOC committee? Some people could bring a lot to the committee.
- For the next agenda, our priority is still literature, translations, pricing, shipping. Also ballot procedures. Regarding volunteering and service, how are all those gaps going to be filled? Training for delegates is also important. How are we going to solve this issue to work on all these proposals?

- Now that we have the QBMs, I would love to see the ABC a little bit shorter now that we have the QBM's. It is a lot to ask people to give up for two days of 9-5. We get tired and it's hard to concentrate.
- Consideration for the West coast of the US for the start time of all these meetings.
- Volunteer engagement. How to get more people involved. How to reach out in a way so that people can respond more readily. I would like to point out that every floor motion that is brought forward in a meeting does not necessarily need to be brought forward as old business for the next time... It wasn't clear to me when we voted, ranking the motions. See if there is a way that we can train delegates in a less painful way.
- Broader discussion on health and safety in service- ABC, Slack, Committees, in the working groups. That is quite a small group working on safety protocols. We need more participation in discussing health and safety in service and I would like this to be a topic and allocated more time at a future meeting.
- There are few people doing a lot of work and concerned about taking on more projects. Let's start prioritizing and get to what the most important things are to do
- How are we going to allow people to volunteer and feel safe without getting overwhelmed? I feel really bad about that last vote, I just had to rank things that I don't think we should discuss. How do I know what's going to be important in 3 months? Did I just contribute to something that we already decided we didn't want to talk about? I appreciate that all the volunteers, including myself, are just trying to do the best they can and I trust we're going to figure it out.
- I agree with what others have said about figuring out the process of decision making at the ABC and the QBMs. I am happy to help put together the initial stages of a conference charter. People keep talking about why people aren't showing up? We're here now and I have made the suggestion of working sessions during these meetings.
- I would like more fellowship time. I'm hearing wonderful, intelligent shares and I'd like to get to know more about everyone. Especially like yesterday when we voted on the trustees, I wanted to know more about them personally.
- It's really frustrating to us right now because we went through that whole process to prioritize that and now people are talking about changing it. We definitely need to establish a procedure, so this kind of stuff doesn't happen.
- I would like to see more structure in the form of more public info and outreach as a way to increase service volunteers. Secondly, I echo the sentiment to reconsider the amount of time for this meeting, I'm exhausted.
- On the timing thing, it has been 11pm-7am for me, my understanding is that the QBM's cycle is 12 hours which will help get attendance up.
- It's difficult to accommodate everybody when you are talking about the whole planet. This is very dry and cold and it doesn't feel like family and I need ACA to be my family and it feels like hard work and things are just getting pushed

through towards the end. There isn't enough time to discuss and brainstorm ideas or give some feedback. It just feels rushed.

- There have been concerns expressing more diverse points of view in our literature and there's also concern about making good use of our time while we're present. So I would like to suggest a future QBM, we set aside some time to have a short discussion about how to prepare to write a share for our literature and maybe all sit down and write it.
- You had a graphic of today and tomorrow and I'm coming back to that time and time again. I might feel uncomfortable about that and it's sitting somewhere in the graphic. That's been huge for me and I had to thank you for that.
- Have a discussion where we tie in the issue of prioritising the work and goals and priorities with our volunteer capacity and tie it in with our health and wellness. How can we do self-care as a Fellowship? When we do service, we can't do everything for everybody.
- A lot of queer groups do not list with the website, we were bombed for the last 6 weeks at least three times/week with inappropriate things. So from a safe place, when you're a minority special interest group, it can be challenging to keep your group safe.
- Is there a way for delegates to get together to communicate, to answer emails, and act together as a delegation.
- I really understood the need for a BIPOC separate group, and I feel like the inclusion is becoming excluding in some way by this. I would rather be part of it than out of it.

#### B. ABC Planning Committee Comments

- Chairs asked for volunteers to plan the next Quarterly Delegate Meeting and ABC - volunteers raised their hand.

## XII. Closing

- A. AWC status - will be an online event this year.
- B. Worldwide Online Voting and Information available on Website
- C. Post ABC Survey
- D. Service Recognition and Appreciation - see: [2023 ABC Appreciation Slides.pdf](#)
- E. Promise 7 - Play and Have Fun
- F. Serenity Prayer

## Results on Online Worldwide Voting after Day Two:

**Motion:** to create a BIPOC working group to acknowledge the effects of racism and generational racial trauma on ACAs. Like the spiritual inclusion working group, this group would develop guidance for the literature committee and broader fellowship regarding issues that disproportionately impact BIPOC members and collaborate with the literature

committee in the evaluation of completed projects and revision of other ACA literature to ensure issues of racial equity and racial trauma are addressed effectively.

**Results of Vote:**

I am in favor of this motion 49 votes 74.24%

---

I am opposed to this motion 17 votes 25.76%

---

**I am in favor of this motion wins with 74.24% of the vote.**

---

66 votes tallied and 4 abstentions

Note: Quorum was established at the end of day two at 31 (50%) with 61 delegates present.

*[End of document]*

*[These 2023 ABC Minutes were approved by the Delegates on May 18, 2024]*