

**Compilation of ACA WSO Trustee Bios.
for 2025 ABC**

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

ACA Service Biography

| YEAR | GROUP |
|--------------------------|---|
| 1988 | Began ACA |
| 1988 - Present | Leads on a variety of topics, including speaker’s meetings. See 2012-2020 below. |
| 2011-2017, 2022-Present* | Group Treasurer & periodically handled book orders from IG’s “Serenity Book Store”. *Currently awaiting a replacement. |
| | INTERGROUP West Great Lakes ACA Intergroup (IG 70) |
| 2010-12 | IG 70 Treasurer for the newly formed West Great Lakes Intergroup. Served as Trustee twice; years/terms unavailable. Played a role in the IG’s formation, along with 3 other Fellow Travelers. |
| 2014 | As IG 70 Chair, planned and conducted [chaired] 2014 ABC in Bannockburn, IL, USA. |
| 2014 & 2015 | IG 70 Chair (partial term ’15) |
| 2015 | IG 70 Delegate to 2015 Texas ABC |
| 2017- Present*** | IG 70 designated Corporation Agent which is required by the State of Illinois. *** Current West Great Lakes Trustees seeking my replacement. |

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| 2017-18 | Revised By Laws for IG 70 |
| 2018- 2024*** | Resident historian and completed the IG By-laws revision for IG 70 ***Resigned, October 5, 2024, because of WSO Trustee duties. |
| 2018 & 2023 [Aug-Sep] | 30 th and 35 th Anniversary Leads for IG 70 |
| | OTHER ACA SERVICE |
| 2013 | Wrote 6 of the daily meditations for <u>Strengthening My Recovery, aka, ACA's Daily Meditation Book</u> |
| 2014 | Annual Business Conference- Planned and chaired 2014 ABC in Bannockburn, IL, USA |
| 2012-2020 | OTHER ACA SERVICE (continued) The following leads were composed and given: <ul style="list-style-type: none"> ● Giving Mom A Pass – Forgiveness ● Giving Dad A Pass – Forgiveness ● It's Generational NOT Intentional ● Moderation: the untraveled path of the dysfunctional family ● Reparenting, Recovery, Emotional Sobriety ● Seeing Is Believing ● Shame, Blame, and Guilt ● A Survivor's Guide to Recovery |
| 2012-2020 (Continued) | Some of these topics were reworked, edited, and can be found in "Daily Affirmations" Strengthening My Recovery |
| | WSO SERVICE |
| August 27, 2024 | Began service as an ACA WSO Trustee. |
| February 11, 2025 | Joined WSO Audit Committee |
| November 27, 2024 | Created 1 st Draft of WSO Materials Pricing Policy |
| March 5, 2025 | Created 1 st Draft of Plan to Update WSO's Articles of Incorporation |
| PROFESSIONAL BACKGROUND | Holds a doctoral degree in pharmacology and is a licensed pharmacist. |
| 42+ years | Employed in the pharmaceutical and life sciences arenas with the following roles: <ul style="list-style-type: none"> - 25 yrs dedicated to research & regulation in the food additive & pharmaceutical businesses. - US Food and Drug Administration medical reviewer - National Institutes of Health as a scientist - 4 university settings as a teacher, researcher and clinical pharmacist. |

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| | <ul style="list-style-type: none"> - Directory of Regulatory Affairs Operations <p>1996 system owner for e-submissions- electronic process for publishing submissions and managing documents.</p> |
| | After retirement in 2010, started a consulting business |
| | <p>Regulatory Affairs Professionals Society (RAPS)</p> <ul style="list-style-type: none"> - 2002 Board of Directors - 2003 President-Elect. - 2004 President - 2005 Chairman of the Board - 1998-2006 Member and Chair of the Regulatory Affairs Certification Board (RACB) |

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

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

Al E.



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

ACA Service Biography

| YEAR | MEETING AND INTERGROUP | WSO |
|------|--|-----|
| 2017 | <p>Began ACA in January.</p> <p>“Edinstvo” (“Unity”), RUS0057 or WEB1253, Moscow, Russia</p> <p>Service - Teahouse keeper, Treasurer assistant</p> | |
| 2018 | Meeting facilitator, Zoom meetings facilitator | |
| 2019 | English-speaking speakers’ interpreter | |

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| 2020 | Service secretary assistant | |
| 2021 | Telegram-channel administrator | |
| 2022 | Speaker at the hospitals and closed institutions; Rep to WSO in IG#590, The servant responsible for the correspondence with WSO, Regions/Intergroups Subcommittee Rep in IG#645 | Regions/Intergroups Subcommittee Secretary |
| 2023 | Representative to Subcommittee for the establishment of a legal entity of the ACA in Russia (Legal Com of IG#645), Treasurer, Co-founder and ACA Teen meeting curator RUS0073, Delegate to the Russian Conference RUS0072, Meeting representative to Moscow Intergroup; Delegate for ABC/QDM, Speaker hunter for Russian Speaking Convention, Charter Development Subcommittee member, Vice-chair in IG#645, Events Subcommittee secretary in IG#590 | Point of Information on QDM, Chair of Young adults & teens subcommittee, Speaker on the panel on AWC. I was a speaker on a panel at the 2023 ABC "Best Kept Secret- Service as a Recovery Tool". |
| 2024 | Responsible servant for the communication with a lessor, Hospitals and closed institutions coordinator. Chair in IG#645, Coordinator of (the 1 st) Russian Speaking Convention working group | Chair of Young adults & teens subcommittee - 2nd term, Trustee - began Board service 9/3/24 |
| 2025 | Coordinator of (2 nd) Russian Speaking Convention working group | Trustee Board Service |
| Professional Background | Education: - Bachelor's degree in Theatrical Management. - studied writing and acting. | |
| | - volunteered for two festivals for influencers (YouTube, Instagram) | |
| | -since 2014, works as an influencer manager, before that worked as a PR-manager and a website editor. | |

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| | -learned French and German (basic level), used to be a YouTube channel administrator and a streamer | |
| | Non-Profit -worked as an influencer manager in “Dari edu” (“Give food”) organization, which helped older people and people in difficult life situations | |
| | -worked as a website editor for 4 months in the religious educational center which supported the Jewish community | |

I want to go on serving as a Board Trustee to support my fellowship as it was in a difficult situation with a small number of trustees. I want to support ACA in my area to respect Tradition 1 - to help different regions to feel more connected. I hope that having trustees from different countries, different generations, and of different cultures can help ACA be more open-minded, balanced and flexible. In my working life, I cooperate a lot with the influencers on the main social platforms and possibly I can share some ideas how we could communicate with our fellow travelers (and potential ones) better.

Alisa A.



Dove H. -Trustee (Requesting Ratification for Term 2 / year 2)

ACA Service Biography

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| 2017 | -Attended first ACA meeting February 28, 2017 -Started two face-to-face ACA meetings and served as Treasurer. -Started the Yellow Workbook with 1 group. |
| 2018 – 2019 | -Served as Treasurer and then rotated to Chair of both meetings. |
| 2020 | -Started third ACA meeting. -Started attending WSO Teleconferences monthly (4/2020 to current date). -Volunteered for service in the WSO Addressing Predatory Behavior Committee (which later became MSSC – Meeting and Service Safety |

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| | <p>Committee in 2020 and then became SRC- Safety Resources Committee in 2022) (to current date).</p> <p>-Group Rep for the Arizona Intergroup (to April 2024).</p> |
| 2021 | <p>-Attended Region 2 Meetings for the Arizona Intergroup for 10 months.</p> <p>-Selected as Co-chair of MSSC – Meeting and Service Safety Committee (to October 2023).</p> |
| 2022 | <p>-Applied for WSO Board of Trustees and was accepted and ratified. Started 1st year of first term.</p> <p>-Member of Concepts 2 & 6 Study Group- (to current date).</p> <p>-Appointed by the WSO Board as Interim Chair for Health and Safety Advisory Group (to July 2023).</p> <p>-Board Liaison of Region Subcommittee (to summer 2023).</p> <p>-Board Liaison of Fellowship and Public Engagement Collaboration Committee (to December 2023).</p> <p>-Attended in a non-role capacity: Global East and Global West, Volunteer Resources.</p> <p>-Member Services Committee (to summer 2023).</p> <p>-Started the Loving Parent Guidebook with home group - finished 9/2023.</p> |
| 2023 2023 con't | <p>-WSO Board of Trustees – First Term, 2nd year.</p> <p>-Elected Vice- Chair of Executive Committee of the ACA WSO Board of Trustees.</p> <p>-Interim Chair for Health and Safety Advisory Group until July 2023</p> <p>-Board Liaison YAT- Young Adult Teen Meeting Subcommittee until summer 2023.</p> <p>-Co-chair SRC- Safety Resources Committee until October 2023</p> <p>-Selected as Interim Chair of MSC - Member Services Committee until summer 2023.</p> <p>-Completed the Loving Parent Guidebook September 2023.</p> |
| 2024 | <p>-WSO Board of Trustees – Second Term, 1st year.</p> <p>- Vice- Chair of Executive Committee of the ACA WSO Board of Trustees.</p> <p>- Member of Concepts 2 & 6 Study Group (until 2025)</p> |

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| | <ul style="list-style-type: none"> - Safety Resource Committee - ABC Study Group (until 2025) - Keep abreast of committees on Slack. - Participated at the Spring Strategic Planning Retreat for the Board and WSO Committee Chairs - Planned the Fall Strategic Planning Retreat which had to be canceled due to financial constraints - Developed the Slack User Agreement with HSS - Participated in the Board candidate Q&A meetings |
| 2025 | <ul style="list-style-type: none"> - Board liaison to Health & Safety in Service Advisory Group - Resigned as Vice Chair of Exec Comm as of Jan 31 - Member of Safety Resources Group - ABC Planning Committee member - Participated in Town Hall discussion of Service Norms document - Invited to European Committee to discuss safety concerns & SND - Updated slack user agreement consequences with HSS and SRC - Participated in Fellowship Groups Voting Town Hall as POS - Participated in the February QDM - Member of IG Roundtable - Participated in Meet & Greet with Board events - Participated in Board candidate Q&A meetings |
| Professional Background | <ul style="list-style-type: none"> - Real Estate Agent – 3 years. - Administrative Assistant to a Senior VP in a large US corporation. - Conference Coordinator for a large US teaching hospital. - Assistant Director of a 501 (c) 3- a non-profit 1992- 1998 - Retail store owner. - Clinical Hypnotherapist - 12 yrs. |

For three years now, I have had the honor and privilege to serve as a Board Trustee. When I put in my application for Board Trustee consideration, safety was my main concern and motivation. They continue to be motivation for my participation in various committees in ACA. Because of what I have learned in working my program, I know that safety and discomfort are two different things. I find it very

important to listen and ask questions for clarification and then resolve the issue. Being present with where we are as an organization and listening to all of the ideas of how we might move forward is inspiring. I am looking forward to participating in this shift into our future. As part of that, it has been important, and many times very inspiring, to look at all of the contributions and thoughts of fellow travelers and leaders from our past. Serving on and participating in the committee's I am part of, I have had the opportunity to meet and be inspired by so many wonderful people. I see their commitment to their program in their tireless resolve to make this program even better.

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

Dove H.



Jim R. - Trustee (Requesting Ratification for Term 1 / year 2)

ACA Service Biography

| YEAR | <u>MEETING AND INTERGROUP</u> | <u>WSO</u> |
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| 2013 | Began ACA in February. Self-Parenting with Love, NY109, Brooklyn, NY Service – Literature/ Mtg chair | |
| 2014 | Meeting service and fellowship | |
| 2015 | Greater New York ACA Intergroup (GNYAI) – Secretary/Treasurer – Developed a website | |
| 2016 | GNYAI - Helped produce Share-a-Day event in Brooklyn, NY; Treasurer | ABC Delray, FL – Intergroup Delegate WSO Committees: ABC ; Began planning San Diego & Toronto ABCs; Began working on Slack |
| 2017 | Cofounded, Men of Brooklyn ACA meeting, November GNYAI - Emcee at Share-a-Day event, Montclair, NJ; | ABC San Diego – GNYAI Delegate WSO Committees: ABC : assembled the Delegate Binder, planning ABCs: Toronto; and Malmo, Sweden OPPM, Ballot Prep, Service Network Committee |
| 2018 | GNYAI - Chair; Assisted with Share-a-Day event, Baldwin, NY | ABC Toronto – Assistant WSO Committees: |

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| | | <p>ABC: assembled the Delegate Binder; planning for Malmo, Sweden, and Boca Raton</p> <p>OPPM</p> <p>Ballot Prep</p> |
| 2019 | <p>Moved from Brooklyn. Attended ACA in Huntington, NY.</p> <p>GNYAI - Reduced role. Produced Fellowship 'Play Date' – a picnic on Governor's Island, NY</p> | <p>ABC Malmo – Assistant WSO Committees:</p> <p>ABC, assembled the Delegate Binder; planning for ABC Boca Raton</p> <p>OPPM</p> <p>Ballot Prep</p> |
| 2020 | <p>Joined a new meeting, Strengthening My Recovery (SMR) WEB0120 – Zoom, daily; Room Host and Meeting Chair and Newcomer Greeter; WSO Representative and ABC Delegate for the Group</p> <p>Established the treasury; Helped develop a WordPress website, acamorning.org</p> | <p>ABC 2020, Virtual – Delegate WSO Committees –</p> <p>ABC- Assembled the Delegate Binder;</p> <p>Ballot Prep</p> |
| 2021 | <p>SMR regular meeting services; WSO Representative and ABC Delegate for the Group</p> <p>Chaired a detailed meeting script review and edit;</p> | <p>ABC 2021, Virtual – Delegate assembled the Delegate Binder</p> <p>WSO Committee work: Ballot Prep</p> |
| 2022 | <p>SMR regular meeting services; Also – Service Co-Secretary: organized online service schedule for 50+ weekly service roles</p> | <p>ABC 2022, Virtual – Attendee WSO Committees:</p> <p>Ballot Prep</p> <p>VRC (Volunteer Resource Committee), Cochair with Laura L: Volunteer Day production; WSO Field Trip</p> <p>ABC Study Group Cochair with John R</p> <p>CCP&S (Collaboration Committee, for Policy and Structure)</p> |
| 2023 | <p>SMR regular meeting services; Also – Organized a week-long Anniversary Celebration with online fellowship dance parties and activities;</p> <p>Chair, Business Meeting Study Group, reviewing process and script; maintained a webpage of minutes and resources</p> | <p>ABC 2023, Virtual – Assist WSO Committees –</p> <ul style="list-style-type: none"> - Ballot Prep, - CCP&S - VRC: initiated Service Wellness 24/7 program; started Meet&Greet., - Health and Safety Advisory Group - ABC Study Group, Charter focus; left in October <p>Attended the Committee Chair Summit in Boca Raton; introduction to the WSO Service</p> |

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| | | Academy |
| 2024 | <p>SMR regular meeting services; Also – Organize fellowship activities; Chair, Business Meeting Study Group Developed online polling process for reaching group conscience. Participated in the Summer Camp programming as well as the Harvest Festival</p> | <p>ABC 2024, Virtual – Assist WSO Committees: - Ballot Prep, leaving - VRC: suspending Service Wellness program; refine Meet & Greet; lead more WSO Field Trips; introducing ‘Consider Service’, a Volunteering program; direct outreach on Slack; work with the Service Academy - ABC Delegate Engagement - assist Application for Nomination to ACA WSO Board -Began Board service 4/18/24 Chairs/Board Forum – began outreach to the various WSO committees in an attempt to create community and consistency. Participated in the Trustee Orientation programming Elected to the interim Vice Chair of the Trustees, a member of the Executive Committee</p> |
| 2025 | <p>SMR regular meeting services; Also – Organized fellowship activities, such as the 5th Anniversary Celebration; Assist with the maintenance of the group website, acamorning.org; review and update the meeting script; oversee the group proposal process; brought the SMR meeting to the AWC; Also offered an ACA Scavenger Hunt at the AWC</p> | <p>Helped with the planning and promotion of the Board ‘Meet and Greet’ opportunities. Organized ‘Field Trips’ with the Volunteer Resource Committee, visiting:</p> <ul style="list-style-type: none"> ● The Finance Committee ● The European Committee ● Member Services Committee <p>Began organizing the ACA 50th Anniversary celebrations of 2028</p> |

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| PROFESSIONAL BACKGROUND | <p>- Earned a Certificate in Horticulture in 1998 upon completion of the program. - Volunteered at a non-profit botanical institution. Primarily worked in the library services assisting the public in finding plant and garden information. Also enjoyed being part of an annual plant sale, helping people find appropriate plants for their homes.</p> |
| | <p>- Created and facilitated ‘Your Garden Tutorial’, a garden design workshop for homeowners, taking them through the process of documenting, evaluating, and planning their garden spaces. Conducted ‘Living Lessons in Gardening’, a garden tour/critique opportunity to study design and its possible application for the homeowner. I offered these classes over an 8-year period.</p> |
| | <p>- Worked as Assistant Director of Horticulture at a cultural institution. Maintained a diverse 12-acre landscape as well as indoor plantings; for 7 years. I was a member of an associated professional organization, for which I both attended annual national conferences and assisted in their planning and hosting.</p> |

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| | - Developed and taught a landscape design program, for employees of the municipal parks department, focused on parkland history and the development of a landscape design. I have been teaching this course for about 12 years, taking students through the inspiration, research and drafting of their park space. I have also developed and led a course all about the identification and treatment of weeds. |
| | - Worked in other public parks, as well as for private design and maintenance companies. Eventually began gardening for my own private clients. This work continued for about a year after the pandemic lockdown, after which my work changed. |

In reviewing my service, in both my professional and recovery life, a common thread weaves together both the welcome and the support I offer others, those whose journeys align with my own, however brief, or long.

I feel uniquely qualified to provide the outreach and guidance to welcome new ACA members to the WSO workspace of Slack, whether as an ABC Delegate or as a volunteer to a committee. I hope to answer questions and offer my experience, as members of the fellowship arrive at WSO.

Jim R.



Kaz - Trustee (Requesting Ratification for Term 1 / year 1)

ACA Service Biography

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| 2013 | First heard of ACA after sharing in Al-Anon about shame & family |
| 4/2014 | Attended first meeting of restarted local group: New Beginnings |
| 2015 - 3/2020 | Remained "founding member" — no official role |
| 3/2020 - 2023 | Zoom Host |
| 12/2021 - 2023 | Treasurer |
| 6/2020 - present | Group Delegate to Intergroup ([Western] Washington State) |
| 1/2021 - present | Intergroup service re: Bylaws & Website |
| 11/2022 - present | Intergroup Chair (Washington State) & Rep to Region 2 |
| 7/2023 - present | Region 2 Representative to WSO |

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| 8/2023 - present | First ACA QDM, Concepts [2 & 6] Study |
| 11/2024 - present | Region 2 Vice-Chair |
| 12/2024 - present | ABC Study Subcommittee |
| 5/2024 | ABC Parliamentarian, continued at next 2 QDMs |
| 8/2024 - present | ABC Sustainability Subcommittee |
| 1/2025 | Assisted in interviewing possible parliamentarians. |
| Professional Background | Federal electric regulatory attorney 1982-1988; Electric utility attorney 1988-1989; Electric utility trade association attorney 1989-2007; Sudden Valley Homeowner Association (non-profit corporation.): Board member (6 yr), Pres. (5 yr), County Representative. (7 yr); Grew 7000-8000 residents; budget grew \$2M-\$4M |
| Education | University of Chicago 1977, Hastings College of Law (now known as UC Law San Francisco) 1982 |

My hope is to assist in representing Delegates and Volunteers throughout ACA. In particular, I hope to help promote wider understanding and awareness of the ACA Concepts, and to facilitate the creation and adoption of an ACA Charter and Conference Service Manual. I believe ACA as a whole will be aided by clarifying service terminology and processes, so as to increase the productivity of business meetings, and allow them to increasingly reflect Fellowship and Delegate Group Conscience. I firmly believe in "Let It Begin With Me"...

Kaz



Ken R. - Trustee (Requesting Ratification for Term 1 / year 2)

ACA Service Biography

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| 2018 | Found ACA when I discovered the BRB |
| 2018 - 2020 | Secretary/Treasurer/Host for Steps to Serenity |
| 2019 - present | Secretary/Treasurer/Host for Freedom Through Recovery |
| 2019 - present | Secretary/Treasurer/Host for Carry the Message |

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| 2021 - present | Delegate for Carry the Message |
| 2022 - | Intergroup Kettering, OH quarterly |
| 2020 | ABC zoom 04/23 to 04/24 |
| 2021 | ABC zoom 04/24 to 04/25 |
| 2022 | ABC zoom 05/06 to 05/07 |
| 2023 | ABC zoom 05/06 to 05/07 |
| Aug. 2023 | QDM zoom |
| Nov. 2023 | QDM zoom |
| Feb. 2024 | QDM zoom |
| Jan. 2024 | Finance committee |
| Jan 2024 | Audit committee |
| Feb 2024 | Chair Audit Committee |
| 2023 | Weekly host for a 44 week LPG program |
| 2024 | Weekly Tech. host for a 44 week LPG program |
| 2024 | Audit committee completed oversight of the 2023 3 rd party Financial Audit. |
| Jan 2025 | Audit Committee and started 2024 annual financial audit |
| Jan 2025 | Chair Audit Committee, monthly meeting 6 pm second Tuesday @ month |
| 2025 | Weekly Tech. host for a 44 week LPG program |
| May 18-19, 2024 | Annual Business Conference-presented 2023 financial audit results |
| July 2024 | Draft initial fellowship group vote (fgv) and share with the ABC Committee, the ABC Sustainability Committee, and Region representatives. |
| Dec. 2024 | The fgv process approved at the Dec. 7 th QDM and the minority opinion heard at the Feb. 01, 2025 QDM |
| Professional Background | Manager at General Electric, TRW, PlyGem, and SKF(Sweden/Italy). National Director of AME (Association for Manufacturing Excellence). Compliance Officer and Customs Officer for multinational companies. President, EVP, COO, CFO for multinational automotive suppliers. |
| | Chairman/owner of QUEST Consulting that focused on Quality Every Single Time for aerospace, automotive, and heavy equipment manufacturing |

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| Mohawk Valley CC | AAS Engineering. Academic All-American - wrestling |
| Buffalo State | BS Engineering |
| St. Bonaventure Univ. | MBA – finance 1982 after 4.5 years of night school |
| Harvard | Successfully completed company sponsored management development program |

In my second year on the board I want to continue to serve the fellowship and strengthen my recovery. Our recent AWC reached 72 countries and had 4,350 participants over the 27 hour program. To me it is important to reach out and be available to other adult children with Tony A's message of hope, love, and clarity. I learned how to survive in foster homes and now I am learning how to live. Thank you for the opportunity to serve our fellowship.

I love the recovery quote, "If you want to go fast, go alone; but if you want to go far, go with others." I want to see ACA go far.

Ken R.



Rich R. – Trustee (Requesting Ratification for Term 2 / year 2)

ACA Service Biography

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| 1986 | Started sobriety in AA. My sponsor told me, "You have so many ACA issues that you won't stay sober unless you address them!" So I started ACA within months of my last drink. All early ACA work was done with an ACA therapist. I have the same therapist 38 years later. |
| 2006 | When the BRB and YWB came out in 2006, ACA meetings in my area became functional, in my opinion. I started 3 ACA meetings and have held most all service positions over that time. I have sponsored many people, both male and female, and this is one of my favorite forms of service. Because of my profession I was able to experience many workshops and therapeutic modalities and I believe it is my duty in recovery to offer to pass this experience on to others. |
| 2019 | Joined the Board of Trustees. |
| 2019 | Chair of the "ACA Bill of Rights" working group. Finished the "Bill of Rights" in 2020. |
| 2020 | Presented the "Healthy Communications" workshop at the 2020 AWC. |

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| 2020 | Chair of H+I and started the "ACA Information for Health Professionals" trifold. Finished the trifold in 2021. |
| 2020 | Chair of the HR Committee. Finished compiling the employee handbook. |
| 2021 | Left the Board of Trustees. |
| 2021 | Chair PS/H+I Committee. |
| 2021 | Co-chair Safety Resources Committee (SRC). Helped the committee write responses to questions and complaints from the fellowship. Helped SRC with the "Service Norms Document." |
| 2022 | Helped the PS/H+I Committee present "Bringing ACA to Hospitals, Prisons and Therapists" at the 2022 AWC. |
| 2023 | Presented "Brain Connections, Trauma and Recovery" at the 2023 AWC. |
| 2023 | SRC finished the "Service Norms Document." |
| 2023 | Helped the PS/H+I committee finish the "Correspondence Outreach to Institutions" guidelines and program. |
| 2024 | Rejoined the Board of Trustees, Term 2, Year 1. |
| Professional Background | |
| 1986 | Doctorate in osteopathic medicine and surgery. |
| 1986-87 | Internship |
| 1989 | Board certified in family medicine. |
| 1991 | Board eligible in addiction medicine. |
| 1991-95 | Medical director Care Unit Hospital of Albuquerque. |
| 1990-92 | Assistant medical director Cottonwood Hospital Albuquerque. |
| 1994 | Member of the Medicaid advisory committee state of New Mexico. |
| 1997-98 | President of the New Mexico Osteopathic Medical Association. |
| dates unknown | Multiple lectures given in; chemical dependency, medical detox from alcohol, medical detox from opiates, medically supervised withdrawal from nicotine, and child abuse. |
| dates could be figured out if I wasn't lazy. | Various professional and personal workshops with Pia Mellody, Bob Subby, Terry Kellogg, Bob Earll, Claudia Black and Terry Real. |

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

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

Rich R.



Sue V. - Trustee (Requesting Ratification for Term 3 / year 1)

ACA Service Biography

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| January 2011 | Joined ACA & my life changed. |
| 2011 | Provided service to my meeting group with literature, newcomer greeter etc. |
| 2012 | Coordinated with our intergroup our 1 st ACA public & member outreach at a 12 Step Conference, 11 years later my intergroup is continuing the tradition. Started new meetings and study groups. I became the literature coordinator for intergroup & home group. |
| 2013 | Joined Regional service group & started to rebuild our Intergroup for meeting support for literature and new meetings, studies, business meetings etc. |
| 2014 | Volunteered and was accepted as intergroup chair. |
| 2016 | Volunteered and was accepted as intergroup treasurer. |
| 2017 | Delegate for 2 years for intergroup, supported intergroup & volunteers to apply for 2018 ABC/AWC in Toronto. Co- chair in planning of 2018 ABC/AWC. |
| 2018 | Co-hosted 2018 ABC/AWC in Toronto. After, I took a 6 month leave for self-care. |
| 2019 | Delegate for 2 years for my home group. WSO Trustee asked me to become the 1 st chair of Global Members Subcommittee supporting Africa, Asia, Oceania, and Latin America. I was accepted at the 2019 ABC. I have worked on the connection's booklet. |

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| 2020 | Provided support for 1 st online AWC & coordinated Global Members Committee participation. As part of service orientation & balance withdrew from local service roles. |
| 2021 | The Global Members Committee became a standing committee. I was accepted as their chair. I volunteered and was accepted as chair of the 1 st Publishing Committee. I applied to be a Trustee of the Board and was accepted. |
| 2022 | In July of 2022 volunteered to be chair of the Board and was accepted. Additional Conference chairs were needed at the 2022 ABC, and I volunteered from Global when there were not enough volunteers on the first 2 days and supported the Conference as a point of information on the 3 rd day. I supported the online AWC workshops & events. After, as part of service orientation, I withdrew as chair of Global. |
| 2023 | Continued as Chair of the Board and Chair of Publishing. Guided the implementation of adding tools to improve board operations and supported trustees with health challenges. Supported translation improvements, balancing fellowship, and business needs. |
| 2024 | Humble Adult Child, trusted servant Trustee, Chair of the Board and Chair of Publishing Committee. My 3-year term as Publishing Chair was completed and extended for another year. |
| 2025 | I am completing my third and final year as Chair of the Board of Trustees. During this time, my focus has been on strengthening the health, effectiveness and unity of the Board, WSO, Conference and the Fellowship. |
| 2025 | I'm currently serving my fourth year as Publishing Chair, with my term extended due to a lack of new volunteers stepping forward. For me, this role is a true expression of Tradition Five—love in action. Without access to affordable literature, ACA recovery simply isn't possible, especially for newcomers seeking connection and healing in our meeting rooms. It has been both an honour and a joy to collaborate with so many gifted ACA members, international fellowships, dedicated staff, and the Board. |

| Professional Background | |
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| Semi-retired | I have been working to full retirement for the last 3 years. I have been a consultant for over 20 years providing organizational support in HR, diversity and conflict management. |
| Former Director of Non-Profit Board | I worked for 2 years as a director of a Board in the health industry. I withdrew when I increased my service hours in ACA. |
| Organizational Ombuds and Coaching - my own company | Certified Ombuds and Charter Mediator working with numerous organizations across Canada and the US for non-profit, profit and government agencies. Specializing in conflict resolution and healthy workplaces and relationships. |
| Workplace Investigator and Consultant- my own company | Investigated over 600 cases in human rights, harassment and bullying and disability. |

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| Organizational Ombudsperson & Human Rights Consultant | Trained by lawyers, police and professionals in workplace investigation and workplace assessments. Trained in trusted servant leadership, crisis management, facilitation, mediation, and wisdom circles. |
| Senior Manager in Corporation within Canada | Managing department of 500 staff, 4 unions with a multimillion-dollar budget. Project management leader. |
| Graduated with Degree in Business | Majors- Finance and Organizational Development, prior academic education -spent a year in Nursing School. |

My service on the Board these past four years has been a deeply meaningful journey—one filled with growth, healing, and heartfelt connection.

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

Of course, the journey hasn’t always been easy. Balancing the volume of requests and navigating varied expectations has presented its challenges. Through it all, I’ve learned to ground myself in the principles of self-care, self-love, and open-hearted listening—so that I can serve from a place of clarity, balance, and wellness.

Outside of service, my passions include spending time with family and friends, meditation, tai chi, qi gong, forest bathing (shinrin-yoku), hiking, connecting with animals and birds, gardening, movies, and exploring history and world cultures. My adult children are now 31 and 35, and they continue to be a source of love and inspiration in my life.

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

Sue V.



Tamara P. - Trustee (Requesting Ratification for Term 3 / Year 1)

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| October 2012 | Joined my first meeting, and within 3 months learned that a call had been put out for a new group of people to run MN Intergroup, attended the first meeting and joined as Secretary. |
| 2013-2016 | MN Intergroup Secretary |
| | Along with 8 other ACAers, took on the role of re-building the MN Intergroup structures, including building a website, updating contact information for MN Intergroup across the internet, and attending several home meetings to both confirm that a home group was active and to introduce ourselves as the face of MN Intergroup. |

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|--------------------------------|--|
| 2017-2020 | Elected MN Intergroup Chair, spearheading the evolution to create programs that the Fellowship asked for. Met with Fellowship and, based on their input, created a five year roadmap for creating Speaker series, Yellowbook Workbook program, two annual gatherings. |
| 2018 | Served as delegate at ABC representing MN Intergroup. |
| 2021-present | ACA WSO Board of Trustees, serving as Secretary beginning 2022 and Treasurer beginning 2024. |
| Professional Background | <p>I am Project Manager by trade with 23 years of experience at a telecommunications company. My skill set is in resolving friction points, identifying improvement opportunities, and implementing solutions that optimize processes and performance. I have strong collaboration and group facilitation skills. I am passionate about empowering my team and fostering a culture of innovation.</p> <p>Professional Strengths:</p> <ul style="list-style-type: none"> • Identifying and pursuing multiple possibilities • Brainstorming and creatively solving problems • Motivating others by bringing energy and enthusiasm to any task • Communicating or "selling" ideas and possibilities to others • Working closely with teams |

Four years ago, I joined the ACA board, excited to contribute my professional and personal skills to make the program better. Today, I'm still excited to serve and create useful tools and resources for our members, guided by their needs and direction. Every meeting brings new discussions and opportunities to refine how we bring the message of recovery to adult children around the world. I look forward to continuing this important work, expanding our reach, and helping even more people find hope and healing through ACA.

Tamara P.