

I. Serenity Prayer:

God, grant me the serenity
 To accept the people I cannot change, the courage to change the one I can, and
 the wisdom to know that one is me.

II. Members Present: Matt K., Marcia J., Miles, Laura, Mary Jo, Charlie H., Carole C.

III. Purpose: *As a committee of the ACA WSO, our purpose is to research the service structures of other global fellowships in order to recommend how ACA should best organize its service structure to serve its growing fellowship nationally and globally.*

IV. Goals:

- A. Research and define regions for a recommendation to the ABC and ACA/WSO Board
- B. Come up with a 5-year vision for the implementation of a Regional structure.
- C. Create a plan to start the process.

V. Responsibilities:

AA--Miles	DA--Bonnie	NA--Matt
ACA--Carole C.	CMA--Hanz	OA--Marcia
Al Anon--Mary Jo	CoDa--Sarah O.	SAA--Charlie

OLD BUSINESS

- 1. Motion to approve the minutes from the January 29, 2018 meeting.** (Marcia)

Second: None

Discussion:

Decision: Tabled until February 26.

- 2. Vision and Mission Statements:**

Vision Statement: Regional Service Committees build bridges of communication and support to bring Adult Children out of isolation and into fellowship.

Mission Statement: Whenever an adult child reaches out, the Regional Service Committees will be there with information and support: to connect people within the fellowship, to encourage participation as trusted servants, and to grow meetings full of experience, strength and hope throughout the world.

NEW BUSINESS

- 1. Great Lakes Survey: Appendix 3**—Matt K. shared the results of a survey done by his Intergroup. The takeaway seems to be that people want to know the specifics of the available service positions. Things such as how much time is required, what skills are necessary, and what the work is. We can ask for guidance from Region 2, who has a brochure on the topic. In a general sense, ACA is in a much better position since the AWCs were started. We are getting the volunteers necessary to deal with more of our needs.

2. **Finalizing a Region Proposal for the ABC: Appendix 4**—what are regions really going to do? Charlie read and explained his proposal.
3. **Full structure proposal: Appendix 5**—how might we set up a communication structure for the United States? Marcia read and explained this proposal.
4. **Discussion:** The documents above need to be put on the back burner as we settle some basic issues about regional maps.
5. **Regional Map Presentations:** There were no presentations. A discussion about how to set up the regional maps was held. The following points were restated:
 - No decisions have been made about any maps: this is a brainstorming exercise.
 - Some way of having a discussion in which all can present their personal ideas is our goal.
6. **Other thoughts and questions:**
 - There are only five more meetings until the ABC in April. We have a lot to finish before then. Do we want to meet weekly in order to move along more quickly?
 - What is the expectation for our presentation at the ABC? Is there a mandate from the Board and/or ABC, or is there choice on our part?
 - The idea of presenting our work on the nominating committee and a recommended map was presented.
 - We cannot move faster than the group is able and willing to go. The map issue seems sensitive, and we need to continue to work with quality rather than pushing past consensus to get things done.

NEXT MEETING: Monday February 26 at 8 PM EST.

Appendix 1: April 2017 Interim Regional Policy (approved by WSO Board and 2017 ABC

- 1) ACA World Service Organization reaffirms its historical commitment to the **formation of regional service entities as important channels for improving service to the fellowship, and for increasing connections between groups, intergroups, and the WSO.**
- 2) The WSO board authorizes an expedited review by the Service Structure Committee of all policies governing regional formation and representation, with **a goal of proposing clearly written mechanisms for regional structures that are stable yet flexible, and predictable yet equitable.**
- 3) The WSO board recognizes that an existing map defining ACA Regions must be updated, since it was drawn more than 25 years ago, before the WSO had its own literature in English or foreign translated versions. It therefore **authorizes the Service Structure Ad Hoc Committee to propose a new Region map that reflects ACA's changing global membership patterns.**
- 4) In the interim, until a new map is adopted, Regions seeking registration and a seat on the WSO Board should follow the existing WSO regional map (attached to this motion). **To ensure a proposed region has a meaningful linkage to the fellowship, a new region may be asked to demonstrate significant participation by intergroups and groups in its designated area. Also, in keeping with BRB pages 604-605, new regions should present written service plans designed to benefit members in their geographical area.**
- 5) Regional Service Committees, which are not eligible for a seat on the Board, may register and form according to their own group conscience and needs, and do not need to conform to the Region map.
- 6) WSO commits to adopting clear, consistent written criteria for board eligibility, so that all service bodies and all members of the world fellowship can prepare themselves to seek WSO volunteer and board service opportunities. These criteria, which include WSO service needs and best practices, will be incorporated into the OPPM, to guide service bodies and WSO in nominating and selecting trustees.
- 7) Until a broad service structure revision devises new policies governing regional service entities, **a Region that has registered with WSO, and been ratified by the board, may nominate a candidate for the board of trustees to vet and consider in a timely manner,** using OPPM board eligibility criteria.
- 8) These steps are interim in nature. **Potentially significant adjustments, including borders for Regions, may be required when WSO adopts long-term changes to ACA's service structure.** Such changes could include provisions for professional management and staff to take over much of the day-to-day operations currently managed by the Board.

BACKGROUND: In March 2017, the WSO Board of Trustees asked the Service Structure Ad Hoc Committee to recommend interim guidelines for recognizing newly formed ACA regional service bodies. The request was made in recognition that one new Region has formed, and others are being explored, at a time when WSO's policies governing regional service bodies need updating and clarification.

The board motion is an amended version of the Service Structure Ad Hoc Committee's recommendations, and lays out interim WSO policies on regional service entities, until the ACA fellowship and WSO board can devise and approve a long-term map and policies governing regional entities.

Note: The map referenced in Point 4 is available at this link:
https://acawso.slack.com/files/billd/F4V4C005D/aca_region_map.pdf

Appendix 2: Bonnie's Suggestions—Regions outside the Box

From outside the box...

1. Regions can serve as an administrative division of the fellowship along geographic lines. As such it would serve as a conduit for two way communication between local groups and WSO. Many issues could be addressed at the regional level, reducing the need for meetings to lobby WSO directly.
2. Unlike local Intergroups, Regions would have fixed boundaries, serving all groups within them. Regional designation would be automatic and based on a group's location. Meetings would NOT need to take any action to formally affiliate; neither would they opt-out.
3. Actual formation of an internal structure, the in-between, for a new region may develop organically, at the grass-roots level, as Region 2 has done. Meanwhile, there is nothing stopping several autonomous IGs from forming some sort of relationship/partnership to share/combine/enhance resources, including service volunteer efforts. I guess they could call themselves whatever they want, consortium, cooperative, living room. They are would not be WSO determined.
4. Where a geographic Region has not formed an internal structure they could still have a Trustee appointed from and for that Region. Such a Trustee appointed for an unstructured Region could at least serve as a point of contact for communication between a Region's meetings and WSO. Intercept some of the traffic, referring to various committees/trusted servants/special workers as appropriate. Additionally s/he may serve as WSO's ambassador to existing ACA meetings, supporting and encouraging that Region's internal development. A Trustee appointed to an unorganized Region might also function as a sort of "missionary", targeting outreach. At the very least they would function as a sort of interim caretaker, a place-holder connecting a Region to WSO. Such appointed Regional Trustees would provide geographic balance to the Board.
5. "Build it and they will come" seems most appropriate at this level. Establishing geographic Regions would provide a rudimentary administrative structure for WSO. We can provide a skeleton for the fellowship to flesh out as it grows. The 'in-between structure would be focused on providing service and communication, not consolidated representation.
6. As we grow we can maintain 1:1 voting strength for groups. Remote participation by large numbers of delegates is possible by consolidating what actually requires an up-down vote from the ABC. Developing structures to support this is a much more "shovel-ready" project than trying creating a structure of consolidated representation.
7. **Some additional thoughts:**
 - **Intergroups:** (What we have now)
Most meetings do not belong to an Intergroup. IGs are based on Voluntary affirmative affiliation. They are based on the needs, affinity, etc. of supporting groups. Intergroups are amorphous. The supporting groups determine the functions of the Intergroup: literature, meeting lists, H&I and PI functions, website, workshops, socials, whatever. IGs can (and do) form and disband at will. (Take your Teddy Bear and leave.
 - **Regions:** (The potential)

As a geographic division it would be a fixed vehicle connecting WSO communication and service to all groups/meetings.

All meetings would passively be fit into a specific region based on location.

Groups who choose not to affiliate with any Intergroup would still be connected to their Region.

As each Region is represented by a Trustee, the number of Regions must be fixed. Even without any developed internal structure, such as Intergroups, to nominate a candidate, an appointed Regional Trustee would become a point of contact between WSO and isolated, remote, or scattered meetings.

Regions would not disband; they would remain constant once the ACA flag has been planted. (Apparently some Regional Trustees were appointed in 1990, so there is precedent for this.)

There are advantages to fully autonomous self-driven service entities. There are advantages to fixed structure entities that can provide stability and continuity.

We can have the best of both!

Appendix 3: Applying to become a region with a Regional Representative on the Board of Trustees

<p>Notify the MPS Regional sub-committee and receive a mentor.</p>	<p>Must represent a stated ACA demographic.</p> <ul style="list-style-type: none"> • List of organized intergroups that will be included. • List of unaffiliated meetings that will be included. • List of organized intergroups and meetings that have expressed interest in being part of the region. • List of contacts that did not respond. 	<p>Demonstrated Contact with the above demographic</p>
<p>Must fill out paperwork:</p> <ul style="list-style-type: none"> • Regional Officer Bios • Mailing information • Regional plan that speaks to the ACA Vision and Mission Statements for Regions • One-year plan and 5-year goals • Financial plan and budget 	<p>Bylaws/Operating Rules</p>	<p>Bank Account</p>

Appendix 4: Finalizing a Region Proposal for 2018 ABC—Charlie H.

In April 2017, the WSO board approved, and the ABC affirmed, that regions must play a critical role in ACA's future, by connecting and strengthening the world ACA fellowship. In its interim policy, which grew out of a recommendation by the service structure committee, the board authorized us to develop guidelines for new regions that would meaningfully represent and serve local fellowships. It also directed our committee to "propose a new Region map that reflects ACA's changing global membership patterns."

Eight months later, the Service Structure Committee crafted a new Vision and Mission Statement that did a beautiful job of bringing the board's request to life. At their core, the Vision and Mission Statement declare that Regions are bigger than just maps, or channels to elect new board trustees. Rather, they offer a whole new model of how ACA can work, in which Adult Children emerge from the widespread isolation we now see and recover in a newly vibrant and connected ACA community. We have just two months to finalize our regions proposal and explain it to the Board and ABC. I don't speak for anyone but myself, but here are my thoughts on how to enact our Vision, and communicate in a way that is compelling and credible, so that all ACA will move forward under this banner.

- 1) Use our vision and mission not just as inspiring words, but as the cornerstone of our remaining Region discussions. I'd encourage us to continually reference our Vision and Mission Statement and ask ourselves, "Will this idea or map option help make our goals a reality?" This will help us produce a plan as big as our Vision.
- 2) Consider our ultimate goal, which is to connect the fellowship in a new way, before finalizing our proposed service structure. Is just adding regions enough, or is something more needed to connect and energize the fellowship? I have become convinced we need more, but I'd like additional discussion on this point.
- 3) Most critically, any structure is empty unless we believe it will come to life. I'm coming to think that just creating a structure on paper could leave us with big vacant spaces for literally decades, putting our whole Vision at risk. I believe our proposal should include an action plan detailing how we move forward to our stated destination.

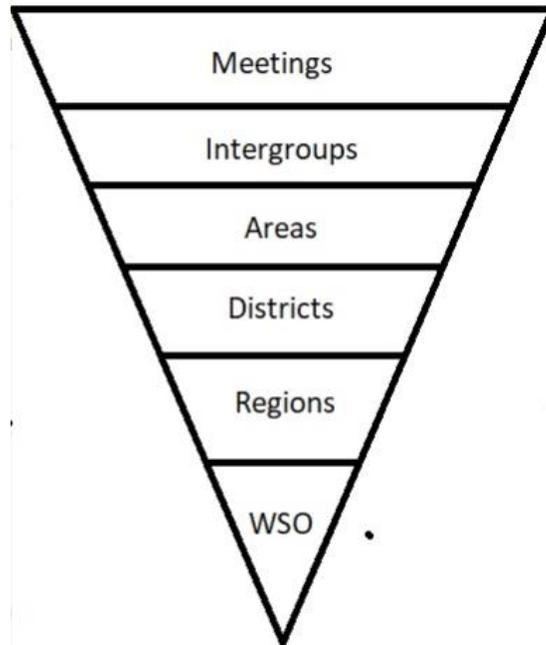
Carole C. has described how Region 2 proactively fosters growth at the intergroup level, and doesn't just wait for service bodies to take shape on their own. I strongly hope our proposal takes a similar approach. If there is a way to develop functioning regions in 3-5 years, rather than 15-20 years, and make them quickly relevant at the local level, I believe we should make that central to our thinking, and to our ABC presentation.

- 4) Finally, as we dig into the important piece of drafting alternative maps, I'd suggest that every presenter explain how he or she went about defining and achieving key goals, and that all proposed maps be compared to both the Vision/Mission Statement and to the 2017 interim regional policy, which discusses the Board's thinking about a new global regions map.

Appendix 5: Setting up a Complete Service Structure

Disclaimer: the map in use is for showing the network only. It is not the accepted regional map.

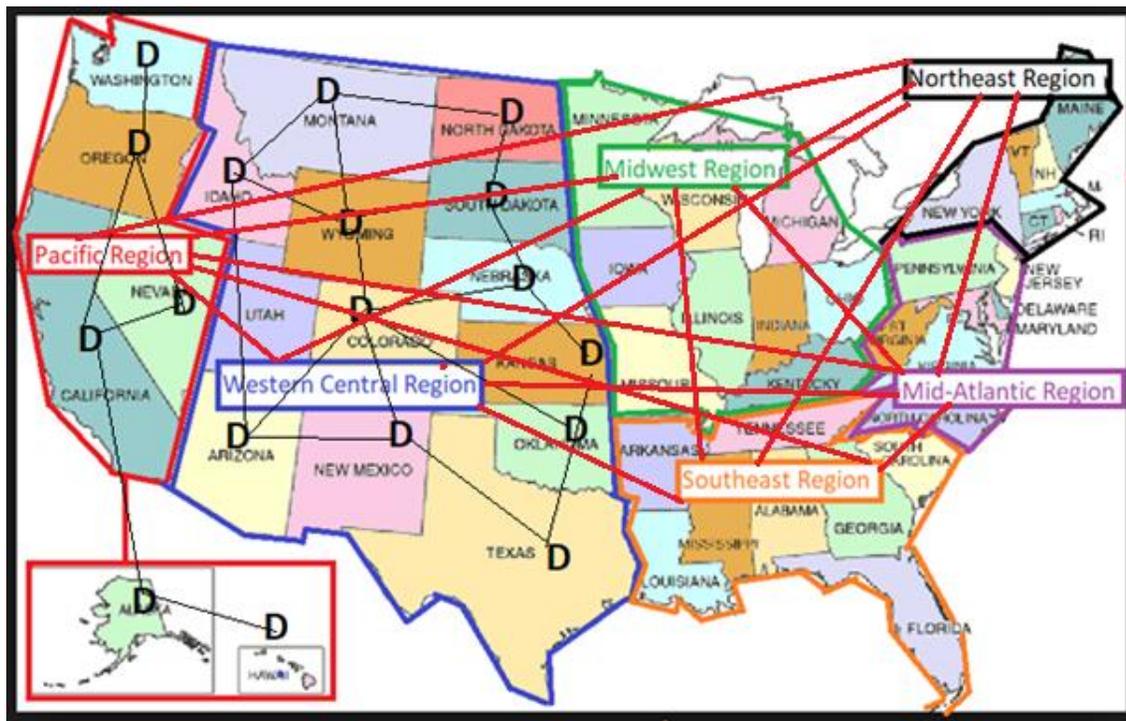
COMPLETE SERVICE STRUCTURE PROPOSAL					
	Current Situation--1	Stage 2	Stage 3	Stage 3- Part 2	Stage 5
A	Meetings WSO	Meetings Region WSO	Meetings Districts—(States) Region WSO	Meetings Intergroups Districts—(States) Region WSO	Meetings Intergroups Areas Districts—(States) Region WSO
B	Meetings Intergroups WSO	Meetings Intergroups Region WSO	Meetings Intergroups Districts—(States) Region WSO		



BENEFITS OF SETTING UP A COMPLETE SERVICE STRUCTURE

1. Public awareness of our program.
2. People who can contact others at a closer proximity than an entire region.
3. Thoughtful development of information for Trusted Servants. The ability to think out ahead of time what we want our Regional, District, Area, Intergroup and Meeting Reps to know and be able to do in order to spread the message.
4. A structured training program for trusted servants.
5. Conventions and “retreats” closer to the fellowship so more people can take part.
6. Support when the road looks long....

This plan would establish a communication network across the United States. Our first task would be awareness and more personal communication with Intergroups and meetings.



Regional Contacts would be on a working committee to plan and develop their approach and any materials they might need to let their District Contacts know what they can concretely do in that position.

District Contacts can be on a committee within the Regions. They can also plan ways to reach out, have contact and provide information and connection.

Both Regions and Districts would start out helping to form Intergroups and support them. As the District becomes more organized the Region can become more of a supporting structure to them, giving them more of the “hands-on” work.

Areas come into play if a District has a high enough meeting and Intergroup density that it is worth their while to become even more local.

EVOLVING ROLES OF STRUCTURAL COMPONENTS DURING THE PROCESS

THE ROLES OF STRUCTURAL DIVISIONS				
	STAGE 1	STAGE 2	STAGE 3	STAGE 4
<p>REGION The above map shows 6 Regions. My plan would establish all the Regions right away, appointing a Regional contact if there is currently no rep.</p>	<ul style="list-style-type: none"> • Create regions for the United States • Assign a contact for each region • Contacts will become members of the WSO MPS Regional Committee • Contacts will be trained in service 	<ul style="list-style-type: none"> • Make contact with meetings and intergroups in the region in order to establish relationships and get contact information. • Compile meeting information for the Region. • Work to establish one contact person for each District (States in the USA) • Start communicating information between the WSO and the local meetings and intergroups. • Help set up new intergroups • Train local leaders in service work 	<ul style="list-style-type: none"> • Start communicating information between the WSO and the Districts, Intergroups and meetings • Create training materials • Train District contact representatives for service. • Hold a regional meeting • Help set up new intergroups • Train local leaders in service work • Start paperwork to become a recognized Region with a representative on the WSO Board of Trustees. 	<ul style="list-style-type: none"> • Communication between WSO and Districts • Regional meeting • Create training materials • Train the District Trainer in Service work. • Set up regional committees that mirror WSO committees to provide information from the fellowship for the WSO to use in decision-making. • Get approval from WSO as a recognized Region with a Regional Representative seated on the board of Trustees.
<p>DISTRICT It would be the first job of the Regional Contact to establish a contact person in each state to start creating a network.</p>	<p>Don't exist</p>	<p>Establish Districts by creating one contact person for each District (State)</p>	<ul style="list-style-type: none"> • Receive Service Training from the region. • Make contact with meetings and intergroups in the district to establish relationships and get contact information. • Compile meeting information for the District. • Work to establish contacts throughout the District. • Help to start Intergroups at the local level. 	<ul style="list-style-type: none"> • Receive Service Training from the region. • Make contact with meetings and intergroups in the district to establish relationships and get contact information. • Compile meeting information for the District. • Establish contacts throughout the District. • Start communicating information between the WSO , Regions, and the local meetings and intergroups. • Help set up new intergroups • Train local leaders in service work • Hold District Meetings
<p>AREA Areas would develop last. They would be in response to large populations within a district.</p>	<p>Don't exist</p>	<p>Don't exist</p>	<p>Don't exist</p>	<p>An area can be established when the number of meetings and intergroups in a District reaches the level that cannot be served well by the District alone. They share the activity of the District, and deal more locally with meetings and intergroups.</p>

EVOLVING ROLES OF STRUCTURAL COMPONENTS DURING THE PROCESS

	Stage 1	Stage 2	Stage 3	Stage 4
INTERGROUP Already in place. Would create a network with the district.	<ul style="list-style-type: none"> • Communication between meetings and WSO • Local events and activities • Books and materials • Meeting lists • Meeting contact lists • Create ballot measures • Vote at ABC 	<ul style="list-style-type: none"> • Communication between meetings, Districts and Regions • Local events and activities • Books and materials • Meeting lists • Meeting contact lists • Create ballot measures • Vote at ABC 	<ul style="list-style-type: none"> • Communication between meetings and District • Local events and activities • Books and materials • Meeting lists • Meeting contact lists • Create ballot measures • Vote at ABC 	<ul style="list-style-type: none"> • Communication between meetings and District/Area • Local events and activities • Books and materials • Meeting lists • Meeting contact lists • Create ballot measures • Vote at ABC
MEETINGS Would have a closer network in place. Might see or hear from someone at the state level.	<ul style="list-style-type: none"> • Provide experience, strength and hope directly to the ACA. • Fellow Travelers • Create ballot measures • Vote at ABC 	<ul style="list-style-type: none"> • Provide experience, strength and hope directly to the ACA. • Fellow Travelers • Create ballot measures • Vote at ABC 	<ul style="list-style-type: none"> • Provide experience, strength and hope directly to the ACA. • Fellow Travelers • Create ballot measures • Vote at ABC • Communicate between Meetings and Intergroups 	<ul style="list-style-type: none"> • Provide experience, strength and hope directly to the ACA. • Fellow Travelers • Create ballot measures • Vote at ABC • Communicate between Meetings and Intergroups