



**Adult Children of Alcoholic and Dysfunctional Families  
World Service Organization**

**1458 E. 33rd Street, Signal Hill, CA 90755**

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**MONTHLY TELECONFERENCE MINUTES  
February 13, 2021 2PM Eastern**

THIS IS A REGULARLY SCHEDULED MEETING WITH NOTICE GIVEN ON THE ACAWSO WEBSITE AND THE TRAVELER NEWSLETTER  
Please notify the secretary with changes, additions, or motions for this meeting.

**Zoom Meeting ID: 228-809-511, PWD: 90755**

<b>Zoom Meeting Details:</b>	<b>Dial US</b>	<b>Dial International</b>
Zoom ID: 228 809 511 Passcode: 90755	US: +1-669-90-06833 (San Jose) US: 1-929-205-6099 (New York)	<a href="#">Zoom International Dial-in Numbers</a> <ul style="list-style-type: none"><li>• <b>DEN: +45 89 88 37 88</b></li><li>• <b>SWE: +46 8 4468 2488</b> +46 8 4468 6646</li><li>• <b>Full list of international Numbers</b> <a href="https://zoom.us/u/adSv3hv19d">https://zoom.us/u/adSv3hv19d</a></li></ul>

- A. Call to Order by David McB – Open with the ACA Serenity Prayer
- B. Roll Call of Board Members – Bill D, David McB, Erin D, Fredrik H, Jim B, Rich R, Sharon F, Charlie H – Not Present
- C. Quorum established.
- D. Guest Introductions

Barbara, Northern CA, Nominating Committee	Bernadette H, Belleville Canada, IG 558	Alexandra - Stockholm, Sweden, Swedish Board, Spiritual Inclusion and the committee for representation, equity and accessibility.	Cheryl, Toronto – Chair of the Delegate Training Sub Committee, Toronto IG.
Denise, nominating committee and representing Alaska 021 and 020.	Carol G, CA - I'm from the Monterey Bay intergroup, Finance Committee.	Anette – UK	Laura D – CO, IG Rep
Aleksandra – Poland, intergroup representative in Poland and vice chair	Greg- Austin Texas, chair of the nominating committee and chair of	Carole C, Member Services Chair	Hannah M, DC Area Intergroup

of the translation committee.	the literature strategic planning subcommittee		
John W – Arizona, Co-chair for the representation, equity and accessibility committee.	Julianne V - we agnostics virtual meetings	Michael S - intergroup rep for St. Louis, Missouri	Ben L – Member of ACA in Springfield Virginia
Mary Jo, Chair of the ballot prep and the OPPM committees	Karin S – Illinois, chair of the concept study group that's part of the service network committee and chair of the service norms subcommittee	Michelle from Wisconsin, part of sanctuary without borders.	Lucia - South Florida. WSO controller, vice chair of the Finance Committee, DCOC committee and the ABC committee.
Nick – Signal Hill, WSO Operations Manager	Marius – Bucharest Romania	Melaine, Virginia – New WSO rep	Marcus, East Bay of San Francisco, California, liaison for several home groups, secretary greater East Bay, ACA intergroup. Delegate for the ABC for last year and this year for the intergroup and member of spiritual inclusion in literature.
Rene A, Northampton MA, State IG rep	Peter C - England UK	Shari – Greater East Bay IG Chair - GEBACA	Tamara P - Minnesota. Chair of the intergroup subcommittee of Member services.
Jim R – NY, WEB0120			

E. Tradition Two - For our group purpose there is but one ultimate authority – a loving God as expressed in our group conscience. Our leaders are but trusted servants, they do not govern.

F. Minutes:

- a. (Jim B) Motion to approve the January 9th, 2021 Teleconference Minutes  
 Second: Sharon F  
 Discussion: none  
 Decision: Passed

Jim Noted that 2020 ABC full set of minutes and audio files are posted at  
<https://acawso.org/2021/02/11/2020-abc-minutes-and-recordings/>

G. Chair Report – No report as Charlie was not present.

## H. Treasurer's Report – Bill D <https://acawso.org/category/treasurer-reports/>

In reviewing the **Balance Sheet**, we can see ACA WSO ended the month with \$751,454 in Total Assets. The previous month was \$755,151, resulting in a decrease of \$3,697. Our Total Cash and Cash Equivalents (Account 1000) increased by \$13,056, Inventory Assets (Account 1400) decreased by \$20,627, while Prepaid Expenses increased by \$5,444. WSO's Total Liabilities & Equity was \$751,454 at the end of the period. This is a decrease of \$3,697 from the previous month. Accounts Payable decreased \$25,919. This is because the prior month contained an unpaid invoice of \$36,000 for Books. Year-To-Date net income is \$21,607.

Looking at the P&L we can see Total Income for the month was \$136,356. This includes Shopify sales of \$37.5k, Amazon sales of \$68k, and 7<sup>th</sup> Tradition of \$28.6k. Book sales increased \$20.5k, while 7<sup>th</sup> Tradition contributions decreased \$1.5k from the prior month. The prior month total income was \$120k. Therefore, Total Income increased by \$16,130, or 13.4% from the prior month.

The combined Cost of Goods Sold (COGS) was \$74,329 which was more than the prior month's \$62,897 COGS due to the increase in sales. This left WSO a Gross Profit of \$62,028 before expenses.

WSO Expenses on the P&L include payroll, overhead and operating expenses. Overall WSO Total Expenses were \$40,420 this month, which were lower than the prior month by \$4,248. This resulted from a small decrease as compared with the prior month in Professional Fees, Inventory Adjustments, and Travel Expenses. After deducting the expenses from the Gross Profit WSO was left with a net income of \$21,607 for the month.

Income Summary –

4030 · Amazon Revenue	49.92%
4010 · Shopify Revenue	43.66
4080 · 7th Traditions Contributions	4.79
4060 · Audible Revenue	1.49
4200 · Other Revenue	0.07
4050 · Barnes & Noble Revenue	0.06
4150 · European Sales	0.01
Total	\$136,356.36

### **Compare to Budget.**

Our Total Income of \$136,356 was \$11,056 more than the Budgeted amount of \$125,300, or about 8.8% more than what we budgeted. Book sales were lower in Signal Hill and higher on Amazon against the budget. The 7<sup>th</sup> Tradition Contributions exceeding Budget by \$10,138. See section below regarding 7<sup>th</sup> Tradition Contribution Report.

Our expenses were 18.9% lower than budgeted, by \$9,390. Overall, for the month we over performed by \$16,961 against a Budgeted Net Income of \$4,646.

### **7<sup>th</sup> Tradition**

WSO received \$28,555 in 7th Tradition Contributions for the month from members, groups, intergroups and regions. Our campaign of \$7 for the 7th brought in \$1,416. Also notable, there were 10 contributions that were \$500 or more. However overall, there was a decrease of \$1,537 total donations from prior month. A huge thank you to those who contributed to help ACA continue to meet the growing need of the program throughout the world. A special shout out to region five, intergroup 634 intergroup 626, intergroup 44 and our friends on the telephone and web zoom meetings for their generous contributions this month. WSO has created an electronic 7th Tradition basket using Venmo@acawso for contributions from inside the US and can still also easily accept contributions worldwide in our online shopping cart at shop.adultchildren.org. We can also accept Zelle transfers by contacting either treasurer@adultchildren.org or finance@acawso.org for the details. Please let your fellow travelers know ACA depends on contributions to fund the rapidly expanding fellowship services' needs.

To see the 7th Tradition Contributions for the month, click the link below or go to the 7th Traditions tab in the right-side menu of the acawso.org website.

We are in the final stages of testing a new web page for supporting 7<sup>th</sup> tradition contributions. Please check the traveler and service website for announcements on this.

I. Committee Reports: All reports can be found on the business website: <http://acawso.org>

1. Executive Committee: David McB <https://acawso.org/category/executive-committee/>

### **Executive Committee Report January 2021**

Board strategic retreat for Fall of 2021 to be discussed in person Boca 2/5

Board approved a favorable contract with Hilton SF for 2022 ABC AWC signed by Chair and Vice Chair 1/6/2021 added by contract review by the law firm; Krinzman, Huss, Lubetsky, Feldman & Hotte

Strategic retreat agenda discussed finalized at board working session

Review of 2021 ABC AWC event planning

Format for AWC

Confirm Miles Memorial Meeting

Budget approval update

Update from Jim on plans for ABC ballot measure town halls

Status of ABC ballot measure town halls.

2. Archive Committee: Marcia J <https://acawso.org/category/archives/>

No report this month.

3. Ad hoc Committee for Representation, Equity, and Accessibility: John W  
<https://acawso.org/category/diversity/>

- I'm John and I'm one of the CO chairs for the representation, equity and accessibility committee and we've met two times since the last telecom meeting. January there were eight participants. February, there were 12 participants. We meet on the 1<sup>st</sup> and 3<sup>rd</sup> Fridays.
- Since this group met, we empowered the co chairs to create separate slack channels, working groups, and empowerment teams as needed, and the channels are closed lock. Working towards Goal number four, which I'll talk to you about a minute.
- We clarified the committee name. We changed it from committee for representation, equity and accessibility, which with the acronym CREA, to the acronym REA, which is just representation, equity and accessibility, and we changed some Slack channel names. The names are represent, equity, accessibility committee, and represent ethnic racial equity empowerment team and represent membership survey and represent equity accessibility diversity open.
- And we made a decision to have a committee meeting, which is just dedicated to four or five personal shares about topics of representation, equity, accessibility and diversity, diversity and inclusion in ACA visions ideas for the committee on the fifth Friday of every month of months where there is a fifth Friday. So, we invite anyone in

this meeting to come to that meeting. And the next one will be April, which is April 30. So if you have any ideas about that you want to inform to this committee, please come.

- Also, we received an email from a member about site related accessibility issues, and we invited them to come to the meeting, so that you can share an informed committee about their concerns.
- And the last meeting that we had, we started with a deep breathing meditation exercise, it's about three minutes. So the committee members can formally arrive and be present for the work be undertaken.
- And since we wrote up this report, there was an email that was sent to our committee and I just wanted to mention it to you. And the steering committee, I was deeply shocked while looking for an alternative meeting this morning. It discovered that some meetings are for hetero men only. And this person went on describing that. And then there was some discussion among our committee and we found that that there was also a meeting that listed at it was for women only. And no cis gendered would it say let me see if I can find it. Yeah. Sis, trans women non binary meeting of adult children of alcoholics. And says no Sis, trans men, please. So we are going to have this as a part of our discussion. I guess in our next meeting. If anybody wants to chime in on that, or if the group or thinks that it's another committee needs to look into it. Please feel free to do so let us know. That's my report. Thank you.

David McB Noted - Thank you. I would comment that the board is working on that, as far as the any meeting that has an only designation appears to violate the traditions and as what we're looking at right now. But you know, we look forward to your guys report on it, too. But we are focused on that right now as well.

#### 4. European Committee: Fredrik <https://acawso.org/category/european-connection/>

- We meet twice a month on working sessions, as we also have a meeting like this an open meeting for everyone who wants to participate monthly, the first Saturday of every month 2pm Central European Time, and it's so good many, countries are visiting those meetings now. It's up to 50 people on the meeting from Italy, Turkey, Germany, Sweden, Estonia, Spain, Romania, Ukraine, Russia, so it's, it's really good to see how many countries are working and most of them is about translation, but also that we support to create intergroups and also some intergroups that are, are rebuilding.
- And we have set in the center in our four strategic goals to the ball and also referring refreshed purpose of statement.
- We are looking at speakers for the AWC also in the European community.
- We are looking for new officers, so please don't hesitate to contact us. In the report. You have all the contact information and also the webpage address for the European committee.

Jim asked what the common language was at the European Community and if the Russian Region was represented.

- Fredrik said that at least 2 Russian Intergroups were present and believes that they are working on stabilizing the Russian Region.
- And having meetings on a European Region

## 5. Finance Committee: Bill D <https://acawso.org/category/finance/>

- During the month of January, the members of the Finance Committee met three times worked on the following projects and tasks. The committee was joined by our accountants and reviewed the financial statements for December.
- The financials were accepted by the committee and posted to the acawso.org website, along with the Treasurer's Report.
- A second thing we worked on was a huge project involved many hours of thanks to our controller Lucia for doing the labor on the budget, and we finally got Board approval on the budget. So we have an approved 2021 budget going forward.
- The finance committee also began working with a volunteer of the WSO IT committee. I mentioned that earlier in the Treasurer's Report, we're doing an overhaul of the seven traditions interface on our website. So big progress there, we think it's going to be much more intuitive and user better user experience.
- During the January teleconference, members of the fellowship had requested guidance for how to use banks, Venmo and PayPal to collect and account for sevens for their tradition contributions for their local meeting, finance committee members agreed to start working on drafting a new brochure and updating a current flyer with encompassing banking practices.
- We had to discuss the sales tax situation in lot in Puerto Rico, we resolved that to the most cost-effective manner for WSO.
- We continue to do research into what other fellowships recommendations are regarding distributions of seven tradition, funds between groups, regions, and the World Service Office will be preparing that presentation for the ABC. We're still working on that.
- The finance committee discussed restarting our prudent reserve project it was began last year. And we're going to complete a comparative information gathering on what other fellowships have for their prudent reserve. As far as how many months of operating expenses, what we're seeing so far is it's about a year's worth of operating expenses for the major 12 step fellowships.
- The finance committee discussed the process and completion of 1099 for all of the vendors and contractors and we, we helped our accountants complete that and then we continue to follow our financial policies.
- Anybody that has any finance, bookkeeping or any interest in learning more about the finance committee is welcome to contact me about joining. You don't have to be a CPA or even an accounting professional to participate in service on behalf of the committee.  
Myself, Jim B. Treasurer elect, Lucia Vice Chair and Carol G. California member at large.

## 6. Hospitals and Institutions: Rich R <https://acawso.org/category/h-and-i-committee/>

- full report is being posted, certainly on the repository.
- H and I sent out 77 HSI orders.
- Probably the biggest news is we've finished the trifold. It's entitled, ACA information for health professionals. It's a trifold that people can use to approach therapists' doctors to help inform them about ACA.
- I see at least one other person on this call who is interested in doing H and I work and asked about the trifold It's kind of gotten stalled out in the lit review process. I did talk to

Charlie, who's in the lit review committee this morning. And he says he thinks that it will be out in available for beta testing, which means we can all use it within two weeks.

- David McB commented - Just update we actually met for an hour about that specific trifold this morning, but it will be coming back to you with just a couple minor suggestions. And it looks great and great work by all you guys. It's going to be a big boost.

**7. Information Technology (IT) Committee: Sharon F**  
<https://acawso.org/category/information-technology/>

- Our full report is in the repository. There's a link to it on the agenda. I wanted to note that the link for the ad hoc committee for representation, equity and accessibility in the agenda is wrong. But so please go to the acawso.org. And look under WSO committees in there under representation, equity and accessibility.
- I will be stepping down as the IT committee chair at the ABC, so the committee will be transitioning with that.
- We have received good news for our search for an IT special worker, we've received many resumes for the position and will hopefully begin interviewing. Within the next two weeks.
- IT committee asked all committees, sub committees and working groups, take a look at the committee's calendar on aca.org and see if your meeting information is correct. If it's not corrected, or if it needs updating, please send a notice in the IP zoom committee channel for your zoom so if you need on zoom to, then that's that channel that it zoom to committee's channel would be where you would post your update. That same announcement is also in the general channel in slack.
- We are also asking committees to check their zoom calendar in zoom. And if there's recurring meetings, they're associated with your committee that's no longer meeting please delete those to free up the schedule for other committees to meet.
- We began meeting with committees that have current content on adult children org to assist in updating that content. Once that process has finished with the current content, and the committee's that have current content will start reaching out to other committees that maybe currently don't have any content and want to put some adult children.org so that will be coming soon.
- If your ACA recovery meetings are experiencing problems updating your meeting information, please send an email to [meetings@acawso.com](mailto:meetings@acawso.com) and I'll post it in the chat. We're currently in the process of setting up the system, we're intergroups and regions will be able to assist their affiliated meetings directly with updates. That's not ready yet and is still in the development and testing process.

**8. Literature Committee: Charlie H(David Mcb)** <https://acawso.org/category/literature-committee/>

- We are still looking for volunteers for publication design skills, web skills. And actually, we're always looking for digitized folks. translation, writing, editing, etc. is all posted on the report
- The loving parent guidebook is going through its final text edits and design. And this is a very important new ACA publication. It's on track for being released. We hope by the ABC
- And a new cover and spine design has been approved and it's being implemented for the big red book. That was to correct the name to adult children of alcoholics slash dysfunctional families and the aca logo in a consistent manner throughout our letter throughout our literature

- COMLINE is going through a reboot process. So that's in work if you email literature@acawso.org if you want to be involved in that
- The Dane's are printing another 1000 Big Red books. They're going through them over there.
- Ready Set Go is in progress.
- As I spoke already before about the therapy trifold, which is really getting close to pulling the trigger on the
- Bill of Rights is in process.
- And one of the things that the literature committee did is we had to totally revamp our evaluation process, because it was as dysfunctional as anything else that we've had in ACA. And we've put together a new procedure which is posted that we're doing a lot better with and we're still working the kinks out of that. But we are really having good progress with that.
- So all this is posted. And we have Charlie as chair. I'm the vice chair. Mardi was the comline editor. We've got Greg, Bonnie M, Christina, Christine, Delilah, Ralph. Toni P. Justine, Martin Louis, Brad, we got a gang of people working on this stuff. But it's literature and it's the heart of ACA. So we're getting to it out there

## 9. Member Services Committee: Carole C <https://acawso.org/category/member-services/>

- Most of our report will be in the subcommittee reports. And all of those mine included, the MSC one is on ACAWSO.ORG.
- If you scroll down through the Member Services, one, which is tells you what we're doing right now, or you'll find global first and then you will find the rest there's five all together and the traveler, so global with Sue as chair, and Marion as Vice Chair, is a huge, huge report and huge committee. And it's it's very enlightening to read that they have new countries and new people coming in all the time working and new new things that they're doing. It's fascinating.
- Intergroups into groups is our second one. It's Tamara is our chair for that. And you also find below the global one, you'll find intergroup subcommittees of report.
- And then we have regions with no current chair, because Matt resigned last month, he has too much to do.
- And we are our one that wasn't operating for a while his young adult and he in subcommittee, it doesn't have a chair. But right now we have two volunteer coordinators there Cynthia J and Rita F. They're organizing, doing planning meetings this month, and they should be going getting started with monthly meetings for that next month.
- Our members subcommittee is. I don't know where our chair is Sarah. So I've been answering the email for the members and also for regions. And I did have a discussion with the editor of the traveler, Eleni, last month, to find out what she needed from Member Services. And so we're in agreement with what we're going to be doing. And our last but not least, our who trustee liaison is Frederick from Sweden. And we're very happy to have him.

## 10. Public Services Committee: Jim B <https://acawso.org/category/public-information/>

- I'm the acting chair. We're looking to get a full time chair. If anyone's interested in service. Please let us know. Happy to have you involved in this committee.
- We do have some more people attending. We've got Gary, Mindy and Denise and myself have decided to start meeting bi weekly.
- So every other week, we're meeting at 6pm. Eastern right now on Wednesdays. And the energy is building.

- We are reviewing the public information flyer that we have and the trifold that is a few years old. So we're looking at trying to get that updated.
- And we're looking at the way public information is presented on from other fellowships to get some ideas as we move that forward.
- And we also want to build a handbook for doing PR, so we could help give ourselves guidance, as well as make it available for into groups and regions. So we can be learning from each other and document best practices for doing public information.
- As a reminder, we do have public service announcements that have been recorded and are available for you know, intergroups and other people to use to try to disseminate in their areas and get some airtime on the radio stations and things and I think that's about it.
- We want to do Get the word out to other communities which may not be aware of ACA. How many times that people go Geez, I wish I had heard about this earlier when we did hear about ACA and we want to help those people find out about ACA also. Thank you.

## **11. HR Ad Hoc Committee Rich R <https://acawso.org/category/human-resources/>**

- We've finished the HR Handbook, which I reported last month.
- If anyone's interested, you can read the full report at the committee link above.
- And I think the main thing to report is the committee, the ad hoc HR committee is developing the language and the content to make a motion to the board for HR to become a full-time committee.

## **12. WSO Office: Nick C <https://acawso.org/category/wso-office/>**

- How can all things considered we have an upswing as usual, it seems to be an uphill increase at about, I don't know maybe 15%
- output is increasing to the point where the board has decided that it would behoove us to increase our space as far as warehousing and office goes.
- So in short order, I will be looking for a new facility to move from about 20 or 2700 square feet to about 4000.
- We in Amazon have broken kind of a glass ceiling of 50 K and that's FBA US. And we are also doing a setup for FBA Japan.
- Marcus and Robin and I are working on putting together literature and learning how to do what Robin did before.
- Shopify US over the month. The top three sellers here are the brb hardcover. BRB softcover brb hard copies went out at 527, the softcover sold 243, and the 12 step, yellow book, yellow workbook, we sent out 728. So overall, we had 1147 Shipments out of Signal Hill, which include the countries of Australia, Canada, Israel, and the United States and the UK.
- FBA volumes out last month, or on the big red hardcover Big Red Book we sold, we sold a 1122 and the accompanying yellow workbook sold 1262.
- In meetings, which the office is helping manage, we have 3005 active meetings. Intergroups we have 110 and regions were still at 2.
- freight movement to FBA US we have 560 units of the Big Red Book going to FBA US, we have 1056 yellow workbooks going in. And the meditation books we have 36 going in, and 165 of each of those books along with the laundry list workbook.

- Meeting helps requests into [meetings@acawso.org](mailto:meetings@acawso.org) we had 151 inquiries responded to about meetings and telephone inquiries were at 54 In the Vonage mailbox. Our special helper Eleni reports that emails came in at 472. Calls came in there were 148 and postings were 12.
- we are also ordering more books. We are working on a 15,000 order for Brb Hard covers and the 7500 order for Brb, soft cover.

**13. DCOC: Bill D <https://acawso.org/category/dist-ctr-oversight/>**

- The Committee met on its regular second and fourth Wednesdays last month.
- We continue to monitor inventory and perform general office operations oversight. The committee also communicates regularly via slack and email.
- The items we worked on since the last monthly board teleconference, were reviewing the inventory, the monthly inventory reports with the committee and the staff, and there were no major variances to report.
- And we also, as Nick mentioned that discussed ordering more big red books, softcover and hardcover. And we've gotten approval within there working on that, as far as I know. The motion was made by the committee to revise the cover of The Big Red Book in accordance with discussions that the delegates had it at one of the prior ABCs to incorporate the words dysfunctional families into the title. The motion was approved unanimously by the committee and sent to the board and I believe the board adopted it unanimously as well.
- And then we had a discussion about restructuring the DCOC, because really, the business operations has grown beyond the distribution center. And it's very complicated. And it encompasses a lot with publishing international publishing, both domestic and international sales channels all over the world. bringing these items into one committee creates a more efficient collaboration. So we began discussing this, it's in the report some of the things that were generated from that discussion. And it's being bumped up to the board level now as well.
- We had an Amazon consultant who joined us for the one meeting last month and worked on quite a few things that we were needing to have done. And we continue to work with Amazon, upgrading our search engine optimization and our product listings and our keyword optimizations and things like that, that need to be upgraded and expand into new markets.
- We had a business organizational assessment done and this assessment is being absorbed by the board as to how we might restructure some of our committee committees to accommodate the growth that we're experiencing in the world service organization. And then the last two items were already given but they're on this report too, because they were discussed by the committee to update the office and other non-finance committee members.

**14. Service Network Committee: Jim B <https://acawso.org/category/service-network-committee/>**

- The service network committee has been meeting regularly. We have myself, Kelle, Karin and Alaska meeting and we've decided to have a pre ABC push in a meeting weekly on Tuesdays at 7pm.
- we have posted our three main goals for the committee. One is to continue to issue drafts of the service manual, two - to encourage and support sharing experiences with the traditions and concepts related to service and support regional development in ACA.

- We're very happy to announce the concept study group is successfully meeting monthly doing the concept of the month, they meet on the third Sunday of each month at 3pm. Eastern, you can see their schedule on the service network committee page. And you can get the audio from concept one that was done in January.
- And the concept study group is also drafted an introduction to the ACA concepts which we'll be putting in the service manual. And you can find that on the service webpage as well easily accessible from the service network page, as well as the fellowship alerts on the homepage of the service service site,
- We will be working on updates for the service manual for meetings and business meetings.
- And we look forward to working with other committees, there a lot of other committees are working on service related material, we have so much going on with member meeting and service safety delegate training members. So all these different committees are working on great service related material. And we're you know looking forward to collaborating with them so we can have a nice overall service manual with a lot of that information in it as well. And thank you for your interested in participating in our committee.

## **15. ABC AWC Committee: David McB <https://acawso.org/category/abc-committee/>**

- We have been scrambling a bit the as we said before, that the 2021 is now a virtual committee and is posted we are meeting on the ABC will be held the weekend and April 24 and 25th. The AWC will be held May 1 and May 2, so that we will not kill ourselves looking at screens all weekend.
- We have a lot of work that's in process. Not a lot to report finished on the 2021 we have folks working on just about everything and we can use more help.
- Mary Jo will give a report on ballots and workshops etc.
- We got a team that's very involved as we're going around the world again on the AWC and as strong as we were last year were even stronger this year, because we're not trying to do it in the last three weeks. And we have you know, meetings in Russia meetings in New Zealand. And it's kind of crazy, ACA is just flying out.
- We've decided to reach back out to the same parliamentarian for the ABC will
- We're trying to form a virtual host committee for 2021.
- And work on a budget cost for tech platform. And if we're going to have a registration cost to pay for software that we would need for that it would work for us for the out years.
- Jim R is taking the lead on delegate binder to some forums, we're looking for that so we have more consistency as time goes on. So we're not reinventing the wheel each time.
- We've had some really good help some new members, Brad L has come in to take the tech lead. Mindy has taken on some work and we have a lot of great people on it. We need more if you want to work on this, please email [ABC@adultchildren.org](mailto:ABC@adultchildren.org)
- Now I wanted to leave a minute for Jim to talk about the host committee for 2022 because we're going to be promoting that heavily and that's our first time to be back in person in the spring of 2022 in San Francisco, which is you know looking like a stellar event. We certainly have a lot of pent-up demand. I know I do. And that's looking great. We have finalized that contract. The board met as noted earlier in the executive committee report, that was a

successful negotiation, we're getting better at it each year. And other than that, there's a lot more will be revealed.

- And like I said, they, the forms are being done on websites being updated. So that within the next couple of weeks, you should be able to go to the 2021 website and click on it to put in for either a speaker, or workshop, or if you want to chair the ABC. But we're kind of the Committee of overwhelm. So we're pedaling as fast as we can. We're like a duck, you know, looks come up on top and our feet are flying. So I hesitate to ask if there's any questions from the board.
- We hope to have registration forms up by the end of February.
- Jim B on the 2022 ABC AWC in San Francisco. It's a year from April, and you actually will be able to make room reservations a year out. We're excited for people to consider coming to San Francisco in 2022. We're actually meeting downtown in the financial district. I believe it's the Hilton, the Hilton in the financial district. It's on the edge of Chinatown. So it's very, very exciting. And we've had a committee meeting for a year and a half, you know, we were supposed to do it in 2021. And we've been, you know, chomping at the bit to get out there. But we have an active committee with us, connected through the San Francisco Bay intergroup. And we have a good committee. So we're planning activities. And, Speaker meetings and workshops. And everyone wants to know, it will be virtual as well as face to face. So please come out and attend in person, if you can, hopefully, it will be safe by then. But for those who want to continue to do the ABC, virtually, and AWC virtually, we will certainly have those opportunities for everyone. Our committee in the Bay Area meets monthly, we meet on the second Sunday of the month. <https://www.acasfbayarea.org/2022-aca-world-convention/>
- If you think your area can put on a convention for 2023 start thinking about it. Thank you. Any other questions?
- This is Erin, when are we going out of the country again? I know it's every fifth year, but 2023 or 2024? It could be, it is not has to be, we try to do it every fifth year. So it can be the fourth year, could be the fifth year. So I think 2023 would be, in 2024 would be open anybody worldwide. So but yeah. So somebody game, you know, go for it.

## 16. Delegate Training Subcommittee – Cheryl F <https://acawso.org/category/delegate-training/>

- This is our busiest time of the year. Leading up to the annual business conference. We were able to meet three times to work on our delegate Handbook, and we were able to submit it to the ABC committee for review and feedback. And so far, so good.
- We have also decided to change our communication on slack and create a new name for delegate communicate. The communication with delegates so all our delegates will be looking at ABC\_delegate\_information for everything they need to know this year, it will include last year's information as well, we wanted to keep some continuity. And we will archive the previous year as it wasn't used much, So there's not much, it was okay to archive that year.
- We are also working on a traditions workshop. We have completed a PowerPoint presentation for it. And we will be meeting Erin, Mary Jo, and myself needing to have this project ready to deliver at our ABC/AWC. Hopefully we'll have a workshop time slot. We wanted to start them in January, however, we were unable to meet that deadline. And that's all right, we have our schedule for training. Exciting times for delegates.
- So our training schedule is posted. We have four this year, last year, we did three. So we will be starting mid March to do our delegate training sessions. They will be recorded, at least two of them will and posted to our channel. So if people are unable to attend, they have the resource.

- We have a meet and greet scheduled, and our mock proposal sessions. We have two of them in one day, as we did last year, we will put communication in the traveler for March and April.
- And we are looking for a couple of service roles such as secretary and vice chair, ideally, by the next ABC. That would be great. We do need service on this committee. To help with the workshops and delivering training sessions.
- We have also changed our meeting day and time. So we were previously the fourth Wednesday. And now we have moved to the fourth Monday at 12. Noon. Eastern time. Thank you.

**17. Gentleness Break – All board members back – Charlie still absent**

**18. Ballot Prep Committee: Mary Jo <https://acawso.org/category/ballot-prep/>**

- The ballot prep committee has been busy. We held our three town halls in January. And then two more were held this month. As most of you know, that gave people the opportunity to ask questions about the proposals. And we did get very positive feedback about this. It was written in the OPPM that this was going to happen on an annual basis. So we will do that in the future. There are recordings available on our website page.
- And the remaining schedule is your meetings, your groups, meetings into groups and regions will all get an email on Monday, if all goes well, that the ballot is now available for voting, and it will be in four languages, which is a record for us, which is just wonderful. Besides English, we have Swedish, Polish and French. And so that's exciting. So when you get the information, click on your language and you will have the survey monkey ballot available or voting.
- And the voting deadline is March 31. And the publication of the results will be by April 3.
- We have room for more people on our committee, we have four of us. And we actually function very well, we're a good group, but we certainly could use more people. The work on this committee is sort of cyclical. Because after we published the ballot results, we sort of go dormant for a while, until the next cycle starts. And that's it. Does the board have any questions?
- This is Sharon, Mary Jo, I just want to say Bravo. To ballot prep committee for setting up the town halls, I was only able to attend two of them, but I found them very helpful to sit and listen, listen to, you know, all the questions about a topic. And, and I'm hoping that I know this the first go around, I'm hoping that coming up that, you know, we can get more town halls about issues that come up with groups before they even start crafting proposals. So that way, there's more of a collaborative and more of a group conscience in consensus building and understanding and awareness built in. So I just think thank you so much for ballot prep committee and the groups that submitted proposals and everybody that came out to have those discussions

**19. OPPM Committee: Mary Jo <https://acawso.org/category/oppm/>**

- Our report is short, we have three items before the board for review and adoption. Although there's a fourth one that is with Bill D. Regarding travel policy.
- I will be meeting with the executive committee on Tuesday to discuss two of them the part about committees and the right to petition answer any questions. And that's it. For now
- We have started to use the model that the board learned during a strategic planning meeting a few years ago with Jim Mueller, where we are going to start prioritizing things. Hopefully a little bit better, we sort of get sidetracked into things because of other things that come up. But also

we now have better communication with the board. In terms of what the board's doing and what we're doing because at one point with the committee's we were sort of working at cross purposes. And so we hope not to have that happen again.

## 20. Ad Hoc Committee on Meeting and Service Safety – Erin D

<https://acawso.org/category/ad-hoc-meeting-and-service-safety-committee/>

- We have three different subcommittees. So I'm going to give a kind of brief overview on all three of them. They're all obviously short reports. So I'm not going to try to multitask here with showing you the reports at the same time as trying to report on them.
- So we have three subcommittees - the virtual and phone subcommittee, the service norm subcommittee and the addressing predatory behavior subcommittee. The virtual one does not yet have elected chairs and co chair, Secretary that'll be the end of this month.
- What we have found from the town halls was that the number one concern that meetings were having was domineering behavior. And so we are going to move forward on a workshop or presentation on domineering behavior for the fellowship.
- We are also working on, looking at reviewing a safety policy and moderator guidelines that's currently in use in Florida. And Neal h has presented that to us. So we're looking at how we might adapt that for those who would like to use it in virtual and online meetings.
- Service norms, the Co-chairs are Rich R and Karin S. And they are now looking at the previously called board norms document and revising that for use for service norms for everyone. Doing committee work and subcommittee work. And then also its appropriateness for regions and groups as they would like to, you know, use it or adopted or work with it.
- And then the other thing that's happening there is that we are working right now on a meeting for slack committees, all the WSO committees to have a service related recovery meeting at this point, it's going to be twice a month, we're looking at a weekend and a weekday. And the topics will be the commitment to service each week, it'll be its I'm sorry, each month, it'll be a different one of the nine commitments to service as well as we have some extra months there that will do some sort of service related speaker topic meeting. More will be revealed about that will obviously be posted in the share event channel as we come up on that.
- And the addressing predatory behavior subcommittee is now co-chaired by Neil H. And Greg M, they are bringing back the self-check inventory that they had worked on probably about a year ago. And bringing that back into and looking at your own behavior with predatory behavior.
- We will be meeting as a main committee on the 28th of this month, Sunday at 330, where each of these subcommittees will come and let us know what they're doing. And we'll maybe distribute tasks.
- And we invite anybody who's interested in any of these subcommittees or the main committee to attend there and maybe take a look at how they might want to be a member of one of those subcommittees.

## 21. Nominating Committee: Greg R <https://acawso.org/category/nominating-committee/>

- The nominating committee report is online at the nominating committee page on ACAWSO.org and encourage everyone to read it because I'm not going to go over it here. I'm going to give a little bit of other material.

- The nominating committee accepts applications for trustees year round, the next nomination period will start on 31. July,
- We have a special thanks going out to the members of the nominating committee for their hard work and bringing this year's nominees to the board, Barbara, Denise, and Jody when she was available. Also, thanks. A great deal to Erin, our board liaison. Also, we have really deep gratitude for those members who encouraged the nominees to apply and those who are willing to be references for them. We conducted a total of 32 applicants and reference interviews for the five applicants for applicants for at large trustee positions, and one was for the Northeast Region trustee position. We conducted and completed our internal vetting of all applicants.
- We presented the nominations package to Erin D at our committee meeting Thursday 11th February. And the nominees are extremely well qualified in terms of both an outstanding history of service ACA and demonstrated exceptional emotional recovery. The next steps for this process are for the board to review and confirm the nominations or disapprove. We hope they'll confirm and then once they do that, then the nominating committee will notify the nominees of the board decisions. Until then, you know, I suspect that most people, at least that attended this meeting have heard some of the names or all of the names that have been put forth as nominees. But we will not confirm or deny because we're hoping to hold them in confidence with particular respect to nominees this year. We asked the board to clarify the OPPM section three subsection, point one, there's a term used in their geographic region. And we'd like to have that clarified for us.

#### J. Motions passed at a Board Working Session on January 21<sup>st</sup>, 2021

1. **Motion:** (Rich R. Seconded by David) To approve a 13 percent pay increase to Jose and Keara starting Jan 1st 2021. Motion is from HR Ad Hoc Committee

**Results:** All in favor

**Background:** This includes cost of living, increased duties, and working under very difficult situations, Covid, Fires, and protests. And covers the past 2 years, This is recommended by the OM and the HR Committee

2. **Motion:** (Charlie, Seconded by David) To approve a reprinting and sales agreement with the Danish fellowship to publish 1,000 BRBs.

**Results:** All in favor with Erin Absent

**Background:** the Danes are running out of Big Red Books. The new books will be printed in Estonia and shipped directly to the Danish IG. The intergroup is paying all costs up front to ACA WSO (printing, shipping value added tax, and a royalty to WSO) before publishing commences. WSO and the Danish IG each will receive \$9,329 (7,634 Euros), which represents 50 percent of net revenue after cost.

#### K. Motions passed by the Board at the Executive Committee meeting on Feb 4, 2021

1. **Motion: (Bill, Sharon Seconded)** We adopt the latest WSO Annual budget and record it in our accounting software from Jan 2021

**Results:** All in Favor

**Background:** The 2021 budget has been reviewed a number of times and recent changes were made as requested at previous review. We have added in projected revenue for the Loving Parent Guidebook to help offset some new expenses.

2. **Motion: (Charlie – seconded by Bill)** Add the following language to the OPPM regarding committee officer rotation: To ensure continuity and the spiritual principle of rotation of trusted servants, candidates for either chair or vice chair should be eligible to serve at least a one-year term as committee chair. Consistent with the Commitment to Service and Concepts, former officers are encouraged to provide space for their successors to have the authority needed to perform their service role.

**Results – All in Favor**

**Background:** WSO Committees need a balance of continuity and rotation, so that new trusted servants are prepared to serve as committee chairs and co-chairs as previous officers leave those positions. Ensuring that committee chairs and vice chairs both are eligible to step in for a full term as committee chair or co-chair serves this goal.

3. **Motion (Bill, Seconded by David)** – Revise the proposed changes to the OPPM section C. Expenditure Approvals – Point 2. to say “The Executive Committee is authorized to approve non-recurring expenditures of up to **\$2,000** that are in addition to anything already specifically budgeted for.” And 3. Committees with annual budgets are authorized to spend those funds as needed within the bounds of the committee’s work. For other than routine, recurring expenses, sub-committees must get sign-off from the Primary Committee Chair, e.g., the **Literature Chair signs off on Literature Translations non routine expenditures**. Appropriate paperwork must be completed and submitted to the Treasurer or designate as soon as possible. And 4. “The Operations Manager is authorized to approve/purchase budgeted operating expenditures for the Distribution Center of up to **\$2,000**. In the OMs absence, the Treasurer is authorized to approve the same.

**Results – All in Favor**

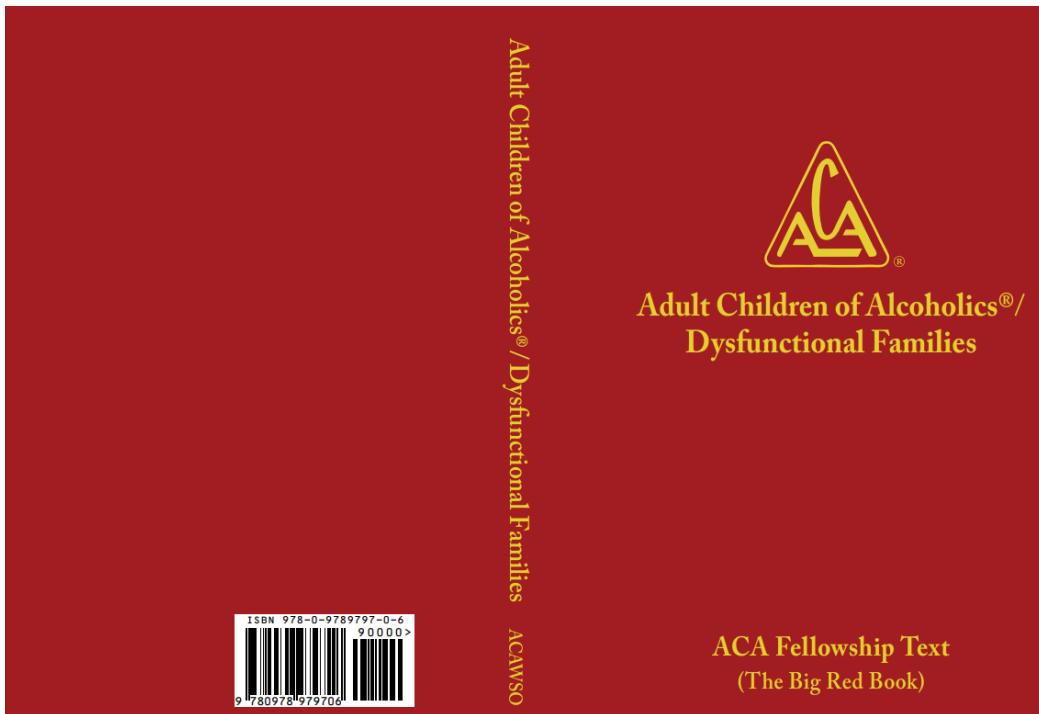
**Background –** The proposed OPPM changes were presented to the Finance committee for comment and these are their suggested changes. This feedback will be provided to the OPPM Committee.

L. Motions passed via Specific Concurrence (SC) since the last Teleconference. An SC is considered time sensitive and is done electronically.

- 1) **Motion: (Charlie, seconded by Sharon):** To approve a new cover and spine design for the Big Red Book, that co-locates the name "Adult Children of Alcoholics/Dysfunctional Families" and the ACA Logo in the center of the book cover, and places the name "Adult Children of Alcoholics/Dysfunctional Families" in the spine.

**Results:** All in favor

**Background:** In April 2020, the WSO Board approved a motion to redesign all book covers to have a consistent display that combines the "Adult Children of Alcoholics/Dysfunctional Families" and the ACA logo. The current cover says, "Adult Children of Alcoholics" in the center of the book and adds "Alcoholic/Dysfunctional Families at the bottom. The new BRB design (shown in the attached PDF) was endorsed by the Literature and DCOC Committees that complies with the April 2020 vote. The current design also makes no reference to the books official or informal title. The new design adds the book title at the bottom of the cover as follows:



- 2) The following Motions about Audio Recordings to post all share the same background:
  - 2a) **Motion: (Sharon, seconded by Bill)** That the Board approve the audio recording of the **Nov 11, 2020 Faces of ACA Speaker Julianne V.** to be posted as a free download on the [adultchildren.org](http://adultchildren.org) website.
  - 2b) **Motion: (Sharon, seconded by Bill)** That the Board approve the audio recording of the **Nov 11, 2020 - Rachel P. recording from the Faces of ACA Speaker** event to be posted as a free download on the [adultchildren.org](http://adultchildren.org) website.

**2c) Motion: (Sharon, seconded by Bill)** That the Board approve the audio recording of the **Aug 16, 2020 Inner Child Workshop** (a partnership between National Capital Area Intergroup and WSO) to be posted as a free download on the adultchildren.org website.

**2d) Motion: (Sharon, seconded by Bill)** That the Board approve the audio recording of the **July 25, 2020 Healthy Meetings Workshop** (a partnership between the CT Intergroup and WSO) to be posted as a free download on the adultchildren.org website.

**2e) Motion: (Sharon, seconded by David)** That the Board approve the audio recording of the **June 27, 2020 Sponsorship Workshop** (a partnership between CT Intergroup and WSO) to be posted as a free download on the adultchildren.org website.

**2f) Motion: (Sharon, seconded by David)** That the Board approve the audio recording of the **Aug 8, 2020 Healthy Meetings Workshop** (a partnership between CT Intergroup and WSO) to be posted as a free download on the adultchildren.org website.

**Results:** All in favor

**Background:**

- The audio has been reviewed for audio problems and possible Traditions violations by volunteers - no Traditions violations were found.
- The audio has been edited to address the audio issues that were found.
- Signed speaker release forms for the panelists are on file.

## M. ANNOUNCEMENTS

- **Next WSO Board Teleconference Meeting is Saturday March 13<sup>th</sup> at 2PM Eastern**
- **The ACA Annual Business Conference will be held virtually Saturday and Sunday April 24<sup>th</sup> and 25<sup>th</sup>**
- **The ACA World Convention will be held Virtually Saturday and Sunday May 1<sup>st</sup> and May 2<sup>nd</sup>**

## N. Guest Comments

- John W - I have a question for Erin D, we had a person attend our last meeting who's very concerned about predatory behavior. So I sent her, what do you call the APB tent card? But is there a committee that's addressing that? And if so, can I have that information to pass it along to that person? Erin replied - John, it's the addressing predatory behavior subcommittee, which is a subcommittee of meeting and service safety. You can contact Neil H, or you can contact me either way. I put the email in the chat for APB. [apb@acawso.org](mailto:apb@acawso.org)
- It's Shari. I had a quick question about this signed speaker release forms for the panelist. I was just wondering, is there a copy anywhere online? for that? We are we're curious about that in the in a group that I'm I represent. Sharon Replied - Yes, Shari, thank you. This is Sharon. IT committee. I do

have that. And I will. It's on our page on the Service website. But I will put a link in the chat to the IT committee, and you'll see it under speaker audio release form,  
<https://acawso.org/category/information-technology/>

- John P - Thank you for all the work you do. I'm here on behalf of the men's meeting. I've been trying to get a contact update on Saturday 7am for some time, and the last email I got from Nick, I had done a typo on the TTL number Excuse me, I made it 306 instead of 376. I haven't heard back to update. We had a group conscience. Also, there's a whole a whole group pulled away and started a new meeting men's meeting. And it all got screwed up in the meeting list. So I you know, I love it that you guys are doing all this international stuff. But the groups are very important. And telephone meetings are very important. It doesn't seem to get the attention other than the office attention. It really needs to be, it's really messed up right now. I talked to Neil that we're on the dashboard. He's going to get in touch with you, hopefully, but I'd be loved to be in the loop about this. I hear about it, because it's really messed things up. And that's been basically where I go for my meetings the last few years. Thank you. **Sharon Replied** - We are working the programming of the mailing list and the functionality of the you know, self service update. That's all been volunteer doing that. And so that's a little bit limited. The meetings@ACAWSO.com email and dealing with Nick. I mean, the office is there, Nick is expanding the number of workers that are doing that and hopefully, with the hiring of the special worker, we can get a more user friendly update form going in a more a better automated process. And as I said during the IT committee meeting, we're also working to set it up where integrates and regions login and update, assist meetings with updates. And so telephone meetings and online meetings can form integrates just like anyone else. And so that's really, you know, wherever We're at with that. So you had another question or comment about it?
- John continued - Yeah, my point is that the WSO focus is to serve the groups, the groups are at the top of the pyramid. And to have a volunteer handling important, right now with COVID telephone meetings, and then getting it all messed up. It doesn't seem to have a priority that having an international conference has or something. So I don't know, it's kind of irked me and not in a great place today. I don't mean to get anybody's taste. But I feel like the WSO is there to support the groups, particularly in North America help other parts of the world get their own WSO's, are ever going to call it so I'll pass. Thank you. – **Sharon replied** - Thanks, John, I hear you and I and I understand and we've been trying to improve the process we were having where volunteers were the ones doing it. And so that's why we've asked the office to take Nick and the other special workers, Nick is a paid employee, our operations manager. And so we are trying to get more paid workers. And I understand that he's also in the process of reaching out the hiring of an administrative assistant to bring more help with the groups and it's all of our groups, we've got 3000 meetings around the world. And so yes, it is a high priority. We just we, you know, volunteers can only do so much. And so that's why we're trying to expand the number of special workers doing it. And also expand the intergroups and regions being able to assist. If you would like to send me an email or forward any problems that you're having, with getting it through the meetings@acawso.com, you can forward it to me, and I will put my email address in the chat. Thank you.
- Anette - I'm and adult child and a member of our committee for representation, equity and accessibility. I would like to ask a question of David, what you just briefly commented on to John, saying that, I think you said the board is looking at meetings that have "only", that states "only" something. And I wonder if you could just expand a little bit of that. Did you also mention tradition? 10? Could you just expand a little bit? **David Replied** - Yeah, it was brought to our attention recently about meetings that were only in the question was, you know, the only thing we can't say what any group does, it's autonomous. Our only obligation is whether we list it or not. And it's been the long practice of the

oldest fellowship, that you can have a when it first had women's meetings and men's meetings. It was, you know, we're our primary purpose to help everybody recover from dysfunctional childhood or alcoholism or drugs or whatever. And it was that it had to still be available, it couldn't be an only meeting that wouldn't get listed in those fellowships. And we're looking into our own understanding of that, and now we'll come back to the groups itself. Also, you all have been dealing with it yourself, but it's something that we were focused on as well. Because it's exclusionary, and that's really has never been the objection, never been the purpose of any group. It's like, you know, an outside entity, if it was, say, a Buddhist only meaning we would not list it. "only" is a exclusionary word that I find personally wrong, personally against tradition. So that's something we'll be looking at further. It just it has just been we haven't made any decisions just to come up to our own purview on the board, and we welcome all input from everyone else as well. But on the face of it, it's never been accepted in 12 step to have a singular exclusion to any other meetings, any other people. I can give you a straight example. I was in a AA meeting 20 years ago, where it was a straight men's only meeting period. And a woman came in and said, Listen, I really need to meet my husband just committed suicide. And we said sit down and pull up a chair. No, and that's the way it's supposed to be. Now, not all groups will do that. But that's what the intention is. So it's still, you know, how the group behaves is beyond our capability. That's my 10 cents. Any other board member want to jump in on this? **Rich R** - I agree with what you're saying. And you know, and again, this is in my home, a group here in Albuquerque, but it's a large men's meeting it and we say a men's meeting in the listing, but we do not exclude anybody. And twice we have had women come in. And we will say it's a men's meeting, but you're more than welcome. And twice, we've had women stay through a men's meeting. And so again, the idea is that we don't exclude anybody, we can suggest that this is a men's meeting, but to put only or to exclude others, really does go against their traditions past. **Sharon F** - I mean, these are important, the traditions digging into the traditions about it. And really, I mean, because there is a difference between the way you know, we can learn a lot from a, you know, AA and Al anon, and other groups that the hell they've applied the traditions, however, adult children, you know, we have a different focus, we have a different purpose. In my opinion, as far as what recovery means. And I, you know, I sit and think, and I'm thinking about, you know, like biracial, and indigenous people of color meetings, and, and so, you know, there needs to be consideration about predominantly, you know, historical, marginalized, or minority groups, being able to meet, you know, as we've had a case recently reported that for lack of a better term, white person join, you know, call, you know, when went into a biracial indigenous people of color meeting, and was there to learn for base and put the onus on them, to explain to the white person, why they have, you know, different trauma, what other issues are there. And so really, it's about meeting safety, it's about boundaries, but it's also about making sure that, you know, our primary purpose to help the adult child is still suffering. So these are really big discussions to have. And I and I hope the conversation continues and grows in more than just this forum, but even you know, throughout the groups, on intergroups, regions, and you know, we can have town halls and stuff about it, too, because there's a lot to consider.

- Anette added - I was surprised to hear the connection to tradition 10, because for me as a member of representation committee, it's more about tradition four and the diversity statement at ACAWSO, so has on this web page, and carrying the message to the person who suffers and don't even feel safe to go to a white hetero cisgender Men's meeting. So that's my comment.
- Laura from Colorado - Laura ACA, grateful for all the service and to be a part of this fellowship. I have a question. I'm the intergroup rep for Colorado and we recently got our website up. It's our third attempt, we've had a lot of things going on. So I want to one posted at WSO and where to do that it's <https://adult-children-colorado.com/> And in doing that, we had a volunteer and the difference is what my other question is, so one where to post it and two. She put in many hours and we voted as a service

worker, even though I started perhaps as volunteer, and I want to know what the guideline is at WSO and when I saw your motion for Cara and Jose or something regarding some increase in pay and who gets paid? And for what is there a guideline? Do we do it ourselves? intergroup style. We did pau her quite a bit because it was a lot of work. And going forward from here, how do we continue to have this webpage paid for and monitored, so my chairperson asked that I ask WSO, What qualifies as service worker? – **Bill D** Replied - So I've been a service worker in the other fellowship as a manager of an intergroup. office, I was a paid employee. I was also on the board of steering committee for an intergroup in another organization. And now serving in this capacity here is a volunteer. So for me, it comes down to how important is the function of the job that needs to be done? Is this something that needs more attention than a volunteer can give? If it is, then it justifies a special worker in my viewpoint? Because, you know, volunteers are exactly that, volunteers. And if it doesn't get updated this week, is it that important? You know, yeah, it could be that important. So it's each group is autonomous. And you guys get to make your own decision about that. But it wouldn't be out of bounds as far as I could tell to have a paid web service position. If you know, if you guys have tried the volunteer route, and it's not working?

- Laura added - Is our in tech paid? I'm just curious what who positions are paid? Can someone tell me that? So I can give that to my IG. **Sharon** Replied - Can I jump in on the web servant piece. Our web ,WSO has not paid for its website, and probably in my guessing, right, Jim be four years, five years, it's been all volunteer. And now we're hiring, we're in the process of hiring an actual special worker to handle the programming of the depth of the meeting list database and the big functions on the website. But our volunteer committee will continue up dating, the content and helping committees, you know, get their needs met, and you know, in the fellowship, you know, with, you know, getting their needs met as well. But at some point, the job does get too big, and some intergroups. They run mostly volunteers doing it, but then they will, they will contract, like hire someone for a specific time period and do a specific job. But who is looking for a part time, at this point, part time person to go in and just help us with that heavy tech, actually having to get in and write programming code type stuff to help fix our websites and stuff. **Bill D added** - I just want to answer a question before got lost about how many paid employees do we have a WSO, we have an operations manager that oversees the literature distributions center in California, and oversees a lot more aspects of the organization. And as time goes by, we have two staff people that report directly to him. One is in the warehouse, a clerk that does the shipping, and we have a coordinator that does the administrative side of all the orders, the, you know, overseeing the orders, processing them and out, you know, fulfillment, getting Amazon restocked, and that sort of thing. Just give you a broad overview. We have an accounting, financial controller, that new position this year. It's been on the treasurer as a volunteer to do that for all these years. And we've just grown to the point where it's became you know, 55 hours a week. So we hired a controller financial controller, and that's Lucia who's on the call. She's doing a great job. And we have a bookkeeper that's been with us, uh, you know, part time for 13 years. She started when they used to ship books out of a garage or somebody in the garage. That's where she, how long she's been with us. And she does a lot of the day to day, bookkeeping tasks part time. And then we have another special worker in New York that answers the emails for information information, at [information@acawso.com](mailto:information@acawso.com) and she also responds to phone messages. and things like that, that get forwarded to her. And so she's more of a first contact with the groups and the members. And then we have a contract employee from Sweden, I believe, who is working in the literature, special worker category, and doing all the technical aspects of literature publishing. So those are the six people that we have right now. And as Sharon said, we really need an IT person. And the most, you know, we could probably use a few more bodies. But here's the here's the important thing. Our book sales only support so many

employees, it's the seventh tradition contributions that you guys are stepping up and making, that are allowing us to grow this organization to get more hands in there to do the work. So thank you for your contributions.

- Laura Added - And if I could piggyback on that with the vetting. I'm on the comline, a little bit for and somebody was vetting for that position, is there a guideline on who gets it and how it happens? Because it did turn into some dissension from the volunteer that was doing our website before, and now she's like, now you get paid. So I kind of want to help with some of that navigating that somebody else address. **David** Replied , I mean, we have the same thing. Yeah, we've done, you know, tons of work, we've had to pay for it to pass into volunteers. We do what we can, there's no real formula for that. And actually, we're looking to add two or three people right now. I mean, we have a contract worker, we need somebody more full time and, and the IT person, you know, we're keeping up so.
- Alexandra an ACA, from Sweden. And I had this question, concern about spreading the message and the 10th tradition with what you mentioned earlier, David. As a queer, and a woman, the recovery I have experienced in queer only, and women only, or for women and for queers meetings, cannot be measured to the other. And when I read the literature that's written with representation and inclusion, it is just something else, it's carrying the message. And I think, when we look at us, we are here now who is here, who is on the board, we need to carry the message. And by not providing safe spaces, when we already have a million mixed meetings, especially in these zoom times, I find it's, it's quite a serious issue. And the heart of the 10th tradition has to align with spreading that message of adding safety for people not even safe to come to meetings, not even safe, when the website is trans exclusive. And you know that spreading the message to it's really, really is. And when we lead read our wonderful literature, we want to see representation and inclusion there, we really need that. And in meetings, too, we have so many meetings, and there is a way to balance spreading the message as you are doing in the men's meetings that you previously mentioned, David, and making sure that the meeting can decide for itself to also create an extra safe space, because the society we live in, affects the childhood dynamics I grew up with. And I need to go to these meetings for this kind of healing. And the meeting that usually starts in a town, in a small town is a mixed meeting. And then differences happen. And I find it really important to look at that heart of the 10th tradition, or what it really means. And if you turn it over in the in the big red book, and you look at the inside issues, the outside issues don't align with the principles and spreading the message. But the inside issues do. And the inside issues are also issues of racism, sexism, transphobia, and all of this stuff, because it aligns directly with a truth and the love and the willingness and the openness that we need to spread the message. Thanks. And what do you have to say I'm just that we have this experience in these discussions, the trans experience, the queer experience. It is very much needed so we can spread our message Okay, now I said that a million times. **David** Replied - Yeah, it's definitely something we're addressing. And we're looking for input from y'all. So let's not cut in stone, I know of many meetings that are that are private, but they don't get listed because they want to stay that way. But you can have, it's something that we're, we're open to looking at. We're not locked in. I mean, there's if you say we're a LGBT, and you know, that's our focus. Now, if somebody else wants to come in, you're not being obnoxious. Well, who's to say who is or who isn't? LGBT? You know, but I'm not, I'm not locked in anything. I'm just one vote on the board. We're actually adding more board members. Now we're certainly not locked in any area. And I do hear your position and respect it.
- Alexandra added - Thank you for that opportunity. The queer meetings I go to that have my most, the recovery that's been like, phenomenal for me, have decided not to list officially on the WSO website. And therefore, they are not eligible to vote and speak at the ABC as part of the

world group conscience, because of how society is because of the ZOOM bombing that targets by POC, and queer meetings in a whole different way than for example, this meeting. So I think it's an issue also a representation of being able to speak at the group conscience as a delegate if you're not even listed. Because of that, you know, it's an issue, and it's something we need to discuss because, yeah, just what thanks for being able to express that. **David** replied- that is something we will address.

- Marcus - I just think this discussion really does need to be a wide discussion on what's been brought up here. I really appreciate people come in. But mine is a simple question on which is on the ballot on the ballot prep committee? I probably just didn't hear it, or are the languages Spanish, French, Polish? And Swedish? It was because I didn't hear the Spanish. **Mary Jo** replied no, there is no Spanish translation. Nobody submitted it.
- Marcus added - Because, I mean, I kind of feel that's pretty important for, especially for the US, **Mary Jo Replied** it was sent out to, to various groups or through global and, and through other communication that we want to translations, and nobody responded for Spanish. Sorry. It's not too late. If somebody wants to do it quickly. We can try to get it on there. But I mean, it'll take a little time to do the input, <https://acawso.org/category/ballot-prep/>
- Julianne V - I co-founded the we agnostics meeting and we have grown to be three meetings a week now. And we're averaging about 60 people at our nighttime meetings and about 25 people at our morning meeting. And when we, when we started the group, we had to make some very conscious decisions about how we list the meeting. And on the ACA website, we say that if you're an atheist, agnostic free thinker humanist, then or looking for a new meeting, this meeting might be for you. Because the traditions aren't, you can't single out just any one tradition and say that you're going to run a meeting around that tradition. Okay. And so I come at it from first, the only requirement for membership is a desire to heal from this family dysfunction. And then everything comes after that. And we've had people in our meeting, who right out front say, Well, you know, you need to only use ACA literature, you need to talk about God more, you need to not have modified versions of the promises you need to. And it's like, that's what the group conscience is for. You know, our group conscience said that we are reading a modified version of the promises, our group conscience says that we are going to talk about outside literature, because the ACA literature is very detrimental to people who have religious trauma in their background. But these are things that have to be handled at the group level.

So the overall ACA umbrella, as far as I'm concerned, and I could be wrong, is that the only requirement for membership in ACA, which means in any ACA meeting, is a desire to recover from family dysfunction. And my stance has always been if you don't like the fact that we don't say God in our meeting, there are 1000 other meetings you can go to. Because there are and if our meetings, not to your flavor, please go somewhere else. And the other part of that is, yeah, you know, we've had trolls who have showed up in our meeting, knock on wood, we've not had a zoom bomber, we are locked down really tight with our meeting with all the protocols to keep that from happening. And I've had trainings for people. So I run the meeting, I host the meeting. And I have two co hosts at every meeting. And they are trained on how to handle zoom bombing. And everybody has their protocol, if you are co host one, if you are co host two, you have very specific jobs if we get hit with a zoom bomber, because our doors will not be closed to anyone. Therefore, it is our responsibility to keep our meeting safe. And with that, I'll pass Thanks for letting me share.

- Carole - Yes, I appreciate the last speaker because I went to one of their meetings, I wish they didn't interfere with my other stuff that I have to do. Because I go to all of them. I was very comfortable there. I felt very good. I am telling one of my daughters about them because she won't come to ACA because of the God thing. She's an atheist. I don't know exactly what you

call me. But I don't believe most of everything that people are, you know, say about the hereafter or whatever. I don't know what's going to happen after I die. And I really don't worry about too much. But I really appreciate the meeting. And I just wanted to say that. Thank You.

O. Motion To close

P. Closing Serenity Prayer

Serenity affirmation led by Julianne.