

168	Yes	75%	Proposal 2021 – 13	Submitted by IG729, TEL0411, WEB0616, WEB0609, WEB0615	13
55	No	25%			
39	No Opinion				

Issue: We propose that within three years, The Adult Children of Alcoholics and Dysfunctional Families (ACA) World Service Organization (WSO) will implement Knowledge Based Decision Making (KBDM) at the level of the Board of Trustees, WSO committees and the Conference. WSO will create educational materials to assist the rollout of KBDM for potential use by Meetings, Intergroups, and Regions.

Background: Committees within ACA WSO are frequently understaffed and overworked. The implementation of KBDM can provide an atmosphere of collaboration not currently experienced. It can also create an atmosphere more welcoming to participation, including inviting the delegates of the conference to work towards implementing proposals passed at the Annual Business Conference (ABC). This change is sought to legitimize and honor the group conscience process of the fellowship and the right of decision laid out in the Twelve Concepts.

KBDM is based on a philosophy of open communication between leadership and membership that emphasizes:

- Dialogue before deliberation
- Common access to all information for all involved in decision making
- Creation of a culture of trust
- This corresponds to the Twelve Concepts of Service by emphasizing:
 - Mutual trust
 - Designation of roles and responsibilities - traditional and legal
 - Participation
 - Leadership
 - Right of Decision
 - Our spiritual foundation

This is a good model for ACA because:

- It allows thorough examination of issues without preconceived outcomes
- Allows who makes the decision to become less important than the fact that a good decision is made
- Is a process for ongoing strategic thinking and strategy development
- Will allow ACA to develop a reputation for value and responsiveness in carrying the message to adult children who still suffer

What could this mean for ACA as a whole?

- Recognition as a credible organization
- A reputation for value
- A culture built on trust and communication

Resources/Implementation: As the purpose for KBDM is to ensure the seat of power within ACA resides in The Conference, and by extension the delegates, who are the representatives of the groups and the effective group conscience of the fellowship, implementation would require active education and encouragement for all groups to send delegates to the Annual Business Conference (ABC).

It would require the World Service Organization to restructure the makeup of committees and put the creation of committees under the guidance of The Conference. The Operating Policy and Procedures Manual (OPPM) would need to be updated.

WSO Analysis: ACA World Service has participated in discussions about Knowledge Based Decision Making since the 2021 Annual Business Conference. WSO has begun to include a form of KBDM in its committee work, incorporating a common set of questions for evaluating issues into a new system known as Collaboration Committees. It is believed this will support an “informed group conscience” by WSO committees. The Board of Trustees also believes some form of long-range strategic review, such as KBDM, is highly appropriate as part of the ABC and ballot measure process. The Board will ask delegates at the 2022 ABC to consider a proposal to incorporate KBDM into the Annual Business Conference without waiting three years. It is believed that a deliberate and consistent process for evaluating strategic issues would be very helpful to the ABC process, but that decision is best made by delegates.

Comments: (Those greater than 50 words, per Ballot instructions, were truncated. Comments only referring to the group’s voting results were removed.)

- a) Our group believes in the concept of "dialogue before deliberation" as a key method to ensure that all voices are heard before decisions are made.
- b) We struggled understanding this proposal due to the length of the proposal. Keeping proposals under 500 words, including the WSO response and written more concisely would be preferred.
- c) Tie KBDM to implementation of the principles within the Steps and Traditions instead of making KBDM a "whole new platform" add on!
- d) Need specifics of how this will be implemented at each level: will it simplify or complicate processes? Some folks heard a lot more bureaucracy in this proposal and perhaps too much structure.
- e) Our group recommends that the membership should have a discussion about it. We feel the decision should not be made just by the WSO. We feel that it needs to be piloted first before it’s adopted.
- f) Larger changes are needed. This proposal does not give WSO to implement the changes needed as part of a bigger plan. KBDM is not a magic bullet
- g) We need more information (what KDBM is and how it has been and would be implemented in WSO and ACA) in order to vote to actually implement KBDM. This information could be given to Delegates before the 2023 ABC when they could vote on implementation. Maybe Knowledge Based Decision Making on whether to implement KDBM?
- h) Representatives to service boards (Tradition 9) are quite capable of making decisions using Roberts' Rules of Order, not using some trendy corporate model that will be passe in 5 years or less. By the way, this proposal assumes that WSO will become the enforcer that all ACA decisions be made using this corporate model. Wrong on so many levels...
- i) Delegates need to be more informed before the ABC, and KBDM is used very successfully by other fellowships.
- j) Let's all do it, not just WSO. We are all friends.
- k) We think that the WSO should be allowed to continue to implement KBDM as they have already begun to do.
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- n) There should not be one required format for this task. Instituting a requirement like this would slow workflow down and make the decision-making process even more stagnant than it already is.
- o) NOTE: these bodies need to be free to structure their own decision making process and not be tied to any one model.

- p) WSO has planned to address this already. THANK YOU!
- q) We vote yes to consider, although one person noted: We should make decisions based on the concepts. Do we need to call it (and lock us into) this one specific decision-making process (KBDM)?
- r) This proposal has merit, but it sounds like WSO is already working on changes in this area. Thanks!
- s) Conditionally approved. KBDM, as it applies to this proposal, is never defined, nor is there any indication how this would be implemented or how it would function. Knowledge and information are wonderful tools, but how would they be used in these committees/ meetings?
- t) KBDM has been a barrier in our region in other 12 step programs. Nothing wrong with the 12th edition of Roberts Rules of Order but many well intended guidelines can be twisted and abused by leadership with their own agenda. Please keep ACA free.