



November 2022

I. Motions Presented for the Record

A. Motion Passed at the Executive Committee Meeting on October 6, 2022

Motion: To approve the attendance by the General Manager and Publishing Consultant at the Frankfurt International Book Fair in Frankfurt, Germany on behalf of WSO at a cost of approximately \$4,500. This conference will be held on October 19 -24, 2022.

Background:

The International Book Fair is the largest gathering of printing/publishing and related resources in the world with over 3,800 exhibitors from Asia, Africa, Australia, Europe, North America, and South America. This will be an excellent opportunity to accelerate WSO's publishing efforts by meeting and obtaining access to vendors, especially in Germany and Europe, at a time when the printing and delivery of books in Europe is at a crucial time in the growth cycle of WSO.

The opportunity to attend an event of this magnitude in the part of the world where WSO has so much work to do and so much potential for revenue growth only comes around once a year. There are no other events of this type that attract the quantity or quality of vendors and exhibitors from around the globe in the book publishing industry.

The benefits from attending this event are:

- 1) Immediate introduction and access to numerous professionals in the global book printing industry that would likely take years to develop organically.
- 2) The opportunity to see a variety of state-of-the-art printing/ publishing technologies and methodologies as well as seeing ancillary products and services in cutting edge technologies like AI, digital media, workflow software, etc.
- 3) Personal interaction with professional printing and publishing organizations and information that has never before been available to WSO workers.
- 4) Lastly and not least important is the opportunity for Bill and Markus to meet in person and get to know each other at a level that will greatly enhance their work efforts in publishing for WSO.

The goals of the trip are to:

- 1) Meet and obtain information about at least 10 European area printers who WSO could

- explore the compatibility of being a print hub for Europe.
- 2) Meet and obtain information on at least 5 printers that could be used as a printer for the Asian region.
 - 3) Meet and obtain information on at least 3 printers that could be used as a printer in the Australian region.
 - 4) Meet and obtain information on at least 5 printers that could be used as a printer in the South America region.
 - 5) Meet and obtain information on at least 2 audio book vendors who specialize in translated European languages.
 - 6) Meet and obtain contact information on at least 3 accessibility consultants.
 - 7) Identify new technologies such as AI and other cutting edge technologies that WSO could consider investigating.
 - 8) Discuss and learn about printing trends with industry vendors.
 - 9) Discuss and learn about online marketing with industry professionals.
 - 10) Look for examples of companies utilizing social media to help them grow their customer base.
 - 11) Establishment of a closer professional and personal relationship between the GM and Publishing Consultant.

The report generated from this conference will be a trove of information that can be drawn on for several years as WSO continues to expand its operations.

Second: Jasmina T.

Decision: Motion passed unanimously.

Absent: Sue V.

B. Motions Passed at a Board Working Session on October 27, 2022

Motion: To set the following voluntary guidelines for 7th Tradition contributions by groups, Intergroups and Regions that have surpluses beyond a prudent reserve effective November 13, 2022 provided that the delegates to the quarterly business meeting on November 12 concur with this motion. (Fredrik H.)

For Group Meetings that have an Intergroup and Region:
50% (of contribution) for the IG, 25% for the Region and 25% for WSO
For Group Meetings that have an Intergroup but not a Region:
50% for the IG, 50% for WSO
For Group Meetings that do not have either a IG or a Region:
Entire contribution to WSO
For Intergroups that have a Region:
50% for the Region, 50% for WSO
For Intergroups that do not have a Region:
Entire contribution to WSO

For Regions:
Entire contribution to WSO

Also, to direct the Literature Committee and Finance Committee to create a “Where the money goes” trifold with information about what expenses a Group Meeting, an IG and a Region might have.

Background:

Guidelines to groups for 7th Tradition contributions have not been revised for 30 years. They call for groups to send 60% of surplus funds to Intergroups, 30% to Regions, and 10% to ACA World Service.

These guidelines are insufficient in two ways. First, there are no contribution guidelines for Intergroups or Regions, or for groups that do not have either an Intergroup or Region. Also, the suggested division does not account for rapid worldwide growth of the fellowship, which has required the hiring of additional World Service employees.

The new 50-25-25 formula is easy to understand and still provides a significant flow of 7th Tradition contributions to Intergroups and Regions. When a new Region is started, the Region can ask for extra support from their members.

Also, beyond the general prudent reserve that groups, IGs and Regions decide is appropriate for them, which usually includes rent, supplies, literature, etc., they reserve additional funds for things that are applicable for them, such as outreach, conferences, technology, etc.

An updated Trifold will explain how WSO funds are allocated and give groups, Intergroups, and Regions additional background about 7th Tradition contributions.

Second: Charlie H.

Decision: Motion passed unanimously

C. Motions Passed via Specific Concurrence (SC) (A Specific Concurrence is an electronic vote and is often considered time sensitive and/or has previously been discussed during Working Sessions)

Motion: To provide healthcare insurance coverage for full-time eligible employees with WSO paying half of the healthcare insurance cost as per employee law. (Jasmina T.)

Background: Currently WSO does not provide healthcare insurance benefits for employees. Some current employees have been asking for this benefit for some time as most organizations provide this benefit. By providing healthcare insurance coverage as a benefit for employees as WSO grows, it will bring more qualified/skilled candidates to apply for WSO positions and help ensure retention of highly skilled/productive employees. It is now within the WSO budget to provide this benefit paying the minimum percentage of premiums required by law at 50%.

At this time, this insurance coverage benefit will be provided to three full time employees. There are some employees currently on medicare and are therefore not requesting healthcare insurance coverage.

Both the Business Operations CC and Executive Committee support this motion and this topic has been discussed by the board at working sessions over the nine months.

Second: Brad H.

Decision: Motion passed unanimously on October 17, 2022.

Motion: To grant Jasmina T. her request for a leave of absence from Board of Trustees service for three months. This leave will be effective immediately upon passing on October 22, 2022. Jasmina will finish up some HR duties in the process of being completed during a transition time. (Sue V.)

Second: Erin D.

Decision: Motion passed unanimously on October 22, 2022. Abstained: Jasmina T.

If you have any questions about the above motions, please contact Tamara, Board Secretary, at Secretary@acawso.org. Thank you.