



**Adult Children of Alcoholics & Dysfunctional Families
World Service Organization**

1901 East 29th St, Signal Hill, CA 90755

Phone: (562) 595-7831

This is a regularly scheduled meeting with notice given on the ACA WSO website.

Please contact the board secretary for any comments, requests, or questions about this meeting at secretary@acawso.org

Board Meeting with the Fellowship Agenda

December 14, 2024

2:00 PM - 4:00 PM ET; 18:00 - 20:00 UTC

Meeting held via video conference/Zoom

Agenda Topic

I. Opening - Rich R.

A. Call to Order – Open with the ACA Serenity Prayer

B. Readings:

Tradition XII: Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities.

Diversity Statement: ACA is an inclusive organization and open to all affected by family dysfunction. We strive to create an atmosphere that reflects the diverse communities we serve and where everyone feels empowered to be their full, authentic selves.

Health and Safety Statement: ACA WSO is committed to the health and safety of all who are choosing to be in service within the fellowship. This is a shared responsibility. Our service experience is affected by our personal recovery and by our commitment to Tradition One - unity. With this cooperative approach, we prioritize the health and safety of our committees and ourselves.

Meeting Protocol: This is a business meeting. We ask that everyone keep their microphones muted unless called on to speak and stay focused on each agenda item. There will be time for questions and comments after each section. Disruptive participants will be muted to ensure the meeting stays on track and remains respectful to all participants. If you have a topic you'd like to discuss that's not on the agenda, please send your suggestions to secretary@acawso.org two weeks before the meeting. If you have a question about a specific committee, please reach out to the chair of that committee.

Notice of Recording: The audio recordings of this meeting will be posted on the WSO website. Please

be aware of this if you choose to speak during today's call.

[Start Recording]

C. Roll call of Board Members: Al E., Alisa A., Dove H., Jim R., Ken R., Rich R., Sue V., Tamara P.

Absent: Dove H.

Quorum - Established with seven board members present.

D. Meeting Support:

a. Chair(s): Rich R.


b. Notetaker: Trish I./ Assistant to Board Secretary

c. Tech Host: Brad L.


d. Timekeepers: Jim R. (section) and Tamara P. (individuals)

E. Participant Introductions: Please add your WSO or local service role, delegate, first name, and country/state/province to the Zoom chat. In addition to the trustees, there were four committee chairs, four staff members, and 15 other participants.

II. Minutes

Last Meeting Minutes link:  2024-09-14 Board Mtg. with Fellowship Minutes.pdf

[NOTE: Please send any corrections for the minutes to the Secretary before the meeting at Secretary@acawso.org]

Motion: To approve the minutes of the September 14, 2024, Board Meeting with the Fellowship - see:  2024-09-14 Board Mtg. with Fellowship Minutes.pdf (Rich R.)

Second: Sue V.

Decision: Motion passed unanimously. Dove H. was absent.

III. Executive Reports

A. [Board Report](#) - Sue V., Chair, presented an overview of the report.

B. [Treasurer Reports](#) - Tamara P., Treasurer, presented an overview of the report.

C. [Finance Committee Reports](#) - Sylvia M., Controller, presented an overview of the report.

Note: the financial reports presented are for the month two months before the current month.

C. [General Manager Reports](#) - Bill D., General Manager, presented an overview of the report.

D. Questions/Comments

- Q: I thought we would get something on December 10 based on the fellowship group voting topic at the last Quarterly Delegate Meeting.
A: There was a decision to have a minority opinion on this vote at the February 2025 QDM, so this is postponed. A letter will go out.
- Q: Are we using the same auditor as last year?
A: Yes, we are.

IV. WSO Topics

A. Business Operations Topic: 2025 Budget & Book Pricing Adjustment- Bill D.

See: [Adopted-2025-Budget.pdf](#)

- I'd like to share a brief budget overview and the book pricing adjustment. This is the first time some of you have heard about a book pricing increase. We've been discussing it in the Finance Committee and with the board for some time as we compiled the 2025 budget and included everything needed to sustain our rapid global growth and the immense amount of work being done in publishing.
- It was clear that, with the budget as it was, we would not have a positive bottom line at the end of the year. So, we looked at the inflation pricing data on the Bureau of Labor Statistics website. We were surprised to see that inflation has gone up 10% since the last book increase. So, \$1 in 2022 now takes \$1.10 in 2024 to achieve the same buying power.
- We plan to increase the price of the Big Red book by \$2, bringing it to \$23. This is still under the amount many people at the 2022 ABC suggested. The price of all other print books will increase by \$3. After extensive analysis, we found that our profit margin percentage calculations were way down on our workbooks. Without the detailed statistics and analysis we now have, they were never appropriately priced in the beginning.
Digital book prices will remain the same, and international pricing and other products will adjust accordingly.
- Why is this necessary? Over the last two years, inflation has increased the cost of providing literature and products. Without this adjustment, our ability to sustain Aca's mission could be at risk. This modest increase will help us offset inflation and maintain financial stability, balance the budget while supporting critical operations, and accommodate a 25% growth in the fellowship over the past five years.
- Please be assured that we continuously evaluate costs and adjust them where possible. Despite these challenges, our commitment to affordability and accessibility remains steadfast.
- Revenue from book sales directly supports the service work we do. In 2024 alone, we provided over 3,000 hours of translation and publishing support - that's paid hours, not including volunteer hours. We required 3,000 hours of IT support to maintain and improve websites and other digital communications. We delivered over 5,000 hours of bookkeeping and accounting to ensure finances meet the audit requirements and our operational needs. We distributed 100,000 books and eBooks globally in 14 languages, with 16 more languages in translation. And there are more languages currently being translated.
- As I mentioned earlier, we are committed to affordability and accessibility, and we're deeply committed to ensuring ACA's resources remain affordable. At the 2022 ABC, the survey results on book pricing indicated that a large majority supported a price increase equivalent to current prices in today's dollars. So taking that inflation into account, we are increasing to account for today's dollars. Discounts of up to 30% are still available for intergroup and regional purchases, with an additional 30% for international translations for their first printing in each country or each language, and then the International Literature Fund remains committed and funded to support those that need assistance.
- This price adjustment ensures ACE's long-term stability while honoring our mission to provide life-changing resources to adult children worldwide. We appreciate your continued support as we grow and adapt to meet the needs of our fellowship.
- A formal communication will follow, including what I said today. The price increase is not expected to go into effect until March 1st, giving everyone January and February to stock up on books at

the current prices. This communication will also be sent to the groups, the intergroup, regions, and delegates. It will also be posted on the website and Slack.

- The approved 2025 budget is posted online on the blue website under budgets. There's also a link to it on this agenda. We have made modest increases year over year for sales calculations of 3% and 5% increases. We're adding revenue for new books. New books are planned - the audiobook and the print book *Connections*. We didn't increase the 7th tradition contributions projection because our fellowship is not yet there. Where other fellowships are, we're still around 18% of our total revenue comes from contributions instead of the 40 - 60% that the other fellowships see. We have an increase in expenses. We've added some part-time positions in the World Service staff. We've added some contractors for work that needs to be done. We've added new publications that will have to be typeset. These are international translations. We've added some expenses for technology and IT support and professional fees. We had a very unusual year where we spent over \$, in total, on legal fees. Those legal fees weren't all for copyright infringement. Some of them were for trademarks and copyrights of our new publications that must go through that process. Some of it was for HR-related legal work for our employee handbook and for our policies and procedures. The board is now very professionally oriented and made up of very professionally oriented people. They understand that having legal documents in order and reviewed by attorneys is necessary to protect the Fellowships' Service organization. Our budget shows a projected net income of \$10,214, with the price increase.

Questions/Comments

Q: Since most of our books are printed in India, may the Trump-promised tariffs affect our costs?

- A: We don't know what's coming in the future. We do know that there will be tariffs put on certain products. I don't know if it'll include books. We'll have to wait and see, but if it does, we'll make contingencies and seek other places to get books printed. Historically, it was here in the US, yet they haven't been competitive.

Q: It would be helpful to see the financials for the month rather than year to date.

- A: All of the reports are linked in the Treasurer reports and have the reports by month. Let us know if there are other things you want to see.

Q: Last time there was a book increase, there was an ask from the fellowship before we did it. Why not this year? I feel strongly about increasing it without a go-ahead from the fellowship.

- A: I did listen to the 2022 ABC recording last night about the price increase, and there was no ask of the fellowship about that price increase. There was information presented with the rationale behind it, and no other 12 step program runs their budget by the delegates, by the conference. It's such an immense project that the conference doesn't want to deal with it. They don't want to get down into the nitty gritty and decide whether the publishing budget is adequate or should be this \$80,000 or \$60,000. So, it's not been an ask in the past.
- Comment: Concept VI does talk about large matters of policy and finance that are run by the conference. I just want to mention that. And it would definitely fall under large items of finance. So thank you.
- We did ask kind of a group conscience at that meeting where we asked if people were comfortable with us doing that.
- So there was an ask. That's what I thought.
- Keeping up with inflation is what they said, and that's all we're doing here.

Comment: I really feel publishing should be separated from the budget as a non-profit it is to be of benefit to the fellowship and the public at large.

Comment: It seems like WSO has a fiduciary duty to balance the budget. If balancing a budget means raising prices, it's a no-brainer unless it goes against our Traditions. Thank you.

B. Fellowship & Public Engagement Topic: Support for Intergroup - Sue V.

- We're going to talk today about support for intergroups. I thought it would be interesting to start with some analytics I've collected. What I know in the last five years, we've grown meeting groups by 25% from around 2,200 to 2,748 right now. However, intergroups are the opposite, we're shrinking. It went from 106 five years ago, and we're down to barely hanging on to 101 right now. Another piece of information is regions grew from one to three, so that's nice, but it's still not enough. 40% of our meeting groups do not have any service support from either an intergroup or a region. So that's concerning.
- The good news is that the meeting groups are growing. So, the number one priority for meeting groups, as far as I know, is recovery and carrying out the ACA message. So that's exciting. The priority for intergroups and regions for me as a previous intergroup chair in Toronto, Canada is providing support and resources to start and sustain our groups, our study groups, literature, accessibility, public services, and even scholarships for free literature. It is concerning that our intergroups who support meeting groups are shrinking.. And the Board has been talking about it and has made it a priority for 2025. What can we do to help support everyone? I recognize that for service groups, it's not easy. I know that for my own in Toronto, we are one of the oldest intergroups, and we almost died. We were almost not on that list and it took a lot of work on our part to transform. And we brought in the loving parent. We brought in commitments of service and listening. And we started to build trust back into the community because before that there were a lot of inner critical parents and a lot of conflict. I came into the end of the conflict and the beginning of rebuilding our fellowship because I was just coming into ACA.
- So, I would like to ask everyone to think about this: What have you done or seen done to build a foundation of trust between the meeting groups and intergroups? I know that we had a lot of distrust. I want to turn this back into the comments for everyone. What have you seen that can help build trust between our meeting groups, our intergroup, and even the regions?

Discussion/Comments

- I am very inspired by the Intergroups roundtable; it has raised morale regarding what it has been doing.
- I just wanted to share the experience from the West Great Lakes IG. We also experienced some negative issues, and we just kept the message flowing positively in order to keep people informed. Over time, they rejoined the intergroup and rejoined the effort. But it's a long process.
- My main meeting is an online Zoom Meeting, so intergroups and Zoom, I haven't really figured it out. But I just don't know how online groups connect necessarily with intergroups. And yet, at the same time the Massachusetts Intergroup reached out to us for assistance with throwing a party online, because we have a lot of practice with that. So, there might be opportunities along those lines. But I don't know that we're a member of any intergroup on my online meeting.
- In my IG, my first tool to build trust was listening. When we went out physically to different groups and participated as ACA members and had a chat at the end of the meeting. We asked two questions - "What are you celebrating today?" And then I asked, "What is challenging you right now that we can help you with?" We got a lot of good ideas. Then we look at next steps to help them.

- My IG was struggling recently and I let them know the intergroup roundtable and the WSO subcommittee that were available to support and this helped them to keep going.
- I am interested in knowing more about how online Zoom meeting groups can interact with Intergroups.
 - We will have a breakout room for Member Services and Intergroups after this meeting and can discuss this.
- I would like to mention that Member Services is available and they are looking at revitalizing the committee and they are really wanting to see more members join. There's a meeting December 23, rd at 12:30 Eastern, and it's in the committee calendar. They're also reaching out internationally. And there will be a meeting, I think, in January we will post later.

C. Policy & Structure Topic: OPPM Updating Project - Sue V.

See: [Status Report on Project to Update the OPPM - Nov. 2024](#)

- Sue presented a brief overview of this report.

Questions/Comments

Q: You talked about including the OPPM project team of three people into the budget?

A: We added staff hours for Trish - staff only.

D. Content Development Topic: Literature Committee Assessment Project Update - Tamara P.

See: [Literature Committee Assessment Project Report](#)

- This project was launched to evaluate and improve literature priorities and processes, ensuring a smooth, end-to-end workflow. Our goal is to create a seamless process from the initial idea for literature through writing, evaluation, and final readiness for publishing. Each project follows the guidance of the conference and goes through multiple checkpoints to ensure it aligns with the intended scope.
- Goals
 - We're working toward four key outcomes:
 1. A clear, documented workflow for developing literature.
 2. Recommendations to streamline processes.
 3. A guide to help writing teams use these processes effectively.
 4. Status updates and timelines for all ongoing writing projects.
- Progress So Far
 - We've reviewed roles, procedures, and identified gaps in the current structure. A project plan is in place to address these gaps.
 - An initial meeting was held with literature volunteers and author teams to share our goals and vision. The Literature Evaluation and Literature in Development teams will support each project step by step.
 - We've connected with two author teams individually to review their work and ensure it aligns with the Conference's direction. We've also started identifying the support they'll need to succeed.
- Next Steps - We'll meet regularly with literature project teams (e.g., *Loving Parent Guidebook*, *ACA Essentials*) and provide updates to the Board, Fellowship, and Conference.
- We're dedicated to making the literature process efficient and collaborative, with deep gratitude for all our volunteers. This work ensures ACA's literature continues to serve and grow our Fellowship meaningfully.

Questions/Comments - None

Note: (All reports can be found on the organization's website at: [ACA WSO website](#) or see [APPENDIX: Links to Webpages/Reports by Area](#) below for links to specific reports)

V. **Promise 7 Break**

VI. **Board Topic: Attracting New Trustees** - Alisa A. & Jim R.

- Alisa shared about her process of deciding to serve as trustee and encouraged others to consider applying too.
- Jim shared about his process of deciding to serve as a trustee and his experience as a trustee and encouraged others to consider applying.

Discussion/Q&A:

- If more committees and the board can hold more meetings in the evenings such as 8PM ET yet I know this is hard with a global fellowship, it may attract more people.
 - For the board, there are meetings during the day yet a lot happens online on Slack and you are only required for a meeting every other Thursday.
- For the Trustees present would you comment on whether you consider yourselves as trustees of the not-for-profit organization ACA WSO, or whether you consider yourselves leaders of the ACA fellowship, I think there might be some confusion about what the role of trustee entails that can lead to intimidation when it comes to considering a trustee role.
 - Summary of Trustee responses:
 - The progress on this board and the previous board I was on is significant. I am a big proponent of getting more of a division between the business end of ACA WSO versus supporting the fellowship which I am more interested in. I think we're headed in that direction. We're hiring new people to get more of a division between the fellowship and the business of ACA WSO. I would say I'm a trustee of the fellowship, and because of the way we're set up right now, I also contribute, when I can, to the business operations.
 - Business needs to be conducted with spiritual principles in mind and that means inclusivity for the minority opinion and those sorts of things. I found myself to be a trustee once that February email went out, I heard from a number of people and decided to apply. I would say a real bonus I got from applying is an opportunity to go back and inventory your prior service work. And it does bring into focus all your prior levels of service which you should focus on and rejoice.
 - On Saturday, January 11 at two times we are going to have a greeting with the trustees similar to what we are doing here but broader to learn more about what goes on with trustee work. More information is coming.
 - I do not see this as one or the other. I am first a trustee servant leader of the fellowship and Tradition 5 calls my heart always, ensuring that everyone has the same accessibility, equitability, and inclusiveness to our ACA recovery in all the languages in all the countries. I also consider myself a trustee of the nonprofit with fiduciary legal responsibilities. So I have to balance both of those, but neither should cost the other. And I think service for me at each of the levels that I've done has been a gift to my recovery because I have a level of

serenity and freedom I've never had before, and it continues to grow. One of the things we're trying to do is get us out of the trustees running the business, and we're getting there. But we still have a ways to go, and we need more funds to be able to do that properly. So I'm excited about the possibilities moving forward.

- I don't have a dividing line and I don't wear different hats. I have one hat, and it's primarily business - what struck me right from the start we had counterfeit books and we had meeting listing challenges so there are a lot of legal things that seem to take precedent, but at the same time I bring my own experience, strength, and hope, and I'm always looking for opportunities to empower other ACA members with programming and generating opportunity for recovery, for the average ACA member.
- That is such a thoughtful question, and I'm really glad you raised it as without being able to see the inner workings of what is done on the board it's not well understood, and it can be intimidating. When I came onto the board I was not planning to come onto the board because I was still a working adult child and I still am. I thought I just couldn't possibly do that now, but I'd like to do it in the future. And someone said to me, but right now we're working to build WSO in a way that will support and be easier for all board members going forward. Board members are trusted servants first and foremost. That supports the foundation that filters down to the fellowship, to the support of the fellowship. We work on behalf of the fellowship with the committees, with the intergroups, with everyone. So we're all trusted servants working on behalf of the fellowship, and eventually that will include a conference. I believe we really want a conference, too, because that is how these 12 step groups work, and that has to be the next step yet I don't personally know how we get there.
- There are many layers in this service position. First, this is a service position, and this is a massive growth for me, as maybe I already mentioned. And I was never planning to dive into business and this is a new step in growing since it's new to me and it has widened my horizon.
- I've heard someone else say that we're at a stage with the entire organization that we're building the plane while we fly it. And after two months of trustee experience this is true. I think the goal is to remain open to all the different possibilities for the next steps, whether it be for leadership or for flexibility. Just to just take some time to think about it. So I'm doing my best to remain open to all the options that best serve the fellowship.
- We are also having fun. We played ACA trivia and did karaoke - to find the joyful moments too as that's what the ACA program teaches us to be less serious. Also, we have online tools, so that we have meetings on Thursdays yet we have a lot of online tools that you can do in the evening or another time. It's informative as well. Orientation and weekly training sessions are ongoing. So it's a lot of information, a lot of learning and a lot of fun. If you do not feel ready there is always the delegate route or WSO Committee route to get involved at whatever pace you can.

VII. **Motions Passed for the Record** - Rich R.

Motions passed since the last meeting (Sept. - Nov.): [2024 Book of Motions \(Jan. - Nov.\)](#)
Questions/Comments

- Comment: The compensation review done by the auditor was \$20,000 which seems excessive to me.

- A: We hired BPC HR to do both an executive compensation report and a compensation policy. It is worth its weight in gold, and we are confident we are paying a fair wage to special workers. Which motion are you referring to?
- There was a motion for \$10,000 for the second phase of this.
- This expense included benchmarking every staff member's position. The board hired BPC HR to evaluate the General Manager's salary and the second stage was for all the employees. We had to pay for the analysis, benchmarking and working with BPC to create WSO's policy. It was money well spent as we now have information, guidelines and policies to ensure we are in alignment with HR practices.
- People ask why things go so slowly on the board and this shows that it had many eyes on it.
- Comment: All the reports have too many acronyms and if we want the fellowship to understand things then we need to spell things out.
 - Yes, thank you, for pointing this out.

VIII. Closing

A. Announcements

- The next Teleconference meeting will be held on March 8, 2025.
 - Committee reports and the updated Book of Motions will continue to be posted monthly on the WSO website.
 - Please direct any questions to the relevant Committee email (see: [Organizational Chart with Committees List](#) for email addresses) or send them to the Board at Secretary@acawso.org
 - Following this meeting, some committee breakout rooms will be available for those interested (see list below).

B. Motion to Adjourn Meeting - Sue V. Second: Rich R. Passed.

C. Closing Serenity Prayer

Post Meeting Committee Breakout Rooms

- ★ Nominating Committee with Denise R.
- ★ Board of Trustees with Al, Alisa & Jim R.
- ★ Safety Resources Committee with Rich R.
- ★ IT & Name Study with Brad L.
- ★ Ballot Preparation Committee with Karin S.
- ★ Literature Committee Assessment Team with Alaska, Chris H. & Tamara P.
- ★ Member Services/Intergroups with Sue V.

REFERENCE Link: [WSO Resources Links](#)

APPENDIX: Links to Web Pages/Reports by Area

Business Ops. Committees & Staff Reports/Webpages

- a. [Data Analysis](#) - Chair: Brian
- b. [Finance](#) - Chair: Tamara P.

- c. [Information Technology](#) - Chair: Marcin C.
- d. [Name Change Study](#) - Chair: Brad L.
- e. [Publishing](#) - Chair - Sue V.
- f. [WSO Office](#) - General Manager - Bill D.

Fellowship Committees Reports/Webpages

- a. [Member Services](#): Chair - Open
- b. [Safety Resources Committee](#): CoChairs -Marcin. and Rich R.
- c. [Public Services and Hospital & Institutions](#): Chair -Rich R.
- d. [European](#): Chair - Edmundas
- e. [Global Members](#): Chair -Brian P.

Policy & Structure Committees & Staff Reports/Webpages

- a. [ABC Committee](#): CoChairs- Edmundas, Marcus, Carmen
 - [ABC Study Group](#): Chair - Open
 - [ABC Sustainability Group](#): Chair - Marion M.
- b. [Ballot Proposals](#): Chair - Karin S.
- c. [Archives](#): Chair - Joe C.
- d. [Concepts 2 & 6 Study](#): Coordinators: Charlie H. & Kelle J.
- e. [Nominating Committee](#): Chair- Denise R.
- f. [OPPM](#): Team working on updating project: Trish I. (staff), Mary Jo L & Sue V.
- g. [Volunteer Resources](#): CoChairs- Jim R. and Laura L.

Literature Committee Report: [Literature](#): Chair - Open

APPENDIX - Financial Reports

Adult Children of Alcoholics World Service Organization
Profit & Loss - YTD Actuals vs Budget
For the months of October and September 2024

	<u>Oct 31, 24</u>	<u>Sep 30, 24</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash & Cash Equivalents	363,209.71	405,510.31	-42,300.60
Total Checking/Savings	<u>363,209.71</u>	<u>405,510.31</u>	<u>-42,300.60</u>
Accounts Receivable			
1300 · Customer Receivable	108.34	-104.93	213.27
Total Accounts Receivable	<u>108.34</u>	<u>-104.93</u>	<u>213.27</u>
Other Current Assets			
1310 · Other Receivables	886.64	886.64	0.00
1320 · SHOPIFY-Shopp'g cart receivable	193.51	-263.94	457.45
1330 · Interest Receivable	2,863.40	2,557.43	305.97
1350 · Prepaid Expenses	250,122.72	209,919.10	40,203.62
1400 · Inventory Asset	293,076.49	302,880.81	-9,804.32
Total Other Current Assets	<u>547,142.76</u>	<u>515,980.04</u>	<u>31,162.72</u>
Total Current Assets	<u>910,460.81</u>	<u>921,385.42</u>	<u>-10,924.61</u>
Fixed Assets			
1800 · Fixed Assets	204,126.17	207,636.47	-3,510.30
1830 · ROU Assets (Leased Assets)	609,295.00	620,785.00	-11,490.00
1860 · Accum. Depr' & Am't	-137,921.36	-139,835.02	1,913.66
Total Fixed Assets	<u>675,499.81</u>	<u>688,586.45</u>	<u>-13,086.64</u>
TOTAL ASSETS	<u><u>1,585,960.62</u></u>	<u><u>1,609,971.87</u></u>	<u><u>-24,011.25</u></u>
LIABILITIES & Net Assets			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	93.54	7,860.00	-7,766.46
Total Accounts Payable	<u>93.54</u>	<u>7,860.00</u>	<u>-7,766.46</u>
Credit Cards			
2011 · Bank of America-Corp Card #1794	411.51	666.66	-255.15
2012 · Bank of America-Corp Card #0904	277.78	214.93	62.85
2013 · Bank of America-Corp Card #4978	9,296.32	12,188.36	-2,892.04
Total Credit Cards	<u>9,985.61</u>	<u>13,069.95</u>	<u>-3,084.34</u>
Other Current Liabilities			
2100 · Payroll Liabilities	61,191.63	50,764.50	10,427.13
2130 · Other Liabilities	11,039.54	14,451.97	-3,412.43
2200 · Accrued Liabilities	26,829.80	18,584.06	8,245.74
25500 · Sales Taxes Payable	8,385.69	9,519.54	-1,133.85
Total Other Current Liabilities	<u>107,446.66</u>	<u>93,320.07</u>	<u>14,126.59</u>
Total Current Liabilities	<u>117,525.81</u>	<u>114,250.02</u>	<u>3,275.79</u>
Long Term Liabilities			
2300 · ROU Liability (Lease Liability)	649,760.00	661,648.00	-11,888.00
Total Long Term Liabilities	<u>649,760.00</u>	<u>661,648.00</u>	<u>-11,888.00</u>
Total Liabilities	<u>767,285.81</u>	<u>775,898.02</u>	<u>-8,612.21</u>
Net Assets			
32000 · Net Assets w/o donor restrictions	787,880.00	789,957.32	-2,077.32
32100 · Net Assets w/ donor restrictions	41,602.76	39,525.44	2,077.32
Net Income	<u>-10,807.95</u>	<u>4,591.09</u>	<u>-15,399.04</u>
Total Net Assets	<u>818,674.81</u>	<u>834,073.85</u>	<u>-15,399.04</u>
TOTAL LIABILITIES & Net Assets	<u><u>1,585,960.62</u></u>	<u><u>1,609,971.87</u></u>	<u><u>-24,011.25</u></u>

No assurance provided, substantially all required disclosures omitted

Adult Children of Alcoholics World Service Organization
Profit & Loss
For the months of October and September 2024

	<u>Oct 24</u>	<u>Sep 24</u>	<u>\$ Change</u>
Income			
4010 · Shopify Revenue	67,866.02	68,593.14	-727.12
4030 · Amazon Revenue	65,805.58	70,108.14	-4,302.56
4050 · Digital Books Revenue	8,470.73	8,893.10	-422.37
4060 · Audible Revenue	2,296.66	2,311.89	-15.23
4080 · 7th Traditions Contributions	43,630.32	29,778.39	13,851.93
4160 · International Sales	4,163.29	4,760.00	-596.71
4200 · Other Revenue	751.50	9,963.65	-9,212.15
4290 · eBay Sales	125.35	116.85	8.50
4295 · Shopify Canada Revenue	1,095.90	2,767.60	-1,671.70
Total Income	<u>194,205.35</u>	<u>197,292.76</u>	<u>-3,087.41</u>
Cost of Goods Sold			
5000 · Shopify-Cost of Goods Sold	51,501.23	47,129.54	4,371.69
5050 · Amazon COGS	51,491.20	45,980.53	5,510.67
5150 · International COGS	2,436.76	2,814.10	-377.34
Total COGS	<u>105,429.19</u>	<u>95,924.17</u>	<u>9,505.02</u>
Gross Profit	<u>88,776.16</u>	<u>101,368.59</u>	<u>-12,592.43</u>
Expense			
6010 · Payroll Expense	45,605.17	42,561.20	3,043.97
6030 · Payroll Taxes	3,137.64	2,943.01	194.63
6054 · Contractors	102.13	142.77	-40.64
6057 · Events	13,839.98	16,999.79	-3,159.81
6070 · Program Initiatives	208.97	0.00	208.97
6080 · Professional Fees	253.93	1,230.33	-976.40
6090 · Technology IT Support	15,723.94	22,699.50	-6,975.56
6110 · Insurance Expense	5,132.45	5,052.84	79.61
6120 · Rent Expense	503.91	466.02	37.89
6130 · Utilities Expense	13,941.00	13,939.00	2.00
6140 · Office Expense	1,333.07	1,380.73	-47.66
6150 · Dues and Subscriptions	613.74	456.59	157.15
6160 · Repairs & Maintenance	583.79	417.79	166.00
6190 · Tax Expense	5.00	15.00	-10.00
6200 · Bank & Merchant Fees	1,821.53	4,364.88	-2,543.35
6210 · Depreciation & Amortization	1,332.64	1,332.64	0.00
9999 · Suspense Costs	36.31	10,950.83	-10,914.52
Total Expense	<u>104,175.20</u>	<u>124,952.92</u>	<u>-20,777.72</u>
Net Income	<u><u>-15,399.04</u></u>	<u><u>-23,584.33</u></u>	<u><u>8,185.29</u></u>