

**Adult Children of Alcoholics World Service Organization**



## **2025 Book of Motions**

**January - December 2025**

Kaz S. - Secretary (July 1, 2025 - present)

Tamara P. - Secretary (March 2023 - June 2025)

Patricia Ireland - Assistant to Secretary (Feb. 2022 - present)

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## Presented for the Record for January 2025

### **Motion 2025\_01\_01: Chair of the Member Services Committee**

**Motion:** To approve William G-B as the Chair of the Member Services Committee. (Sue V.)

**Background:** William G-B has been a regular and active member of the Member Services Committee. Based on his contributions and willingness, the committee approved for him to serve as the Chair of the Member Services Committee.

**Second:** Rich R.

**Decision:** Motion passed unanimously on January 7, 2025.

### **Motion 2025\_01\_02: Expenses to Engage Croner- an HR and H&S Firm (Rescinded)**

**Motion:** To approve the engagement of Croner, a leading Tax Accounting, Human Resources, and Health and Safety Compliance Firm, for approximately \$4,000 for one year. (Dove H.)

**Background:** As ACA WSO encounters international taxation, human resources, and compliance issues, it needs assistance from qualified international professionals. Croner is a leading firm that can supply advice for any needs ACA WSO encounters.

**Second:** Tamara P.

**Decision:** Motion passed unanimously by the Executive Committee on January 23, 2025. (*Rescinded on February 6, 2025, by Motion #2025-02-01*)

### **Motion 2025\_01\_03: Funds from ILF for Indexing Work for Spanish BRB**

**Motion:** To approve the funding request submitted by Web 0513 for hiring an indexer to create an index for the Spanish-translated Big Red Book (BRB), with an allocation of up to \$160 USD from the International Literature Fund (ILF). (Sue V.)

**Background:** The Spanish-translated BRB is available to our members; however, it currently lacks an index that links key terms to specific pages. An index is essential to help readers explore specific concepts more efficiently and support the recovery journey of ACA members. The task of indexing requires a level of effort beyond what our volunteer team can provide, as they are already engaged in translation and publishing efforts. To address this need, we would like to hire an indexer who is a Spanish-speaking ACA member with experience in editing and proofreading. Her rates are significantly more affordable compared to alternatives in Spain and other countries, which would be a cost-effective solution.

**Second:** Jim R.

**Original Vote:** Motion passed with seven in favor and one (Alisa A.) opposed on January 26, 2025.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025 - see motion 2025-08-01.*

#### **Motion 2025\_01\_04: Savings CD Renewal**

**Motion:** To accept the Finance Committee's recommendation to renew the current \$109,120 Bank of America CD into a 10-month CD account at Bank of America, offering an interest rate of 3.40% (APY 3.45%). (Tamara P.)

**Background:** WSO currently has approximately \$109,120 in a CD at Bank of America, which matures on January 20, 2025. We do not anticipate needing to use these funds within the next year. The Finance Committee suggests renewing this amount into a 10-month, interest-bearing CD with a 3.40% interest rate at Bank of America. This will earn approximately \$3,140 in interest over the term.

**Second:** Dove H.

**Original Vote:** The motion passed with eight in favor, none opposed, on January 26, 2025. Alisa A. abstained.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

#### **Motion 2025\_01\_05: Funds to Hire Parliamentarian for QDM**

**Motion:** To approve the hiring of Mr. Michael Malamut, PRP, CPP-T, CGT, an experienced parliamentarian and governance advisor for nonprofits, to serve as the parliamentarian for the February 1, 2025, Quarterly Delegate Meeting (QDM), including a debrief session following the meeting, at a cost of up to \$4,500. (Sue V.)

**Background:** Recent QDMs and ABCs have faced significant procedural challenges, which have, in the past, been helped by the presence of an independent, skilled third-party parliamentarian. Engaging a professional parliamentarian is one step toward ensuring a more structured and effective meeting environment. This initiative aims to provide the necessary support to the delegates, ABC Committee, meeting chairs, trustees and fellowship.

Mr. Malamut is available and willing to serve in this capacity for the upcoming QDM and future engagements such as the Ballot Prep. Committee town halls and the 2025 ABC. The cost is \$275 per hour, and additional time will be required for pre-planning with Conference meeting chairs and reviewing our policies and procedures to serve as effectively as a Parliamentarian at the QDM.

**Second:** Ken R.

**Original Vote:** Motion passed on January 26, 2025, with seven in favor and one opposed (Alisa A.).

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

### **Motion 2025\_01\_06: CD Investment for Part of Prudent Reserve Fund**

**Motion:** To accept the Finance Committee's recommendation to transfer \$50,000 from the Chase Bank Savings account into a 3.25% interest-bearing CD at Chase Bank for twelve months. (Tamara P.)

**Background:** We currently have approximately \$66,000 of our Prudent Reserve in the Chase Savings account, earning approximately \$1 in interest per month. The Finance Committee does not foresee needing to use these funds in the next year and therefore recommends transferring \$50,000 of these funds into a 12-month, interest-bearing CD at an interest rate of 3.25%. Based on this rate, we anticipate earning approximately \$1,625 in interest over the term of the CD.

**Second:** Dove H.

**Original Vote:** Motion passed with seven in favor, none opposed, on January 27, 2025. Alisa A. abstained.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

### **Motion 2025\_01\_07: Resignation of Dove H. as Vice Chair**

**Motion:** To accept Dove H.'s resignation from the role of Vice Chair effective today, January 30, 2025. (Sue V.)

**Background:** On January 22, 2025, Dove H. sent a letter to the Secretary requesting to resign as Vice Chair effective January 30, 2025.

**Second:** Tamara P.

**Decision:** Motion passed unanimously on January 30, 2025. Dove H. was absent.

### **Motion 2025\_01\_08: Election of Jim R. as Vice Chair**

**Motion:** To elect Jim R. to the officer role of Vice Chair on the ACA WSO Board of Trustees effective January 30, 2025, as a replacement officer until July 2025. (Sue V.)

**Second:** Tamara P.

**Decision:** Motion passed with five in favor on January 30, 2025. Alisa A. abstained. Dove H. was absent. Jim R. was recused.

## Presented for the Record for February 2025

### **Motion 2025\_02\_01: Rescind Motion 2025-01-02**

**Motion:** To **rescind** the following motion passed by the Executive Committee on January 23, 2025: *Motion: To approve the engagement of Croner, a leading Tax Accounting, Human Resources, and Health and Safety Compliance Firm, for approximately \$4,000 for one year.*

**Motion by:** Sue V.

**Seconded by:** Jim R.

**Decision:** Motion passed unanimously by the Executive Committee on February 6, 2025.

### **Motion 2025\_02\_02: Funds for Wages to Align with Benchmark & Specific Merit Increases**

**Motion:** To approve up to \$4,600 in unbudgeted funds to align special workers' wages with established position benchmarks and provide specified merit increases in 2025. (AI E.)

**Background:** This adjustment will take effect upon the General Manager's submission of a detailed breakdown of the benchmark and merit components to the Board, along with confirmation of the position benchmarks by our professional HR consultants, BPM.

**Second:** Jim R.

**Decision:** Motion passed with seven in favor, none opposed, on February 20, 2025.

Abstained: Alisa A.

## Presented for the Record for March 2025

### **Motion 2025\_03\_01: New Conflict and Dispute Resolution Section for OPPM**

**Motion:** To approve this new section of the OPPM that brings together all the conflict/complaint resolution topics under one section and simplifies the standard complaint procedures in the appendix- see: [New Conflict and Dispute Resolution Section for OPPM](#) (Sue V.)

**Background:** This proposed new section of the OPPM consolidates all conflict and dispute resolution information into one section for easy reference. It includes references to:

- Policies and procedures already in the OPPM: *Standard Complaint Process, Right of Petition, Whistleblower Policy, and Regions Complaints Process.*
- Processes currently in practice yet not in the OPPM: *Communication Platform Concern Process and Concerns for Board Fitness Input.*

It also includes updates:

- Appendix I: Right of Petition - to align with quarterly Board Meetings with the Fellowship.
- Appendix XII: Complaint Process - to simplify and streamline this process.

**Second:** Ken R.

**Decision:** Motion passed unanimously on March 13, 2025.

**Motion 2025\_03\_02: Rename ComLine Subcommittee to ComLine Writers' Team**

**Motion:** To rename the ComLine subcommittee to the ComLine Writers' Team under the Literature Committee. (Jim R.)

**Background:** Christine B. will serve as the Chair of the ComLine Writers' Team.

**Second:** Sue V.

**Decision:** Motion passed unanimously on March 20, 2025.

**Motion 2025\_03\_03: Remove Sue V. as Bank Signer**

**Motion:** To remove Sue V., Chair, as an authorized signer on ACA WSO bank accounts at Chase Bank and Bank of America. (Tamara P.)

**Background:** Some banks in the United States, such as Chase Bank and Bank of America used by WSO, periodically require authorized account signers to verify their identity in person at a U.S. bank branch. Since Sue resides in Canada, fulfilling this requirement will result in significant expense and travel, which is impractical. This change will leave Tamara P., Treasurer, and Bill Dalton, General Manager, as the authorized signers on these accounts. U.S. bank accounts, both of whom reside in the U.S.

**Second:** Rich R.

**Decision:** Motion passed unanimously on March 21, 2025.

**Motion 2025\_03\_04: Service Structure and Group Registration Section in OPPM**

**Motion:** To approve a new section of the OPPM: Service Structure and Group Registration - see: [Proposed New Section of OPPM: Service Structure & Registration](#)

**Background:** The OPPM currently references Meetings, Intergroups and Regions in various sections, including the archives policy, trademark guidelines, meeting registration, hosting ABCs, and the IT section on websites. Additionally, Regions are addressed in Appendix II: Region Certification Process. However, the OPPM lacks a dedicated section defining the Service Structure and clarifying how Intergroups, Regions, and the Conference/delegates fit within it. Furthermore, the Group Registration subsection is currently listed under WSO Office, though the Meeting Listing Maintenance volunteers, not the office, handle this responsibility.

To address these gaps, the OPPM Updating Team has decided to:

- Create a new Service Structure section using content from the BRB and website.
- Move the Group Registration subsection to this new section for better alignment.

**Second:** Dove H.

**Original Vote:** Motion passed with seven in favor, none opposed, on March 27, 2025. Alisa A. abstained.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

## Presented for the Record for April 2025

### **Motion 2025\_04\_01: Updates to Fiscal Policies Section in OPPM**

**Motion:** To approve the updates to the Fiscal Policies Section of the OPPM proposed by the Finance Committee - see: [Updates to Section IV: Fiscal Policies](#) (Sue V.)

**Background:** The Finance Committee updated this section as part of the OPPM Updating project.

**Second:** Ken R.

**Original Vote:** Passed with seven in favor, none opposed, on April 9, 2025. Alisa A. abstained.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

### **Motion 2025\_04\_02: Trustee Candidate Kaz B.**

**Motion:** To inform the Nominating Committee that the Board of Trustees has reviewed the Trustee Candidate Packet for Kaz B., and has no objections to their appointment to the Board as a Regional Trustee. (Sue V.)

**Second:** Jim R.

**Original Vote:** Motion passed with six in favor, none opposed, and two abstentions on April 10, 2025.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

### **Motion 2025\_04\_03: New Purpose Statement for Publishing Committee**

**Motion:** To approve the updated purpose statement for the Publishing Committee:

"The Publishing Committee is an advisory body made up of ACA members, Board Trustees, industry professionals, and special workers. It helps guide the development, translation, and distribution of ACA literature—like the Big Red Book and other recovery

resources—supporting efforts for literature to remain accessible, affordable, and aligned with the fellowship’s needs.

The committee reviews International Literature Fund requests and offers recommendations to the Board. It also recommends publishing policies and promotes best practices, honouring ACA’s 12 Traditions and Concepts while upholding the importance of literature in recovery and maintaining responsible publishing practices."

(Sue V.)

**Background:** The Publishing Committee's original purpose in 2021 was to create a central body for publishing activities in WSO (see reference below). Over the past four years, the committee has refined that purpose with input from volunteers, special workers, the Literature Committee, and International Fellowships. The Publishing Committee has approved the updated purpose statement.

**Second:** Al E.

**Decision:** Passed unanimously on April 15, 2025.

#### **Motion 2025\_04\_04: Funds for ACA Booth at AA International Convention**

**Motion:** To approve up to \$5,400 in costs to share a booth with D.A. and have ACA literature available at the AA International Convention in Vancouver, Canada on July 3 - 6, 2025. (Sue V.)

**Background:** We have a unique opportunity to share a booth at the AA International Convention in Vancouver, July 3–4, with access to 45,000 – 50,000 attendees. The booth cost is affordable—\$833 to \$1,250—and since there’s no travel cost for our representative, the investment is highly cost-effective. We propose distributing multilingual trifolds, branded promotional items, business cards, and a limited selection of literature for sale, with a total estimated cost of approximately \$5,400. This would provide unprecedented visibility for our fellowship and allow us to connect with a broad international audience.

**Second:** Dove H.

**Decision:** Motion passed with six in favor on April 17, 2025. Alisa A. abstained. Tamara P. was absent.

#### **Motion 2025\_04\_05: Funds for Parliamentarian at ABC & Training**

**Motion:** To approve the funds of up to \$8,950 for Mr. Michael Malamut, PRP, CPP-T, CGT, to serve as the Parliamentarian for the 2025 Annual Business Conference (ABC) and provide other related services. Mr. Malamut is an experienced parliamentarian and governance advisor for nonprofits and other 12 Step World Conferences, and served in this role at the February 2025 QDM. (Sue V.)

**Background:** Many 12-Step World Service Organizations routinely engage a professional Parliamentarian for their Conferences. The role of a Parliamentarian is to ensure that the Conference proceedings are conducted in an orderly, fair, and efficient manner according to

ACA's established rules of order. Their presence helps maintain structure during complex decision-making processes and procedural challenges.

Funds from the Board's approved 2025 budget will be allocated to engage a Parliamentarian for the upcoming ABC. Along with serving at the ABC, Mr. Malamut will also train delegates to help them better understand and use parliamentary procedure. This training will serve as a lasting resource for future delegates. He will also offer advisory and preparatory support to the Co-Chairs of the 2025 ABC.

**Second:** Al E.

**Original Vote:** Motion passed with seven in favor, one opposed (Alisa A) on April 24, 2025.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

## Presented for the Record for May 2025

### **Motion 2025\_05\_01: Connections Tri-fold**

**Motion:** To approve the Connections tri-fold for publication - see: [Connections Trifold LTR Draft V2](#) (Sue V.)

**Background:** This trifold was approved and submitted by the Literature Evaluation subcommittee.

**Second:** Rich R.

**Original vote:** Motion passed with six in favor and three opposed (Dove H., Kaz S. and Rich R.) on May 7, 2025.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

### **Motion 2025\_05\_02: Acceptance of 2024 Audit Report Draft**

**Motion:** To accept the draft audit report for the 2024 fiscal year, dated April 29, 2025, as submitted by the Auditor. See: [Draft AU-C 265 Report.pdf](#) and [Draft AU-C 260 Report.pdf](#) (Ken R.)

**Background:** The draft audit report has been reviewed and endorsed by both the Finance Committee and the Audit Committee.

**Second:** Rich R.

**Original Vote:** Motion passed with eight in favor on May 7, 2025. Kaz S. abstained.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

### **Motion 2025\_05\_03: ILF Funds for Brazil Intergroup**

**Motion:** To approve the Brazil Intergroup's IG 783 request for funding from the International Literature Fund (ILF) in the amount of \$475, plus applicable taxes and shipping, to purchase 100 copies of the newly translated Portuguese edition of *A New Hope* for distribution to the emerging Brazilian ACA fellowship. (Sue V.)

**Background:** The Brazilian fellowship currently lacks access to ACA literature in Portuguese. While the local translation team has completed a translation of *A New Hope*, the Intergroup does not have the financial resources to purchase printed copies for distribution to members. This funding request aims to support the growth of the ACA fellowship in Brazil by making core literature available in their native language.

**Second:** Rich R.

**Decision:** Motion passed unanimously on May 15, 2025.

### **Motion 2025\_05\_04: Funds for Printing Yellow Workbooks**

**Motion:** To approve \$28,010 for the printing of 15,000 copies of the Yellow Workbooks by Thomson Press, for the purpose of replenishing and maintaining inventory levels at our warehouse. (Sue V.)

**Background:** This quote has been approved by the Finance Committee after receiving three bids for this order.

**Second:** Tamara P.

**Decision:** Motion passed unanimously by the Executive Committee on May 20, 2025.

## **Motion Passed at the 2025 Annual Business Conference (May 17-18)**

### **ABC\_2025\_01: Approval of Meeting Minutes**

- 1. Motion:** To approve the 2024 ABC Minutes -see [Link](#)  
**Decision:** Motion passed with 64 delegates in favor; none opposed.
- 2. Motion:** To approve the August 17, 2024 Quarterly Delegate Meeting Minutes- see [Link](#)  
**Decision:** Motion passed with 59 delegates in favor, none opposed.
- 3. Motion:** To approve the December 7, 2024 Quarterly Delegate Meeting Minutes - see [Link](#)

**Decision:** Motion passed with 56 delegates in favor; none opposed.

4. **Motion:** To Approve the February 1, 2025, Quarterly Delegate Meeting Minutes- see [Link](#)

**Decision:** Motion passed with 60 delegates in favor; one opposed.

### **ABC\_2025\_02: Fellowship Group Vote Process RE: Proposed Name Change**

**Motion:** To approve a four-month Fellowship Group Vote process, starting in September 2025, for the proposed ACA name change. (Kaz S., Trustee)

**Background:** At the 2024 ABC, the Fellowship approved holding a group vote on the proposed ACA name change. A process for this vote was approved in December 2024 and ratified in February 2025. The minority opinion was heard, and no re-vote was needed. Fellowship Group Vote Process webpage

**Second:** Stefan G., IG 630

**Decision:** Motion passed with 70 votes in favor; 9 opposed; 3 abstentions.

### **ABC\_2025\_03: Conference Business Meeting Schedule**

**Motion:** Replace the current yearly Conference Business Meeting schedule with a new yearly schedule consisting of the existing 2-day ABC plus two additional 1-day Conference Business Meetings, each with a duration of 6 to 8 hours. (Charlie H., VA)

#### **Background:**

■ **FINDING 1:** The current Conference meeting schedule is neither functional nor sustainable. Three months between meetings on an ongoing basis does not allow sufficient time for adequate preparation, and it is causing burnout among Conference meeting organizers and support staff.

■ **FINDING 2:** The meeting lengths of QDMs also are not functional or sustainable. Four hours is not enough time to allow for delegate voting, the introduction of new business, and interactive discussion, such as in breakout rooms, something many Delegates have clearly indicated is desirable. The current cap on meeting length also greatly complicates QDM planning.

■ **RECOMMENDATION:** Reduce the total number of delegate meetings each year but extend their length as needed to enable informed delegate discussion and effective decision-making.

**Second:** Marion M., UK003

**Decision:** Motion passed with 74 votes in favor; 6 opposed; 2 absentions.

### **ABC\_2025\_04: All Conference Business Meetings Have Same Rights and Authorities**

**Motion:** With regard to voting, debate, introducing new business, and addressing old business, other than as required under California law for the ABC, all Conference Business Meetings will have identical rights and authorities. (Charlie H., VA)

**Background:**

FINDING 4: A significant number of Delegates have expressed a desire for a Conference meeting with policies and procedures that are more Delegate-driven. This emerged as a major theme during Delegate input sessions at the last three QDMs, and in some ways became more urgent than the issues identified at the May 2024 motion that authorized the Sustainability Study. This includes three specific aspects:

- A desire that the Conference have the final word on any proposed changes to Conference Policy & Procedure (February 2025 QDM)
- A desire to be able to vote on new motions and consider new business at all Conference meetings (February 2025 QDM)
- Creation of a Conference Policy and Procedure Manual that is separate from the WSO Operating Policies and Procedures Manual (December 2024 QDM)

FINDING 7: Greater clarity and agreement are needed on the Conference's duties and responsibilities. A large number of Conference duties are stated in the Bylaws, the OPPM, or have accumulated through years of WSO and Conference practice. However, there continues to be disagreement over Conference roles and responsibilities. This motion will clarify this and formalize the standing of all Conference meetings.

**Second:** Gretchen, CT044

**Decision:** Motion passed with 74 votes in favor; 3 opposed; 5 abstentions.

**ABC\_2025\_05: Revised Concept 2**

**Motion:** That the Conference grant final approval of the following Concept 2 to replace the current Concept 2: "ACA groups delegate to the World Service Conference the authority to act as their effective voice and conscience, and to represent the fellowship in world service matters". (Kelle J., Concepts Study ad hoc committee)

**Background:** Please see the [Concepts Study Group 2025 ABC Report](#), particularly the section titled "PRIMARY ACTIONS SINCE THE 2024 ABC" Current Concept 2: "Authority for the active maintenance of our world services is hereby delegated to the actual voice, the effective conscience for our whole Fellowship."

**Second:** Brad H. OK0058

**Decision:** Motion passed with 62 in favor; 15 opposed; 5 abstentions.

**ABC\_2025\_06: Planning for Anniversary Celebrations**

**Motion:** We move that the Conference approve an exploration of the necessary steps to organize an in-person, multi-day event in 2028, as well as other celebratory ideas, to commemorate the 50th Anniversary of ACA. This event would be similar in scale and scope to the ABC/AWC gatherings held in 2017, 2018, and 2019. (Jim R., Trustee)

**Background:** As recently as 2019, the World Service Organization convened in-person business conferences in conjunction with fellowship-focused conventions that brought ACA

members together for both business and recovery workshops. The cost of conducting business was offset in part by the registration for the workshops and the purchase of ACA literature and merchandise. With the advent of a global pandemic, the Annual Business Conference moved to an online venue. This form of conference proved to be quite popular. Access to the ABC was no longer restricted by location or finances. The ACA World Conventions also moved exclusively online. This motion is the first step in possibly broadening our celebrations to include an in-person ACA fellowship activity. The gathering would mark our ACA 50th Anniversary. With this motion, we suggest exploring opportunities to produce a worldwide in-person fellowship event.

**Second:** Adelina, IG558

**Decision:** Motion passed with 72 in favor; 7 opposed; 3 abstentions.

### **ABC\_2025\_07: Ballot Proposal #1: Group Contacts and Registration**

**Motion:** We propose that the meeting listing guidelines be changed to allow a single individual only to be the Public or one of the Primary Private Contacts for no more than four meeting registration numbers. (Region 2, WEB381, CA915, TEL0342)

**Background (from proposal):** The background and motivation for Proposal 1 is that someone registered 70 meetings with only one point of contact. This led to complaints about autonomy to WSO. WSO tried to contact the meetings but couldn't due to the single point of contact. WSO delisted the meetings to protect the fellowship. This caused problems for members trying to find meetings. I worked with the WSO IT committee to develop a solution. The proposal suggests limiting individuals to registering to four meetings. It also requires multiple contacts for each meeting registration. The goal is to prevent similar issues and ensure better accountability for registered meetings.

**Decision:** Motion passed with 85 in favor; 5 opposed; 3 abstentions.

### **ABC\_2025\_08: Ballot Proposal #9: Changes to Ballot Process**

**Motion:** We propose that any future changes to the Ballot process must be approved by the Delegates at the ABC or any Delegate Business Meeting. By adopting this proposal, the World Service Conference (of Delegates) will be directing the WSO to make sure the changes are reflected in any procedural documentation, such as the ACAWSO Operating Policy and Procedures Manual (OPPM) or any manual that is prepared as guidelines for the Policies and Procedures of the Conference. (Ballot Prep. Committee)

**Background (from proposal):** The ballot process allows ACA member groups (meetings, Intergroups, and Regions) to bring business items of global importance to the ABC for consideration by the entire fellowship. In its report to the 2024 ABC, the Ballot Prep Committee (BPC) stated as one of its goals that it will "explore recommendations for process changes to the current ballot process." Currently, decisions about the ballot process are made

within the BPC, and resulting changes to the OPPM are implemented by the WSO Board of Trustees. NOTE: The OPPM contains the day to day operating guidelines by which the Board and Annual Business Conference functions. Implementation of this proposal will ensure that decisions about the future of the ballot process will be made only with approval of the ABC, which represents the “actual voice, the effective conscience” for the whole ACA fellowship (Concept 2). This change may slow down the decision-making process. However, it ensures that decisions about how the fellowship brings agenda items to the ABC are made by the ABC itself, representing the informed group conscience of the ACA fellowship. This proposal lays the foundation for future changes, which may be presented by the BPC via a ballot proposal or a committee motion, or by other member groups and service bodies of the ACA fellowship in accordance with ACAWSO procedural documentation.

**Decision:** Motion passed with 80 in favor; 7 opposed; 6 abstentions.

### **ABC\_2025\_09: Literature and Products Pricing Policy Statement**

**Motion:** We move to approve the following ACA Literature and Products Pricing Policy Statement: To ensure the sustainability of ACA WSO’s essential services and operations by responsibly adjusting pricing in accordance with inflation and other cost-related factors; and To uphold ACA’s primary purpose—carrying the message to adult children who still suffer—by maintaining affordable and accessible literature through discounted initiatives and a variety of supportive programs. (Al E., Trustee)

**Background:** As part of the Board’s ongoing fiduciary responsibility to the fellowship, we propose that the Conference (ABC/QDM) approve the following ACA Literature and Products Pricing Policy Statement. This policy outlines the guiding principles for pricing ACA literature and related products, aiming to balance spiritual values with practical business needs. The intent is to ensure that ACA’s operations remain financially viable while our literature remains within reach for those who need it most. The Board remains committed to transparency with the Conference and welcomes delegate feedback as this policy continues to be refined and developed.

**Second:** Stefan, IG630

**Decision:** Motion passed with 60 in favor; 29 opposed.

Note: Following the minority opinion at the Sept. CBM, this motion was sent for a re-vote on global online voting and remained passed with 46 in favor; 16 opposed and 3 abstentions.

### **ABC\_2025\_10: Trustee Ratifications**

The following Trustees were ratified at the 2025 ABC:

- Al E. - Motion passed with 74 in favor; 6 opposed; 2 abstentions
- Alisa A. - Motion passed with 78 in favor; 2 opposed; 2 abstentions
- Dove H. - Motion passed with 72 in favor; 7 opposed; 3 abstentions
- Jim R. - Motion passed with 75 in favor; 5 opposed; 2 abstentions

- Kaz S. - Motion passed with 74 in favor; 6 opposed; 2 abstentions
- Ken R. - Motion passed with 77 in favor; 2 opposed; 3 abstentions
- Rich R. - Motion passed with 76 in favor; 4 opposed; 2 abstentions
- Sue V. - Motion passed with 71 in favor; 8 opposed; 3 abstentions
- Tamara P. - Motion passed with 74 in favor; 6 opposed; 2 abstentions

## Presented for the Record for June 2025

### **Motion 2025\_06\_01: Cost Allocation Policy**

**Motion:** To approve the ACA WSO Cost Allocation Policy: [ACA Cost Allocation Policy 2025-06-05.pdf](#) (Ken R.)

**Background:** This policy formalizes WSO’s cost allocation practices as recommended by the auditor in the 2023 audit. It was approved by the Finance Committee and the Audit Committee.

**Second:** Rich R.

**Decision:** Motion passed unanimously by those present on June 5, 2025. Sue V. and Tamara P. were absent.

### **Motion 2025\_06\_02: Deny Petition RE: Literature Price Adjustment**

**Motion:** I move that the Board deny the petition submitted by Regions 5, 6, and 2; Intergroup 640; and Meetings OK0058, CA1656, and TEL0341 regarding the literature price adjustment that took effect March 1, 2025. See: [2025-02-28 Petition re Literature Price Increase.pdf](#) (Jim R.)

**Background:** On February 28, 2025, the ACA WSO Board received a petition objecting to the March 1, 2025, literature price adjustment. The petition argues that the adjustment constitutes a “large matter of general policy and finance” under Concept VI and should not proceed without prior approval by the Annual Business Conference (ABC).

Concept VI provides that the ABC has the principal responsibility for the maintenance of ACA world services and traditionally holds final decision-making authority over large matters of policy and finance. However, it also acknowledges that the chief initiative and active responsibility for managing these matters rests with the Trustee members of the World Service Organization (WSO), who act on behalf of the fellowship to ensure operational effectiveness and fiscal soundness.

The March 1 price adjustment passed by the Board in December 2024, was recommended by the Finance Committee to support organizational financial stability and did not represent a broad policy shift. This information was communicated to the fellowship in December and a reminder in February. The Board informed Delegates at the February 2025 Quarterly Delegate Meeting that a general literature pricing policy would be brought to the ABC as this would be under “large matters of policy.” That policy was presented and approved at the 2025 ABC, but remains pending so that minority opinion can be heard at the next Conference business meeting.

In light of these factors, the Board affirms that its actions were within the scope of its authority under Concept VI and denies the petition.

**Second:** Alisa A.

**Decision:** Motion passed unanimously on June 5, 2025. Sue V. and Tamara P. were absent.

### **Motion 2025\_06\_03: Petition Not Meeting Established Criteria in OPPM**

**Motion:** The board determines that the petition submitted by meeting group OK0058 on April 29, 2025, does not meet the criteria established under the Right of Petition section of the Organizational Policies and Procedures Manual (OPPM) and therefore will not be accepted for board consideration. See: [2025-04-29 Petition to WSO Board.pdf](#) (Jim R.)

**Background:** According to the OPPM, under the section titled “Who May File a Petition,” a valid petition must be submitted by four or more registered meetings. This requirement ensures that petitions reflect a collective voice rather than the interests of a single group or a few individuals. As the petition in question was submitted by only one registered meeting group, it fails to meet the minimum filing requirements outlined in the OPPM. Accordingly, the board is formally documenting that this petition does not meet the eligibility criteria and will not advance to further review or consideration.

Furthermore, the board believes that granting an exception in this case would not promote the welfare of the fellowship, as doing so would undermine the principles of fairness and safety upheld through the board’s commitment to the Communication Platform User Agreement.

**Second:** Kaz S.

**Decision:** Motion passed unanimously. Kaz S. per absentee vote. Tamara P. and Sue V. were absent.

### **Motion 2025\_06\_04: Establishing Bank Account in Mexico for Amazon-Mexico**

**Motion:** To approve the establishment of a bank account in Mexico to comply with national regulations related to our business registration for literature distribution on Amazon-Mexico. The account shall have the General Manager and one board member designated as authorized signers. (Tamara P.)

**Background:** In coordination with a program offered by Amazon, WSO has successfully registered a legal business entity in Mexico at no cost to us. This program also covers the initial year of operational expenses, including tax filings and import clearances. However, an unexpected regulatory requirement from the Mexican government mandates that the registered entity must also maintain a local bank account in Mexico.

Establishing a Mexican bank account will enable us to complete the legal and operational setup required under Mexican law to sell ACA literature on Amazon Mexico. This will reduce the cost of ACA literature for those in Mexico and Central America who otherwise face higher prices due to cross-border shipping costs, broadening literature accessibility.

According to our auditor, establishing and managing a foreign bank account is consistent with accepted nonprofit financial practices, provided the account is reported on our tax return and accurately reflected in the financial statements.

**Second:** Rich R.

**Decision:** Motion passed unanimously on June 17, 2025. Al E. abstained (*interested party as authorized signer*).

**Motion 2025\_06\_05: Additional Funds for Parliamentarian Services**

**Motion:** To approve an additional \$1,745 from the Board budget to cover unanticipated costs for Parliamentarian services related to the 2025 ABC. (Sue V.)

**Background:** This additional funding is required to support work beyond the original estimate, including:

- Processing and reviewing floor proposals.
- Updating training materials in response to participant questions and clarifying distinctions between customary practices and documented procedures.
- Providing consultation to the Board in preparation for ABC.

**Second:** Kaz S.

**Original Vote:** Motion passed with seven in favor on June 18, 2025. Alisa A. and Rich R. opposed.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025 - see motion 2025-08-01.*

**Motion 2025\_06\_06: Election of Officer Role of Chair**

**Motion:** To elect Tamara P. to the officer role of Chair on the WSO Board of Trustees for their first one-year term starting July 1st. (Sue V.)

**Second:** Ken R.

**Decision:** Motion passed unanimously on June 19, 2025. Alisa A. abstained. Tamara P. was recused.

**Motion 2025\_06\_07: Election of Officer Role of Vice Chair**

**Motion:** To elect Jim R. to the officer role of Vice Chair on the WSO Board of Trustees for their second one-year term on July 1st. (Sue V.)

**Second:** Dove H.

**Decision:** Motion passed unanimously on June 19, 2025. Jim R. was recused.

**Motion 2025\_06\_08: Election of Officer Role of Treasurer**

**Motion:** To elect Al E. to the officer role of Treasurer on the WSO Board of Trustees for their first one-year term starting on July 1st. (Sue V.)

**Second:** Jim R.

**Decision:** Motion passed unanimously on June 19, 2025. Al E. was recused.

**Motion 2025\_06\_09: Election of Officer Role of Secretary**

**Motion:** To elect Kaz S. to the officer role of Secretary on the WSO Board of Trustees for their first one-year term starting on July 1st. (Sue V.)

**Second:** Tamara P.

**Decision:** Motion passed with six in favor on June 19, 2025. Dove and Alisa abstained. Kaz was recused.

**Motion 2025\_06\_10: General Manager Compensation Adjustment for 2025**

**Motion:** To approve a cost of living adjustment of 2% to the General Manager's annual salary, resulting in a new base salary of \$172,992, effective retroactively to January 1, 2025. In addition, to approve a 1% performance-based bonus (\$1,696) for the General Manager for calendar year 2024, to be awarded in 2025. (Rich R.)

**Second:** Ken R.

**Background:** This decision is consistent with the WSO Compensation Policy, which guided the board to engage BPM HR Consultants, whose independent review of this proposed increase found it to ensure that our compensation decisions remained competitive and in line with industry standards.

**Decision:** Motion passed with eight in favor (includes Al E's vote stated earlier in the meeting). Alisa A. was opposed. Al E. was absent.

**Minority opinion:** In my experience nonprofit organizations in my area operate very differently. General Managers often operate from personal apartments to reduce expenses. They work primarily to exist and carry out their mission. The workload can be huge, and people do their best to save as much money as possible. This increase regarding the general manager's compensation is quite extraordinary and unusual compared to my experience with nonprofits in my region.

**No revote requested** following the minority opinion therefore, the original decision stands as motion passed.

## **Presented for the Record for July 2025**

**Motion 2025\_07-01: 2026 AWC Dates**

**Motion:** To approve the dates proposed by the AWC Planning Team for the 2026 Annual World Convention (AWC), to be held on Zoom, beginning Friday evening (ET), March 27, 2026, and continuing around the clock through Saturday evening (ET), March 28, 2026. (Tamara P.)

**Second:** Sue V.

**Decision:** Motion passed unanimously on July 6, 2025.

**Motion 2025\_07-02: ILF Funds for S. Africa IG - A New Hope**

**Motion:** To approve the South Africa Intergroup (IG659) request for International Literature Funding (ILF) to purchase literature. This request includes 60 black and white copies of *Connections* and 50 copies of *New Hope*, totaling \$1,155 USD plus taxes and shipping costs.

As of May 31, 2025, the balance of the ILF is \$41,184 USD. (Sue V.)

Background: The Publishing Committee has reviewed and approved this ILF request from South Africa IG659 and now seeks Board approval. The South Africa Intergroup faces logistical and legal challenges in procuring ACA literature, as all financial transactions must be processed through personal bank accounts. This practice raises significant internal revenue and compliance concerns for individual members. Consequently, they have requested that payment be made directly to their approved print house.

There are over 100 ACA members in 13 groups in South Africa, and there is an identified need within this fellowship for access to the newer books, "Connections" and "A New Hope."

**Second:** Dove H.

**Decision:** Motion passed unanimously on July 8, 2025.

**Motion 2025\_07-03: Changes in Account Signers**

**Motion:** To appoint S. Albert E., Board Treasurer, as an additional authorized signer on all ACA WSO bank and official accounts as specified below and/or attached to EIN number 33- 0038377 and to remove Susan V., former Chair, from these accounts as an authorized signer. The above will be effective as of July 8, 2025. (Tamara P.)

**Second:** Rich R.

**Decision:** Motion passed with seven in favor, none opposed, on July 11, 2025. Al E. and Sue V. abstained as interested parties.

**Motion 2025\_07-04: New Chair of Health & Safety Adv. Group**

**Motion:** To accept the resignation letter from Barbara B., stepping down as Chair of the Health & Safety Advisory Group, and to appoint Dove H. as the interim Chair of the Advisory Group effective immediately. (Tamara P.)

**Second:** Jim R.

**Original Vote:** Motion passed with seven in favor, none opposed, on July 15, 2025. Dove H. and Sue V. abstained.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

### **Motion 2025\_07\_05: Approval of IRS Form 990 for 2024**

**Motion:** To approve the final draft of the IRS Form 990 for the 2024 tax year as modified to reflect the suggested revisions from the Board and to authorize the Board Chair to execute all documents identified by the accountant as necessary for filing.

See: [990 Public Disclosure Copy- External.pdf](#) + Board revisions in the Slack channel #bd\_bill\_sylvia\_2024-990-tax-form. (Kaz S.)

**Second:** Rich R.

**Decision:** Motion passed with five trustees in favor, none opposed, and one abstained (Alisa A.) on July 17, 2025. Sue V., Dove, H., and Ken R. were absent.

### **Motion 2025\_07\_06: Translation Management System**

**Motion:** To approve the initial cost of \$10,000 for an annual contract with Smartling's Translation Management System. (Kaz S.)

**Background:** The ACA translation initiative currently engages over 150 volunteer translators worldwide, supporting the development of more than 70 publications across 30+ languages. This number is expected to grow significantly in the coming years.

The Publishing Committee and General Manager recommend adopting a Translation Management System (TMS) to manage this expanding workload, which has outpaced the capabilities of the current manual processes.

Smartling's Translation Management System (TMS) is a cloud-based platform that centralizes and streamlines translation workflows. It automates task assignment, leverages translation memory and glossary tools, enables real-time collaboration, and tracks progress - improving efficiency, consistency, and accuracy. The system reduces manual workload, supports ACA's growing global translation needs, and safeguards copyrighted materials.

The \$10,000 annual cost is included in the approved 2025 budget and represents a scalable, cost-effective investment in ACA's publishing infrastructure.

**Second:** Rich R.

**Decision:** Motion passed with six in favor, and none opposed on July 17, 2025. Dove H., Ken R., and Sue V. were absent. (*Note: Jim R. submitted his vote in writing.*)

### **Motion 2025\_07\_07: Expense for ACA Literature on EDOVO**

**Motion:** To approve \$3,000 (\$2,500 uploading fee + \$500 annual subscription) for the Public Service/Hospital and Institutions subcommittee to utilize EDOVO to provide and maintain 45 ACA digital publications so that ACA literature is more readily available to those incarcerated in the US. (Rich R.)

**Background:** EDOVO is a nonprofit organization that provides a learning platform using tablets

they supply to incarcerated individuals in the US, offering educational, vocational, and rehabilitative programs at no cost. Currently, other 12-step organizations, such as AA and NA, make their literature available via EDOVO to those incarcerated.

The costs will be covered by \$1,000 of budgeted funds in the Public Services committee budget and require \$2,000 of unbudgeted funds.

**Second:** Tamara P.

**Decision:** Motion passed unanimously by those present on July 17, 2025. Dove H., Sue V., and Ken R. were absent.

### **Motion 2025\_07-08: ILF Funds for Finnish Group**

**Motion:** To approve International Literature Funding requested by FIN0066 for the purchase of the following English-language literature and materials:

- 6 copies of The Big Red Book (BRB)
- 10 copies of Strengthening My Recovery (SMR)
- 5 copies of The Yellow Workbook
- 3 copies of Loving Parent Guidebook (LPG)
- 5 Newcomer Booklets
- 5 Welcome Recovery Chips

This approval includes an expenditure of up to \$270 USD, plus taxes and shipping.

Estimated shipping costs: Latvia - \$35; United States - \$140.

As of May 31, 2025, the International Literature Fund balance is \$41,184.47. (Sue V.)

**Background:** The requesting group is an English-speaking ACA fellowship in Finland that cannot currently be supported by the Finnish Intergroup IG582. Region 6 has endorsed this request and assisted the group with their initial application. Due to limited contributions from the group's 7th Tradition and high costs associated with Amazon, members are unable to fund the literature independently.

The European Committee Chair attended the June 27 Publishing Committee meeting and expressed support for the request. They will continue to engage with the group to offer ongoing assistance.

This expenditure aligns with the purpose of the International Literature Fund, which exists to support developing ACA groups that have limited access to ACA materials. The fund can accommodate this request at this time.

**Second:** Tamara P.

**Decision:** Motion passed unanimously on July 18, 2025.

### **Motion 2025\_07-09: Launch of New ACA Website**

**Motion:** To approve the replacement of the current [Adultchildren.org](http://Adultchildren.org) website with a newly developed version created by the IT Committee. (Tamara P.)

**Background:** The newly developed website features significant improvements in design, navigation, and user experience. Key improvements include:

- **Enhanced Navigation and Visual Design:** A cleaner, more intuitive interface improves overall user experience.
- **Redesigned Meeting Search:** A fully reworked meeting search function with standardized, user-friendly results.
- **New Service Opportunities Section:** A dedicated area highlighting ways to volunteer for WSO and participate in service.
- **Improved Newcomer Pathways:** Clearly defined paths for individuals new to ACA or seeking to deepen their recovery journey.
- **Modernized Backend Infrastructure:** Numerous behind-the-scenes updates to ensure the site complies with current web standards and supports long-term sustainability.

These updates aim to enhance the website's accessibility, information, and support for the ACA fellowship's evolving needs.

**Second:** Rich R.

**Original Vote:** Motion passed with eight in favor, none opposed, on July 26, 2025. Sue V. abstained.

**Status:** Not validly adopted at that time due to non-unanimous written consent (per CA Corp Code § 5211(b)).

**Board Action:** *Ratified and adopted as official and binding action of the Board on August 7, 2025- see motion 2025-08-01.*

## Presented for the Record for August 2025

### **Motion 2025\_08\_01: Ratification of Written Consent Motions Not Officially Binding**

**Motion:** May it be resolved that the Board of Trustees of ACA WSO hereby ratifies and adopts, retroactively, the following Board actions that were previously attempted by written consent but were not validly adopted due to one or more abstentions or opposing votes which constituted noncompliance with the *unanimity requirement of California Corporations Code § 5211(b)*.

These actions are now formally approved, ratified, and declared to be official and binding actions of the Board as of August 7, 2025, the date of this duly noticed meeting at which a quorum is present.

Be it further resolved that the Executive Assistant to the Secretary shall annotate the official Board records to reflect that the following motions are now valid and enforceable Board actions as of the date of this ratification:

#### 1. **Motion 2024\_04\_06: Certify ARC Region**

**Motion:** To certify the new ARC Region. (Sue V.)  
*(One abstention in the original vote)*

2. **Motion 2024\_08\_01: Literature Evaluation Subcommittee Chair**  
**Motion:** To approve Alaska Y. for the Literature Evaluation Subcommittee chair position.  
(Sue V.)  
*(One opposed in the original vote)*
3. **Motion 2024\_09\_05: 2025 Funds for New Meeting Listings “Plugin” for New Website**  
**Motion:** To pre-approve \$15,000 as a line item under IT in the 2025 budget to engage Delicious Media, a web design and development company, to develop a new meeting plugin on the ACA website. This approval includes an exception to the expenditure approval policy to obtain three bids since IT followed this procedure in their initial vetting of Delicious Media, and has had a positive experience working with this vendor. Also, Delicious Media are familiar with this plugin, and offered to waive fees for previous work on it which reduces costs. (Tamara P.)  
*(Two abstentions in the original vote)*
4. **Motion 2024\_10\_02: Chair of Literature in Development Subcommittee**  
**Motion:** To approve Chris H. for the position of Chair of the Literature in Development subcommittee. (Tamara P.)  
*(Two abstentions in the original vote)*
5. **Motion 2024\_10\_05: Updates to OPPM Section II. Board of Trustees A - H**  
**Motion:** To approve these updates to the Board of Trustees Section/A. to H. in the OPPM - see: [Proposed Updates to OPPM Section II. WSO Board of Trustees/A. - H.](#) (Sue V.)  
*(One abstention in the original vote)*
6. **Motion 2024\_11\_02: Archives Collection Policy**  
**Motion:** To approve the Archives Collection Policy - see: [Proposed ACA WSO Archive Collection Policy](#) (Sue V.)  
*(One abstention in the original vote)*
7. **Motion 2024\_11\_03: Dissolution of the Collaboration Committees**  
**Motion:** To officially dissolve the Collaboration Committees established by the Board. (Sue V.)  
*(Two abstentions in the original vote)*
8. **Motion 2024\_12\_07: ILF Funds for Arabic Translation Proofreading**  
**Motion:** To approve an International Literature Fund (ILF) request by IG 791 for funding to pay a proofreader for the Arabic translated of “A New Hope” up to \$120 USD. (Sue V.)  
*(Two abstentions in the original vote)*
9. **Motion 2025\_01\_03: Funds from ILF for Indexing Work for Spanish BRB**

**Motion:** To approve the funding request submitted by Web 0513 for hiring an indexer to create an index for the Spanish-translated Big Red Book (BRB), with an allocation of up to \$160 USD from the International Literature Fund (ILF). (Sue V.)  
*(One opposed in the original vote)*

**10. Motion 2025\_01\_04: Savings CD Renewal**

**Motion:** To accept the Finance Committee's recommendation to renew the current \$109,120 Bank of America CD into a 10-month CD account at Bank of America, offering an interest rate of 3.40% (APY 3.45%). (Tamara P.)  
*(One abstention in the original vote)*

**11. Motion 2025\_01\_05: Funds to Hire Parliamentarian for QDM**

**Motion:** To approve the hiring of Mr. Michael Malamut, PRP, CPP-T, CGT, an experienced parliamentarian and governance advisor for nonprofits, to serve as the parliamentarian for the February 1, 2025, Quarterly Delegate Meeting (QDM), including a debrief session following the meeting, at a cost of up to \$4,500. (Sue V.)  
*(One opposed in the original vote)*

**12. Motion 2025\_01\_06: CD Investment for Part of Prudent Reserve Fund**

**Motion:** To accept the Finance Committee's recommendation to transfer \$50,000 from the Chase Bank Savings account into a 3.25% interest-bearing CD at Chase Bank for twelve months. (Tamara P.)  
*(One abstention in initial vote)*

**13. Motion 2025\_03\_04: Service Structure and Group Registration Section in OPPM**

**Motion:** To approve a new section of the OPPM: Service Structure and Group Registration - see: [Proposed New Section of OPPM: Service Structure & Registration](#)  
*(One abstention in initial vote)*

**14. Motion 2025\_04\_01: Updates to Fiscal Policies Section in OPPM**

**Motion:** To approve the updates to the Fiscal Policies Section of the OPPM proposed by the Finance Committee - see: [Updates to Section IV: Fiscal Policies](#) (Sue V.)  
*(One abstention in initial vote)*

**15. Motion 2025\_04\_02: Trustee Candidate Kaz B.**

**Motion:** To inform the Nominating Committee that the Board of Trustees has reviewed the Trustee Candidate Packet for Kaz B., and has no objections to their appointment to the Board as a Regional Trustee. (Sue V.)  
*(Two abstentions in initial vote)*

**16. Motion 2025\_04\_05: Funds for Parliamentarian at ABC & Training**

**Motion:** To approve the funds of up to \$8,950 for Mr. Michael Malamut, PRP, CPP-T, CGT, to serve as the Parliamentarian for the 2025 Annual Business Conference (ABC) and provide other related services. Mr. Malamut is an experienced parliamentarian and governance advisor for nonprofits and other 12 Step World Conferences, and served in this role at the February 2025 QDM. (Sue V.)

*(One opposed in the initial vote)*

**17. Motion 2025\_05\_01: Connections Tri-fold**

**Motion:** To approve the Connections tri-fold for publication - see:

[Connections\\_Trifold\\_LTR\\_Draft\\_V2](#) (Sue V.)

*(Three opposed in the initial vote)*

**18. Motion 2025\_05\_02: Acceptance of 2024 Audit Report Draft**

**Motion:** To accept the draft audit report for the 2024 fiscal year, dated April 29, 2025, as submitted by the Auditor. See: [Draft AU-C 265 Report.pdf](#) and [Draft AU-C 260 Report.pdf](#) (Ken R.)

*(One abstention in initial vote)*

**19. Motion 2025\_06\_05: Additional Funds for Parliamentarian Services**

**Motion:** To approve an additional \$1,745 from the Board budget to cover unanticipated costs for Parliamentarian services related to the 2025 ABC. (Sue V.)

*(Three opposed in initial vote)*

**20. Motion 2025\_07-04: New Chair of Health & Safety Adv. Group**

**Motion:** To accept the resignation letter from Barbara B., stepping down as Chair of the Health & Safety Advisory Group, and to appoint Dove H. as the interim Chair of the Advisory Group effective immediately. (Tamara P.)

*(Two abstentions in initial vote)*

**21. Motion 2025\_07\_06: Launch of New ACA Website**

**Motion:** To approve the replacement of the current [Adultchildren.org](#) website with a newly developed version created by the IT Committee. (Tamara P.)

*(One abstention in initial vote)*

*(Brought forward by Tamara P.)*

**Background:** Until recently, written consent votes by the ACA WSO Board were processed under the mistaken belief that participation by all trustees—regardless of how they voted—was sufficient. It was recently discovered that California Corporations Code § 5211(b) requires that any Board action taken by written consent must be unanimously approved in writing by all trustees. This means there can be no abstentions or objections to such actions. In consideration of this new information, a review revealed that 17 motions passed between 2024 and mid-2025 did not meet the legal requirement due to one or more abstentions or an opposing vote in a written consent vote.

To correct the record and ensure legal compliance, these motions must now be formally ratified at a properly noticed Board meeting with a quorum present.

**Second:** Sue V.

**Decision:** Motion passed unanimously on August 7, 2025, with seven board members present. Rich R. and Ken R. were absent.

### **Motion 2025\_08\_02: Revised Communication Platform Agreement**

**Motion:** That the following revised language under “Failure to Follow the ACA WSO Communication Platform Guidelines” in the ACA WSO Communication Platform agreement be approved - see: [Revisions to Section in Communication Platform Agreement](#)

**Background:** The revisions proposed by the Health and Safety Advisory Group (HSS) clarify consequences, support a restorative process, and ensure that the Safety Resources Committee consistently and fairly addresses concerns.

The Board previously reviewed this document proposed by the Health and Safety Advisory Group (HSS) during the July 3, 2025, board meeting and requested a one-word edit. That revision was made and subsequently approved by HSS. (Rich R.)

**Second:** Dove H.

**Decision:** Motion passed unanimously on August 8, 2025.

### **Motion 2025\_08\_03: ILF Funds for Translation Management System**

**Motion:** To approve the use of the International Literature Fund (ILF) to pay the annual \$10,000 fee for the Translation Management System (TMS) starting in August 2025 for 12 months, in accordance with the criteria for this restricted fund. (Sue V.)

**Background:** The ILF, established in 2021 and expanded in 2024, supports equitable global access to ACA literature. In July 2025, the Board approved implementing a TMS to replace manual processes and support 150+ translators producing 70+ publications in 30+ languages. The Publishing Committee, translators, and international fellowship reviewed and supported this proposal. Legal counsel verified that use of the ILF for this expense is both permissible and consistent with the fund’s purpose.

There is currently approximately \$39,000 in the ILF.

**Second:** Kaz S.

**Decision:** Motion passed unanimously on August 21, 2025. Ken R. was absent.

### **Motion 2025\_08\_04: OPPM Updates to “Office” section (now Operations & Management)**

**Motion:** To approve updates to the "Office" section of the OPPM so it is current - see: [OPPM Updates- Office Section to Operations & Mgmt.](#) (Sue V.)

**Second:** Tamara P.

**Decision:** Motion passed unanimously on August 21, 2025. Ken R. was absent.

### **Motion 2025\_08\_05: Ken R. Leave of Absence**

**Motion:** To approve Ken R.'s request for a leave of absence from the Board, effective September 8, 2025, through December 1, 2025. (Tamara P.)

**Second:** Rich R.

**Decision:** Motion passed with eight in favor, none opposed on August 29, 2025. Ken R. abstained (interested party).

## **Presented for the Record for September 2025**

### **Motion 2025\_09\_01: Co-Chairs for Sept. CBM**

**Motion:** To approve Carmen and Marcus as the Co-Chairs of the upcoming Conference Business Meeting on September 27, 2025. (Kaz S.)

**Second:** Dove

**Vote:** Motion passed unanimously on September 18, 2025. Al E. was absent. (*Ken R. on leave*).

### **Motion 2025\_09\_02: Printing Order for BRBs**

**Motion:** To approve the purchase of 10,000 English Hardcover BRB and 3,000 English Hardcover BRB 20 Year Commemorative Books from Thomson Press for a total of \$52,625 including ocean freight shipping. (Kaz S.)

**Background:** We are approaching the order point for the English BRB to prevent a stockout situation in the US. We have the funds, as shown in the cash flow projection. This is a routine inventory reorder that exceeds the GM approval authority limit. The contents of the Commemorative edition will be identical to the new English books, with the exception of the letter from the board in the front section. This quote is saving us a considerable amount over what WSO paid in 2016 for the 10-year commemorative BRBs.

**Second:** Jim R.

**Vote:** Motion passed unanimously by the Executive Committee on September 25, 2025. Al E. was absent. (*Ken R. on leave*).

## **Motion Passed at the Conference Business Meeting (Sept. 23)**

### **ABC\_2025\_11: Ballot Prop.13: Reports/Minutes from Committees, etc.**

(Note: This was passed during Sept. CBM as carry over from the 2025 ABC.)

**Motion:** That all WSO committees (Collaboration Committees, Committees, and sub-committees), working groups, studies, advisory groups, and assessment projects submit

meeting minutes or reports for posting on the ACAWSO.org website within two months of each meeting.

**Background from proposal:** WSO replaced 12 monthly teleconferences with 4. Very few of the 43 WSO committees listed (Collaboration Committees, Committees, and sub-committees) on the website diagram (ACAWSO.org) are given agenda time to make reports at any teleconference. This is also the case in the 4 Quarterly Delegate Meetings.

At recent Annual Business Conferences, only selected committees have made reports. Delegates are, instead, referred to the annually posted Delegate Binder to research committee information.

As of September 30, 2024, no reports or minutes were located from any of the four Collaboration Committees that has WSO's decision-making power. Some committees making quarterly reports are 6 months behind. Literature committee reports were last posted September 2022. The last reports of some committees meeting weekly were posted 3 to 9 months ago. Committees of the WSO Board, such as the Finance Committee, Executive Committee, and Distribution Center, are posting their reports regularly.

Entries on SLACK channels and WSO Zoom committee meetings indicate meeting work is occurring. Reports are not, however, being posted in a timely way on the ACAWSO.org website that is accessible to the ACA worldwide fellowship.

While the OPPM (p. 36) already states that reports are to be submitted and posted, committees are not complying with this policy. This is a matter of large concern to the fellowship. We cannot make informed decisions about policy or projects without up-to-date information. We cannot discern the best fit for our skills as volunteers on committees or lend support to committee efforts without information.

**Vote:** Motion passed with 54 in favor; 9 opposed; 2 abstentions.

### **ABC\_2025\_12: Removal of Minority Opinion for Trustee Ratifications**

(Note: This was passed during Sept. CBM as carry over from the 2025 ABC.)

**Motion:** To amend the procedure in the OPPM to cease the use of the minority opinions on Trustee ratifications at the Annual Business Conference. Instead, for concerns about a Board member's emotional sobriety or qualifications, members/Delegates will instead use the fact based and verifiable "Concern for Board Fitness Input" form to be investigated and addressed by the Nominating Committee. (Brought forward by NomCom Chair)

**Background:** ACA cannot exist as a non-profit without a WSO Board of Trustees who are unpaid volunteers. 3 Trustees is a critically low number before being dissolved and ACA can have as many as 20 Trustees. It is essential that we add at least 2-5 Trustees per year to replace those who leave service or who have reached their maximum term of service. The first Minority Opinion for the Ratification of Board members was held at the 2022 ABC and it has been devastating to our fellowship. As a consequence, there were 0 Trustee applications

for 1 year 8 months after that first Minority Opinion from May 2022 until January 2024 to replace the 7 Trustees who left Board service.

**Second:** IG 630 Stefan

**Vote:** Motion passed with 48 in favor; 12 opposed; 5 abstentions.

### **CBM\_2025\_01: New Charter Committee- formerly ABC Study**

**Motion:** Rename the ABC Study Subcommittee to be the Charter Committee and make it an ad hoc committee similar to the Concepts Committee. It will report to the Board and the conference. The balance of what the ABC Study Subcommittee was tasked with is assigned to the ABC Sustainability Study. All 3 committees (ABC Committee, ABC Study, ABC Sustainability) have independently agreed to this change through group conscience. (Brought forward by ABC Study subcommittee)

**Background:** Following the finding and recommendation from the Sustainability Report to the ABC, discussions were held after the 2025 ABC with all 3 groups, ABC Committee; ABC Study Sub-Committee; ABC Sustainability Study to consider all possibilities. A survey was sent out to all members of each of these groups, summarizing the options proposed. Each group was then asked to take a group conscience, and report back to the working group coordinating this effort, which in turn reported back to the ABC Committee, which is the parent committee. This proposal reflects the outcome of those deliberations and all three group conscience decisions, which were all consistent.

**Second:** CAF003 Marion

**Vote:** Motion passed with 53 in favor; 3 opposed; 9 abstentions.

### **CBM\_2025\_02: New Version of Concept 2 to Fellowship Group Vote**

**Motion:** The version of Concept 2 approved at the 2025 ABC be placed into a Fellowship Group Vote process, so as to allow it to be approved and confirmed by the whole Fellowship, with the explicit understanding that a Conference decision not to initiate a Fellowship Group Vote here today will serve as a decision that the revised Concept 2 language already approved by the Conference at the 2025 ABC is final. (Brought forward by Concepts Study rep.)

**Background:** In light of the following:

- At the 2024 ABC, the Conference approved a motion that proposed new Concept 2 language be approved at that time for subsequent group consideration and final Conference vote at the 2025 ABC, as a replacement for the current Concept 2.
- The Conference did approve that revision of Concept 2 at the 2025 ABC.
- The Conference also approved at the December 2024 QDM (confirmed at the February 2025 QDM) a process for Fellowship Group Voting (initially to be used for the Name Change Study).
- Because Concept 2 is the Concept which formally specifies that the Conference is the representative voice of the Fellowship, and because FGV process did not exist until

Dec 2024, the primary focus of the committee's presentation at the September CBM is to fully determine through a Conference motion whether Concept 2 shall go through the FGV process for final approval, or whether the decision which already took place and was approved at the 2025 ABC to approve the revised Concept 2 stands as final.

**Second:** IG9- Marilyn

**Vote:** Motion passed with 46 in favor; 12 opposed; 7 abstentions.

### **CBM\_2025\_03: Changes to Conference sections of OPPM**

**Motion:** Any proposed changes to Conference-related sections of the WSO Operating Policy and Procedures Manual (OPPM) must be approved by a motion of the Conference, and added to the OPPM. Such information is currently contained in the Section entitled: ANNUAL BUSINESS CONFERENCE and CONFERENCE BUSINESS MEETINGS and in the APPENDIX entitled: ABC and CBM VOTING RULES. (Brought forward by ABC Study rep.)

**Second:** WEB381 Pamela

**Vote:** Motion passed with 53 in favor; 3 opposed; 8 abstentions.

## **Presented for the Record for October 2025**

### **Motion 2025\_10\_01: ACA Meeting in a Pocket**

**Motion:** That the Board approve the *ACA Meeting in a Pocket* booklet as a repackaged piece of ACA literature, to be printed and sold through WSO distribution channels. (Sue V.)

**Background:** The *ACA Meeting in a Pocket* is a pocket-sized collection of foundational ACA literature, designed for easy access by both newcomers and members. Feedback from volunteers who have previewed it has been positive, with strong support for its value as newcomer literature, ensuring both accessibility and financial viability. Proposed by the Publishing Committee.

**Second:** Alisa A.

**Vote:** Motion passed unanimously on October 2, 2025. (*Ken R. on leave*).

### **Motion 2025\_10\_02: Acceptance of Revised Mid-year Budget**

**Motion:** The Board of Trustees accepts the revised budget for 2025 as presented with a projected 72K deficit- see: [Revised Budget 10.02.25\\_ Approved.xlsx](#) (Dove H.)

**Second:** Al E.

**Vote:** Motion passed with six in favor on October 2, 2025; Rich R. and Alisa A. abstained. (*Ken R. on leave*).

### **Motion 2025\_10\_03: Updates to AWC Section of OPPM**

**Motion:** To approve these updates to the Operating Policies and Procedures Manual for the ACA World Convention (AWC) Section - see: [Updates to OPPM-Section XIV: ACA World Convention \(AWC\)](#). (Sue V.)

**Second:** Kaz S.

**Vote:** Motion passed unanimously on October 7, 2025. *(Ken R. on leave)*.

### **Motion 2025\_10\_04: Extension of Ballot Proposal Processing Timeline**

**Motion:** To move all dates for the annual ballot process forward by fifteen (15) days, beginning with the current October 31 deadline for final proposal submission, which will be changed to November 15. All subsequent key milestone dates will be adjusted accordingly for the 2025 ballot season see: [Proposed Schedule Changes to 2025 Ballot Proposal Season](#). (Sue V.)

**Background:** The Ballot Preparation Committee is proposing these schedule changes due to the largest volume of proposals submitted historically (34 proposals), so additional time is needed in all steps to allow for adequate time to process.

**Second:** Kaz S.

**Vote:** Motion passed unanimously on October 21, 2025. *(Ken R. on leave)*.

### **Motion 2025\_10\_05: Updates to Introduction Section of OPPM**

**Motion:** To approve these updates to Section I. Introduction in the OPPM - see: [Section I. INTRODUCTION Updates Oct. 2025](#). (Dove H.)

**Second:** Sue V.

**Vote:** Motion passed unanimously on October 23, 2025. *(Ken R. on leave)*.

### **Motion 2025\_10\_06: Use of Google Ads for Non-Profits**

**Motion:** To approve Adult Children of Alcoholics World Service Organization (ACA WSO) to apply for and implement participation in the Google Ad Grants program, which provides eligible nonprofit organizations with up to \$10,000 USD per month in in-kind advertising credits on the Google Search platform.

This initiative will be designed and managed in accordance with ACA's Twelve Traditions, emphasizing attraction rather than promotion. The Public Services Committee will oversee the development, setup, and ongoing management of the ad campaigns, with support from Office staff. It will include regular internal review and Board reporting to ensure alignment with ACA's principles. (Rich R.)

**Background:** The Google Ad Grants program is a publicly available initiative for qualifying 501(c)(3) nonprofits, including those that support recovery and public education. The purpose of it is to help nonprofits increase awareness and reach people searching online for

related help or services. Through this program, organizations receive up to \$10,000 per month in in-kind advertising credits on Google Search, with no financial cost or contractual obligation.

ACA's participation would focus on attraction-based visibility, helping individuals who are seeking recovery to find ACA resources such as the ACA Meeting Finder, Newcomer resources and free ACA literature and recovery tools. This strategy aligns with Tradition 11 ("Our public relations policy is based on attraction rather than promotion") and supports Tradition 5 ("Each group has but one primary purpose—to carry its message to the adult child who still suffers"). Google does not request endorsements, affiliations, or promotional considerations in exchange for participation, and ACA may discontinue participation at any time.

There is a strong precedent for using this program: other major Twelve-Step fellowships, including Alcoholics Anonymous (AA), Al-Anon Family Groups, and Overeaters Anonymous (OA), have successfully used Google Ads in ways that uphold Twelve-Step principles, effectively reaching hundreds of thousands of people seeking recovery through informational search campaigns designed around visibility rather than promotion.

For those not familiar with Google Ads, here is a sample of some of AA's and OA's ads used in Google:

Sponsored



aa.org  
www.aa.org/meetingguide

**Find an A.A. meeting near you. -  
Meeting Guide can help.**

Learn about the app that helps you find Alcoholics Anonymous Meeting information. Search Function. Highlights: Newsletters Available, Online Support Available, Board Calendar Available.

[Online Bookstore](#)

[What's New](#)

[Concepts](#)

Sponsored



aa.org  
www.aa.org/

**Can't stop drinking? - Maybe A.A. can  
help you.**

Information about the program of Alcoholics Anonymous

**Sponsored**



[www.oa.org/journey](http://www.oa.org/journey)

## Join Overeaters Anonymous. - Heal with Overeaters Anonymous

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### Find a meeting - Overeaters Anony...

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### Find an OA meeting

**Second:** Tamara P.

**Vote:** Motion passed unanimously on October 23, 2025. (*Ken R. on leave*).

## Presented for the Record for November 2025

### **Motion 2025\_11\_01: Dates for ABC in 2026**

**Motion:** To approve May 16-17, 2026, as the dates of the 2026 Annual Business Conference (ABC), as recommended by the ABC Committee. (Tamara P.)

**Background:** According to the ACA WSO Bylaws, “The ABC shall be convened on the fourth (4th) weekend of April....” However, the ABC Committee considers a variety of factors each year—such as holidays, scheduling timelines, and logistical constraints—to determine the most suitable dates for the conference. In recent years, this has resulted in holding the ABC in May. Therefore, the proposed 2026 dates represent an exception to the bylaw’s specified timeframe.

**Second:** Dove H.

**Vote:** Motion passed unanimously on November 11, 2025. (*Ken R. on leave*).

### **Motion 2025\_11\_02: Interim Chair of Audit Committee**

**Motion:** To approve Phillip H. as the interim chair of the Audit Committee. (Tamara P.)

**Background:** Currently Ken R. is on leave from the role of Audit Committee Chair until December 1. Phillip has over 20 years of experience in the nonprofit sector, including nearly two decades of working closely with finance and audit processes. As Director of Operations, he oversaw audits and coordinated with accounting consultants. He also brings valuable technical

experience managing organizational systems and collaborating with software vendors and IT service providers.

**Second:** Sue V.

**Vote:** Motion passed unanimously on November 21, 2025. (*Ken R. on leave*).

### **Motion 2025\_11\_03: Revamp of The Traveler and Relaunch of the ComLine Blog**

**Motion:** That the ACA WSO Board approve the Communications Team’s proposal to revamp *The Traveler* newsletter and relaunch the *ComLine Blog* as outlined, modernizing ACA’s communications through refreshed design, improved accessibility, and coordinated editorial workflows, utilizing existing resources with no budget increase. (Tamara P.)

**Background:** The Communications Team has developed a ready-to-launch plan to update *The Traveler* and restart the *ComLine Blog* as complementary platforms to strengthen ACA’s message and global member engagement. With writers, design support, and editorial systems already in place, this initiative can be implemented immediately within current resource levels. It will create a unified, sustainable framework for ACA communications that reflects the fellowship’s experience, strength, and hope.

**Second:** Alisa A.

**Vote:** Motion passed unanimously on November 21, 2025. (*Ken R. on leave*).

### **Motion 2025\_11\_04: Revision to WSO Conflict of Interest Policy**

**Motion:** To approve the revision to the WSO Conflict of Interest Policy that removes the limiting language in the definition of “family” under #2- Financial Interest section, as shown in the crossed-out portion of the revision document, [Proposed Revision to WSO Conflict of Interest Policy- Nov. 2025](#). (Kaz S.)

**Background:** The purpose of this revision is to eliminate the restriction that defined “family” only as relatives living with the person. By removing this limitation, the policy now correctly reflects that potential conflicts of interest may arise from financial or relational ties with family members regardless of their place of residence, thereby strengthening transparency and alignment with nonprofit governance best practices.

**Second:** Sue V.

**Vote:** Motion passed unanimously on November 22, 2025. (*Ken R. on leave*).

## Presented for the Record for December 2025

### **Motion 2025\_12\_01: ILF Funds for Egypt IG**

**Motion:** To approve the International Literature Funding (ILF) request submitted by IG 791 in Egypt for the purchase of 300 copies each of the newly published Arabic editions of Strengthening My Recovery (SMR), Laundry Lists Workbook (LLWB), and A New Hope (ANH), at a cost of \$5,640 USD plus shipping and taxes. (Sue V.)

**Background:** The Arabic Fellowship continues to grow in the Middle East and currently lacks the funds to purchase these books for its groups. The Arabic Fellowship has over 18 meetings and several study groups, serving over 350 members across multiple countries. These books are vital to carrying the ACA message. The Publishing Committee has approved this motion.

Note: As of Sept. 30, 2025, the ILF has \$33,658.

**Second:** Kaz S.

**Vote:** Motion passed unanimously on December 4, 2025.

### **Motion 2025\_12\_02: Obtaining Legal Counsel for Copyright Matter**

**Motion:** To obtain legal counsel regarding the Region 2 copyright matter. (Al E.)

**Background:** On November 10, 2025, WSO General Manager Bill Dalton, with board authorization, sent a cease-and-desist letter to Region 2 after WSO became aware that the Region had distributed a publication containing copyrighted ACA material without written permission. Legal counsel advised WSO to take protective action whenever potential copyright infringement is identified, as failure to do so could jeopardize ACA's ownership of its literature and intellectual property. The letter provided Region 2 with two weeks to address the matter and invited them to collaborate with the WSO Literature Committee if they wished to develop or revise material for possible Conference consideration.

Consequently, the Board determined it was necessary to proceed with legal consultation to safeguard the fellowship's ownership of its literature and intellectual property, and to protect ACA's legal rights and the unity of the fellowship.

**Second:** Sue V.

**Vote:** Motion passed unanimously on December 4, 2025. Kaz S. was recused.

### **Motion 2025\_12\_03: Twelve Traditions Trifold**

**Motion:** To approve the creation of a free, simple trifold featuring the Twelve Traditions, brief meditations related to each Tradition, and Suggested Commitments to Service, designed for easy translation and worldwide distribution.

**Background:** Currently, no trifold exists that presents this combination of materials. Intergroups and meetings worldwide need a concise, accessible resource that clearly conveys core ACA principles in a format that can be easily shared and translated. A trifold offers a practical, low-cost way to make this information widely available, support members' understanding of the Traditions, and encourage broader participation in service.

This motion is recommended by the Publishing Committee.

**Second:** Dove H.

**Vote:** Motion passed unanimously on December 17, 2025.

### **Motion 2025\_12\_04: Phillip H. as Audit Committee Chair**

**Motion:** To approve Phillip H. as the chair of the Audit Committee.

**Background:** Phillip has been serving as the interim Audit Committee Chair however, Ken R. has chosen not to resume this role on December 1 as originally planned. Phillip has over 20 years of experience in the nonprofit sector, including nearly two decades of working closely with finance and audit processes. As Director of Operations, he oversaw audits and coordinated with accounting consultants. He also brings valuable technical experience managing organizational systems and collaborating with software vendors and IT service providers.

**Second:** Rich R.

**Vote:** Motion passed unanimously on December 18, 2025.

### **Motion 2025\_12\_05: Approval of 2026 Annual Budget**

**Motion:** To approve the 2026 annual budget as proposed by the Finance Committee - see:

 ACA WSO Adopted 2026 Budget.xlsx (AI E.)

**Second:** Sue V.

**Vote:** Motion passed unanimously on December 18, 2025.

### **Motion 2025\_12\_06: Transition of Accounting Services to JBCAS**

**Motion:** To approve the transition of WSO's accounting services from BPM to Jonathan Bryson Consulting Accounting Services (JBCAS), with the stipulation that there is no non-compete and non-solicitation clause in place, and authorize the General Manager to execute any necessary agreements to implement this change. (AI E.)

**Background:** The Finance Committee unanimously recommends transitioning accounting services from BPM to Jonathan Bryson Consulting Accounting Services (JBCAS) based on the following key considerations:

- **Improved focus and responsiveness:** JBCAS's client-centered model emphasizes serving existing clients rather than business development, and its significantly smaller client base allows for more individualized attention, timely responses, and tailored support to meet WSO's needs.
- **Continuity and institutional knowledge:** Jonathan Bryson previously served as WSO's accountant while at BPM and its predecessor organization, and therefore has direct institutional knowledge of WSO's operations and accounting systems, reducing transition risk.
- **Cost efficiency:** The proposed change results in cost savings already reflected in the 2026 budget, with only modest increases anticipated in future years.
  - Jonathan's services will be approx. 54K and BPM is 80K.
- **Operational stability and backup support:** Although a solo practitioner, JBCAS has established two experienced backup contractors, and additional internal support has been identified to address any emergency or continuity needs.
  - Sylvia offered to support with back-up services, if needed.
- **Smooth transition and readiness:** JBCAS has demonstrated strong knowledge of WSO's accounting software and can complete the December close promptly upon Board approval.
- **Industry context:** Given widespread staffing shortages and retirements within the accounting profession, securing an experienced and committed provider is strategically important.

**Second:** Rich R.

**Vote:** Motion passed unanimously on December 18, 2025.

### **Motion 2025\_12\_07: Adv. Groups, Project & Implmnt. Teams to Support Work of Board**

**Motion:** That ACA WSO Board formally adopts Advisory Groups, Project Teams, and Implementation Teams for the purpose of engaging specialized expertise and broadening participation in the work of the Board, while maintaining and preserving full Board authority over all decisions and actions. (Sue V.)

**Background:** Advisory Groups, Project and Implementation Teams can strengthen the work of the Board by bringing in volunteers with specialized skills and experience that general volunteers may not possess. These groups provide focused support in defined areas, enabling the Board to make more informed decisions while keeping full authority over outcomes.

**Second:** Dove H.

**Vote:** Motion passed unanimously on December 18, 2025.

### **Motion 2025\_12\_08: Advisory Group to Review Bylaws and Articles of Incorp.**

**Motion:** That the Board, through the use of an Advisory Group, review and recommend updates to the ACA WSO Articles of Incorporation and Bylaws, including other governing documents as needed. (Sue V.)

**Background:** Concept VII states that the Articles of Incorporation and Bylaws of ACA WSO are legal instruments that grant the Trustees full authority to manage and conduct the world service affairs of ACA. To support this responsibility and ensure legal compliance, the Board may rely on specialized assistance. An Advisory Group can provide focused expertise to help keep these governing documents current and effective. At the April 3, 2025, board meeting there was group consensus to approve a project to review the Article of Incorporation and Bylaws.

**Second:** Dove H.

**Discussion:** None

**Vote:** Motion passed unanimously on December 18, 2025.

### **Motion 2025\_12\_06: Twelve Traditions Booklet**

**Motion:** To approve the production of a low-cost booklet containing the Twelve Traditions, their accompanying meditations, and the Suggested Commitments to Service, along with an expanded introduction adapted from the Good Enough booklet to enhance global clarity and appeal. (Sue V.)

**Background:** The “Good Enough” booklet does not include the “Suggested Commitments to Service” or the “Insight section”, and has not generated strong sales. ACA members around the world benefit from clear, accessible materials that deepen understanding of the ACA Traditions and encourage meaningful service engagement. While the new trifold (see separate motion) will offer a simple, quick-reference resource, many members may also want a more comprehensive study tool. The content for this booklet already exists in the Good Enough booklet, requiring only revision to strengthen inclusivity and international relevance. This motion is recommended by the Publishing Committee.

**Second:** Al E.

**Vote:** Motion passed with six trustees in favor and two trustees opposed (Rich R. & Dove H.) on December 18, 2025.