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 Minutes
March 14, 2026
2:00 PM - 4:00 PM ET / 18:00 - 20:00 UTC

Meeting held via video conference/Zoom

Agenda Topics

I. **Opening -** Tamara P., Meeting Chair

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

B. Readings:

Tradition #3: The only requirement for membership in ACA is a desire to recover from the effects of growing up in an alcoholic or otherwise dysfunctional family.

Concept III: As a means of creating and maintaining a clearly defined working relationship between the ACA meetings, the ACA WSO Board of Trustees, and its staff and committees, and thus ensuring their effective leadership, it is herein suggested that we endow each of these elements of service with the traditional Right of Decision.*

**The right of decision as defined herein refers to:*
1) the right and responsibility of each trusted servant to speak and vote his/her own conscience, in the absence of any contrary mandate, on any issue regardless of the level of service;
2) the 12 Steps, 12 Traditions, and the Commitment to Service will be followed by trusted servants in decision making;
3) delegates to the Annual Business Conference are trusted servants and therefore equally guided by the 12 Steps, 12 Traditions, 12 Concepts, and the Commitment to Service;
4) standard practice that decisions made by subcommittees are subject to the authority of the service body which creates its mission and defines its parameters.

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.
[Recording started]

C. Roll call of Board Members: Al E. Alisa A., Dove H., Jim R., Rich R., Tamara P.
Absent: Kaz S., Sue V.
Quorum - Established with six trustees present.

D. Meeting Support:

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

b. Tech Host: Brad L.

c. Timekeepers: Dove H. (section) and Rich R. (individuals)

E. Participant Introductions: Please add to Zoom chat your WSO or local service role, delegate, first name, country/state/province.

- 7 Committee Chairs
- 4 Staff
- 12 other participants

II. **Minutes**

Last Meeting Minutes link: December-2025-board-meeting-with-the-fellowship-minutes-draft

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

Motion: To approve the minutes of the December 13, 2025, Board Meeting with the Fellowship - see: 2025-12-13 Board-meeting-with-the-fellowship-minutes-draft - Dove H.

Second: Jim R.

Decision: Motion passed unanimously. Kaz S. and Sue V. were absent.

III. **Executive Reports**

A. Board Report - Tamara P., Chair, presented an overview of the Board Report.

B. Treasurer Reports - Al E., Treasurer, presented an overview of the Treasurer's Report.

C. Finance Committee Reports - Sylvia Meyer, Controller, presented an overview of the Finance Committee Report.

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

D. General Manager Reports - Bill Dalton presented an overview of the General Manager report.

E. **Questions/Comments**

- Is the Russian speaking region approved?
  - A: No. It is in process.
- What is the status of SMR in French?
  - I do not know the exact status yet but I know it is in process.
- I am interested in the cost of goods sold related to the cost of hard copies. What's the percentage of the members' 7th Tradition contribution that we lose, since it is involved in some sort of the cost of goods sold. If I send in $20, how much of that is lost to Amazon, or someone else. What is the percentage of members' money that is lost to Amazon or someone else versus when a member spends money on a hard copy book.
  - A: None of the 7th tradition contributions supports publishing operations. It's the other way around. Publishing operations make up for some shortfalls in the 7th tradition. We get a very modest profit margin off of our books. I don't know anyone that sells books at cost, so we get a very small profit margin. That profit margin is allocated into the fellowship services. So we're actually supporting fellowship services with that small profit margin. It's not the other way around. No 7th Tradition money is used in publishing. I've been having this discussion with some other committee members that have been asking questions and I'll post that article in the general channel.
- We had 30 minutes of reports. Could I request that we have 5 more minutes of questions from the groups that are here?
  - A: We can take a group conscience about that. All in favor of extending this section by 5 minutes? Please raise your digital hand. 4 Hands in favor. I think that is not a quorum, so we'll move on to our next section.

Note: *(All committee 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)*

IV. **WSO Topics** (Section: 24 min.)

A. **Audit Committee Introductions & Process** - Phillip H.

Phillip H., serving as the ACA WSO Audit Committee Chair, provided an update on the fiscal year 2025 audit. Here are the key points from his report:

Audit Committee Overview:

- Recognized committee members: Debbie T, Shirley K, Yitzi, and Thom.
- Explained that California nonprofits with over $2 million in gross revenue must conduct independent audits
- Outlined the committee's five main duties, including auditor selection, compensation negotiation, financial oversight, audit review, and approval of non-audit services

Current Audit Status:

- The FY 2025 audit officially began after New Year's with an on-site inventory control review
- The audit draft has been completed by the independent auditor and delivered to the audit committee
- The draft will soon be distributed to the Board and Finance Committee for review
- The goal is to have the audit approved by the board in time for inclusion in the annual business conference
- They are currently on schedule, thanks to the hard work of ACA WSO staff and management
- An open session with the Fellowship and the independent auditor is planned to present the audit results

Future Plans:

- This is the third year with the current independent auditor
- Later this year, the audit committee will begin the RFP (request for proposals) process to select a new auditor

<u>Questions/Comments</u>

- I would like to thank Philip and the other members of the Audit Committee. Are any of them on the call, Phillip, other than you?
    - Phillip H: Debbie's here.
- Thank you both for your professional service and review with the audit. This is the first year that we've had an independent audit committee without any trustees involved in it as far as being on the committee, and I really appreciate the effort that you guys are putting into it, so thank you very much.
- I attended the audit last year and noted that there was an irregularity as the Finance Committee consisted of 5 members. And again, this year consists of 5 members, and I noted last year that 3 of those 5 members were paid staff that were voting on the annual budget, and the auditor last year agreed that that was irregular, and I wondered if that has been addressed, and perhaps corrected.
    - A: Let me clarify, the Finance Committee does not vote to approve the budget, the Board approves the budget. The Finance Committee gives recommendations, and the controller creates the budget with Bill, presents it to the board, and then the board approves it.
    - Maybe the minutes are wrong, because at the last meeting, they say that the Finance Committee passed this budget. So you're not answering the question exactly. If they

did vote on it, a paid staff, voting on their own budget would be irregular.
    - As with any committee of the board that's composed of volunteers, and some staff, that's not irregular. We put together the budget projections based on the knowledge we have of the business operations and the fellowship services and as well through the committees. We review the budget, try to balance it, put it together, and as a finance committee, we say, this is ready to go to the board. So if you call that voting on it, yes, then we do recommend the budget to the board. The Finance Committee, as with every meeting, we end and say, if you have finance experience and would like to participate, please join the Finance Committee. And we've had some people over the years come and go. Not very many people find numbers to be very enticing service work. So, anyone is welcome, whether you have sophisticated finance knowledge or not, you're still welcome.
- For the audit, can you tell me will it be made readily available? And for the bigger numbers such as contractors, so far, what I have is just large numbers. Where is the breakdown of who all the contractors are, and that there's no conflict of interest anywhere. I went to enter the finance committee meeting this week, and that thing about the non-disclosure, I should be able to get in there without signing a blanket non-disclosure.
    - We prefer one question per person. As I understand it, your question is confirmation that there's no conflict of interest with any of the contractors?
    - That we can just see the breakdown, a more detailed breakdown.
    - In terms of the audit, the breakdown of contractors is not part of the audit that will be distributed. It's not part of the formal audit that is produced by the independent auditor. So this is more of an operational and or finance question about accessibility to that data. And, absolutely, they do review processes of the organization to make sure everything's in order, that we have processes and procedures in place, including what would be conflict of interest. The audit, after approval, will become available to the fellowship, as well as a formal presentation. And we are on schedule to share it at the ABC.

B. **Update: Joint Publishing, Literature and Translations Strategic Projects** - Tamara P.

Tamara provided an update on literature, publishing, and translations work.
Here are the key points:
<u>Current Activity:</u>

- 5 books currently in development
- 3 books in post-fellowship review
- 80 books in translation across more than 39 languages

Many dedicated volunteers serving as writers, editors, and translators

<u>Policy and Review Development</u>: Literature and publishing policies currently exist in fragmented form within the OPPM and need updating. Both the Literature Committee and

Publishing Committee are reviewing these policies to bring greater clarity and consistency. The process will move through the board first, then ultimately to the conference when appropriate.

Three Strategic Groups:
Stylistics and Standards Group: Ensuring ACA literature maintains a clear and unified voice from development through translation

Technology and Systems Group: Exploring systems to improve collaboration and workflow as literature efforts grow globally

Editorial Subcommittee: A new group meeting for the first time later that day (5pm Eastern Time) to discuss future direction and increase support for editing books

Purpose: These efforts (policy review, stylistic standards, improved technology support, and editorial support) are intended to strengthen the stewardship of ACA literature and ensure the recovery message remains clear, consistent, and sustainable.

Tamara invited anyone with editorial experience to join the new editorial subcommittee.

Questions/Comments:

- I have been a delegate for the region, intergroup, and meetings. Years ago there was a vote to have a literature fund, which was understood to be not just for international literature. Many newcomers need books and current books, but the policy being heard from WSO board and office is that free literature is limited to a tri-fold.
    - A: Originally this fund was called the "International Literature Scholarship Fund," created primarily for people in other countries who couldn't afford shipping costs from the United States. The name was later changed to "International Literature Fund" (dropping "scholarship"). It was never intended to provide free literature to people in the U.S.. The fund requires a formal application process that must be vetted. As a 501(c)3 organization, ACA's attorneys and auditors have advised that we should not give away free literature without a formal process—either through an application or a request from an institution like an H&I (Hospitals and Institutions) committee. I cannot speak for the board regarding policy decisions about providing free literature to members in need within the United States. There are plenty of intergroups and regions in the U.S. that have a bank full of money that could do this very easily, and we would encourage them to do that. That'd be a good use of their funds.
    - I'll just follow up quickly by saying that the International Literature Fund was created at the direction of the fellowship in two conferences. One was created, and then it was refined in a future conference. Thank you for your question.
- During your evaluation process is there a Service Manual being considered?

- I believe that there's a service manual under discussion, but it's not through the literature committee. I think that that will be part of when we build the conference, as part of the Conference Charter, if I'm correct.
- The Service Manual is on pause, I can speak with you afterwards about it.
- In terms of a Service Manual - what will it take to make it happen? I've been part of other fellowships, and it's standard, you know. It's a how-to, and I think it would really help build our conference.
  - A ballot proposal would work.

- I've been trying to read the tax code and I've realized that there are a huge number of possibilities of what we could do. I'm asking, and I know if we need the lawyer, I guess it costs a certain amount of money per hour to talk to the lawyer, but I'm asking with a 12-step fellowship, the traditions, concepts of service, and is there any way that could get together and talk about possibilities? Because I think there are a lot of opportunities.
  - I think something like that would be a great topic for a Finance Committee meeting.

V. **Promise 7 Break** - Adelina

VI. **WSO Topics Continued**

C. Discussion: How are Groups Best Navigating the 29 Ballot Proposals - Dove H.

Dove introduced the topic of inviting fellowship members to share how their groups are reviewing and discussing the 29 ballot proposals to gather feedback that may be helpful to other groups.

QUESTION: How is your group doing with the ballot proposal process? What has your group done going through this and your process for doing this?

<u>Discussion</u>

- I am participating in ballot voting for both organizations this year, and members felt overwhelmed by the number of ballots, saying it was "mission impossible." People were initially resistant to the ballot voting process so the solution adopted by more groups was a suggestion from a delegate on the delegate channel. This process is:
  - Individual Study: Members study the ballot document on their own time
  - Personal Recommendation: Each member identifies which ballots they personally believe have merit for discussion based on these criteria:
    - Does it contribute to the betterment of the ACA Fellowship as a whole?
    - Does it benefit them as an ACA member or their meeting group?
  - Prioritization: Any ballot with at least one proponent would be discussed and voted on
  - Default Vote: Everything else would be voted "no."

  Both my meeting group and the intergroup embraced this approach to manage the large number of ballot proposals this year.

- In my group we put together a poll to see which ones we would vote on and discuss them at the end of our meeting. Another group that I represent is actually presenting them four proposals after each meeting over the course of 6 weeks.
- My group took solace knowing this was not the final vote, that those passed with a certain percentage would go on to the delegates for further discussion. I really appreciate the democratic process, and wondered if there wasn't a simpler way that, because I think the only way that we can register our votes is through a link of an email that was sent to the person that is the registered contact, and sometimes that way to vote can be, daunting, but thank you.
    - I wanted to clarify that that's not the appropriate procedure. There is an email that came out with one standard link. It is also on our website, on the conference page, a button to go to it, and I will put the link in the chat right now that the representative from the groups can use to vote their group's conscience.
- For the Intergroup, and the meetings we belong to, we've divided the ballots into batches. We meet for half an hour after every meeting. And we've all been asked, every one of us, to read those ballots beforehand, and come with any questions or clarity, and then we take a vote on the batch that we're working through. So far, we've managed to get through two batches of it. It is challenging, because sometimes there's, like, who do we ask? We don't really understand what's going on here and people want clarity, and that's the biggest frustration, is where to go for clarity if you don't really understand what's trying to be achieved. Is there some discussion forum where one can talk about these things in order to get that clarity? But we're wading through them bit by bit. Everyone's actually committed, but just overwhelmed.
- I participate in three of these. So, as a personal delegate to the one that I represent, I'm deferring to them. They said that they would rather just not discuss the ballot proposals, so that's one group. Then I also attend another group where I'm not the representative, and they're trying to discern which ones they want to discuss, and I'm willing and open to discussing that in that meeting. And then I have the intergroup, in which I'm not going to be openly sharing my thoughts on those proposals, but I will participate in the intergroup discussion. This is quite lengthy, and just me personally I also found it a little bit disappointing that some people did have some counter-arguments to the WSO analysis and I feel that discussion couldn't be had. So, I'm a little disappointed in that, and I'll end with that.
- We are using Laura L's template that she had put on Slack, which is wonderful, because it has the abbreviated proposal. So what we're doing is we come prepared and you either write in the form, or you send it to me, and I put it in the form. So when we look at them, it's like no, no, no for this reason, no for this reason, and it's like, slam dunk, that's a no, and we move on to the next one. And then when we have a difference of opinion, then we spend time on a group conscience. But that's working, and we've got, like, 5 left. So, doing just about 5 at a time. And I've also heard some groups are doing protest votes on those multiple submitters.
    - What is a protest vote?
    - I've just heard some meetings saying those multiple submitters who have more than one or two proposals are just flat-out voting no.

- My group's experience is similar to others. We use what I call the cheese slicing method. And that is only a select number of ballot proposals come up after each meeting for review, so that the whole number of 29 doesn't impact people's minds, maybe 4 to 6 topics at a time. It's easier to do it that way. Thank you.

D. Update: 2026 Annual World Convention - Adelina

- Adelina, Chair of the AWC Planning team, introduced the team members present.
- Is there anyone who has never heard of the Annual World Convention?- No one raised their hand.
- So, it is the biggest ACA recovery event of the year, and it started in person before the pandemic, and with the pandemic, we moved it to online only. However, we have a dream that at some point, at least when we have a special anniversary of ACA, 50 years, which is going to happen in 2028, that we hopefully will meet in person in different places around the world. However, this year, again, everything is online. We have 27 hours of programs around the world and around the clock, and it starts on March 27th, which is a Friday, at 6 p.m. Eastern Time, and it goes around until 9 p.m. the next day.
- Adelina then shared the AWC website and asked Alex to put in chat the convention flyer and the convention program, and the convention website.
- The theme of the convention this year is Transformation: from hurting to healing to helping, the ACA recovery journey. You can download the program or you can just look at it online. We have two Zoom rooms. One is a room with lots of presentations, we call it the left brain room, and the other one is the fellowship room with lots of experiential activities. Among the workshops in the program, we have The Gift of Forgiveness, Parenting Children While Reparenting Yourself, Finding Freedom Through Boundaries, which is the introduction of an upcoming ACA literature piece, the newest book, Christine and Greg will share with us about the Boundaries book. We have a workshop called Identifying and Reframing Critical Childhood Messages. And another one called the Wisdom of Self-Pity. That is all in the workshop room. In the fellowship room, we have a lot of fun activities. We have a dance party, a talent, no talent show. We have a lot of activities to help us connect with the body, to give us permission to play and engage the inner child through joy. And we also have, for the first time at the AWC show and tell, tell us about your pet as well as a presentation in Spanish with English translation. So, let me know if you have any questions.

<u>Questions/Comments</u>

- I am Zoom adverse since I enjoy in person meetings yet I am thinking of going to IG discussion and looking forward to that. I hope we will get attendance from the Wisconsin and Illinois area.
    - We acknowledge being Zoomed out. This is the 6th year in front of the computer yet there is so much being offered from very talented aCA groups and intergroups.
    - I appreciate having it hour by hour so I know I don’t have to go to the whole thing. Thanks again as I know it takes a lot of effort.
    - It is not just analyzing things, we want to address the wholeness of our being by

engaging the body and so many activities including mindfulness, painting and drawing.

- I personally know how much work it takes for this team to make this happen and it is phenomenal what they go through. The planning, the organizing, the talking to people, etc. I watch in amazement as they put the whole thing together into a spreadsheet, it's truly an amazing work. So I congratulate all of you who do this, tirelessly, and make it look so beautiful. So, thank you so much to this team.

VII. **Motions Passed for the Record -** (Topic NOT COVERED- omitted by mistake)
See: 2025 Annual Book of Motions (for Dec.) & ACA-WSO-2026 Book of Motions (Jan.-Feb.).pdf

IX. **Closing**

A. Announcements

- The next Board Meeting with the Fellowship will be held on June 14, 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: WSO Organizational-Chart Committees & Staff 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

C. Closing Serenity Prayer

[Minutes approved by the Board of Trustees on June 13, 2026]

Post-Meeting Breakout Rooms

- Literature with Tamara P., Alisa A.
- IT Committee with Brad L.
- Finance Committee with Al E.

Resources ACA-World-Services Resources-Links.pdf

APPENDIX: Links to Web Pages/Reports by Area

1. Fellowship and Public Services

a. European Committee: Chair - Open
b. Global Members Committee: Chair -Open
c. Literature Committee: Chair - Open
d. Member Services Committee: Chair - Open
e. Nominating Committee: Chair- Denise R.
f. Public Services and Hospital & Institutions Committee: Chair -Rich R.

g. Safety Resources Committee: CoChairs -Marcin. and Rich R.
h. Volunteer Resources Committee: Chair- Open

2. ABC/Conference

a. ABC Committee: CoChairs- Marcus, Carmen
   i. Charter Subcommittee: Chair - Rotating
   ii. ABC Sustainability Group: Chair - Marion M.
   iii. Delegate Engagement - Open
b. Ballot Preparation Committee: Chair - Karin S.
c. Concepts 2 & 6 Study: Chair: Rotating

3. WSO Operations

a. Archives Committee Chair - Joe C.
b. Audit Committee Chair - Phillip H.
c. Data Analysis Committee Chair - Brian P.
d. Finance Committee Chair - Al E.
e. Information Technology Committee Chair- Marcin C.
f. OPPM Team working on updating project: Trish I. (staff), Dove H., Mary Jo L & Sue V.
g. Publishing Committee Chair - Sue V.
h. WSO Office General Manager - Bill D.

APPENDIX - Financial Reports

Adult Children of Alcoholics World Service Organization
Balance Sheet - Current vs Prior Month
For the months of March 2026 and February 2026

	March 2026	February 2026	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash & Cash Equivalents	$ 159,704	$ 144,705	14,999
1040 · Prudent Reserve	164,963	$ 178,314	(13,351)
Total Checking/Savings	324,667	323,019	1,648
Accounts Receivable			
1300 · Customer Receivable	10,501	12,422	(1,921)
Total Accounts Receivable	10,501	12,422	(1,921)
Other Current Assets			
1310 · Other Receivables	887	887	-
1330 · Interest Receivable	835	835	-
1350 · Prepaid Expenses	73,365	158,043	(84,678)
1400 · Inventory Asset	374,392	336,190	38,202
Total Other Current Assets	449,478	495,955	(46,476)
Total Current Assets	784,646	831,395	(46,749)
Fixed Assets			
1800 · Fixed Assets	170,475	170,475	(0)
1830 · ROU Assets (Leased Assets)	406,696	419,249	(12,553)
1860 · Accum. Depr' & Am't	(55,495)	(53,652)	(1,843)
Total Fixed Assets	521,676	536,072	(14,396)
TOTAL ASSETS	**1,306,322**	**1,367,468**	**(61,146)**
LIABILITIES & Net Assets			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	11,604	18,069	(6,465)
Total Accounts Payable	11,604	18,069	(6,465)
Credit Cards			
2010 · Credit Cards	5,299	17,183	(11,884)
Total Credit Cards	5,299	17,183	(11,884)
Other Current Liabilities			
2100 · Payroll Liabilities	66,633	60,917	5,716
2130 · Other Liabilities	4,257	15,969	(11,712)
2200 · Accrued Liabilities	24,347	22,229	2,118
25500 · Sales Taxes Payable	13,747	13,981	(234)
Total Other Current Liabilities	108,984	113,096	(4,112)
Total Current Liabilities	125,886	148,348	(22,462)
Long Term Liabilities			
2300 · ROU Liability (Lease Liablity)	436,760	449,874	(13,114)
Total Long Term Liabilities	436,760	449,874	(13,114)
Total Liabilities	562,647	598,222	(35,575)
Net Assets			
32000 · Net Assets w/o donor restrictions	736,095	731,144	4,950
32100 · Net Assets w/ donor restrictions (ILF)	36,916	41,866	(4,950)
Net Income	(29,335)	(3,765)	(25,571)
Total Net Assets	743,675	769,246	(25,571)
TOTAL LIABILITIES & Net Assets	**$ 1,306,322**	**$ 1,367,468**	**(61,146)**
	-	# -	

No assurance provided, substantially all required disclosures omitted

Adult Children of Alcoholics World Service Organization
Profit & Loss
For the months of December 2025 and November 2025

	December 2025	November 2025	$ Change
Income			
4010 · Shopify Revenue	$ 71,124	$ 59,695	$ 11,429
4030 · Amazon Revenue	54,150	63,108	(8,958)
4050 · Digital Books Revenue	7,381	7,461	(80)
4060 · Audible Revenue	2,871	2,205	666
4160 · International Sales	9,919	1,638	8,281
4200 · Other Revenue	535	1,124	(589)
4290 · eBay Sales	48		48
Total Sales	146,028	135,230	10,798
Contributions			
4080 · 7th Traditions Contributions	62,962	43,907	19,055
4080 · Restricted Contributions (ILF)	3,772	6,177	(2,405)
Total Contributions	66,734	50,084	16,651
Total Income	**212,762**	**185,314**	**27,448**
Cost of Goods Sold			
5000 · Shopify-Cost of Goods Sold	45,794	40,611	5,184
5050 · Amazon COGS	30,613	38,292	(7,679)
5150 · International COGS	5,892	2,510	3,382
Total COGS	82,299	81,413	886
Gross Profit	130,463	103,901	26,562
Expense			
6010 · Payroll Expense	48,887	41,701	7,186
6030 · Payroll Taxes	4,320	2,839	1,481
6050 · Travel & Mileage Expense	-	576	(576)
6054 · Contractors	20,734	16,569	4,165
6057 · Events	163	129	34
6070 · Program Initiatives	1,069	-	1,069
6080 · Professional Fees	5,148	9,773	(4,625)
6090 · Technology IT Support	5,636	4,565	1,071
6100 · License & Permits	64		64
6110 · Insurance Expense	628	628	0
6120 · Rent Expense	14,291	14,291	0
6130 · Utilities Expense	752	627	125
6140 · Office Expense	290	198	92
6160 · Repairs & Maintenance	438	428	11
6190 · Tax Expense	-	30	(30)
6200 · Bank & Merchant Fees	5,022	4,486	537
6210 · Depreciation & Amortization	1,843	1,535	307
6500 · Bad Debt Expense	4,700		4,700
9999 · Suspense Costs	3,298	359	2,938
Exchange Gain or Loss	559	177	383
Total Expense	117,843	98,911	18,933
let Income	**$ 12,620**	**$ 4,990**	**$ 7,630**

lo assurance provided, substantially all required disclosures omitted

Adult Children of Alcoholics World Service Organization
Profit & Loss - Actuals vs Revised Budget
For the month of December 2025

Account	Actual CM	Revised Budget	Change
Income			
4010 · Shopify Revenue	$ 71,124	$ 69,487	$ 1,638
4030 · Amazon Revenue	54,150	75,730	(21,580)
4050 · Digital Books Revenue	7,381	7,235	145
4060 · Audible Revenue	2,871	1,916	955
4160 · International Sales	9,919	9,515	404
4200 · Other Revenue	535	1,014	(479)
4290 · eBay Sales	48	158	(110)
Total Sales Income	**146,028**	**165,055**	**(19,028)**
Contributions		-	
4080 · 7th Traditions Contributions	62,962	44,261	18,701
4080 · Restricted Contributions (ILF)	3,772		3,772
Total Contributions	66,734	44,261	22,473
Total Income	**212,762**	**209,316**	**3,446**
Cost of Goods Sold			
5000 · Shopify-Cost of Goods Sold	45,794	46,615	(820)
5050 · Amazon COGS	30,613	49,547	(18,934)
5150 · International COGS	5,892	5,155	737
Total COGS	**82,299**	**101,316**	**(19,018)**
Gross Profit	**130,463**	**108,000**	**22,463**
Expense		-	
6010 · Payroll Expense	48,887	43,567	5,320
6030 · Payroll Taxes	4,320	3,249	1,071
6050 · Travel & Mileage Expense	-	0	-
6054 · Contractors	20,734	21,055	(321)
6057 · Events	163	-	163
6070 · Program Initiatives	1,069	375	694
6080 · Professional Fees	5,148	9,204	(4,055)
6090 · Technology IT Support	5,636	6,456	(819)
6110 · Insurance Expense	628	743	(115)
6120 · Rent Expense	14,291	13,892	399
6130 · Utilities Expense	752	1,581	(829)
6140 · Office Expense	354	318	36
6150 · Dues and Subscriptions	-	107	(107)
6160 · Repairs & Maintenance	438	522	(84)
6190 · Tax Expense	-	42	(42)
6200 · Bank & Merchant Fees	5,022	5,903	(881)
6210 · Depreciation & Amortization	1,843	2,112	(269)
6500 · Bad Debt Expense	4,700		4,700
9999 · Suspense Cost	3,298	234	3,063
Exchange Gain or Loss	559	-	559
Total Expense	**117,843**	**109,359**	**8,484**
Net Income	**$ 12,620**	**(1,359)**	**$ 13,979**

No assurance provided, substantially all required disclosures omitted