



**Adult Children of Alcoholic and Dysfunctional Families
World Service Organization**

1458 E. 33rd Street, Signal Hill, CA 90755

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MONTHLY TELECONFERENCE MINUTES

December 11, 2021 2PM Eastern

THIS IS A REGULARLY SCHEDULED MEETING WITH NOTICE GIVEN ON THE ACAWSO WEBSITE AND THE TRAVELER NEWSLETTER Please notify the secretary with changes, additions, or motions for this meeting.

Zoom Meeting ID: 228-809-511, PWD: 90755

Zoom Meeting Details:	Dial US	Dial International
Zoom ID: 228 809 511 Passcode: 90755	US: +1-669-90-06833 (San Jose) US: 1-929-205-6099 (New York)	Zoom International Dial-in Numbers <ul style="list-style-type: none"> DEN: +45 89 88 37 88 SWE: +46 8 4468 2488 +46 8 4468 6646 Full list of international Numbers https://zoom.us/j/adSv3hv19d

Opening

- A. Call to Order – Open with the ACA Serenity Prayer
- B. Roll Call of Board Members: Charlie H., Erin D., Fredrik H., Jasmina T., Jim B., Justine F., Liz. C., Sue V., Tamara P. Absent: Sharon F. (LOA)
- C. Quorum
- D. Tradition Twelve – Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities.
- E. Guest Introductions

BOARD AND COMMITTEE REPORTS

All reports can be found at acawso.org on the committee pages listed on the right-hand side.

Board Reports:

F. Minutes – Tamara P.:

- October – Tabled to January TC
- November – Motion: Tamara; Liz – second; Decision: Unanimous; Jim – abstained.

G. Chair Report – Charlie H.

- a. The hack of Adultchildren.org and acawso.org was immense, but is resolved. We did not communicate as thoroughly as we should have. We will be defining a plan for how to handle these emergencies in the future. We urge the Fellowship to volunteer for the IT committee if they have any type of technological skills.

H. Treasurer's Report – Fredrik H. <https://acawso.org/category/treasurer-reports/>

I. Executive Committee: Sharon F. <https://acawso.org/category/executive-committee/>
Motions to be read into the record.

J. Guest Questions/Comments (5 minutes)

Committee Reports:

All reports can be found on the business website: <http://acawso.org>

Business Operations

A. WSO Office: Bill D. <https://acawso.org/category/wso-office/>

B. Finance Committee: Fredrik H. <https://acawso.org/category/finance/>

C. Information Technology (IT) Committee: Brad L
<https://acawso.org/category/information-technology/>

We experienced a hack two days ago. We have been working tirelessly to resolve it. We mis-communicated by not notifying the Fellowship as soon as possible. The hack is corrected and we will be building a recovery plan for future emergencies.

D. DCOC: No chair at present <https://acawso.org/category/dist-ctr-oversight/>

- a. In a period of reorganization. No report at present.

E. Guest Questions/Comments (5 minutes)

- a. Bonnie K. –

- i. Is there a list of committees and their descriptions, as well as a list of open roles.
 - 1. Charlie – the monthly agenda has a list of committees, but also on the acawso.org service site, in the right-hand column are all the pages of the committees. Also, in Slack.
 - ii. I'd like to give appreciation for the service from the IT committee.
- b. Karin S –
 - i. Thank the IT committee for efforts in resolving the hack attack.
 - ii. I recall that there was discussion to hire a paid worker for IT. I believe it should be prioritized. Is there an update?
 - 1. Charlie – its in the budget.
 - 2. Brad L.
 - a. We explored having a half-time worker, but I'm re-thinking that it would be more useful to get contractors that could work on a temporary, project basis.
 - b. I don't agree that we need a paid permanent worker to protect the safety; we didn't act quickly enough or prioritize this above other IT volunteer work this time, but in the future we have the bandwidth to handle this. There are other solutions and softwares that we can put in place.
- c. Julianne.
 - i. How does WSO communicate about signs of a potential hack, and what to do if we see the signs.
 - 1. If you see the signs, communicate via Slack or email.
 - 2. Brad: We could re-prioritize the page to a website that is working and we could provide the update there, rather than sending an email.
 - ii. What data if any was exposed, i.e., 7th traditions?
 - 1. Bill D.: Our payment gateways and shopping sites are hosted on other servers that have high-security procedures in place.
 - 2. Brad L.: We don't host any personal information on our ACA data servers.
 - iii. If you're not in Slack, how do we receive communications about things like this.
 - 1. Brad: We could re-prioritize the page to a website that is working and we could provide the update there, rather than sending an email.
 - a. Julianne: Other sensitive organizations do send emails and I feel like it would be worth it.
 - i. Charlie: We are building the response plan for future emergencies and that is worth considering.
 - 2. Jim B.: We are also exploring a social media presence where we could publish this. We are investigating to be sure that social media presence respects anonymity, traditions and concepts.
- d. Carole C. - If we get a special worker, it should be dedicated to keep up the website and protect it. A paid worker is worth prioritizing rather than people who come and

go.

Fellowship Engagement

- A. Ad hoc Committee for Representation, Equity, and Accessibility: Joe H <https://acawso.org/category/representation-equity-accessibility/>
 - a. Absent.
- B. European Committee: Fredrik H. <https://acawso.org/category/european-connection/>
- C. Global Members Committee - Sue V - <https://acawso.org/category/global-members/>
- D. Member Services Committee: Tamara P. <https://acawso.org/category/member-services/>
 - a. We're in a period of reorganization. No report at present.
- E. Public Services Committee with H&I: Jim B., Rich R. <https://acawso.org/category/public-information/> and <https://acawso.org/category/h-andi-committee/>
- F. Ad Hoc Committee on Meeting and Service Safety – Rich R, Delinda H <https://acawso.org/category/ad-hoc-meeting-and-service-safety-committee/>
- G. Guest Questions/Comments (5 minutes)
 - a. Julianne Do we now have meetings in Antarctica?
 - i. Sue V. We haven't received any requests from there yet, but I will validate that we don't have any.
 - b. Carole C. Where is the Distracting Behaviors workshop listed on acawso.org?
 - i. Dove. Its on the events calendar <https://acawso.org/calendar/meeting-and-service-safety-ad-hoc-committee-distracting-behavior-in-virtual-meetings/>

Policy & Structure

- A. ABC/AWC Committee: Liz C <https://acawso.org/category/abc-committee/>
- B. Ballot Prep Committee: Jim B <https://acawso.org/category/ballot-prep/>
- C. Archive Committee: Marcia J <https://acawso.org/category/archives/>
- D. HR Committee Jasmina T. <https://acawso.org/category/human-resources/>
 - a. HR Committee in a period of reorganization. No report at present.

- E. OPPM Committee: Kelle J <https://acawso.org/category/oppm/>
- F. Nominating Committee: Denise R. <https://acawso.org/category/nominating-committee/>
 - a. It is nominating time and we are looking for self-nominees to the Board of Trustees.
 - b. We are looking for volunteers to the Nominating Committee.
- G. Service Network Committee: Absent <https://acawso.org/category/service-network-committee/>
 - a. Charlie We are in the process of developing some models that would help service work and committee work to be more efficient and effective that can be introduced to the delegates at ABC.
 - b. Karin S. The concept study group is building some proposals that could work well with the above models.
- H. Guest Questions/Comments (5 minutes)
 - a. Pam: If you change the role of ABC, it has to also be changed with the State of CA articles of incorporation.

Content Creation

- A. Literature Committee: Christine B <https://acawso.org/category/literature-committee/>
- B. Publishing Committee - Sue V <https://acawso.org/category/publishing-committee/>
- C. Guest Questions/Comments (5 minutes)
 - a. Carole C. Literature – when Pam originally got all the shares together for BRB, they didn't all get in – please look at those when updating the shares in the BRB.
 - i. Christine: We will try to locate them.
 - b. Julianne: In the last Comline discussion, there was a discussion about censorship of language. Is that still open and if so, which language are we using for censorship language.
 - i. Christine: We're not at that point yet. We're still investigating whether we will make replies available.
 - c. Bonnie: When are these minutes available?
 - i. Approximately a month, before the next TC.
 - d. Pam: We have multiple workbooks now so we should begin referring to them by name.

Motions passed at a Board Working Session, November 11, 2021

No motions were passed on this working session. We spent much of the meeting reviewing WSO analysis and other potential actions related to the ABC Ballot measures.

Motions passed at a Board Working Session November 23, 2021

1. **Motion:** To approve the purchase of 1,500 Soft Cover SMR Meditation Books at a cost of about \$7,750 plus shipping from Blue Ridge Printing per the attached quote.

Background: We will run out of this title in both Signal Hill and Amazon before the end of November. We are not expecting to receive a shipment from our normal supplier until Christmas or later. This will fill a gap in our supply chain for this title. The other titles are too close to call and we feel comfortable monitoring Sheridan's production schedule and acting if it slides very far beyond the expected delivery date.

Charlie; Sharon – second. Decision: All in favor

Motions passed via Specific Concurrence (SC) during November 2021

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

1. **Motion:** Approve changes in the OPPM to Right of Petition section.

Background: Right of petition already exists in the OPPM, however it is not very clear and has some gaps which make it confusing as well as offer lack of protection to both, petitioners and the board. OPPM committee spent some time with this section and hope this new version outlines clearly the procedure and different resolution options. Jasmina T., Tamara P. second; Decision: Unanimous

2. **Motion:** Approve Denise R for Chair of the Nominating Committee.

Background: Denise has mentored into the position over the last 6 months and has been on the committee since November 2020.

Erin D., Jasmina T. – second; Decision: Unanimous

3. **Motion:** To approve the order of 10,000 LLWB books for \$43,861 per attached quote # 60142 / 17 from Sheridan Printing.

Background: The LLWB is down to just under 4 months of stock left. It has moved into 3rd place as our best selling book over the last 6 months. There was a large price increase of \$1.32 per book on this quote over previous orders and it is recommended we go ahead and order more than previous orders now and lock in a lower per unit price.

Bill D., Jim B. – second; Decision: Unanimous

M. ANNOUNCEMENTS

- **Next WSO Board Teleconference Meeting is Saturday January 8, 2022, at 2PM EDT**

N. Guest Comments

a Marcus H.

i I'm interested to hear more about prudent reserve.

ii Is there any thought given to using the International Book fund toward 5th Tradition of spreading the word, for instance, free or highly discounted books to prisons.

iii Jim B. We've had an increase in H&I requests, we've increased the budget for that and to create a policy for how to handle large orders and what to do when we go over our budget. We expect our budget to be larger next year.

iv Fredrik H. Related to prudent reserve, we're investigating to design a successful model, e.g., what do other fellowships do, when do we use prudent reserve for other things, how are book sales doing, how is 7th Tradition donations as compared to other 12-step fellowships.

O.

P. Motion To close – Liz C; Justine – second; Decision: Unanimous

Q. Closing Serenity Prayer

R. Summary of 2021 ABC Proposals and Floor Motions (attached)

Issue	Outcome	Status
To revise or develop Amazon Kindle editions of ACA literature so that they correspond to the same page in hard copy publications	Board Motion prior to ABC	Publishing Committee is currently working to update the English BRB version, as well as add the Yellow Workbook and the new Loving Parent Guidebook to Kindle and other online systems. Other publications and languages will follow.

<p>International Literature Scholarship Fund</p>	<p>Board Motion prior to ABC</p>	<p>The 7th Tradition page currently accepts funds for the fund. Finance Committee and Publishing have been tasked with setting up procedures for application and disbursement of those funds.</p>
<p>Creation of 12 Step & 12 Tradition Book (12x12 or 12x12x12 to include the Concepts)</p>	<p>Motion did not pass</p>	<p>Groups, Intergroups and/or Regions who are interested in developing this literature are welcome to submit a draft to Literature Committee. Refer to Literature Committee as well.</p>
<p>Creation of a pamphlet/trifold be developed to outline/describe the significant differences between the ACA fellowship and other 12-step programs.</p>	<p>Referred to the Board</p>	<p>Refer to Literature Committee for assessment</p>

<p>Issue</p>	<p>Outcome</p>	<p>Status</p>
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<p>We move that a new literature subcommittee begin planning a revised edition of the Big Red Book, with new testimonials and updated content, to be more inclusive of all experience of gender, sexual orientation, ethnicity, religion/spirituality, and a broader range of socioeconomic and cultural backgrounds</p>	<p>Passed</p>	<p>Refer to Literature Committee</p>
<p>We propose that in future printings of Chapter 19 in the BRB, the second personal share under TRADITION THREE (p. 503) be deleted entirely</p>	<p>Passed</p>	<p>Refer to Literature Committee</p>
<p>We propose that Adult Children of Alcoholics (ACA) officially change its name to Adult Children of Alcoholics and Dysfunctional Families (ACADF). - combined with We propose that WSO use the acronym ACA/DF in order to include people whose parents are not alcoholics.</p>	<p>Referred to the Board</p>	<p>Refer to Executive Committee to refine the proposal - Task force to set up a series of Town Halls using KBDM to start a Fellowship Wide discussion? (Include Bill to address DBA and other issues brought forth during the ABC discussions.) Send out a multiple language survey of possible name change choices?</p>

Issue	Outcome	Status
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<p>We propose that a Topic book that covers the very unique and specific challenges that ACA deals with be developed. Ideally this would be in a format that each individual topic could be read in 15 – 20 minutes, so can be used as the content of a topic meeting.</p>	<p>Referred to the Board</p>	<p>Groups, Intergroups and/or Regions who are interested in developing this literature are welcome to submit a draft to Literature Committee. Refer to Literature Committee as well.</p>
<p>We propose that WSO create an ACA app for mobile devices.</p>	<p>Referred to the Board</p>	<p>Refer to IT Committee to call for volunteers to form a group to study cost, feasibility, and scope</p>
<p>We propose that WSO assemble a committee—comprised (wholly or in part) by transgender, nonbinary, gender-fluid, and/or other gender-non-conforming ACAs—to determine whether and how to make future printings of the BRB more gender-inclusive.</p>	<p>Referred to the Board</p>	<p>Refer to Literature Committee</p>

Issue	Outcome	Status
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<p>We propose that WSO produce a version of the BRB and other literature where the level of language is aimed at junior highschool level rather than university-grade English, so that the content is more easily understandable to people for whom English is a second language, rather than their mother tongue.</p>	<p>Referred to the Board</p>	<p>Refer to Literature Committee</p>
<p>Motion to approve a suggested allocation of a meeting's surplus funds be 60% to local IG, 30% to WSO, and 10% to Region.</p> <p>If the funds are coming from an IG, the suggested allocation would be 60% to WSO and 40% to the Region.</p>	<p>Delegates deemed not time-sensitive</p>	<p>Referred back to Finance Committee - Suggest seeking feedback from IGs and Regions before finalizing.</p>
<p>Issue</p>	<p>Outcome</p>	<p>Status</p>

<p>General idea: Policy for listing or delisting meetings from the WSO meeting list.</p>	<p>Not discussed at ABC due to specificity of floor motion and prior Board action</p>	<p>WSO began a series of “Only Meeting” Town Halls to launch a Fellowship-wide discussion the issues (safety vs exclusion) in order guide the Board in developing a Traditions-based policy on which meetings can be listed or delisted from the website.</p>
<p>We propose WSO create a working group to investigate the viability of utilizing and implementing Knowledge Based Decision Making (KBDM) in future ACA business conferences.</p>	<p>Delegates deemed not time-sensitive</p>	<p>A group is currently meeting to study KBDM. Propose that this study group be incorporated into Governance CC.</p>