

Having A Voice

Intergroups and meetings that are registered with ACA's interim World Service Organization (iWSO) have a *right* to a voice in APACA.

Because ACA's group conscience (which we as a fellowship rely upon in making group decisions) depends upon each voice having an opportunity to speak, Intergroups and meetings also have a *responsibility* to keep the channels of communication open so that ACAs everywhere with something to say on World Service matters will be heard.

Intergroups and meetings can get involved by establishing a local APACA committee and asking for a volunteer to chair it.

APACA Intergroup reps may also take part in APACA teleconferences and/or serve on one or more APACA Subcommittees.

After your Intergroup has selected an APACA representative, send this person's name, phone number and address to the current APACA mailing address (below):

APACA Committee
P.O. Box 6672,
Eureka, CA 95502.

or call: **(707) 443-3836**

Working together in Service, APACA helps create our fellowship's World Service structure through direct participation.

APACA Does . . .

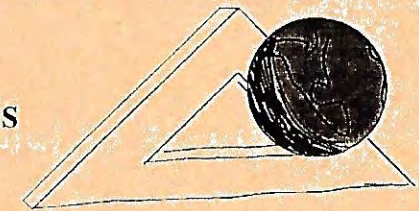
- Build a communication network between ACA/ACoA Intergroups.
- Facilitate fellowship input on "matters affecting ACA as a whole."
- Conduct Forum surveys to gather information from ACAs everywhere.
- Explore concepts for a permanent World Service structure for ACA.
- Recommend ways to establish a World Service Organization (WSO).
- Report to the fellowship at each Annual Business Conference (ABC).

APACA Does Not . . .

- Tell Intergroups how to serve their communities, meetings or members.
- Make decisions for the Intergroups or for ACA's international fellowship.
- Govern, caretake or control ACA.

1. APACA's operating mandates are taken from the 1988 ABC Ballot, Items 10, 11, and 12, and from the 1989 ABC APACA Caucus. (Org. 4-90)

What Is



A.P.A.C.A.

Anonymous

?

Programs for

Adult

Children of

Alcoholics

And What Does It Do?

APACA is ACA's Service Committee charged with the responsibility of recommending "the best method for establishing a World Service Organization" to the fellowship's Annual Business Conference each year until a permanent WSO is set up. In order to accomplish this task, APACA is required to (a) establish and maintain an interactive network comprised of all Intergroups to facilitate communication of the fellowship's will within the Service structure and (b) conduct twice yearly Forums throughout the fellowship on matters impacting creation of a World Service Organization¹.

A Network of Intergroups

APACA is a *committee* of ACA's Annual Business Conference (ABC). It has no permanent office of its own. Its work is carried out through the dedicated cooperation of local Intergroups and "trusted servants".

APACA seeks to gather and communicate ACA's group conscience on questions that relate to ACA as a whole. This action goes beyond the concerns of strictly local or even regional preferences. Such activities are, by their very nature, *world service* activities.

To do this job, the APACA Committee reaches out throughout the fellowship to develop the interactive network necessary in order to serve the ACA fellowship as a whole. Regular mailings are used to build and maintain an Intergroup APACA network. These outreaches encourage participation in APACA's periodic Teleconferences, request input on Forum topics and provide an opportunity for internal dialogue within the fellowship.

Through APACA's network, Intergroups (or individuals) who wish to focus on a particular World Service issue find ways to cooperate and work together. APACA Subcommittees on Service Guidelines, Cooperation With Professionals, Public Information, etc., encourage and support broad cross-regional dialogue and exchange of views on all these important matters.

This Intergroup network, once established, may also be used to develop a delegate structure to serve our fellowship for our permanent World Service Organization.

"ACA/ACoA as such ought never be organized, but we may create Service Boards and committees directly responsible to those they serve." — Tradition 9

APACA Forums

Because ACA/ACoA has developed in many parts of the world, many differences of perspective exist within our fellowship. Finding unifying common ground we can all share in World Service takes time. A permanent World Service Organization to serve ACA needs to evolve and develop.

To help build unity and trust through sharing, APACA conducts two Forums each year on matters which affect or impact ACA as a whole. These Forums are conducted by mail outreach, supported by APACA IG reps who function with the support of local meetings and Intergroups.

After an Intergroup has discussed the materials, APACA reps take responsibility to get the Forum surveys copied, circulated to the groups and then gathered, tabulated and returned in time to create the annual report. Results of the Forums are summarized and sent out with the APACA Findings for each year. They are distributed by mail to IGs and also are included in Delegate packets for the Annual Business Conference.

Participating in APACA Forums is one of the simple, direct ways we can all work together to keep our Service structure in touch with the real issues and concerns of our fellowship as a whole!

Who Runs APACA?

APACA is a standing committee of ACA's Annual Business Conference, and, as such, is directly responsible to the ACA/ACoA fellowship as a whole. APACA takes its direction from the fellowship and reports to the Annual Business Conference.

Between Business Conferences, a Steering Committee made up of volunteers guides APACA's efforts. A broadly representative geographical perspective is maintained within the Steering Committee.

APACA is funded by 7th Tradition funds. Costs for operating APACA's world service development outreach are submitted in a budget each year. Intergroups and meetings support APACA several ways:

- IGs which are receiving most or all of their area's surplus 7th Tradition funds can support APACA by budgeting \$25 — \$60/month to APACA.
- Holding speaker's meetings, service workshops, Traditions Brunches or World Fellowship dances to benefit APACA offer positive new activities to build unity within IGs while supporting world service as a whole.
- Individual meetings that wish to support fellowship forums and participation may choose to send 5% of their surplus funds directly to APACA.

Mail funds to APACA Midwest, c/o Chicago Intergroup, 2318 W. Sunnyside, #3, Chicago, IL 60625, or mark "for APACA" and enclose with iWSO contributions.

*A*nonymous *P*rograms for *A*dult *C*hildren of *A*lcoholics

P.O. Box 6672, Eureka, CA 95502
(707) 443-3836

Sunday, February 18, 1990

Dear APACA Steering Committee Members,

Attached is a draft of APACA's proposed 1989-90 report to the ABC for your review. Each of you are encouraged to freely participate in the creation of this document. Make any corrections or additions you feel are appropriate on the draft and return it. If you can see ways to edit the text for clarity, brevity, etc., please do so. "Less is best" when it comes to words in a report, if we want it to be read (which we do.)

Some of you may wish to make addition comments — about the tone, direction or other features of the report. You will have two opportunities to do so:

You are free to add a written separate statement to be included with the report. Guidelines for this are that (a) the materials not "target" others, (b) you indicate, by first name, last initial and Service role who you are and (c) you either restrict your comments to a single, copy-ready page or include sufficient funds to cover costs of copying (at 5¢ per page.) To save time, please make sure any comments are copy-ready. (You can also modem to us, if you like. Call Kathleen.)

Since Alex's visit to the iWSO in February was inconclusive and yielded no substantial change in APACA's or the IG's relationship with the Board, teleconference discussion of his report won't take as much time as it might. Discussion of the APACA Annual Report will become a feature of the March 11 teleconference (see Agenda, attached.) We will take "soundings" on each of the sections of the report as well as comments on its overall tone, etc., giving each participant several opportunities to comment on the report as a whole.

Each of you have extended yourselves at a sacrifice of time, energy and, in some cases, money in these Service efforts. You've been great! It's been a real delight to have the opportunity to interact with all of you. Alex and I both extend our warmest thanks to each and every one of you. We want to encourage you to express your perspectives fully and freely so that the group conscience of the fellowship may be an "informed" one. Special thanks to those who have provided "homework" materials. As we remain willing to share, a loving Higher Power will surely guide us to success!

In recovery,



Kathleen W., APACA Co-Chairperson.

Answers to Some of Your Questions

If we weren't on the February 4 Teleconference call but want to participate in the March 11 call, how do we sign up?

Just send a note with your contact name, phone number, Intergroup affiliation and a check for \$25. to Alex R., APACA Chairperson, 6133 Keim Dr., Glendale, AZ 85301, or to Peter G., APACA Treasurer, 2318 W. Sunnyside, #3, Chicago, IL 60625. The Teleconference is scheduled for Sunday, March 11, 1990, 2 PM PST (3 PM MST, 4 PM CST, 5 PM EST.) Speaking time per item is limited to 1-2 minutes per speaker. We ask that there be no crosstalk or interruptions during each person's time to speak.

If we were on the February, how do we register for the March call?

Just send your \$25. check, made out to "APACA Midwest". You are already scheduled to be included unless you have requested otherwise.

If we want to send written input instead of being on the call, is that ok?

Certainly. Send up to two 8 1/2" X 11" pages of written input you wish to have circulated to me, at P.O. BOX 6672, Eureka, CA 95502, by Feb. 24, 1990, and I will send it along with the tabulated report.

If we want to contribute to APACA, how do we designate the funds and where do we send it?

APACA is operating without a formal iWSO budget for 1989-90, so your contributions are needed and welcomed. APACA has mailed hundreds of pieces of mail this year, and will have several more mailings to pay for before the next Annual Business Conference. To support APACA, simply designate any 7th Traditions funds you wish to see earmarked for APACA when you send in your checks to iWSO, P.O. BOX 3216, Torrance, CA 90505. Or you may turn APACA funds over to our APACA Treasurer, Peter G., 2318 W. Sunnyside #3, Chicago, IL 60625. Be sure to mark "APACA Midwest" on your check. We thank you for your support!

" . . . presenting these findings to the Annual Business Conference." APACA's Mission.

report
runs 4 pages,
single spaced,
THIS A DRAFT - FOR
EDITING. K

APACA Preliminary Findings: 1990

An Evolving ACA Service Structure

ACA appears to be evolving toward a World Service structure which will serve as a conduit for communication, cooperation and coordination of efforts between strong Regional Service Centers located strategically throughout the country and the world.

- Connecticut Service Board is developing a network of Intergroups, "carrying the message" through well-organized Public Information outreaches and Service Board sponsored workshops.
- Chicago Intergroup serves an area of 7,000 sq. miles directly and provides literature, formats and Service support to groups and Intergroups all over the world.
- Seattle Intergroup has an 800 number for Washington state and is in the process of opening a Service Office serving the Pacific Northwest (target date: April, 1990.)

Each of these Service structures is actively participating in ACA's World Service structure through APACA and the ABC, and each is well on the way to becoming a Regional Service Center for ACA/ACoA/CoA outreach and cooperation. Los Angeles, Dallas, Phoenix, San Francisco and Minnesota Intergroups also have the potential for becoming centers for the regions they represent, as do Toronto, Washington DC and perhaps Melbourne, Australia — over time, if and as ACA World Service develops to support efforts in this direction.

Regional Service Centers

Some advantages of Regional Service appear to be:

- (a) Responsiveness to the needs and input of local Intergroups, meetings and individuals,
- (b) Empowerment of local Service leadership in matters of public information outreach, literature, etc., and

updated information readily accessible to all.

- In the interests of communication, the Chicago and Minnesota Intergroups have compiled IG mailing lists. Minnesota utilized this list to conduct the APACA election outreach. Chicago also has undertaken an "ongoing newsletter" outreach to IG's, asking for input, providing literature, formats, practical hints on setting up various kinds of activities. A networking form of World Service Organization can continue to expand on this concept, offering a wide spectrum of support services and referrals.

Some iWSO Board trustees active in APACA have expressed reservations about a networking form of World Service and a preference for a more **monolithic system**, such as the present iWSO. Advantages they see to the current system include:

Key Features of the Present iWSO System

- The present iWSO provides a single treasury for 7th Traditions Central (or Regional) Service Board and World Service Organization funds, administered by a single entity, the iWSO Board. All iWSO Committees report on a monthly basis to the iWSO and all activities and expenses beyond \$50./mo. require Board approval. Potential "loose cannons" are curbed by such an arrangement and Service efforts remain unified and orderly.
- iWSO Trustees are not the representatives of IGs or any other Service entities within the fellowship as a whole. They serve as individual members of ACA and are not responsible to, or directed by, the group conscience of any specific IG or Region. Any and all input to the Board is "advisory only". Thus, proponents maintain, small IGs and individual meetings may be better served, and not dominated by the interests of large IGs.

Most others on the APACA Steering Committee do not see these features of the present interim World Service Organization as advantages. They see the current structure as awkward, unrepresentative and/or unresponsive to the fellowship as a whole. Concerns include:

Traditions 7 & 9 Concerns

- Traditionally, 12-Step program 7th Tradition donations (beyond meeting expenses) are suggested to be split up in accordance with a loose formula agreed upon by each fellowship as a whole. Based on an agreed "suggested distribution", each meeting is left to decide whether (and how much) to support various aspects of Service and each mails donations directly. In AA, the many Area Committees keep separate financial records and budgets. In districts where IGs and Service Offices are very active, these may receive a lot of support from local meetings. In other places, there may be no IG and a meeting use it's surplus funds to do direct "carrying the message" on it's own, or may send much (or all) surplus money to AA's Central Office in New York. It's up to the group to decide. Based on this concept of the handling of 7th Tradition funds, APACA proposed a ballot item suggesting a "60-20-10-10" formula for ACA for the 1990 Annual Business Conference.
- The APACA Steering Committee concurs in that any WSO established by ACA needs to remain sensitive to the needs of individuals, the isolated meetings and small IGs. This may be done through 800 phone numbers linked with a World Service Business Office set up and staffed to respond directly to all sorts of inquiries — providing information, guidelines and appropriate referrals. The APACA Steering Committee unanimously favors continuing the practice of voting on matters of policy, with each meeting having an opportunity to vote as an independent entity. 12-Step program

Service Boards and committees are, however, asked to remain "directly responsible to those they serve. . . ." (Tradition 9.) Each ACA member has a voice and vote. Thus, the APACA Steering Committee supports the right of ACA's to organize IGs and Regional Service Boards and to elect delegates and representatives, if they choose to do so. Individual ACA's participate in Service as they are guided by a HP to do so, and choosing to empower delegates is a valid exercise of this right. We can definitely chose to trust our "trusted servants"!

APACA's Evolving Role

Whatever APACA's mission may have been projected to be in 1986, "Exploring the best method . . ." seems to have become the operative reality in 1990. APACA Co-Founder and retired iWSO Trustee, Marty S. sees APACA as "straying from it's mission," in fact. From his perspective, APACA's single purpose is to study and evaluate the myriad 12-Step and non-profit organizational structures with a view to gleaning the most useful information and reporting this through the iWSO to the ABC. Continued support for this activity as a Subcommittee of APACA appears nearly universal within the present APACA Steering Committee. In recognition of ACA's present need and momentum toward unity, however, a sizable majority of APACA's Steering Committee favors taking a more experimental, interactive approach, as well.

If Tradition 9 is taken as a primary guide for Service Boards and committees within 12-Step programs, then any "best method" for establishing a WSO will be one that will continue to be an interactive process, . . ."directly responsible . . ." to the fellowship it serves. A permanent World Service Organization will be one that develops and evolves, as it is doing right now, in our midst. Communication and data processing technology prompts revision of

almost any previously developed organizational structure. Skills and talents necessary to shape our Service structure emerge from within the fellowship, prompted by a loving Higher Power.

The willingness to work toward a functioning World Service Organization, for ACA/ACoA/CoA as a whole was demonstrated by the enthusiastic response that APACA's teleconference outreaches commanded. The APACA Steering Committee spent approximately \$3,000.00 in 1989-90 along with many hundreds of hours of time, in its efforts. Approximately \$1,000.00 went into postage, mailing, teleconference and tape outreaches to interested contacts. Roughly \$1,000.00 of this sum was spent by Steering Committee members acting independently, in one-on-one telephone communication with each other, with iWSO Trustees and in expanding the APACA network. The final \$1,000.00 was spent in travel expense, with APACA's delegates attending iWSO meetings in December, January and February, seeking to develop cooperative rapport with the existing Board. Intergroups and dedicated individuals picked up the costs of all but approximately \$700.00 of these expenses.

Although APACA spent little money in its efforts and only really got under way in its efforts in November, a truly representative cross-section of national leadership has quickly responded. Interest and participation in APACA has grown to include 15 IGs, including many of the major population centers in the US. Although the Steering Committee membership contains many IG Officers and persons with specific skills, most participating IGs have formed an active local APACA Committee comprised of a cross-section within each fellowship.

Recommendations

APACA offers the following recommendations toward the establishment of a permanent World Service Organization for ACA:

- APACA recommends that the movement to establish a networking approach to World

Service Organization for ACA be recognized and welcomed as a demonstration of our fellowship's group conscience in action.

- APACA recommends that development of a regionalized Service structure be explored and supported during 1990-91, utilizing APACA Committee network, iWSO Regionalization Committee and IG resources (as and where they exist) to freely expand and explore these options.
- APACA recommends, as a transition step toward a functional WSO, that the current iWSO Board adopt a policy of holding quarterly meetings, utilizing teleconferences, to extend Board membership to qualified individuals representing IGs from throughout the fellowship.
- APACA recommends, as a transition step toward a functional WSO, that the current iWSO Board adopt the attached "Transition Bylaws"¹ designed to facilitate improved cooperation between all facets of ACA's Service structure as it presently exists.

We wish to extend our appreciation for the opportunity you have given us to serve in 1989-90. We look forward to continued gradual progress in 1990-91! (Yours in recovery, etc.)

¹ Inclusion of this recommendation is contingent upon the Bylaws Subcommittee having some to propose by the ABC.

APACA Steering Committee Members: 1989-90

CHECK
 SPELLING, ETC./
ADD YOUR NAME!

Alex R. Phoenix Intergroup

Kathleen W. Humboldt Intergroup

Peter G. Chicagoland Intergroup

Mark L. Connecticut Service Board

Bob N. Connecticut Service Board

George S. Connecticut Service Board

Lyle F. Dallas/Fort Worth Intergroup

Jim W. Humboldt Intergroup

Joyce D. Los Angeles/San Fernando Valley Intergroup

Carolyn P. Minnesota Intergroup

Jim M. Minnesota Intergroup

John E. Minnesota Intergroup

Gary M. Omaha/Council Bluffs Intergroup

Judy C. Orange County Intergroup/iWSO Trustee

Scott G. San Francisco Intergroup

Larry McL. Seattle Intergroup

Judith E. South Sound Intergroup

Joanne O. iWSO Trustee

Tom B. iWSO Trustee

Marty S. iWSO Trustee, (retired)

Proposed Agenda, APACA Teleconference, Mar. 11, 1990.

I. Report from Alex/iWSO. Alex's comments and the iWSO Meeting Summary will be used to provide a structure for discussion of the following:

1. **APACA funding.** APACA ballot item for a "60-20-10-10" 7th Tradition distribution not included as written.
2. **Ballot Items, Preparation of 1990 Ballot/Group Conscience Items.** APACA Steering Committee Joyce D. (LA/SFV) met with Board twice.
3. **Expanding the Present Board & Quarterly Meetings, IGs as iWSO Members.** Not taken up for discussion by Board in February.

II. APACA Annual Report. Motion to accept? Second? Discussion.

1. **Evolving Regional Service Centers, Regionalization.** Does this concept seem supported by reality and accurately expressed in the report? Are the advantages and disadvantages expressed with sufficient balance?
2. **Toward A Workable Network.** Are these suggestions expressed clearly, and do they represent the ideas of those who conceived them?
3. **Features of and Concerns About the Present iWSO.** Are these important points to include?
4. **APACA's Role.** Do you agree with the direction expressed here? Do you see other directions?
5. **Recommendations.** Are these acceptable? Are they worded clearly? Can we do our part in facilitating them?
6. **General Comments:** Do you like the tone and direction this report takes? Are there additions or deletions you would like to see made?

III. APACA Caucus Items for 1990 ABC

1. **APACA "Bones".** Caucus on APACA's mission, structure. Reports from Subcommittee Chairs on mission statements, pamphlets, by-laws.
2. **An "Us & Us" Policy in World Service.** Caucus on principles we wish to see embodied in any ACA World Service structure we do adopt, and how we see ourselves moving toward our WSO goal. Goal setting for 1991 . . . 1995. Establishment of Subcommittee on Service guidelines.
3. **APACA Forums: How & Why?** How can we gather questions from the fellowship to the Steering Committee? Report on 1990 experiment using IG Newsletters to reach both the local fellowship and the IG network, with compilation of ACA demographics survey for 1990 ABC. Forum topics for 1990-91: Should "forums" replace ABC ballot items in some (many) cases? If so, which? Should forums be "advisory" or "mandates" to Trustees/WSO?

HUMBOLDT ACA INTERGROUP

P.O. BOX 6672, EUREKA, CA 95502

(707) 443-3836

June 11, 1990

ACA/iWSO Board Members
P.O.3216,
Torrance, CA 90505

For the benefit of those who are new to the iWSO and unfamiliar with the activities of APACA, here is an outline indicating which of APACA's expenses are and are not being billed to the iWSO as committee expenses under the 1987-88 Annual Business Conference mandates, along with copies of our expense receipts:

1. APACA hosted four fellowship-wide world service issues teleconferences plus a special focus teleconference on suggested revisions to the iWSO bylaws. Actual costs of these events were agreed to be **paid by the participating IGs**, with the Chicago bank account (administered by Peter G.) used as the clearing center for the funds involved. With the exception of the last teleconference (April 1, hosted by Humboldt), all teleconference expenses have been cleared. Peter has been requested to forward the remaining Chicago account funds to Kathleen W. to cover the April 1 teleconference expense (billed to her phone). Surplus, if any, will be applied as the Chicago Intergroup requests. **No teleconference phone expenses are being billed to iWSO.**
2. Before and after each of the teleconferences, reports, summaries and comments from various participants were compiled and mailed from the Humboldt Intergroup to 60+ Intergroups and individuals. **These mailings ranged from 6 to 18 pages each. Printing, postage and supplies for these are being billed to the iWSO as a fellowship expense.** Approximately 300 hours of report preparation, computer programming, clerical and other labor was donated to this work by Kathleen W., Charlie T. and Jim W. of the Humboldt IG for which no compensation is requested. APACA Steering Committee members at Chicago, Minnesota, Seattle, Phoenix, Dallas and Connecticut also contributed many hundreds of hours of skilled labor in printing, research, law, and writing, along with some direct mailing expenses for which no compensation is requested. Approximately 1,400 miles of travel expenses by auto to Los Angeles from Eureka, CA (Dec., 1989) were contributed by Jim and Kathleen W., and Minnesota and Phoenix APACA Steering Committee members also traveled to Los Angeles to attend Board meetings in January and February, 1990, respectively, at their own expense.
3. The "Who Are We?" survey was designed, circulated, tabulated and compiled as graphs at the Humboldt IG, with the help and support of APACA reps worldwide and 1647 ACA's. This effort was a mandated forum outreach to help resolve questions facing the fellowship regarding its identity. Approximately 200 hours of survey design, programming, data entry and graph/text preparation labor were donated, mostly by Kathleen W., Charlie T. and Jim W., in carrying this project to a successful

conclusion between October, 1989 and April, 1990. Three outreaches were made to the IGs to encourage participation. The first outreach was included in a Humboldt newsletter for which the iWSO incurred no cost. The other two outreaches were mailed directly by APACA, piggyback with the teleconference mailings. **Costs of mailing and printing were combined with the APACA reports; no separate billing has been made for the Survey.** Final tabulation of the materials, by regions, will be the feature of the Summer Humboldt newsletter, and no charge to the iWSO is being made for that outreach.

4. The APACA Steering committee engaged in telephone networking as a primary means of developing consensus on the many ideas and concepts it developed. As the person who had primary responsibility for writing the reports, Kathleen W. initiated much of this activity. **Expense for these calls is billed to the iWSO.** Evening and weekend phone rates were utilized much of the time to minimize the costs. National synthesis of perspective was achieved on the issues covered in the APACA papers and reports by means of this direct clarification and discussion in a very short time (less than 5 months.) Regional perspectives on such matters as representation, fellowship identity, use of special purpose formats and other literature were respected and mutual satisfaction achieved among participants. (Cost details attached.)

We have not received payment for the attached expenses, although some of them were billed in March, 1990 (via Peter G., then-APACA Treasurer). The Humboldt ACA Intergroup billed iWSO directly on May 7, 1990, and sent a follow up reminder two weeks later. We also asked that Kathleen W.'s report on the 1990 ABC be reprinted in the Comline, and that iWSO provide the IGs with a printout of the April ABC votes, by meeting, because the data reported at the ABC was clearly inaccurate.

We have received no written response at all. We did have a 1 minute phone call on June 9 from Board Chairperson Scott D. indicating that the repayment matter would be resolved at that day's Board meeting, followed by a call from Board member, Josie E., on June 10, indicating that the matter had been tabled and requesting additional detailed copies of our receipts.

Yours in recovery,

Jim W. (Welsh), Humboldt ACA Intergroup Co-Chairperson.
Charlie T. (Thompson), Humboldt ACA Intergroup Treasurer.
Kathleen W. (Welsh), former APACA Co-Chair & World Service Representative.

HUMBOLDT ACA INTERGROUP
P.O. BOX 6672, EUREKA, CA 95502
(707) 443-3836

Sunday, June 24, 1990

IWSO Board,
C/O Josie E.,
Box 150331,
Arlington, TX 76017.

Here are the copies of the out of pocket APACA expense receipts you requested on June 10, along with copies of materials developed and circulated by APACA during the period September, 1989 and April, 1990.

With regard to the work APACA did for the ACA fellowship, you as a Board are faced with an obvious choice: (a) You can chose to validate and join with us in celebrating the dedication, wisdom, inspiration and cooperation that we were privileged to experience with each other — thus claiming unity, acceptance and progress in the care of a Higher Power for our entire fellowship, or (b) you can do something else. The APACA materials will become part of ACA's World Service archives, to be drawn upon over the years to come.

If you choose to validate us as individuals and members of the fellowship — thank us, appreciate our hard work and invite us into full participation in the further development of the service structure — I think you will be demonstrating the "serenity, courage and wisdom" some of you used to like to sign your letters with. You'll have earned my respect in such a generous act and I feel that a Higher Power will be working through the iWSO at last. Such a happy conclusion to our fellowship's strife is reason for all of us to rejoice.

And what if you don't? The realistic threat of being the object of your rejection, fear and hate is probably the sickest prospect I've ever faced as an adult. To think of 25 people (or 2,000 people, for that matter) being encouraged in a 12-Step service structure to see themselves as so threatened by a member's feedback that they are justified in acting out their fears in a frenzy of abuse is like seeing a pit of torment with "Keep Coming Back" signs on the walls!

What I have experienced in connection with the iWSO has been a very active form of disrespect for the hard work and consistent efforts that are represented by my recovery, and by the recoveries of those I've worked with here and throughout the APACA network. It's as though we exceeded an invisible "standard", thus challenged the existing power-structure. Paradoxically, only those with little understanding of what recovery really means are likely to feel threatened in this way. Those who feel threatened by the skills, talents or abilities of others need to be encouraged to know that a loving Higher Power can and will give them gifts of similar value — if they'll allow it.

Threatened people do belong in recovery, but fear cannot be the basis of action in the service structure. We must actively and energetically give the service structure back to God. Instead of abandoning the welfare of ACA as a whole to people with no qualifications beyond

showing up x-number of times, I suggest we start again. Fear and confusion aren't going to just go away by themselves. We have to take responsibility to end the horrible process that has infected the iWSO structure and has led to the exclusion, rejection or exhaustion of dozens of others as worthy and as willing as we are. We need to do this before we are all so injured by living in an atmosphere of fear that we carry it to the IGs and threaten the long range viability of ACA itself. I suggest we keep it simple and that we honor such principles as inclusion, rotation of leadership, trust and reliance upon a Higher Power. I strongly suggest that we eliminate everything that is not in strict accordance with these principles. Let's act immediately to simplify what we do at a World Service level to essential services, with clearly defined procedures, including a procedure to revise and refine what we do over the next few years.

When I wanted to speak at the ABC, prior to the election, this is what I wanted to say. I want to say this more than I want to try to collect \$800. for the work we did in 1989 - 90. I want to say this because I love you and I love this program. I've had enough experience in recovery to know that what the iWSO has modeled over the past four years and is modeling still isn't a path that leads to healing. If you think that you can "save the program" by rejecting input from even one member who is honestly working a program, then you are kidding yourselves. Getting rid of an inconvenient truth is denial, and denial is disease.

Like many of you I have children who will need this program, and also, as an orphan who was left to make my own way in a world without family, I identify with the special needs of the poor, the powerless and the "throwaway children" of our world. Friends, I'm personally very clear in my heart that I'm not a "throwaway kid" today. Thank God for giving me that realization of my value. It's a blessing of recovery that I owe to you and to the 12-Steps.

I do hope some of you hear me speaking from the unity which is a present reality each and everyone of us can choose to claim. I hope and pray that you will not buy into the illusion that some "service goal" is more important than claiming this. We need each other and we need to make it safe to actually recover and get well. Little sweeties, don't hang "Keep Coming Back!" signs on doorways into torment and rejection. God has a better plan, if we'll rely upon it.

Yours in recovery,

Kathleen W.
Humboldt ACA World Service Representative.

Kathleen W. (Welsh), Humboldt ACA Intergroup,
GSN Committee, Box 6672, Eureka, CA 95502
(707) 443-3836

January 18, 1990

Jim Monroe, Co-Chairperson, GSN Committee,
Box 25166, Minneapolis, MN 55458-6166

Hi,

Reflecting on our conversation today, there's a few points I'd like to bring up that I think are going to need to be addressed in resolving the conflict from our end:

1. We've put a registration form in the GSN manual, requesting 20% of meeting/IG 7th Tradition funds be sent to GSN and 20% be sent to the IG GSN Delegate. That's different than sending 30% to IWSO and 10% to a Regional Delegate (or visa versa, as Washington DC & Dallas regions have it.) We came to propose this system after a lot of discussion with various people as to how much money is needed to provide the different levels of service — as an abstract formula. There isn't a single system in operation now. We have also requested funds because we've incurred expenses in doing the work for the GSN manual, and in printing and mailing it and other correspondence. We haven't had a way to get paid because the fellowship isn't unified on this point. I hope the IWSO will agree to cover the \$1,000. or so that we've spent — as a part of a healing process. But what's done is done and if the fellowship isn't unified on this point yet, as a primary author of the GSN materials, I feel it's more important that the fellowship have the materials and our work be written off as a contribution in lieu of cash.
2. Trustee, Michael S. cited my asking Claire, Josie and Mark to consider resigning the IWSO and sticking with GSN as an indication of GSN separateness, or an intention to be. I feel personally targeted by this issue being brought up, since, indeed, it is a matter of gossip. The letter wasn't a GSN communication and I'm not sure how Michael came to be involved in discussing it. As you know, I spoke on behalf of those of here at Humboldt who were quite discouraged at that time, but who, nonetheless, have come to applaud the way this year's trusted servants have cooperated. I'm not quite sure what's appropriate; we aren't ashamed of our doubts about the viability of the IWSO structure last Fall, in the light of past history and the fact that some of those we knew and trusted were leaving the Board. If it helps in the healing, I'm ok with you sharing the letter, which I attach.
3. On the matter of turning the GSN materials over to the ACA fellowship, let's affirm our confidence in the good that has been demonstrated this year and make a leap of faith. I vote that we sign the copyright over to the IWSO, either immediately or upon the Board's ratification of revised bylaws per Claire's committee with Bob N. I don't favor a move to turn it over to "the fellowship" if that would duplicate the APACA dilemma. A presentation after the fact would be very healing for us all at the ABC, and I hope you will work toward seeing that sort of happy conclusion. You deserve it as much as anyone does!

Much love,

Bylaws By-Line

PUBLICATION 3/ Dec 1990

A REPORT FOR THE IWSO INCORPORATION COMMITTEE

Chairman:

Clair Z-MN

Committee Members:

Scott G-CA

Gary M-NE

Tom E-IL

Tom B-CA

Joanne O-CA

Jen J-
CANADA

Maureen S-PA

Monte L-NE

Josie E-TX

Mark L-CT

Bob N-CT

Bylaws Committee Report

The 1990 Bylaws Committee (formerly called the Incorporation Committee) has met several times by teleconference and at face to face IWSO Board meetings.

We have looked at and discussed the various options to a World Service Structure for the ACA Fellowship. We've reviewed other 12 Step organizations such as O.A., A.A. and N.A. as well as the structure as suggested by the General Service Network. We've looked at our Bylaws, other 12 Step bylaws and kept a copy of the Traditions close at hand as a guide.


The main concern raised by the fellowship in the past was that the current structure didn't allow the process of group conscience, was not a geographic representation and was a top down structure per the bylaws.

Each of these concerns has been discussed repeatedly since April 1990 in the Bylaws, Regionalization, and Ballot committees as well as at IWSO Board meetings. (Please note that most of these meetings are by teleconference and any ACA'er is invited to take part.) Progress has been made, although some of it has been two steps forward, one step back. We've discovered that change is possible only through the evolution of ideas. Someone or a group presents an idea and when it goes through group conscience process it gets digested, refined, people ask questions: why... how... they become informed and then a suggestion is offered. The IWSO is offering lots of suggestions and ideas this year. Your feedback is the only way we know whether we are on the right track.

Group conscience is a process - a group process. On this committee as well as on the IWSO Board, once an issue or concern gets presented, discussion or a motion occurs. Then more discussion. Many times individuals' interpretations of the Traditions or of logical procedure is exactly opposite. When

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there is no consensus, then the issue is either tabled so that further group conscience can be sought via contact with our Intergroups or groups. In one case (the issue of APACA reimbursement) the IWSO Board was so divided that a Group Conscience Survey was prepared so that the Fellowship can decide. 


While the IWSO Board is beginning to be a mini forum for group conscience, the Annual Business Conference's ballots, group conscience surveys and caucuses are the standard process for gathering this fellowships group conscience. The Ballot Committee has worked hard to standardize the ballot process so that each issue is fairly presented.

Currently each registered meeting is allowed a vote and the opportunity to send a voting delegate to the ABC. The Bylaws committee has examined this process. And we have these questions. Is one meeting / one vote really the fair way to vote on these issues?

Now that the ABC's are moving around the country, the area hosting the ABC has a higher representation on matters being discussed. Even so, out of over 1400 registered groups, less than 300 returned ballots. Is that really group conscience?

Upon further examination of one meeting/ one vote/one delegate the concern was raised regarding the delegates familiarity with the issues. In the past uninformed delegates have cast votes when not fully aware of the issues or their impact on the fellowship. Is there a better process for the gathering of an informed group conscience?

Also mandates have been set by the ABC for the IWSO's activities without regard for the magnitude of the task at hand.

 The 1989 ABC Ballot item #9 "Shall CSB/IWSO rework the bylaws and submit a new set of bylaws for ratification at the 1990 Annual Business Conference?" passed and became a mandate from the Fellowship to its Board. Although this task has been worked on by individuals and committees it has not been accomplished. However there is progress.


This Bylaws committee has realized that the bylaws and service structure of the fellowship are an evolving group process. Any attempt to present a set of bylaws without abundant group conscience discussion is against the Traditions. Further Bylaws cannot predict the future, they should evolve rather than laid now.

So what is the Bylaws Committee's mandate? From the 1989 ABC: to present a set of bylaws to the Fellowship for ratification. From its own committee: to rewrite the bylaws to fit the needs of the fellowship in a holistic way rather than a piecemeal approach, but to include those changes that would help the IWSO function in day to day business. From the Committee Chair today: to present a set of Bylaws to replace the 1986 and 1989 versions that is a bare bones Traditions based set to which we can piecemeal in the changes as needed so that the ACA Fellowship and the WSO Corporation can function in a harmonious holistic manner.

This Bylaws committee is an active, geographically representative committee of ~~the~~ people (some on the IWSO Board and some serving from the Fellowship at large.)

I propose that this committee open itself up further to the Fellowship. That at the 1991 ABC Bylaws Committee caucus we distribute a new Traditions based set of Bylaws, not as a finished product but as a bare bones starting place. Then the piecemeal approach tried earlier this year may work more effectively. Then we solicit new members from the Fellowship at large to serve on this committee. Further we present a preplanned calendar of Bylaws teleconference dates. And that we submit the following Ballot items to the 1991 ABC.

1) Shall the Bylaws Committee of the IWSO and ACA Fellowship be granted additional time to prepare a set of Traditions based Bylaws with portions to be ratified at each ABC until a complete set is ratified?

Background: Bylaws were written in 1986 to incorporate the Adult Children of Alcoholics Central Service Board as a legal non-profit organization. As I understand that process more time was spent in consideration of California legal requirements than with the manifestation of a Traditions based set of bylaws. 

A 1989 revision has gotten much criticism from members of the Fellowship. And citing the Bylaws in the past has been a means of stonewalling a group conscience process. By submitting this set of Bylaws as a discussion piece and the teleconferences as a group conscience process the end result will have evolved along with the service structure and needs of the Fellowship. *And this will take time if it's to come from group conscience*

2) Shall the Bylaws Caucus at the 1991 ABC be allowed to set the issues of Quorum, (anything that needs to be set so that work can be done the

following year)?

Background: As the 1986 Bylaws are set aside operationally, rules for functioning need to be set so the process can continue to evolve. Assessments of the process need to be heard. Changes discussed and if better, they should be implemented by consensus.

There is a need for some committee to undertake evaluation of the policies and procedures of the IWSO. To solicit feedback to hear individual needs and bring those needs in a respectful manner to a forum where they can be aired and compromise and resolution accomplished. Much of the conflict with the former APACA committee was that they wanted change. That conflict continues with the GSN.

One of the tasks of the Bylaws committee could be to evaluate whether or not what we have in place is working. As a Board of a Fellowship we need to listen and remember that this board is at the bottom the service structure. The group is at the top, their service committees the next level down.

In this Fellowship to point to weaknesses in the current structure is not divisive. It is to work toward the Unity which can only exist when a 'loving good as expressed through our Group conscience' is in charge. Creative ideas, strong opinions, new perspectives - whether they prove workable or ill-conceive -- represent aspects of returning health and vitality among empowered, self respecting human beings. Individuals need to be empowered by the Service structure, not restricted or repressed by it. Individual initiative poses little threat to our program as long as we, and an organization remain Tradition-centered. If communication remains open and feedback is encouraged, our 12 Step program will remain both vital and unified." 1

Our corporation must take its business to the Fellowship "when in doubt, send it out".

If a group feels it has to break off in order to be heard, then our corporate policies and procedures have failed our Fellowship. Being heard is a part of the digestive process. It initiates the process called Group Conscience. A Board doesn't have to protect its membership from conflict--we merely have to provide a fair consistent forum to facilitate resolution.

Attached is the agenda for the next Bylaws teleconference. Please prepay \$25 if you wish to participate.

\$25 to me if

Thanks
Caine Z.

Charlie T., Treasurer, Humboldt ACA Intergroup
2021 B Street
Eureka, CA 95501
Tuesday, January 30, 1990

Kathleen W., APACA Co-Chairperson
P.O. Box 6672
Eureka, CA 95502

Dear Kathleen,

I just reviewed a copy of Board Member Tom B's letter to APACA dated 12/23/89, and am curious as to iWSO's official position on the issues raised. I would appreciate a copy of anything you may have from them. At any rate here is my official position - as an individual. You have my permission to share all or part of this letter with anyone you feel it may benefit.

My general comment is that concern over an issue should be framed in the context of the 12 Traditions, rather than by whether or not something is precedented in the brief history of ACA.

Tom's representation of APACA's mission is incomplete and inaccurate. The 1988 ABC did more than simply reaffirm APACA's primary mission. It also specified that APACA should include representatives from all intergroups and that intergroups should establish local APACA committees. The local committees seek their own group's conscience and share and consolidate this information within the overall committee.

These procedures promote direct communication and assure that the new WSO is the creation of ACA as a whole, not just of APACA or the iWSO. A requirement that APACA channel all outgoing communication through the iWSO was not specified, and would be superfluous and cumbersome at best.

The Fellowship has defined APACA as an autonomous committee of the General Business Conference and has directed it to continue each year until a new WSO is established. Tom's first ballot suggestion is therefore unnecessary. It is also inaccurate, as APACA was originally empowered by the Fellowship, not the iWSO.

Regarding board membership, individual volunteers who are not aligned with any meeting are either not ACAs or are not in recovery. In either case they do not belong on the board of our interim wso. People accountable only to themselves also have no place on the board of any 12-Step Fellowship. My beliefs are based on Traditions 1, 2, 4, and 9.

While Tom's view on Board membership is *not* in agreement with the Traditions, it is consistent with present iWSO By-Laws. The iWSO is a non-membership corporation and as such is accountable only to its Board. The By-Laws state that only the Board is empowered to change the By-Laws. I agree with Tom that it is not APACA's *specific* function to make recommendations to the Board. However, if the iWSO is to maintain any credibility as ACA's trusted servant, it must voluntarily change it's structure to one suitable for a 12-Step Fellowship.

Tom feels the iWSO may use the \$289.65 in APACA checks in any way it deems proper. Whatever it deems proper, there are really only three options:

1. Send the money to APACA as was intended.
2. Return the checks to their donors.
3. Misappropriate the funds.

I oppose Tom's second ballot suggestion which would give the iWSO authority to budget and approve APACA's expenses.

I favor a recommendation by the ABC that meetings or their intergroups send 5% of net 7th Tradition funds directly to APACA. Since the contribution would be direct and voluntary, "authorized APACA expense" issues would take care of themselves under Traditions 4 and 9.

In its quest for the best WSO APACA must continue to evaluate what is and is not currently working. The final analysis could well be that the best structure is a revised version of the present one. If the Board cannot accept APACA's input, then APACA's first recommendation should be that a new temporary board is needed during the transition period.

I commend APACA for its much needed help in facilitating better communication within our fellowship. I know that this is a situation in which everyone committed to our common welfare will win.

With Best Regards



Charlie T.

HUMBOLDT ACA INTERGROUP

P.O. BOX 6672, EUREKA, CA 95502
(707) 443-3836

Thursday, June 28, 1990

Jim Monroe
121 So. Washington Ave., #1816,
Minneapolis, MN 55401

Dear Jim,

Here's a proposed itinerary for the Wilderness Retreat. Larry suggested we call it a "World Service Summit." Does that sound ok to you? Humboldt people like the name and will support the plan with energy and cooperation. Sacramento may be an alternative airport, too. Access is easier, shorter. Do you or Jim & John want to consider renting a van? The Rt. 36 stretch is a very small, windy road however, so it's important that whoever drives it be experienced on narrow, steep mountain roads. Anyway, that's another option I hadn't thought of until I sat down to do the plan. Let me know right away if it seems better so I can suggest it in the flyer. I want to get the flyer out before the Board meeting, July 14, so they can consider the event if they wish to do so.

I've added Peter's corrections and modifications to the Principles section. Everyone has expressed positive feedback on those, who've said anything. I've modified the Organizational Chart to show more detail, but I can't go any further until I get some "nuts & bolts" of the proposed delegate structure — along with structural details of any proposed committees to operate the office, administer a ballot/group conscious gathering process, do public information and liaison work, etc. Will you consult with Larry and maybe Bob N. (if he's willing,) to come up with a workable plan to offer on the delegate and annual conference structure? We can modify it to suit a group conscience, but we need something tangible to circulate. This won't be a critical, fault-finding group to contend with at Forest Glen; it'll be a group that wants to actually get somewhere with direct services, I'm sure, so I hope you'll find it possible to risk sharing your concepts & let the details be worked out.

I'll send a copy of this letter to Jim & John asking them to sketch out any concrete ideas that the Minnesota fellowship has generated on the various operational committees mentioned above, based on ballot items from the past. We need to keep it simple, so that people coming to the Retreat will have had an opportunity to grasp a broad sense of a workable direction and a workable plan of action.

I'm sure Josie and Mark will have a lot to say on the proposed Workshop n.p.o. Dallas has had first hand experience having a workshop not come off (although they grew through it with courage and integrity) and so they probably will welcome the idea of having some talented help available in the fellowship. Paying for our Service needs is also sharply felt by many. Some — perhaps Larry and people in Minnesota — may have questions as to whether Traditions 6, 11 and/or 12 permit this sort of activity. Traditions 8 and 9 are a bit obscure to most of us until we face the practical problems of seeing a viable organization into existence. Anyway, it all feels good and positive.

Hope you're well & joyful! Love,

CC: JIM & JOHN, BOB N. (DC.)
LARRY, MARK, SARAH Z. (ARONA)
PETER, JOSIE, RITA, CHARLES (JIM N.),
ALEX, GEO. & MARCE, RICK L. (MBS)
BRAD W. (HOOVER/DINO),
KATHY (MONTREY-SALINAS)



(Jim
STUFF I WROTE DOWN
WHEN I CAME BACK FROM C.T.H.)

Group Consicence In Action

How To Build A Functional Organization

"A group conscience is built of trust, not paper ballots," says Bob N. (Wolcott, Connecticut.) "It's a process. We select a representative who knows our views who we trust to carry our input and bring back a reliable report. In turn, those representatives work together and get to know each other. When they select a delegate to go to a regional or national forum, the same direct trust links them and the input from the groups to the larger body. There may be times for a paper ballot, but that's got to be secondary to the grassroots structure."

"Accountability is essential," Josie E. (Dallas, Texas) states. "Trustworthiness and clear budgets go together. We need to know how the money we are sending in to any World Service Organization is being spent — who is getting paid and for what. We need to have a voice and vote in all important decisions, too. Without direct accountability there can be no trust."

Jack (Santa Monica, California) advises, "Make room for everyone who wants to serve to have the job. If you've got 7 people who want to be group chairperson, great. Have all of them be alternates and rotate leadership. Competitions are about winners and losers. Don't create losers in recovery!"

"Let's agree, from the beginning, on a simple framework and some guidelines," suggests Jim Mo. (Minneapolis, Minnesota.) "Here's a version of the Steps, Traditions and Concepts of Service. How shall we review and modify them now (and in the future) to serve us?"

"Inclusion! Healthy structure involves inclusion!" maintains Larry M. (Seattle, Washington.) "The best structure is the one with the broadest base. Just as Intergroups naturally grow out of a fellowship of meetings, regional and national forums need to be organically based and directly responsible."

"Give service as directly as possible," Peter G. (Chicago, Illinois) offers. "Keep the priorities clear. Get clear on what we're talking about, then what principles are involved, and, finally, what concrete steps need to be taken."

George M. (East Hartford, Connecticut) reminds us, "We need to keep hold of our history. What events and developments bring us to the decisions that we face now? If we fail to understand our own history, we're likely to continue to make mistakes."

"Anyone who says that the way to achieve unity is to shut off communication is appealing to an appetite many of us have for power," Kathleen W. asserts. "The idea that we can do something noble and good by eliminating those who have something inconvenient to say is the fond wish of tyrants."

"Be sure of your facts," warns Jim Mi, (St Paul, Minnesota.) "Open communication of untruths are as harmful to trust as silence."

And so it is that a group conscious on World Service begins to take form . . .