

August 2011

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The DA Focus is published quarterly on a fiscal year basis by the D.A. General Service Board and emailed to all subscribers of the D.A. eNews. It is also available to download from the D.A. website at www.debtorsanonymous.org

Seeking Class A Trustees

Thirteen Trustees are currently on the General Service Board, eight Class As (recovering debtors) and five Class Bs. The Conference is looking for another two Class As to help do the work of the Fellowship. Please see page 6 for an overview of the qualifications for this service.

New Pamphlet

The "Communicating with Creditors and Debt Repayment" pamphlet is now available. This newly combined pamphlet reviews the importance of Steps Eight and Nine and provides experience, strength and hope to the newcomer and those of us still struggling with the fear and shame of our debting.

Regional Forums: San Francisco

Several dozen D.A. members from Northern California turned out in early June for a day of service-related sharing at the General Service Board's most recent Regional Forum.

The Forum, which was sponsored jointly by the GSB, the Northern California D.A. Intergroup, and the Northern California Area GSR Group, drew enthusiastic reviews from the 47 members who attended. Among the topics covered during the all-day session were D.A.'s history, service structure, finances, literature, communications, and General Service Office, and how D.A. service entities at all levels--group, Intergroup, and World Service--can work together to carry the message to the debtor who still suffers.

Three current and two former Trustees gave presentations and answered questions on those and other topics, and were joined by panels from NorCal Intergroup and NorCal GSRs, who spoke about service activities and opportunities on the local level.

The Forum was the sixth in a series that began in Boston in 2009, and continued in Minneapolis, Los Angeles, and Phoenix in 2010, and in New York in April of 2011. The GSB has identified Houston, Washington, D.C., and Chicago as the sites of prospective future Forums, but scheduling of those is on hold pending the availability of funds. A shorter, or modified, version of the Regional Forums is planned for the Charlotte, North Carolina, area during the GSB's annual face-to-face meeting in February 2012.

Evaluation forms filled out by those attending the June Forum at St. James

Episcopal Church in San Francisco's Richmond District were strongly positive and enthusiastic about the experience. Typical comments included "It enabled me to feel much more connected to D.A. and know about the inner workings of D.A." and "It helped me see the big picture of D.A. The transparency of the [General Service] Board was great."

Most participants also mentioned gaining a great deal of information they had not been aware of before, and enjoying the opportunity to meet and get to know some of D.A.'s national-level trusted servants, as well as being exposed to many members with long-term recovery.

Each of the six Forums held to date has featured the same overall format: approximately half the time is devoted to topical presentations by Trustees and other trusted servants, and half is devoted to comments and questions on any D.A.-related topic by participants.

The Forums are based on the highly successful Regional Forums and Service Seminars held in Alcoholics Anonymous and Al-Anon for many years. They have four main goals: to offer D.A. members the chance to meet and interact with members of the GSB and other national-level trusted servants, to provide the tools necessary to build stronger groups and Intergroups and create a robust "service culture" in D.A., to make widely available knowledge of all aspects of the D.A. program, and to give members a chance to ask questions and have their opinions heard on a broad scale. ■

Communications

The Unified Style Guide, which was completed by this committee, was approved by the General Service Board (GSB) and will be made available to all writers of D.A. literature. We had previously hoped to publish four issues of *The DA Focus* and *Ways & Means* this year, but have fallen behind schedule. It is still our hope to achieve this goal. The Committee has decided that they would no longer look for an Appointed Committee Member (ACM) to work with them to increase submissions to *Ways & Means*.

Conference Support

The Conference Support Committee has worked overtime to get the contract in place for the 2011 World Service Conference (WSC). With the registration packet finalized and posted on the website, the Committee continues to work on the fine details for 2011. At the same time, we will begin negotiations for the 2012 WSC in Seattle soon.

Information Technology

The Info Tech Committee continues to discuss and request feedback from all D.A. members on issues of anonymity and confidentiality as they relate to social-networking sites, email, and other uses of electronic technology.

Info Tech is also exploring the possibility of placing MP3 audio files on the D.A. World Service website.

Public Information

The trustees' Committee for Public information (PI) has been very busy this spring. News coverage mentioning D.A. included ten articles in January, six in February,

three in March, five in April, and five in May. The PI Committee and members of the media-contact list fielded several media inquiries coming through the General Service Office (GSO). Laura P. was appointed as an ACM to conduct media-contact training. The new D.A. contact card was approved and printed, and is available from the GSO. Two opportunities for professional outreach were identified and will be staffed by World Service Conference (WSC) PI members: the University of Utah's School on Alcoholism and the Employee Assistance Program Association show. The trustees' PI Committee assisted the Hospitals, Institutions, and Prisons (HIP) Committee with a follow-up letter to federal prisons, a letter to all D.A. intergroups, and HIP's first national training conference call. The WSC PI Committee assisted in the redesign of the new Public Information page on the D.A. website. The new page is a one-stop location for all PI information to assist D.A. members in carrying our message of recovery to the public.

Literature Publications

Over the last conference year, the Literature Publications Committee published a revision of two former pamphlets combined into one: "Communicating with Creditors" and "Debt Repayment." The Committee also revised and updated the description on the D.A. website for that new pamphlet. The following were reviewed: the manuscripts for a revision of the pamphlet "Pressure Groups and Pressure Meetings" and for a new B.D.A. pamphlet called "B.D.A. Signposts and Tools," and a plan for a Newcomer's Packet. Research into the previous work on the D.A. Meditations book, and

subsequent discussions about legal issues, have temporarily postponed moving ahead with that project. The Committee worked with the GSO to oversee reprints of several pamphlets, arranged a transfer of translations of D.A. content into Spanish and German to the D.A. website, created a Lit Pub Composition Scope and Procedures document for the *Trustee's Manual*, approved a new ACM to join Literature Services, and worked with the Long Range Planning Committee to update the *Five-Year Plan*.

Literature Services

Literature Services is a subcommittee of the GSB Literature Publications Committee. Literature Services is charged with overseeing the production of D. A. literature that has been proposed by the WSC Literature Committee and approved by the Conference in concept. Literature Services participates in recruiting and approving the writers and then continues to work with those writers by providing feedback on and editing their work as needed.

Literature in Process

Debtors Anonymous Twelve Steps and Twelve Traditions (the "12 & 12")

The writer has submitted the first draft of all twelve Steps and the first five of the twelve Traditions. Those chapters have been reviewed by the Committee and forwarded to Literature Publications for their input; then, the chapters will be returned to the writer for revision. To facilitate publication, DAGSB has decided that an editor would be needed to focus exclusively on it

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Fellowship Communications

FCC has had fun working on a number of projects during the year to improve and enhance communication within DA and to the debtor who still suffers. We have produced a draft statement on Anonymity and Social Media. We have created a draft letter for groups, especially new and struggling groups, that organizes the myriad communication resources within DA. In addition we have worked on the concept of group sponsorship and supported the InterGroup Caucus.

Internal Operations

The IOC has been re-evaluating its mission this year in the light of its motion, passed at the 2010 WSC, to elevate the Tech Caucus to a standing committee. Hitherto much of the focus the IOC was to address the technical needs of the General Service Office through Howard with respect to efficient use of the internet and other technology to streamline the business end of the GSO. It seems appropriate that the new Tech Committee will now serve as that resource.

The IOC is sensitive to the minority opinion expressed in the Conference that perhaps the greater emphasis on the DA message as expressed through technology will diminish the personal contact between members and the essential conscious contact with the higher power. In short, this concern was that technology would make it easier to take the higher power out of the DA formula. The committee is looking into ways to create the environment & opportunity within do-

main of the General Service Office to utilize the staff & volunteers' power of personal contact in order to reach both the suffering debtor and the struggling DA & BDA group that contacts the GSO.

Literature

LitCom finished reviewing and following up on Issues & Concerns. We are making the following recommendations to LitCom 2011–12 for motions to present at the 2012 WSC: Motions for a second edition of *A Currency of Hope* (WSC 2011 approved the concept); a third edition of ACOH/basic text, to be fashioned after the Big Book and for it to take priority over the Meditation Book; monthly bookmarks of the D.A. and A.A. 12's; gender neutrality in existing literature as it comes up for reprinting; debit-card-sized Record Keeper; two new pamphlets: "The D.A. Promises" and "Tradition Seven: The Culture of Generosity: Beyond the Basics."

Public Information

This year's WSC PI Committee spearheaded the creation of a new Public Information page on the D.A. website, which includes information about how to conduct PI work and helpful links. It recommended that the DA Public Service Announcements be made available for free download on the D.A. website, worked with the Tech Caucus, and created an official D.A. Contact Information Card that is now available through the GSO. The Subcommittee Local and Regional PI created a method for PI reps to register with the GSO by putting a space for

them on D.A. meeting registration form. The Helping Professionals subcommittee sent out over 107 letters to helping professionals, (a complete list of organizations will be available prior at the 2011 WSC); and also planned attendance at two national conferences on behalf of D.A.: one in June, 2011 at Utah University's School of Alcoholism and Drug Addictions annual convention, and the national convention of the Employee Assistance Professionals Association in Denver, Colorado in October 2011.

The WSC PI Committee continued to host media contact trainings: one run by the former chair of the committee, and new ACM for PI, Laura P. in February, 2011, and with plans for more in the future, starting in July, 2011. They are designed to make international participation easier than it has been in the past, and the one in July will be co-lead by Victoria D. from the UK!

WSC PI Committee's burning desire for next year's committee: To continue to carry the D.A. message internationally.

Resource Development

RDC's new chair is Bob A. from Seattle, Washington—thank you, Bob! RDC continues their work on a suggested Seventh Tradition protocol for phone meetings. The Committee has begun brainstorming ideas for encouraging member participation in service (at all service levels) and communicating awareness about the concept of self-support in D.A. (at all service levels). RDC is cur-

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Jan S., Class A Trustee

My name is Jan. I'm a compulsive debtor. I arrived at the Debtors Anonymous program on March 21, 1996, a broken man, deeply in debt and in many kinds of financial trouble. I was desperate enough to take the First Step right away by admitting I am a debtor, and making a commitment to not incur any unsecured debt one day at a time. Thanks to this program I have achieved a comfortable and prosperous solvency, which I've maintained for a little over 15 years.

I was a loner member for my first two and a half years, but finally started the first permanent D.A. meeting in my home state in January 1999. It has met every week since then and I've been at almost every meeting.

After performing service at the individual, group, and Intergroup levels, I attended my first World Service Conference at Baltimore in 2001. I served as a GSR and later ISR, and was asked to join the General Service Board as a Trustee in 2006. I currently serve as chair of the GSB.

I also serve D.A. as its Archivist and historian, and believe our Beloved Fellowship will grow and

prosper if we can preserve, record, and learn from our history, and focus more strongly on the Twelve Traditions and Twelve Concepts for World Service.

In my personal life, I have worked as a journalist, lab technician, indexer for educational software, and quality control specialist for the U.S. Census. My avocations include travel, genealogy, reading the 1,000 Greatest Books of all time, visiting the world's great museums, historic sites, and natural areas, and systematically riding light rail and subway systems all over North America. I am an avid gardener and have created what I call an "urban wildlife preserve" for birds, butterflies, and other critters in my city back yard.

Words cannot express my gratitude for my miraculous recovery from the spiritual malady and soul sickness of compulsive debting. No matter how much I do for D.A., I can never fully repay what D.A. has done for me.

—Jan S.

Jeff Y., Class B Trustee

It didn't surprise me that there was a fellowship called Debtors Anonymous—there's one for everything it seems—I just hadn't heard of this one. This all changed two years ago when I received a phone call from Peggy R., another of our Class B trustees. She wanted to submit my name as a potential nominee if I was willing to apply to serve on the board. Peggy knew my background; we had both served as delegates to the General Service Conference of A.A. and our paths had crossed a few times. A "little birdie" had reported that I was available to serve. As a native Ohioan, I was steeped in the history of A.A. After twenty-six years of sobriety I can confirm that service is the secret to long-lasting and satisfying sobriety. I had just rotated out of my term as delegate and was slowly acclimating myself to the quiet life of a "past delegate for life." "The hardest part," my sponsor said, "about being a past delegate will be learning to

sit in the back of the room and keep your mouth shut." God had other plans apparently. HP spins this incredible tapestry of recovery, unity, and service in my life. My service sponsor asked one question, "Do you have any reason to say no?" I interviewed in June, was elected to the board in July, and attended my first WSC in Dallas. The warm reception I received from the delegates that year felt like a big hug from old friends. The camaraderie of the trustees made my first Conference feel like a welcome home, even as I was being handed an oar and invited to row. My time on the board so far has been a growing experience and one I wouldn't miss for the world. D.A., you have wiggled your way into my heart and I carry you all in my thoughts and prayers throughout every 24 hours.

—Jeff Y.

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and is currently seeking an ACM for that position.

Twelve-Step Study Guide

This text is tabled pending publication of the “12 & 12.”

D.A. Basic Text / “Big Book”

This book is tabled pending publication of the “12 & 12.”

D.A. Meditation Book

A Request for Proposals (RFP) was sent out, and seven possible editors/writers were identified from the responses. Legal issues and questions about previous work have to be addressed before the project can proceed.

Newcomers’ Packet

The packet has been returned to the writer with comments from the WSC Literature Committee.

“PRG/PRM” Pamphlet Revision

The writer was sent the comments from the WSC Literature Committee as well as the GSB Literature Publications Committee for review and / or incorporation.

“B.D.A.: Clarity in Business Finances” Pamphlet

The writer was unable to continue with the project. A Call for Resumes (CFR) was issued on July 31.

“B.D.A. Numbers” Pamphlet

The writer for this project was unable to submit a manuscript. A CFR was issued on July 25.

“The Annual B.D.A. Business Plan” Pamphlet

Literature Services is preparing final edits of the pamphlet. If there are further drafts needed, the pamphlet will be returned to the writer. If not, it will be sent to the GSB Literature Publications in accordance with the Literature Approval Process.

“B.D.A. Signposts and Tools” Pamphlet

The first draft was submitted by the writer, but without the Tools. Comments were sent to the writer. The second draft is still pending.

Revision of A Currency of Hope

Literature Services is working with the WSC Literature Committee via the GSB liaison to reach a consensus as to which stories are to be replaced by the Recovery Stories on the website.

Long-Range Planning

The Long-Range Planning Committee has been busy this spring. Two regional forums were held, in New York (April) and San Francisco (June). The enthusiastic attendance was well worth the effort. Forums planned for next year include Houston, Washington D.C., and Chicago, however scheduling of those is on hold pending the availability of funds. A shorter, or modified, version of the Regional Forums is planned for the Charlotte, North Carolina, area during the GSB’s annual face-to-face meeting in February 2012.

In March, the GSB appointed Bill B. as an ACM to the Committee. Bill is collecting and analyzing data for use by the GSB in long-term planning.

LRPC met with the trustees’

Nominating Committee to discuss long-range strategies for trustee selection and retention, toward the Five-Year Plan goal of filling all fifteen available board seats. There are currently thirteen Board members, eight recovering debtor (Class A) trustees, and five friends of D.A. (Class B trustees).

LRPC also assisted the Intergroup Caucus in getting their survey ready to go out to all intergroups worldwide.

The D.A. Manual for Service—D.A.’s first—was distributed at the 2011 World Service Conference.

Nominations

The Nominations Committee presented to the Board a Class A (recovering debtor) candidate for trustee, Allen T. from Sacramento. The nomination was approved, and Allen began his service immediately.

The Committee is looking for qualified members to fill the two remaining Class A trustee positions. Please see “How to Become a GSB Trustee” under the Service tab on the D.A. website.

2011 ISSUES & CONCERNS

A list of the issues and concerns received for discussion at the 2011 World Service Conference begin on page 8. Many of the items have responses from the appropriate committees. A group of issues and concerns have not yet received responses. These will be communicated at a later date.

WSC Committee Reports

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rently discussing ways to effectively pass current RDC information to the upcoming year's RDC (the new Committee will rotate in at WSC 2011).

Technology Caucus

No report.

Business Debtors Anonymous

No report.

Diversity

No report.

Hospitals, Institutions, and Prisons

No report.

Debtors Anonymous Wants YOU!

The D.A. General Service Board seeks qualified candidates for the position of GSB Trustee, either now or as candidates for future openings. Strong candidates have a demonstrated record of success in various service positions over a number of years, and meet several other qualifications.

Trustees are elected from regions, but serve as international Trustees, devoted to the interests of D.A. as a whole. There are current openings in several regions.

Candidates should meet the following qualifications:

1. Be a member of D.A. who regularly attends meetings, has a sponsor and is a sponsor, has and sits on pressure relief

2. Be committed to working the Twelve Steps of D.A. (Class A Trustees), or have a working knowledge and understanding of the Twelve Step process (Class B Trustees);
3. Have a desire to seek the will of a Higher Power, however one may conceive of a Higher Power;
4. Be committed to service as a principle of life; have a willingness and desire to grow through service with the knowledge that it will have its challenges and require a definite commitment of time, and that world service takes priority over other service;
5. Be dedicated to and active in D.A. service, as demonstrated by successful completion of service commitments on an ongoing basis, including experience and participation as a GSR or ISR at the World Service Conference;
6. Have the ability to follow through with commitments and show willingness to complete the commitment in accordance with D.A. principles, D.A. Tools, the Twelve Steps and the Twelve Traditions;
7. Have a desire and the ability to perform leadership roles in the spirit of being a trusted servant rather than a ruler and have the ability to work independently while at the same time being part of a team;
8. Be dedicated and committed to the health of D.A. and have a desire to carry the message to the still suffering debtor;
9. Understand the difference between majority rule and group conscience and be willing to work within the group conscience;
10. Have a flexible attitude and the ability to

work with other people even if the direction was not the first choice;

11. Have reliable and private access to a telephone, a computer, a printer, and email;
12. Have effective communication skills, including the ability to listen to others and speak honestly, the ability to write and deliver reports, the ability to follow up on messages and engage in the group process with the GSB, and to the ability to use the telephone, email, and the Internet;
13. Have good time management and organizational skills;
14. Have the ability to travel twice a year or more on GSB business;
15. Have the willingness to use one's full name, address, telephone number, and email address in order to communicate effectively with the GSB and the General Service Office.

The GSB Bylaws establish a maximum of 15 Trustees, including a maximum of 10 Class A compulsive-debtor Trustees and a maximum of five non-debtor Trustees. Class A Trustees are those who have arrested their compulsive debting, have not incurred new, unsecured debt for a period of at least three years, and who are living so far as possible within the concepts of the Debtors Anonymous Twelve Steps. Class B Trustees are those who are not now and have not been afflicted by the disease of compulsive debting and who express a profound faith in the D.A. program. Trustees elect their own successors from among all interested parties, subject to approval at the next annual Conference.

GSB Trustees serve for a three-year term, and may renew their service for another three-year term, for a total of six years. New Trustees may join the Board at any time during the

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D.A. Wants You!

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year; however, their term of office begins when they are ratified at a World Service Conference.

For more information about how Trustees can be nominated, please see the D.A. website

www.debtorsanonymous.org.

Click the link on the left side marked "Service" and read "[How to Become a GSB Trustee](#)" for details near the bottom of the page. We encourage those who are interested (or know someone who is interested) and meet the qualifications listed above to consider submitting a nomination package.

GSB Committee Reports

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Finance Committee

The Finance Committee is working hard to close out D.A.'s fiscal year, which ended 6/30/11, compile the year-end financial reports, and create the spending plan for the new fiscal year (7/1/11–6/30/12).

The Committee is still looking for someone with at least three years of not incurring any unsecured debt who would be willing to serve the committee as an ACM. For more information, please visit the "Open Service Positions" page of the D.A. website.

The table compares planned and actual income and expenses through D.A.'s third fiscal quarter, which ended 3/31/11. Note that the projected figures are for the entire fiscal year (7/1/10–6/30/11), while the actual income and expenses are for 7/1/10–3/31/11. The plan vs. actual report for the entire fiscal year will be released at the 2011 WSC.

	Plan 7/1/10 to 06/30/11	Actual 7/1/10 to 03/31/11
Group Contributions	44,000.00	37,733.32
Individual Contributions	21,000.00	22,133.10
Other Contributions	0.00	259.75
World Service Month	2,000.00	648.67
Pamphlet Sales	41,000.00	29,942.35
Book Sales	20,000.00	14,698.69
Audio Visual Sales	100.00	370.94
Shipping	11,800.00	7,898.29
WSC Income	52,000.00	46,442.10
Miscellaneous Income	3,000.00	6.22
Interest Income	1,000.00	260.10
	195,900.00	160,393.53
Pamphlet Printing	18,000.00	16,147.21
Book Printing	2,500.00	2,071.10
Audio Visual Duplication	500.00	367.15
Production Costs	6,400.00	2,150.00
Shipping & Postage	9,000.00	6,349.77
Shipping Supplies	1,000.00	926.58
	37,400.00	28,011.81
Board Administrative & Travel	28,150.00	16,995.45
General Administration	36,200.00	3,878.45
Office Administration	11,530.00	12,939.66
Payroll Expense	66,000.00	44,430.50
WSC Event Expenses	47,000.00	57,203.00
WSC Committee Expenses	5,000.00	2,841.59
	193,880.00	138,288.65
	35,380.00	5,906.93
	0.00	0.00

Unaudited - for information purposes only

Responses to Issues & Concerns from the Fellowship from the 2010 World Service Conference

CC = World Service Conference committee
GSB = General Service Board committee

NOTE: A number of issues & concerns were responded to at the conference by assigned committees. These responses have already been published in the 2010 World Service Conference Report, available for download at www.debtorsanonymous.org.

Issue 10-01 GSB-InfoTech

CITY: Brookline MA
GROUP NAME: Steps, Tools, & Resources of Entrepreneurship
GROUP NUMBER: 102

With the goal of carrying the message of DA recovery to the widest possible audience, we propose that DA follow the example of Alcoholics Anonymous and post the text of all DA conference approved pamphlets on the DA web site in a read-only format.

RESPONSE: *Because individual and group contributions cover only about one-fourth of DA's annual spending plan, the Fellowship is dependent on the sale of pamphlets and other literature to cover its costs. Better than 50 percent of our revenue comes from such sales—without them there would be no General Service Office or many of the other services DA offers to its membership. However, a large number of non-revenue producing pieces of literature are available on DA's web site for viewing and/or free download. This includes most of DA's service literature, and several recovery pamphlets that have been discontinued because of poor sales.*

Issue 10-02 CC LitCom

CITY: Minneapolis
GROUP NAME: South Minneapolis D.A.
GROUP NUMBER: 1101

We need a Big Book! Big Book and 12 x 12 specific to D.A. (like O.A. has) Big Book, 12&12,

RESPONSE: *"The 12 Steps and 12 Traditions of DA" is currently being written. An author has been hired, who has submitted eight steps so far for review by the Literature Publication Committee. The approval and publishing process is scheduled to continue to timely completion. A "DA 12-Step Study Guide and Workbook" is planned to follow the finished 12+12.*

A DA basic text, "How It Works," is in Phase I of the literature publication process. An author will be hired when the fellowship has sufficient resources. The "Currency of Hope" has been reviewed by the Literature Committee to update before its next printing; revisions are being proposed for approval to the 2010 World Service Conference.

The Literature Committee is discussing what should constitute the "Big Book of DA," pending completion of the above-named books already in process. Members are advised to continue using the Big Book of AA as a basic text, substituting DA-related words for alcohol-related terms, at least until a recommendation is made for a DA Big Book.

Issue 10-03 GSB- LIT PUB

GROUP NAME: Prosperity BDA (internet group)
GROUP NUMBER: #1136

Over the past several years, we have had a "DA Primer" posted to the group by a member (the poster does refer to it as a "DA Primer" in the body of the work and in subsequent discussion) It arrives in 21 consecutive emails over several days and is copyrighted. Controversy has arisen each time it has been posted as some group members consider it literature and contrary to DA Traditions regarding non-DA approved literature, while others consider it a legitimate share as it includes some of the poster's own experience.

The list members engage in cross-talk and lengthy discussion in the process of sorting this out each time it appears. In an attempt to settle the matter, it was suggested that the topic be moved to the business meeting (on a separate list) and a motion made to clarify the group conscience. For that reason, the following motion was made during the June 2010 business meeting: Motion 1: That any copyrighted and/or published work posted to this list be first submitted to and approved by the World Service Conference of Debtors Anonymous. This motion was passed. Clarification is requested on defining "literature" in line with DA Traditions and group conscience, as well as guidelines in handling such disputes. Further clarification is requested regarding copyright: It was pointed out during discussion of the motion that all email posts to any list-server are automatically copyrighted and

therefore, any and all posts to the list would be in violation of the group conscience as expressed by the motion. As a result, some members have declined to post so as not to be in violation of the group conscience, while others have written a statement ceding copyright to DA. Although there is expectation that the motion will be rescinded in the next business meeting to avoid this complication, clarification on the rules of copyright as it applies to DA is requested. Thank you for your service, Sheila

Issue 10-04 GSB Com Com

CITY: Worldwide telephone meeting
GROUP NAME: DA and Health Issues
GROUP NUMBER: 1176

We are writing to request that the DA World Conference begin to address the urgent needs of DA members with health issues, such as by creating literature on DA & Health Issues. Debtors with health issues have a special place in DA. We have higher expenses (because of our medical expenses), but less ability to generate income, than other DA members. In fact, outside of DA, most people who choose bankruptcy do so because of medical debts. This issue is critical in order to address DA's primary purpose: to stop debting and to help the debtor who still suffers. DA members with health issues have difficulty achieving abstinence from debting, even after years in DA. Our lack of abstinence affects our local DA groups and DA as a whole. Meanwhile, we feel shame and may even withdraw from DA because of lack of understanding. For this reason, we request your urgent attention. Because of our health issues, we cannot attend the World Conference to urge our case. We are, however, submitting a concept to the Literature Committee (attached) for a piece of literature on health issues. We urge both the Literature Committee and the membership at large to support our request. Thanks to each of you for your service. -- Tuesday DA & Health Issues Telephone Meeting (Group #1176)

RESPONSE: *Thank you for your concern. Would you be willing to write a summary of this letter for Ways & Means to invite discussion of how D.A. members use the Steps and Tools to resolve health issues without incurring unsecured debt?*

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Responses to Issues & Concerns from the Fellowship from the 2010 World Service Conference

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Issue 10-05 CC-Conf Com

CITY: Minneapolis

GROUP NAME: Saturday Prosperity DA

GROUP NUMBER: 276

Issue for the DA GSB: We request that the GSB create a motion to change the Charter to require that the World Service Conference approve any subsequent votes to change the Charter or change the Twelve Steps, Twelve Traditions or the Charter of DA. The only way to stop these costly, constant attempts to override the previous decade of votes is to free the DA Fellowship from the tyranny of a few. To do this, the Charter must be changed to require that any votes be approved by the WSC. Thank you for your service.

Issue 10-06 CC- FCC

CITY: Minneapolis, MN

GROUP NAME: South Minneapolis DA

GROUP NUMBER: 276

Outreach and support for the newcomer. Growth of fellowship

Issue 10-07 CC- CONFERENCE COM

CITY: Dallas

GROUP NAME: Prosperity

GROUP NUMBER: 364

What progress was made on this issue? Did not find anything in *DA Focus* about this. Suggest or strongly recommend that GSR terms begin and end in July. Even if a new GSR is elected in January, and may want a bit of time to get up to speed by meeting with the exiting GSR, have the official term begin in July, right before yearly conference. That way the incoming GSR knows they are attending conference and can plan, but start actual work on the conference-year calendar. Each conference we form committees in August. Certain committees I have served on lose a half to a third of the members due to GSR terms ending at the first of the following year. This reduces the work that gets finished and the 3rd and 6th year GSRs have valuable experience that is lost for 8 months of the subsequent conference year. This year is a great example...from December on we had HALF to a THIRD of our committee members working.

Issue 10-08 CC-Lit Com & GSB ComCom

CITY: Dallas

GROUP NAME: Prosperity

GROUP NUMBER: 364

ONE MORE TIME: Officially declare Under earning, Clutter, and Workaholism as outside issues and begin the process of removing all mention of these from DA literature. Debtors and the assorted stragglers we have accumulated have lost sight of the fact that DA is NOT a "support group" for generic "money trouble." This is especially problematic for debtors trying to recover in fellowship with under earners. I have a lot of friends in my DA community who went to DA for years but never really debted, just under earned & lived in poverty. They worked & worked DA but did not progress very much. Then UNDEREARNERS ANONYMOUS was founded. It is still pretty small & most meetings are on the phone. Here is the thing: DA friends of mine who spun their wheels in DA for years started working the 12 Steps from the Big Book, but for *under earning*. These UAs began using their UA tool of keeping a TIME record rather than a SPENDING record. All of them had DRAMATIC transformations as a result of working the steps specifically on under earning; SEPARATE from Debtors Anonymous, *with fellow under earners*. I did not want to see my under earner friends in my DA community go away from DA...As a debtor given to grandiosity; I wanted a BIG EXPANSIVE FELLOWSHIP. I sure did not want to be alone with this disease. But I was a total failure as a sponsor to an under earner. WHY? Because of Step 1. That thing that I do, even when I know better, even when I see all the trouble it causes, and even when I want to stop, but can't, THAT IS THE THING I AM powerless over. For me that is compulsive debt. But when I exhibit *under earning symptoms*, I notice them and just quit doing them. I have the will power to stop. I lack the needed empathy to be helpful because compulsive under earning is not my disease. So, no UA should ever settle for debtor-me; any more than they should settle for less money than needed. Here is how I have seen the DA fellowship shoot itself in the foot: The real grandiose debtors tend to bite off more than they can chew. In that vein, we debtors took on the attempt to help the still suffering under earner, *even though we are not under earners ourselves*.

WE DEBTORS give in to the false thinking that we are just trying to be inclusive and expand the fellowship. But we do not understand the UA disease, and we *over-obligate the DA agenda to a problem where we can never be helpful, the same way us debtors incur debt we can never repay. The under earner's pamphlet is a well meaning but wrong-headed distraction from compulsive debt recovery.* What I have heard in my own fellowship is, many UAs share they just do not relate to the shopping, spending, debt accumulation, and other acting out shared by debtors. But the raw poverty of the UA is not a safe space for the wealthy grandiose debtor to share the shameful compulsion for conspicuous consumption, any more than the UA needs to be in the rather intimidating environment of those high spenders. And many debtors share, after the meeting, that they feel MORE shame listening to the impoverished UAs, so much so that a lot of them go out and *binge spend right after the meeting*. Many real debtors wind up at a "DA" meeting where the purpose has been co-opted by the under earners' agenda. The real compulsive under earner, in my experience, is typically not compulsively debting at all, but, just like they settle for less money than needed, they settle for DA. (If the under earner is not debting, how can he or she have a desire to stop debting?) The REAL Compulsive Debtor does hear his or her symptoms and does not stay. The still suffering debtor does not see hope and the DA *primary purpose is lost*. THE THING IS, BOTH addictions result in a *circumstance: "MONEY TROUBLE."* But the addiction that CAUSED the money trouble is very different, as I witness it. But we both have a common *circumstance* to co-miserate about and so our addictive minds get distracted & deceived. What happens in meetings when these two addicts collide, is there is a lot of co-miserative sharing about *crappy circumstances*, but no clear defining of what the compulsion IS or the solution to stopping it. The cunning baffling powerful thing is, *anyone* can benefit by recording expenses, compiling numbers in columns and categories and planning spending. *So many who wind up at DA find our pamphlets beneficial.* But that does *not* mean necessarily that they are *addicted* compulsive debtors who

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MUST take the 12 steps. The way this appears to me is: BOTH DIS-EASES are valid, but unique.... The "admitting;" the sharing, the confessing of one is significantly different from the other. WE BOTH DESERVE A SAFE ENVIRONMENT to share the exact nature of wrongs committed. We both need to be off the hook for the expectation that we are 100% helpful to each other. We each have DIFFERENT ESH and that it OK. The two groups cannot be expected to fully empathize with each other and *that is OK*. Both need to own that limitation and reclaim their own fellowships. Each of us must explore what we may be most powerless over. What belongs in the phrase in Step 1: "We admitted we were powerless over _____." *If it is not compulsive debt, under earners may be struggling in DA because DA is not the treatment & tool kit they really need.* It is time for Debtors Anonymous to reclaim its primary purpose for suffering DEBTORS and let go of other agendas. DA, it is time to release the under earning agenda & under earning literature to a separate fellowship.

—From Anonymous Member of Group 364 Dallas TX: This issue is resubmitted as last Conference's response, while appreciated, was not fully aligned with DA's primary purpose. Please do not give this issue to only lit com. This goes to our primary purpose and reason for DA's existence. It should be addressed by the fellowship as a whole. Please cease publishing the underearning pamphlet as a DA piece, consider releasing it to UA, and REMOVE references to this and other outside issues from all DA lit.

RESPONSE: Thank you for sharing your concerns. This is clearly an issue on which many will have strong opinions in DA. We strongly suggest that you submit a version of these comments as a contribution to the feature "My 2 Cents" in the Ways & Means. Hopefully it will attract more people to contribute to the Ways and Means and open the topic up for more debate. Thank you for a very well-argued concern, your point is well-made. Although surveys of GSRs (see Debtors Anonymous' Five Year Plan 2009-2014) have shown that a lot of DA members feel underearning is an outside issue, the same surveys also show that many members disagree. The Literature Committee will put the item on its agenda, to see if the

Committee supports making a motion to the 2011 Conference for consideration.

Issue 10-09 GSB-LRP

CITY: Dallas

GROUP NAME: Prosperity

GROUP NUMBER: 364

What progress has been made RE: Find ways to encourage all groups to have an acting GSR even if they do not send them to conference. Encourage year round participation in world service committee work via phone and e-mail.

RESPONSE: Thank you for your concern. To address your first point: GSRs and ISRs, as well as Trustees, are involved in the Board-sponsored Regional Forums, which are intended to foster service at the world level. Three forums were held in the Conference year 2009–10, three will be held in 2010–11 (Phoenix, New York City, and San Francisco), and three more are planned for 2011–12. To your second point: The "GSR/ISR Service Manual," available on the website and distributed to delegates at the WSC, was revised a few years ago to state explicitly that the delegates' commitment is expected to continue throughout the Conference year. In addition, the GSB sponsors a series of conference calls for delegates new to the WSC, but open to all D.A. members. Each call focuses on an aspect of World Service. The telephone workshop is announced via eNews, which members can sign up for on the home page of www.debtorsanonymous.org. Locally, area GSRs can invite current and past delegates to speak at Fellowship Days and at fundraisers to send GSRs to the WSC. By explaining the work and spiritual rewards of the Conference, these delegates can inspire others. Individual meetings can display The D.A. Focus at literature tables and make it a priority to elect active GSRs. rev. and approved by LRPC 11/29/10

Issue 10-10 GSB- INFO TECH

CITY: Dallas

GROUP NAME: Prosperity

GROUP NUMBER: 364

STILL NEEDS ATTENTION: Have the Tech Caucus, FCC Committee, Internal Operations Committee and the corresponding DA GS board members begin the process of "weaning" DA of commercial advertising-supported web hosting services. Examples would be conference committees or regis-

tered online DA meetings utilizing Yahoo or Google news groups that carry advertising. These are not 'free.' They are supported by outside advertisers. Although the membership lists are supposed to be anonymous they really are not. Commercial hosting providers use the interests on these news groups to market to advertisers. Increasingly, both on the home pages AND in the postings of DA newsgroups, commercial services are advertising paid debt retirement counseling and other types of services to debtors. Many of our newcomers have their first contact with DA online. If that online meeting is full of ads, it is as if they walked into a meeting room plastered with posters for payday loans, credit card consolidation and bankruptcy companies, AND members passed out business cards soliciting such services. DA, more than other addiction fellowships, needs better vigilance about breaches of 7th tradition: getting 'something for nothing' is TOXIC for the debtor. Using Yahoo & Google groups because 'everyone does it' is a 'fudging' of our guidelines that is sick debtor brain candy and must be avoided. Request DA members' postings for online groups observe the 11th tradition not have a business signature at the end of such emails. Especially if the individual is in a debt service related business, this is just another debtor "flavor of fudge." We must never appear to the new, suffering debtor as if we charge for our services. DA needs a spending plan that includes full web hosting with a closed DA website, DA's own newsgroups and even DA's own anonymous user ID's and email boxes for all GS board & WSC committee members, all supported by our own contributions. The benefit would also be that all files of the committees could be stored on these DA owned newsgroups, assuring continuity of the work. We need especially to ask our phone & online meetings to more regularly and proactively request 7th tradition donations. Just because there is no room rent does not mean there are no expenses, DA has just not been paying them. ATTEMPTS WERE MADE TO ADDRESS THIS DURING THIS YEAR But we are not aware of what if any progress was made. A thoroughly researched PROPOSAL by the BDA committee to test a paid private news group was not approved.

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RESPONSE: For many years, the General Service Board has operated without the use of advertiser-supported services. It communicates among its members and to the Fellowship in a totally commercial-free manner and acts to protect anonymity, through the use of its proprietary web site, newsletters, e-mail service, etc. The GSB has written extensively about this situation in DA's service literature, and has urged WSC committees and other service bodies to adopt the same practices. However, each group (and Intergroup and committee) is autonomous and has the freedom to choose its own methods of communication. No one in DA can impose the use of a particular communications channel on others.

Issue 10-11 GSB- LIT PUB

CITY: Dallas

GROUP NAME: Prosperity

GROUP NUMBER: 364

CHANGE THE WORDS OF "THE TOOLS OF DA PAMPHLET:"

Add back to the tools pamphlet: Abstinence statement in full regarding not incurring new unsecured debt. We are here to *abstain* from new unsecured compulsive Debting. Deleting that statement was INSANE. Bring it back. Please do not only give this to Lit com. Our primary purpose is to stop debt-ing. This is the essence of our fellowship. All members of conference should be concerned that the statement on abstinence ONLY appears online in an obscure document; "Getting Started". An FULL abstinence statement needs to be printed on a widely read and used document such as the DA tools. It does not need to be defined as a tool but should be a key part of the text of the DA tools pamphlet. A sticker on each DA pamphlet to be used until the pamphlet is set for reprinting might be good. OR members of other conference committees may have ideas how to spread this message. PLEASE GIVE THIS ISSUE TO ALL COMMITTEES!

Issue 10-12 GSB- LIT PUB

CITY: Dallas

GROUP NAME: Prosperity

GROUP NUMBER: 364

To THE LITERATURE SERVICES COMMITTEE: First thanks for your ABSOLUTELY amazing service....You STILL must do what ever it takes to get a committee large

enough so that concept approved literature projects do not stall in this committee. The revamped lit process is proving slower than the old way. The reconceived 12 + 12 has languished since 2006 and a writer was only hired this last year. The meditation book has sat for 3 years now, and the desperately needed step study guide is stalled completely behind the 12 + 12. Well meaning but wrong headed choices, all! Meanwhile there was member interest in continuing work on these projects. Please say what support you need & what was the snafu that so much lit is stalled. You have DA members waiting at the ready to help if you will just let the membership know what is needed. The Fellowship is DESPERATE FOR A step study guide. The concept has been approved. Numerous drafts of several formats are circulation now. All who have used any of these agree a flawed template is better than no template. Leaving this one project stalled behind the 12 + 12 is extremely detrimental to DA. DA needs specific step directions YESTERDAY! The most common request from "Adopt" groups & loners is to be taken through the Steps. WE SUGGEST A SPECIAL ACM, a long time ex GSR, to specifically be in charge of stalled projects. An ACM who is familiar with various members' skill sets could form some additional special ACM teams to get these projects back on track.

RESPONSE: Thank you for your concern. Please be assured that there are no "stalled" projects. New publications are prioritized by the WSC Literature Committee and the General Service Board in light of their cost and relative to resources earmarked for ongoing revisions of existing literature, especially in terms of our primary purpose, also as determined by the Literature Committee. Many of us doing this service find that a great benefit is to continue trusting the process, while resisting the feeling of urgency, which is often just compulsion by another name. No D.A. member has to wait to take the Steps. Besides traditional one-on-one work, members also participate very productively in Step Workshop meetings both physical and on-line. Fellowship Days also offer opportunities for Step Workshops. Besides D.A.'s publications, we have the literature of Alcoholics Anonymous and other mature fellowships to guide our Step work. A good grounding in AA's Twelve

Step literature can only strengthen our own fellowship. Similarly, the templates that resourceful D.A.s come up with, test, and refine will only benefit the eventual Step-study guide.

Issue 10-13 GSB – Finance

CITY: Dallas, (plus other online DA study groups)

GROUP NAME: Prosperity

GROUP NUMBER: 364

COMMITTEE SPENDING PLANS: In 2007 the Meditation book subcommittee, believing it had got as far as possible with volunteer help, desired to use its spending plan for a professional in data management services. The individual in question been doing this service as a volunteer successfully, and had the appropriate skill set & professional credentials. But the committee was told, AFTER putting together a detailed proposal, that WSC committee spending plan funds could not be used to hire services. The meditation book assets were then handed off to lit services where they sat for OVER 2 years. FIRST, as I understand it, WSC committee funds have been traditionally used for copies, postage, & phone cards. With the availability of e-mail & cheap long distance, there is less need for this type of reimbursement. SECOND, a functioning subcommittee with a project that was moving forward was stopped by a procedural snafu. THIRD, again in 2010, a BDA subcommittee, having spent HOURS on various adopt a loner & adopt a group projects, attempted to transfer its unneeded conference budget over to test some hired online automated services. Adopt a loner is a critical project for the DA newcomer and for the growth of the fellowship. It keeps getting dropped, we determined, due to the labor intensity of the services. Our plan would also have beta tested private paid online news groups, giving DA a chance, with a small project, to begin the process in weaning ourselves from ad-supported news groups. Once again a well researched proposal was rejected. AND this is money that was allocated to our committee, which we voted to prioritize this way. GAIN...PLEASE CHANGE POLICY & BROADEN THE ABILITY OF WSC COMMITTEES TO HAVE DISCRETION OVER THEIR SPENDING PLANS. Find a way to support committees

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who are getting work done and help get hired contractors approved.

Issue 10-14 CC- FCC
CITY: Dallas, (plus other online groups)
GROUP NAME: Prosperity
GROUP NUMBER: 364

Adopt a Group, Adopt a loner programs-new idea. These programs are so critical to the fellowship it is suggested these be a complete separate "12 step recovery" conference committee, possibly with a paid part time staffer to coordinate.

The coordinating is daunting without automation and a point person who can stay on this like a day job. The paid person would not need to even be in Massachusetts. This work could be done with a home computer + phone from anywhere. A group that has RECOVERY has members with the means to fund needed projects like this!!! The most requested activity by adoptees was to be taken though the DA 12 steps. It is suggested that the 'adopt' program name be changed to StepSponsorDA. The purpose of StepSponsorDA is to learn precisely what our approved DA and AA literature says, learn more about the nature of our disease, learn the precise directions and prayers indicated in the twelve steps and tools of DA, to grow in spiritual awareness and to support each other in the practice of these principles in all our affairs. We take the steps rapidly. We apply the experience, strength and hope found in the literature to our own recovery. And we commit to learn a method of sponsorship in order to carry this message to the compulsive debtor who still suffers and expand the culture of service in Debtors Anonymous.

Issue 10-15 GSB- LIT PUB-
CITY: Dallas plus other online groups
GROUP NAME: Prosperity
GROUP NUMBER: 364

LITERATURE: The DA Step Study guide to current lit is THE MOST critically needed literature.

In our Adopt a group activities, guidance thru the steps is the most requested service. Our experience shows that a flawed template is better than none. A DA study guide concept has been approved. Several "rogue" formats have been in circulation,

tested by groups using their autonomy. Stalling this vital piece behind the '12+12' was well meaning but still a mistake! This document could be digitized to avoid the expense of paper publishing, and revised as new DA works are published. Please appoint a Step Study guide writer/editor ASAP.

10-16 WSC Lit Com
CITY: Dallas
GROUP NAME: Prosperity
GROUP NUMBER: 364

Revise RecordKeeper. Offer a NEW SHAPE OF THE MONTHLY RECORD KEEPER BOOKLET... DEBIT CARD SHAPE. In addition to offering this booklet in the shape of a checkbook, as it has been all these years, offer the booklet in debit card shape that will fit in the plastic sleeve that some banks now issue with a debit card. It will be more helpful to those who choose to use a debit card, as the booklet is in the plastic sleeve with the card, reminding the debtor to record each transaction every time the card is used. Also it will also fit more easily in a man's hip pocket style wallet than the check book shape.

RESPONSE: Thank you for your suggestion regarding the updated Record Keeper booklet. This concept has been accepted for consideration by the Literature Committee of the World Service Conference during the 2010-2011 year. Please note that this is the first phase of the literature approval process adopted by the World Service Board in 2008. If the Literature Committee recommends adding this format of the Record Keeper, it will be given appropriate priority in relation to the other literature needs of the fellowship. Thank you for your innovative suggestion. After much discussion, we have seen possibilities of how this could be done via a prototype. We are recommending this as an additional version of the current Record Keeper to the LitCom 2011 as a motion or recommendation. (LitCom):

Issue 10-17 GSB- CSC
CITY: Dallas
GROUP NAME: Prosperity
GROUP NUMBER: 364

GSRs better serve with literature easily available. Have the WSC registration packet include a recommendation that all GSRs bring an AA big book & their personal copies of all DA pamphlets to conference for

reference during committee meetings, and Fellowship Day.

RESPONSE: Thank you for your suggestion. It may be incorporated into the 2011 Registration Packet.

Issue 10-18 GSB- Finance
CITY: Dallas
GROUP NAME: Prosperity
GROUP NUMBER: 364

Appropriation of John H. scholarship funds. At conference 2009 a motion was made regarding this issue that was unclear, we perceive causing its defeat. We are asking that scholarship GSRs have their registration fee be reduced and only be required to pay the part of the registration fee that goes to costs, and not have to pay the portion that would go back to the DA general fund as profit. This would spread the fund over more GSRs and earmarked scholarship money would not wind up in DA's general fund.

Issue 10-19 CC- LIT COM
CITY: Washington, DC
GROUP NAME: SpendersDA
GROUP NUMBER: 450

1) Remove all stories by anyone not currently sober in DA ; 2) Remove all stories by anyone not in DA at all or who is unreachable currently; 3) Remove all stories EXCEPT the ones by sober DA members that address specifically not debting with money ODAT, taking all 12 steps of DA, making direct amends and having a spiritual experience; 4) Add new stories from www.debtorsanonymous.org that better reflect our primary purpose and show the 12-Step Program applied; 5) Update front part so page numbers MATCH Debtors Anonymous basic pamphlet.

Issue 10-20: Singleness of Purpose
CITY: Washington, DC
GROUP NAME: SpendersDA
GROUP NUMBER: 450.

SINGLENESS OF PURPOSE IN ALL DA LITERATURE (electronic & print) Please remove all references to outside issues including but not limited to: time debting, self debting, workaholism, underearning, codependence, co-debting, 'adult child', inner child,' therapy, other 12-

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step programs...

RESPONSE: Thank you for your concern. Surveys published in the Debtors Anonymous Five Year Plan (2009-2014) have addressed some of the issues raised. The surveys show that there does not seem to be a clear agreement on whether these issues are 'outside' DA, or not. The Literature Committee will put these issues on its agenda, to see if the Committee supports making a motion to the 2011 Conference for consideration.

10-21 CC- PI
CITY: London
GROUP NAME: UK Intergroup
GROUP NUMBER: 1269

PI-UK have an incoming slogan for PI. 'One Member, One Action for DA Public Information.' Could this be rolled out to DA across the world? If members don't know what to do for PI our first suggested action will be that members read the PI manual.

Issue 10-22 CC-RDC
CITY: London
GROUP NAME: UK Intergroup
GROUP NUMBER: 1269

Why is the scholarship fund called John Henderson and not John H.?

Issue 10-23 CC- PI
CITY: London
GROUP NAME: UK Intergroup
GROUP NUMBER: 1269

How do members appear on radio and TV if being interviewed and what can they say?

Issue 10-24 GSB Info Tech
CITY: London
GROUP NAME: UK Intergroup
GROUP NUMBER: 1269

Could the "An Introduction To Professionals" power point be downloadable on the web site either publicly or in a secured section, and in turn on the UK web site?

RESPONSE: To date, no committee has submitted this to the General Service Board for consideration. If it is submitted in the future, the Board would be glad to look make a determination whether this could be done.

Issue 10-25 GSB- LIT PUB
CITY: London
GROUP NAME: Hyde Park Crescent
GROUP NUMBER: 1159

Please find out if there is more BDA literature. As we can no longer use BODA literature, what is available for BDA?

RESPONSE: There are currently four BDA pamphlets in process: BDA Annual Business Plan, BDA Numbers Booklet, Clarity in Business Finances, and BDA Signposts and Tools.

Issue 10-26 CC- LIT COM
CITY: London
GROUP NAME: Hyde Park Crescent
GROUP NUMBER: 1159

Is there a Big Book for DA?

Issue 10-27 GSB- LIT PUB
CITY: London
GROUP NAME: Hyde Park Crescent
GROUP NUMBER: 1159

Please find out how the translation of literature for Africa is going. What African languages are available?

RESPONSE: There are currently no African translations available or in process. The Legal Affairs Committee of the GSB is working on a translation policy to hasten the process of translating D.A. literature while protecting the copyrights.

Issue 10-28 GSB- LIT PUB
CITY: London
GROUP NAME: BDA Mayfair
GROUP NUMBER: 199

Are there any updates on BDA literature?
RESPONSE: FYI, literature updates occur from time to time in The DA Focus, a quarterly newsletter available on-line.

Issue 10-29 GSB- COM COM
CITY: Seattle, WA
GROUP NAME: Higher Visions
GROUP NUMBER: 349

Would it be possible to provide downloadable speakers, workshops, conferences, etc. on the national DA website or on regional or local websites?

RESPONSE: There are Recovery Stories currently available for download from the website. However since each group/intergroup is autonomous we cannot

provide the workshops and conferences sponsored by the various groups.

Issue 10-30 CC- PI
CITY: Seattle, WA
GROUP NAME: Higher Visions
GROUP NUMBER: 349

We would like to see more PSAs for DA specifically on subways, buses, radio, and TV.

10-31 CC- LIT COM
CITY: Seattle, WA
GROUP NAME: Higher Visions
GROUP NUMBER: 349

Would it be possible to make all DA pamphlets available for download from the DA national website? We would suggest charging for downloads, possibly even at 100% of the pamphlet prices, while saving on costs of paper and postage.

RESPONSE: Thank you for your innovative suggestion. We forwarded this issue to our Tech Caucus. The Tech Caucus has the formidable challenge of exploring technical possibilities that would allow purchasing without the use of credit/debit cards.

10-32 CC- LIT COM
CITY: Seattle, WA
GROUP NAME: Higher Visions
GROUP NUMBER: 349, on behalf of Building a Prosperous Business, in Seattle, a BDA group who are helping to fund our GSR's trip to Denver)

We would like to see all references to Higher Power in existing DA literature revised, and all references in new literature written, so that they are read as gender-neutral.

RESPONSE: LitCom answered at WSC: Thank you for your concerns about gender issues. In 2007, the following motion was approved by the World Service Conference: "All new DA literature, including literature in process, [will] be written in such a way that all references to Higher Power and/or God are gender neutral, except for personal stories. The language of the 12 Steps and 12 Traditions will not be changed as a result of this motion." Regarding existing literature, it would not be economically feasible to make changes; however, the Literature Committee will research the feasibility of making changes to existing literature when it comes up for re-printing.

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Issue 10-33 CC- CONFERENCE COM **GROUP NAME: Tuesday DA and Health Issues Telephone Meeting** **GROUP NUMBER: 1176**

We, the D.A. and Health Issues Tuesday telephone meeting, are writing to request that you make it possible for us to attend the World Conference by removing barriers to access that are presently making it nearly impossible for a person with severe health challenges and/or disabilities to attend. We understand that prohibiting our attendance or discrimination is not your intent, but the fact is we need to speak up for ourselves to call attention to the issue. What we request is that we be able to send a GSR by video teleconference or similar technology. This would allow the Representative to attend from within her/his own living space, handling mobility issues or issues of fatigue, as well as the extreme difficulty of raising the money to get to the conference while honoring the Seventh Tradition. Our reasons are these: first, in the spirit of the Third Tradition, any person who has a desire to stop debting is allowed as a member, and therefore a disabled or ill person who does not have the ability to earn this kind of money ought still to be welcome to attend, provided she/he has the required solvency. Second, it is a requirement of the law to make a "public accommodation" (such as a non-profit, of which the World Service Organization is one) accessible to people with disabilities. Countless well-meaning organizations have overlooked the need to provide access, but thankfully DA is so fully committed to filling the letter of the law in every way that we trust that you will handle this matter proactively. We want very much to be a part of the service of D.A., and we are not asking for a free ride, only for a fair chance at participation. This request does not address the conference fee, for which we may apply for scholarships like any other group, but only handles the issue of travel expenses and the physical hardship of traveling to the conference. We recognize that the challenges of presenting a conference are many, and we do not wish to overburden you. However, we are sending this letter in accordance with our group conscience. We thank you for your attention to this. Please let us know if we can be of any assistance.

In recovery, The Tuesday DA and Health Issues Telephone Meeting (Note from the editor: The writer's contact information has been deleted out of respect for the writer's anonymity: this newsletter is available to the general public. The writer may be reached through the group submitting the issue. Also deleted is the web site address of an organization that represents an outside interest.) The ADA prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications. Title III covers businesses and nonprofit service providers that are public accommodations, privately operated entities offering certain types of courses and examinations, privately operated transportation, and commercial facilities. Public accommodations are private entities who own, lease, lease to, or operate facilities such as restaurants, retail stores, hotels, movie theaters, private schools, convention centers, doctors' offices, homeless shelters, transportation depots, zoos, funeral homes, day care centers, and recreation facilities including sports stadiums and fitness clubs. Transportation services provided by private entities are also covered by title III.

Issue 10-34 CC- Lit Com **CITY: Sherman Oaks** **GROUP NAME: In the Solution BDA** **GROUP NUMBER: 1079**

Please have sample formats, at the very least ONE sample format for meeting treasurers to record meeting numbers available on the debtorsanonymous.org web site. You could do this as an available download, under Literature or Starting a Meeting or all three of them. There is a form for weekly and monthly contributions for 7th Tradition (see attached). Could someone please modify or completely redo this form to include weekly GSR contributions AND a column for GSR disbursements?

RESPONSE: Thank you for your suggestion. The Literature Committee has recommended that the Resource Development Committee create a downloadable Treasurer's Format for recording weekly meeting and GSR contributions and expenses to be included on the DA website along with the current Treasurer's Manual. The RDC (Resource Development Committee), dis-

cussed this at length. They had gathered several samples from groups. Ultimately the RDC suggests that a subcommittee be formed at the WSC 2011 consisting of member from both the RDC and LitCom.

Issue 10-35 GSB-Com Com **CITY: Sherman Oaks** **GROUP NAME: In the Solution BDA** **GROUP NUMBER: 1079**

Please clearly state who or what the checks/money orders should be made out to for distributions on the Meeting Numbers Report Format for Treasurers and also somewhere on the website. Maybe you could have a page or a link for Contributions or Donations. Maybe you could have a page or a link for Meeting Treasurers. On the form the donation recipient could be included somewhere in the Suggested Distributions area. For example: If the GSB donations should actually be written out to Debtors Anonymous, then say so! The instruction could read, "Please make check or money payable to Debtors Anonymous."

RESPONSE: The D.A. Treasurers Manual is available for download from debtorsanonymous.org. Click on the Literature tab, then Service Literature in the drop-down box. If you do not have access, it can be ordered from the office for a moderate fee.

Issue 10-36 GSB-Info Tech **CITY: Sherman Oaks** **GROUP NAME: In the Solution BDA** **GROUP NUMBER: 1079**

Please provide a list of the regions/addresses with phone numbers (if available) nationwide and worldwide on the web site.

RESPONSE: DA's 13 regions are enumerated in the DA Service Manual For GSRs and ISRs. However, the regions are used only to ensure geographical diversity for the election of Trustees. There are no regional offices, and hence no telephone numbers or other contact information. DA has one General Service Office, which serves all 13 regions and DA groups and members around the world.

Issue 10-37 GSB Info Tech **CITY: Sherman Oaks** **GROUP NAME: In the Solution BDA**

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GROUP NUMBER: 1079

Please find a way to make it easy to send email messages on the web site. I don't understand why I have to "set up an account" just to send an email. When I want to send an email and I have to figure out who my server (or whatever) is and I need to do something with popups, you have lost me completely! I want to click on "contact" and have an email message appear to just write my communication and send it off. The current email system is user unfriendly.

RESPONSE: *There appears to be some confusion here with limitations of the user's own computer and web browser. There is no such thing as "sending email messages to the DA web site," nor is there any requirement whatsoever to "set up an account" or answer questions regarding an account. Anyone with an existing e-mail account can send e-mails to the DA General Service Office without any sort of special logistics or arrangements, just as they would send an e-mail to an individual. Instructions are found on the web site.*

Issue 10-38 GSB-LRP

CITY: Sherman Oaks

GROUP NAME: In the Solution BDA

GROUP NUMBER: 1079

To the General Service Representatives: First, thank you for your tremendous service to Debtors Anonymous, and all debtors, by your attendance at this convention. We are a more effective service organization because of it. I am writing to address an issue that puzzled me upon my entry into DA in 2005, and which I have since discovered has perplexed many members for many years. That is the question of outside issues and the Our Father prayer. For clarity, here is the Long Form of the Tenth Tradition: 10. No D.A. group or member should ever, in such a way as to implicate D.A., express any opinion on outside controversial issues—particularly those of politics, alcohol reform, or sectarian religion. The Debtors Anonymous groups oppose no one. Concerning such matters they express no views whatever. For further clarity: The Our Father, or Lord's Prayer, is recorded in the Christian canon in the New Testament, Book of Matthew: Verses 10-13, and is at-

tributed to Jesus. I am asking that the convention clarify for its members the question of whether the Our Father prayer is an outside issue. It is my experience that there is considerable confusion about whether it is a sanctioned 12 step prayer. Thank you for your consideration.

RESPONSE: *Thank you for sharing your concern. In keeping with Tradition 10, the DAGSB has no opinion on prayer at meetings. The choice of a closing prayer or other meditation is a matter to be decided by each group's conscience. An informed group conscience is the best method of ensuring that outside issues do not endanger group unity and the overall unity of our Beloved Fellowship. Rev. and approved by LRPC 11/7/10.*

Issue 10-39 GSB-LRP

CITY: Sherman Oaks

GROUP NAME: In the Solution BDA

GROUP NUMBER: 1079

In a wide range of face to face and phone meetings, I have noticed that there is little understanding of or consideration for the Traditions in general and the Traditions in particular as they relate to outside issues. People refer to and read from religious and secular non-DA readings both as speakers and as sharing individuals. People refer to their other programs at length. All this seems to be at odds with the unity, serenity, and continued longevity of DA.

RESPONSE: *Thank you for sharing your concern. An informed group conscience is the best method of ensuring that outside issues do not endanger group unity and the overall unity of our Beloved Fellowship. DA groups remain strong when they use DA conference-approved literature. Rev. and approved by LRPC 11/7/10.*

Issue 10-40 GSB Info Tech

CITY: Sherman Oaks

GROUP NAME: In the Solution BDA

GROUP NUMBER: 1079

The telephone meeting listing/details on the main DA web site are not up to date. This is discouraging, particularly so if you are a newcomer. Plus, there are no contact people/phone numbers for each telephone meeting.

RESPONSE: *Members of every DA group, including telephone, Internet, and face-to-*

face meetings, are responsible for updating their group's information whenever it changes. Otherwise, there is no way the General Service Office can know the details are outdated. A meeting update and registration form is sent to every registered DA group every year, or can be downloaded from the web site at any time. In addition, an online re-registration form is in the works and will be added to the web site in the near future. DA does not reveal confidential information about its members, including the names and phone numbers of group contacts. The web site does include all necessary information for members to locate and attend the meeting.

Issue 10-41 GSB- LIT PUB

CITY: Las Vegas

GROUP NAME: Abundance Flows

GROUP NUMBER: 1088

What happened to the 12 & 12 book project, in which writers had to submit in-depth proposals with several writing samples, credentials, recommendations, etc.? The deadline was two years ago and we have never heard back. To me, this was not respectful to writers and the business of writing/writers who should at least been told what happened to all their hard work.

RESPONSE: *A 12x12 writer was chosen over a year ago and has completed first drafts for the first nine Steps. All writers who submitted proposals were sent letters informing them of the status of their proposals.*

10-42 CC- LIT COM

CITY: Minneapolis

GROUP NAME: South Minneapolis

GROUP NUMBER: 1101

Gender bias in the readings Gender Neutral
RESPONSE: *Thank you for your concerns about gender issues. In 2007, the following motion was approved by the World Service Conference: "All new DA literature, including literature in process, [will] be written in such a way that all references to Higher Power and/or God are gender neutral, except for personal stories. The language of the 12 Steps and 12 Traditions will not be changed as a result of this motion." Regarding existing literature, it would not be economically feasible to make changes, however the*

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Literature Committee will research the feasibility of making changes to existing literature when it comes up for re-printing. Thank you for submitting your concern re gender neutrality. LitCom learned that we will need to make a recommendation at the WSC2011 in regards to changes for gender neutrality in existing literature as it comes up for re-printing and new literature. We were informed of motions and recommendations made at prior WSCs concerning gender neutrality. We studied the motion made in 2007. The Summary of Motions and Recommendations of World Service Conferences 1997-2009 details intense discussions at the WSC around this issue. A Trustee who was there during those discussions also clarified for us the result. Final amended motion in 2007: The Literature Committee moves that all new DA literature, including literature in process, be written in such a way that all references to Higher Power and/or God are gender neutral, except for personal stories. The language of the 12 Steps and 12 Traditions will not be changed as a result of this motion. ("Literature Committee Motion 2: was apparently postponed.)

Issue 10-43 CC- LIT COM
CITY: Minneapolis
GROUP NAME: South Minneapolis D.A.
GROUP NUMBER: 1101
Conference approved sponsor booklet or Step workbook.

Issue 10-44 CC- LIT COM
CITY: Minneapolis
GROUP NAME: South Minneapolis D.A.
GROUP NUMBER: 1101
Publishing a 2nd Currency of Hope.

Issue 10-45 CC- LIT COM
CITY: Minneapolis
GROUP NAME: South Minneapolis D.A.
GROUP NUMBER: 1101
Correcting "A.A. literature" to "D.A. literature."
RESPONSE: Thank you for your suggestion. The LitCom considered your request carefully. After much discussion, we voted unanimously to continue to include A.A. Literature as a support tool in DA. A.A.'s 12-Step approach to recovery is the basis of our D.A. program. Our D.A. Tool #8 states:

"We study the literature of Debtors Anonymous to strengthen our understanding of compulsive disease and recovery from debt-ing. In A.A. literature we can identify with many of the situations described by substituting the words 'compulsive debt' for 'alcohol.'" Also, A.A. literature is copyrighted by A.A. D.A. cannot violate A.A.'s copyright by publishing our own version substituting the words "D.A." for "A.A." etc. We are grateful for your commitment to D.A. and to your continued recovery.

Issue 10-46 CC-RDC
CITY: Sherman Oaks
GROUP NAME: In the Solution BDA
GROUP NUMBER: 1079
There are DA phone meetings where one person is taking everyone through the steps and they mail the 7th tradition to that person at their home. Who is this person held accountable to for the monies collected?

Issue 10-47 GSB Lit Pub
CITY: Sherman Oaks
GROUP NAME: In the Solution BDA
GROUP NUMBER: 1079
Are there guidelines for what issues warrant a PRG and what issues do not warrant a PRG?
RESPONSE: No there are not. Whether or not an issue "warrants" a PRGM is up to the individual who requests one. And whether or not that issue remains to be the focus of the PRG is up to the three individuals who have the meeting. The Tools state: "... The group meets in a series of Pressure Relief Meetings to review our financial situation. These meetings typically result in the formulation of a spending plan and an action plan." Many D.A. members have regular PRMs, because they find this to be a Tool that enhances their recovery and brings expansiveness into their lives.

Issue 10-48 GSB Lit Pub
CITY: Sherman Oaks
GROUP NAME: In the Solution BDA
GROUP NUMBER: 1079
What is DA's position when a DA member asks their PRG group for support in Disability Fraud during a PRG?
RESPONSE: DA does not take positions on outside issues. A PRGM proceeds on the spiritual principles of the Twelve Steps and Traditions of DA and is based on the experi-

ence, strength and hope of the individuals in the PRG. Those individuals need to use their own ESH to decide whether or not a request is appropriate or even potentially harmful to the individual making it, or if they are even equipped to respond.

Issue 10-49 GSB-Com Com
CITY: Brookline MA
GROUP NAME: Steps, Tools, & Resources of Entrepreneurship
GROUP NUMBER: 102

With the goal of carrying the message of DA recovery to the widest possible audience, including members with visual impairments and members who do not have regular access to the Internet, we propose that DA make downloadable podcasts and/or recordings of recovery stories and fellowship day/share a day workshops available on the DA web site.

RESPONSE: The possibility of broadcasting Fellowship Day is currently being looked into by the WSC Tech Caucus and the GSB Legal Affairs Committee. We need to respect the contract already in place with the recorder, Glenn K. Communications Committee will research having downloadable podcasts of the Recovery Stories.

Issue 10-50 CC-LIT COM
Issue: Targeting Young People, Tithing, Talking to Creditors
Response: Re issues of Tithing, Talking to Creditors was answered at the WSC, and can be read in the 2010 WSC Report, available on our D.A. Web site. Re Targeting Young People. Thank you enlightening us to possibilities to explore. After much discussion, we forwarded this to the Diversity Caucus.

Issues 10-51-10-53 (Numbers Booklet)
CITY: Portland Oregon
GROUP NAME: Relationships & Money DA
GROUP NUMBER: 739
Numbers: Categories
Rearrange and add columns to the planning portion of "One Approach to Numbers" as follows: Balance from Prior Period, Current Plan, Additional Amt. to Fund, Actual Spent, Balance (Carry Forward) Rationale: 1) The current "One Approach to Numbers" bro-

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chure does not provide a place for us to track money left in each category at the end of the prior month to consider in funding the current plan. 2) The current order of columns, which starts with the "actuals" works well for a newcomer's first spending plan, but does not work well for continuing plans. Implementation: Announce so membership can pencil in changes on existing booklets until a print is run.

Issue 10-52

CITY: Portland Oregon

GROUP NAME: Relationships & Money DA

GROUP NUMBER: 739

Suggestion & Explanation: Add a "Contingency" category to "One Approach to the Numbers" either before or after Debt Repayment. This category is different from the Prudent Reserve in that we would expect to use some of the contingency money nearly every month, transferring it to the category in which it is needed. Rationale: 1) It is recognition of the fact that in any month there is almost always something we cannot anticipate or costs more than we estimated. 2) It allows for funding for the unexpected without reworking our basic plan and without juggling between categories 3) It requires less money to fund a contingency category that it does to build up large enough reserves with each category to cover what may come up.

Issue 10-53

CITY: Portland Oregon

GROUP NAME: Relationships & Money DA

GROUP NUMBER: 739

Suggestion & Explanation: Add subcategories "Job Search" and "Capital" into Business to the Personal Business category of "One Approach to Numbers". Rationale: 1) These are expenses that frequently occur and the current format doesn't suggest them. Implementation: This is one of the three suggested changes to "One Approach to Numbers" Coordinate implementation with the other two suggested changes if they are adopted.

RESPONSE: LitCom to 10-51, 10-52, 10-53: We discussed Issues 10-51, 10-52 and 10-53, relating to "The Numbers: One Approach," separately. After much discussion

regarding the fact that the booklet is geared to newcomers, and everyone tweaks it according to their own needs, and everyone has different ideas about the setup, and that it would cost money to change it, it was moved, seconded and approved to leave the booklet as is.

Issue 10-54: However Humble

CITY: Portland Oregon

GROUP NAME: Relationships & Money DA

GROUP NUMBER: 739

Remove "however humble" from 5th Tradition. Rationale: Description of each tool is core information about the Tool. "However humble" goes beyond basic description and suggests a narrow way to look at savings.: Implementation: Announce change when approved and change it on website. 2) Print revised Tools in new literature when existing literature comes up for next print run.

RESPONSE (LitCom): Thank you for your diligence. LitCom thoughtfully reviewed and discussed your concern. We concluded to leave "However humble" as it reads. Our reasoning is that "However humble" is a beginning.

Issue 10-55 (Parenthesis)

CITY: Portland Oregon

GROUP NAME: Relationships & Money DA

GROUP NUMBER: 739

Remove parenthesis from the Introduction to the Tools and the 5th Tool. Rationale: Parenthesis are correctly use for parenthetical material, that is, material set aside from the main topic. In the introduction, the definition of unsecured debt is primary information and should not be in parenthesis. In the Fifth Tool, the parenthesis incorrectly divides a prepositional phrase "to build cash reserves..." from the work that it describes, "savings" 2) It is distracting to have part of the enclosed information enclosed in parenthesis. Implementation: 1) Announce the change when approved. 2) Print revised Tools in new literature and when existing literature comes up for another print run.

RESPONSE LitCom : Thank you for your service and taking the time to contact us. We reviewed your request and the Fifth Tool with great consideration. However, the Lit Com was in agreement to leave the parentheses as is.

Issue 10-56 Vacation Spending Plan

CITY: Portland Oregon

GROUP NAME: Relationships & Money DA

GROUP NUMBER: 739

Publish the attached Vacation Spending Plan and Ledger as conference approved literature. Rationale: Several people in our area have piloted uses of the plan and find that it is easy to use and that it is liberating from money anxiety while on vacation. If adopted, I can provide an electronic file. Request the electronic file by e-mailing me. (Note from the editor: The writer's contact information has been deleted out of respect for the writer's anonymity; this newsletter is available to the general public. The writer may be reached through the group submitting the issue.)

RESPONSE (LitCom): Thank you for submitting the Vacation Spending Plan to the 2010 WSC for LitCom to consider submitting a recommendation for new Literature. We are grateful for your commitment to D.A. and taking the time to write to us. We discussed your suggested plan and our Group Conscience feels that the Vacation Spending Plan is currently covered within D.A.'s "Numbers: One Approach" Booklet. We thank you and wish you continued success in your recovery.

Issue 0X: (Not Numbered.)

4th Step Inventory booklet given to LitCom at the WSC 2010 for approval as a D.A. 4th Step Inventory.

RESPONSE: We are grateful your group is dedicated to this vital step. D.A.'s 12 & 12 is in process. This will consist of the D.A. 12 Steps and 12 Traditions. The 12-Step Study Guide is on hold until the completion of the 12 & 12. We needed to table the suggested 4th Step given to us. Otherwise, we would be "putting the cart before the horse."

Issue: 1X: Bookmarks (Not Numbered) Bookmarks given to LitCom at 2010 WSC

Monthly Bookmarks: consisting of the DA Sign, Step, Tradition, Concept, Tool, Promise for that month on one side; BDA Sign, Tool, Recovery for that month and Preamble on the reverse side.

RESPONSE: Thank you for your innovative prototypes. After much discussion, we agree that this set of Bookmarks could be a good

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seller while helping keeping the basics of D.A. and BDA as handy references. And they would seem to be easily & quickly produced since the material is all D.A. Conference-Approved. We are recommending the Bookmarks to the LitCom at WSC 2011 for motion/issue at the WSC 2011. RDC suggested these two pamphlets at the WSC: "After the Crisis": Suggestions for Recovering Debtor" A request to DA Members who have worked the Steps and found abstinence to share their abundance with the DA fellowship and create a culture of generosity. 7th Tradition: Deepening your Spiritual Relationship with Money: The importance of the 7th Tradition as an aspect of each DA members' spiritual growth with an emphasis on how Sponsorship and PRGs can play a role in that Development.

LitCom Follow-up reply: Thank you. Your suggestions prompted much discussion. We felt that existing service literature speaks to our 7th Tradition. We felt too, that it would not be a good seller since service pamphlets have not been good sellers (we do have to consider sell-ability particularly in this economic climate.) We arrived at two suggestions, a direct result and outgrowth of RDC's, which we feel would be good sellers and strengthen hope and generosity in our fellowship. These suggested pamphlets are: #1: *The D.A. Gifts: essays on each promise for the reminder of hope. The 5th Gift addresses culture of generosity: 5) There will be enough, our resources will be generous, and we will share them.* #2: *5th Gift: Culture of Generosity (sub-title: Beyond the Basics) To address the 7th Tradition 5: There will be enough, our resources will be generous, and we will share them. We are recommending these two pamphlets to the LitCom 2011 to present as motions or recommendations to the WSC 2011. ■*

D.A.'s General Service Office: A Short History

Or, how and why the GSO moved from the bright lights of Manhattan to the sleepy suburbs of Boston

Up until 1998, D.A. had its General Service Office in what was generously described as "a closet" on Lexington Avenue in New York City. Although the Fellowship was growing, income was insufficient to rent a larger space or to staff it more than ten hours a week. The state of the Fellowship's income was such that from time to time, the office staffer was instructed to stay home, as there were no funds to pay her salary. Mail requests and phone calls were being returned by volunteers; literature orders could take months to be filled.

Due to the above problems and with the potential of finding either less expensive and/or larger office space, a sentiment developed within the Fellowship to relocate the office. HP took a hand in the process when the landlord of the New York location chose not to renew D.A.'s lease. The New England Intergroup, from the Boston area, had been exploring sites and with the encouragement of the General Service Board found the space in Needham that became our new office.

In May of 1998, Chip B., Jeri F., and Chris F., the Board Chair, drove to New York in a minivan, packed the office, and brought the contents to Needham. Several local members, Howard S., Charlie H., and Nathan P., helped move the boxes in, and others donated furniture. Board member Jimmy W. came from California and stayed for a week to help set up the new office.

Among the benefits, some anticipated and some unexpected, of the office move were:

- Trustee Bea K., a successful business owner and Boston area resident, served for several years as the GSB liaison to the office (there had been no local Board member in New York in the late 1990's so the office was supervised long-distance). Bea, along with early Needham employees Jeri F. (1998–99) and Lucie G. (1999–2001), set up systems that built a strong foundation for the office's growth and professionalism; much of what they established is still in use today.
- The lower rental cost in Needham allowed for greater staffing. In 2001, a full-time office manager was hired, and now the office currently has two employees, one full-time, and one part-time.
- The larger space in Needham can store our inventory of D.A. literature and this enables the office to fill all literature orders in-house, replacing the former and very unsatisfactory system of using offsite fulfillment.

Since 2002, all D.A. pamphlets have been printed locally by a family-owned commercial printer.

Several years ago, the Board authorized the rental of a climate-controlled storage space to store archival documents of D.A.'s history. The facility, convenient to the GSO, is visited periodically by the Board's archivist and chair, Jan S., who has begun to sort, catalogue, and preserve D.A.'s history for future members and scholars. The GSO, while small and sometime quite packed with books and literature, will likely be able to fulfill its mission of serving the Fellowship and the newcomer at its present location for many years to come.

—Howard S.
Office Manager