

Debtors Anonymous World Conference
Ann Arbor, Michigan
September 17, 1995

Minutes from the Convocation

The D.A. World Conference Convocation was opened by Mary M., Chair of the General Service Board (GSB) at 9 a.m., Sunday, September 17, 1995.

The Unity Prayer and Serenity Prayer were read. Hollie, chair of the 1995 World Conference Host Committee, read the 12 Traditions and 12 Concepts from A.A. literature.

Announcements

Mary announced that last year it was decided to include \$10 into the registration fee for the World Conference to pay for the mailing of the minutes to participants after the Conference. Due to an oversight, only \$3 for this purpose had been included in the registration fee for this year. A basket was passed to collect the additional \$7.00 from each person needed to cover the cost of mailing the minutes.

She also reminded everyone to fill out the surveys and evaluations at the end of the Conference. Each group was also reminded to fill out a group registration form.

A summary of the Board presentation from Friday morning, September 15 was also passed out (Appendix A).

It was also announced that a D.A. meeting would be held at 1:40 p.m. this afternoon in the hospitality suite at the hotel.

It was noted that at the beginning of the Convocation there were 56 voting delegates present in the room.

Ratification of the Board

Mary stated that the Convocation would be asked to ratify the General Service Board Trustees. This is a new process which was approved at the Conference last year. The Conference delegates were asked to affirm and ratify the following individuals to serve as trustees on the General Service Board and conduct business under the authority granted the Board by the Conference Charter and Bylaws:

Patti A.
Chris F.
Fred F.
Paige J.
Nicole L.
Mary M.
David P.
Hollie A

and, Bill C. and John Q., as non-debting trustees.

A motion from the floor was made by Mary to approve the above recommended names for ratification to the General Service Board. The motion was seconded by River.

The motion Passed: 53 votes in favor, 1 vote opposed, 2 abstentions.

Questions from the floor were asked about the length of term for trustees and the process by which a person is nominated for the Board. Mary briefly summarized the process and stated that full details about the procedure are contained in each GSR Service Manual which was distributed on Friday. Mary also announced that there are currently vacancies on the Board and that nominations are actively being sought at this time.

Issues Raised by the Board

Mary stated that several important issues were brought to the attention of the trustees at this year's Conference. The trustees have discussed these issues at great length and it was their unanimous group conscience to bring these items to the Convocation for guidance and a vote.

Board's Role in Literature Approval Process:

David P. (trustee from Dallas) introduced the Board's concerns by first reading parts of the Conference Charter, from Article 7 - "The General Service Board is the chief service arm of the Conference, and is essentially custodial in its character...Except for decisions upon matters of policy, finance or D.A. Traditions liable to seriously affect D.A. as a whole, the General Service Board has entire freedom of action in the routine conduct of policy and business affairs of the D.A. service corporations...It is nevertheless understood that the Board shall at all times reserve the right to decide which of its actions or decisions may require the approval of the Conference."

He proceeded to make amends to the recovery book subcommittee of the Literature Committee on behalf of the Board for not having provided feedback on the draft of the book in a timely manner last year. He stated that the trustees have a concern about the recovery book subcommittee not following the procedures outlined in the Conference Charter of Debtors Anonymous, the GSB Bylaws, and the Traditions.

The trustees feel that Article 10 is being violated, "In all its proceedings, the General Service Conference shall observe the spirit of the D.A. Traditions..." He also read from Tradition 1, and followed it by stating that the Board is asking the Conference for a resolution which states, "The General Service Board has full authority as a keeper and custodian of the Steps and Traditions of D.A. to ultimately approve all literature and to recommend when it is brought to the full Conference for approval, subject to change

by a 2/3 vote of the full Conference."

He concluded by stating that the Board would like to see the recovery book subcommittee develop a vision of what the Recovery Book should look like and work with a subcommittee of the Board to refine the draft that has been developed.

Colleen made a motion to accept the Board's recommendation, "That the General Service Board has full authority as a keeper and custodian of the Steps and Traditions of D.A. to ultimately approve all literature and to recommend when it is brought to the full Conference for approval, subject to change by a 2/3 vote of the full Conference." The motion was seconded by Kathy C. of Chicago.

Mary said that time would now be allowed for comments, pro and con, and questions about the motion on the floor.

Some of the comments and questions included -

Tabatha: Clarified that the subcommittee is looking for comments on the book and is not looking for a vote on the book at this time. The book that is being distributed today is for comment only.

Colleen (Chic): Stated that she would like to see the book be put on the back burner. The process doesn't feel gentle.

Pat (NJ): Opposed to the motion because she feels a power struggle is going on. The recovery book is going through the same process that all literature has gone through for approval for years. She doesn't see any problem because it's going through two rounds of comments.

Kathy (Chic): If the Conference Charter is set up to give the Board authority, this should be presented to the Board and revisions made accordingly. We're not serving ourselves if we circumvent the process set up in the Charter.

Rob (NY): Opposed to the motion because he feels it isn't fair for the Board to decide about something being developed before anyone else. He feels the Board wants the power to decide and it won't be a decision made jointly.

Pat (NJ): She asked for clarification about what the Board's concerns are with the draft of the book.

Fred answered. It's not the distribution of the book that the Board is opposed to. It is just that the Board wants to be a part of the process for approval. The Convocation still retains the authority to override the Board's decision by a 2/3 majority.

Rob asked for clarification about if this vote is just about the recovery book or about all literature?

Colleen (LA): For the book, it's important for us all to entrust the Board to make some final decisions because they see the whole big view. She trusts that the Board has the whole fellowship in its concern. Our illness gets plugged in sometimes because people want what they want, when they want it. She feels that the Board has been clear thinking and objective.

Alex: He reiterated that the present draft is not for approval and reminded everyone that leaders are trusted servants and do not govern.

Eric: Asked for a restatement of the motion and inquired if this meant that we can override the Board at any time by 2/3 vote? If so, he does not have a problem with the motion. Yes, the Board should have the ultimate authority. The Board should also be punctual in its responsibilities and he feels the Board has dragged it's feet and been delaying on providing feedback about the book.

Jimmy: The Board has been a part of the process the whole year. It has had ample time to send in comments. The Board and subcommittee have the same goal - a great book and a solvent plan to fund the book. The book has a life of its own. His group raised \$800 because they want the book. We shouldn't hold up the book just because the Board isn't responding. We want their comments on the book also.

Kit: We all need to be in the Board's shoes. The reason why I decided to support the motion is because of the surprise that we are in debt. If nothing else gets done we will at least be able to continue a pressure relief process after the Conference.

Duncan (LA): This feels like the Board is trying to establish trust, but this is a motion to "create and apply brakes." The Board has a mandate for change. If the Board addresses the committee and lack of funding issues, then they will get all the trust they need.

Renee: Not an inconsistency. The Board doesn't have full authority. It's a power issue because the Board wants to see it beforehand.

Mary (CA): Just because group has a lot of passion and has worked really hard doesn't mean they are pushing or trying to circumvent the process.

Colleen: (Clarification) As a member of the Literature Committee, she stated that neither she nor the Board had received a copy of this latest draft of the book prior to this year's Conference. Mary M. clarified that at last year's Conference a draft of the book was given to the Literature Committee and the Board. It has been revised over the course of the past year. This new revised draft is what is being distributed this weekend, to the Board,

full Literature Committee and all World Conference attendees for the first time in its present form.

Tabatha: Clarified that the draft last year didn't include all the pamphlets and table of contents. They wanted to make a mock up copy, and also responded to the Board comments by cutting some stories. No significant changes have been made to stories that were kept from the draft distributed last year. They made the changes which the Board has recommended so far.

Mary (Seattle) moved to call an end to the debate because of time. The motion was seconded by River and Approved. Vote taken: 37 in favor.

Alex added one point of clarification by stating for the past six years that he was on the Board, the Board has always approved things before they went up for a vote at the Conference. That process has been the standard operating procedure in the past. By voting against the proposed motion, it would be a vote to change the existing process.

The vote was taken and the motion Passed: "That the General Service Board has full authority as a keeper and custodian of the Steps and Traditions of DA to ultimately approve all literature and to recommend when it is brought to the full Conference for approval, subject to change by a 2/3 vote of the full Conference." Votes in Favor: 39, Votes Opposed: 9, Abstentions: 7. The motion Passed.

Committees Raising Funds Separately:

Alex opened up the second issue of concern to be raised by the Board by stating that the Board's in-person meeting this week at the Conference has been the only in-person meeting they have had all year. The Board, and the Office, have been severely strapped by lack of funds and unable to meet as often as in the past, both by conference call or in-person. In previous years the Board has met in person up to four times per year. D.A. is losing the effectiveness of having cross-sectional representation the Board when there are not funds for the Board to meet and carry on World Service activities. The Board is a microcosm of all the opinions in the fellowship.

The Committee has done an excellent job in compiling the recovery book draft. The Board's only concern is that having committees go off on their own to raise money autonomously for particular projects is not in the long term best interest of the fellowship. Looking five years down the road, if every committee were independently raising money for their own projects, there would not be sufficient funds for the General Service Office, the Board, to hold World Conferences and there were not be a way of coordinating all these activities. The General Service Office provides a very important function in serving as the central clearinghouse for information about D.A.

He stated that it is good that there is some much interest and support for developing the recovery book, and that project has obviously galvanized and motivated people to put in extra money. But he believes in the long run, it would be harmful to have monies raised separately and collected by each committee for various projects.

In summary, he stated that the Board is concerned that some committees are exceeding their authority by acting autonomously within the Conference structure and independently fund raising for special projects. The long term effect of these actions will seriously jeopardize the integrity of the D.A. program as a whole.

Therefore, the Board wishes to make the following motion:

"That all monies raised from whatever source for world service activities in the name of Debtors Anonymous be administered through the General Service Board. The integrity of D.A. depends on D.A. unity."

David P. moved that the above motion be approved. The motion was seconded by Byron and Daniel.

Opportunity was provided for comments and clarification:

Question: Is this motion retroactive, and when does this become effective? Mary M. answered that the intent was that it would be in effect immediately after it is voted, and would not be retroactive.

Alex: As part of the Board's legal and financial responsibilities (including filing income reports with the federal government as a non-profit corporation), the Board needs to have full knowledge about what funds are collected and spent in the name of Debtors Anonymous.

Duncan LA: The rallying cry of the people he knows in D.A. is "No Obstacles," and in D.A., "action" is a magic word. He sensed the Board is trying to contain or judge "action" instead of supporting it. He proposes an amendment that the Board should discharge their duties in a timely manner.

Darlene clarified whether meetings were autonomous, but committees aren't?

Alex stated meetings are autonomous and committees are just that, committees of the World Conference. Some committees have indicated that they want to raise tens of thousands of dollars. The nondebting trustees on the General Service Board have strongly urged that this practice not continue.

Willis (OR): He is opposed to this motion, he wishes he could address the first one. He feels this is punitive and directed to

what the recovery book subcommittee did yesterday in not keeping in Principle 10. He is tired of the power struggle and is alienated from the Board and feeling dissatisfied with them.

Eric: He feels the motion isn't the best way to get creative solutions. He offers a friendly amendment. The Board money comes as a result of providing service. The first source of revenues is the group contributions. The Board depends on literature as the second source of revenues. The recovery book is a third source of money because the people want it. He suggested an amendment: That 30% of everything that is given for the recovery book or other projects be set aside for administration.

River: Doesn't like the wording of the motion. She agrees the GSB has the right to administer the money but is afraid of it. This is short sighted. She feels that people should have the right to earmark money for special projects.

Dan: Senses a power struggle. Doesn't hear a lot of higher power.

Jimmy: He feels there is nothing wrong with the subcommittee passing a basket to cover costs. He is against the motion because if the Board sets up a fund for the book, the Board could take a certain percentage.

Alex: Pointed out this is about a lack of communication. There isn't a lack of abundance. He feels the Board is not listening to what the GSRs want.

Barbara: She wanted to remind everyone about all the people being alike. Everyone's concerned about the Board's debting. Her subcommittee was told they could fund raise in the subcommittee, but not the members of other committees.

Patti (clarification): The Board has never asked the committee to debt, and the Board has not debted.

Kit: We need to be prepared to do a pressure relief for Washington D.C. We need to be prepared for the larger issue.

Nicole: (clarification) The Board has a legal obligation for the funds, because of the accounting and financial reporting that is required for government reports if nothing else. All monies collected in the name of Debtors Anonymous have to be reported to the IRS officially as income for D.A. If individual committees are collecting and spending money on their own in the name of D.A., the Board won't be aware of this and cannot fulfill its legal responsibilities to file accurate income tax statements. This is a serious legal matter of concern to the Board.

Lynn: We are all in recovery not because we're recovered. Addiction is happening. Sometimes you think the money will be there and it's not. We don't send money to the Board because we don't understand what they do.

Tabatha: There is enough, there is abundance. The Board is suffering now. If we weren't allowed to fund raise and give the book out today, then we'd all be suffering.

David P.: I'm the debtor responsible for taking over the treasury (treasurer on the General Service Board), and I have the task of producing the financial statements. The situation would look different if we had the money to publish the book. If we set money aside for the book, and we don't pay our bills for commitments on the office, that is sick behavior.

Barbara (clarification): Is this motion for fund raising applicable for all committees?

Alex: The spirit of this is to look at the long view and the way things will be administered for all committees and projects. "Administered" is defined as collection and dispersement of funds.

The Board broke for a moment to consider an the amendment.

The Board decided to keep the wording as it is.

Tabatha(clarification): If this motion had been in effect for this year, then the book could not be distributed to people now.

The motion was called for and a vote was taken.

The motion Passed: "That all monies raised from whatever source for Debtors Anonymous World Service activities be administered through the General Service Board. The integrity of D.A. depends on D.A. unity."

Votes in favor, 38; votes opposed 14; abstentions, 2. The motion Passed.

The Serenity Prayer was said again aloud and then committee reports were started.

Literature Committee Report

Eric from California, chair of the Literature Committee introduced Nicole, the chair of the first of three subcommittees of the Literature Committee.

Nicole reported for the "Works in Progress" subcommittee:

The following projects are currently in progress: a "12 & 12" for D.A., a sponsorship booklet, a photo lit piece, and a fear of economic insecurity pamphlet.

Mary, chair of the "Unity" subcommittee reported the following:

The subcommittee is proposing a ballot to be used for determining the conscience of the fellowship with regard to a proposal for gender-neutralizing the Steps and Traditions.

The proposed changes are shown in Appendix B.

In order for these changes to be approved, 3/4 of all D.A. registered groups must vote to approve it.

The report of the recovery book subcommittee of the Literature Committee was tabled until later in the day.

Conference Committee Report

Sheila and Duncan gave the report for the Conference Committee.

They expressed the concern of the Conference Committee about solvency. The committee felt that trustee travel should be considered part of the cost of conducting World Conferences. Beginning with the 1996 World Conference in Chicago, the committee felt it may be able to contribute to the costs of trustee travel.

The committee recommends funding a minimum of 25% of the trustee travel costs as an expense of the Conference. This expense would be rolled into the registration fee.

The committee also discussed the idea of having conventions to share recovery amongst the entire fellowship. One concern about this concept was that most GSRs would not be able to attend both a convention and working conference in the same year, and without a conference, world service work would suffer. It was decided to keep the annual conference as a GSR\IGSR meeting and a subcommittee was formed to research the possibility of holding regional conventions that would be for all D.A. members to attend.

Norm N. reported to the committee that Los Angeles has formally voted that it would like to host the 1997 World Conference. The committee voted unanimously to support taking the 1997 Conference to the Los Angeles area. For 1998, Seattle has indicated an interest in possibly hosting the Conference.

The committee also talked about formalizing the process to decide which city holds the World Conference each year. The question was raised as to what criteria ought to be established for selection of a host city.

Mary added that there needs to be a basic number of fellowship members in that area. Based on the experience of the Michigan host committee this year, it is suggested that at least 30 active D.A. members in an area be a criteria for a city to host the World Conference.

Mary stated that a host city should expect to begin the planning processing for hosting a World Conference two years in advance. Information about this as well as a handbook for potential host committees will be available soon. Fred has been working on putting together a host committee handbook. Four year's worth of materials have been included as well as final reports from all previous conferences.

Byron moved to accept Los Angeles as the Conference site in 1997. Sheila seconded. All present were in favor. No opposed. The motion Passed unanimously.

Kathy made a motion to accept the Conference Committee's Report. The motion was seconded by Alex.

All present were in favor. No opposed and no abstentions. The motion Passed unanimously.

Fred recognized the Michigan host committee for doing a great job in 1995.

Finance Committee Report

Mary from Seattle, chair of the Finance Committee gave the following report:

The following items had been referred to the Committee from the Board and the Friday morning session:

- How do we meet the GSB Spending Plan?
- Suggestions for a Business Plan
- Soliciting Individual and Group Contributions
- Review split of allocations to the GSO, Intergroups and GSR-area groups
- List Group Contributions to GSO.

Mary thanked her committee members and thanked the persons involved from last year. She also referred to a handout at each person's seat on how to handle individual solicitations. The committee then distributed envelopes to each Conference delegate and asked them to make nine more envelopes addressed to the GSO for D.A. Everyone was asked to go back home and pass out the nine additional envelopes. With the 80 GSRs present, she said that if everyone took responsibility for having 10 envelopes returned, and that if each envelope contained an average of \$5 each, it would generate \$4,000 in funds to support world service.

The committee distributed a guide which will help meeting treasurers to handle the shares of funds to be distributed to the General Service Office, along with coupons for sending meeting contributions in monthly.

The committee also recommended that each group conduct a special Seventh tradition group meeting specifically for the purpose of helping people understand the meaning of "self-support."

Regarding group solicitation, the committee asked that groups be encouraged to send in \$12.00 in the next 12 days to the General Service Office.

Long term goals the committee identified for getting money included plans for direct solicitation, special activities and sales, and Board issues. The committee also talked about developing a business plan, creation of an infrastructure, accounting systems and communication.

The committee also recommends that on an annual basis, groups should receive some acknowledgement from the GSO about their contributions for the year.

The committee felt that there were three clear messages:

1. The importance of having a spending plan
2. Communication, communication, communication.
She applauded the Board for its honesty.
3. Partnership between the finance committee and the Board.
The Finance committee wants to make that happen.

Byron from Chicago stood up and said that the GSRs from the Chicago area had taken up a collection amongst themselves of money they did not need for paying their travel expenses and wanted to make a contribution now of \$140. He urged that GSRs from other areas get together and do the same.

A motion was made to accept the report of the Finance Committee. The motion was duly made and seconded. The motion Passed unanimously.

A Seventh Tradition was collected.

Fellowship and Communications Committee Report

Greg, chair of the FC Committee introduced the report.

Terri, a member of the *Ways & Means* subcommittee, stated that the committee recommends the Board communicate with the fellowship via a periodic letter or report separate from the *Ways & Means*. The newsletter would become self-supporting, available on a subscription basis only, and its primary purpose would be for personal sharing (like a "meeting in print") rather than as a communication vehicle for Board and committee reports. All existing subscriptions will be honored.

Regarding the data base management, it was reported that all of the copies made of the World Service Directory were sold for \$5.00 each and that the \$100 taken in was given to the Board. Additional copies can be ordered from the General Service Office for \$6.25. An order form is included in the GSR Service Manual.

Every GSR was encouraged to look up their area and check their meeting to be sure it is correctly listed. Any changes needed should be submitted to Rob on this committee.

It was also reported that Rob has developed a subcommittee to handle e-mail and assist with communicating within the fellowship. The form to put your name and e-mail address on the list is at each person's seat. Anonymity will be respected. It is hoped that this will provide the Board with another avenue to get information out to the masses.

Dave (from Boston) reported on an infrastructure for communication that would integrate a phone tree at three stages. The committee suggested that each state align itself with an Intergroup for the purpose of receiving World Service information. If there is no Intergroup in your state, then that state would hook up with another state. Currently there are 17 Intergroups which states can become affiliated with. The idea would be that the Board could send out reports to each Intergroup, and then the Intergroup would take responsibility for distributing that information to all of the groups associated with it.

He felt that if the Board accepts this suggestion, it could take a lot of the pressure off the GSO for communicating.

Comments:

Dave(NY) compliments the committee on its good work. He's concerned that it's not effective for collection of money. Mary clarified this would not be for the collection of money. All contributions should still be sent directly to the General Service Office.

Renee asked if groups would be assigned or will they have a choice which intergroup to be with.

Dave (Boston) stated that groups would be assigned but the assignments can be changed. Each group will have the choice as to which intergroup they want to be affiliated with.

A motion was duly made and seconded to accept the report of the Fellowship Communications Committee.

The motion Passed unanimously to approve the committee's report.

Public Information Committee

Philip distributed handouts and stated that the Public Information Committee's theme is: "Just do it."

PI wants to generate more awareness about D.A. They want all the Conference delegates to take information back home to generate awareness and boost interest in the program. The handouts are all from the existing Public Information Manual.

The committee is putting together a public service announcement (PSA) and will be looking to get it produced in the coming year. Examples will be ready for next year's World Conference. They are also looking at getting listed on the Internet with a Home Page (as other 12 step programs are).

Comment:

Lynn H. expressed concern about last names being asked for on the form for e-mail addresses. Phil clarified that the list would not go public.

A motion was duly made and seconded to accept the Public Information Committee's report. The motion Passed unanimously.

Literature Committee Report, continued

The Literature Committee report was continued with a report from the Recovery Book subcommittee of the Literature Committee. Tabatha and Jimmy presented the report.

They announced that the drafts of the Recovery Book that had been distributed were being given out at this time for the sole purpose of receiving comments on the stories. A stamped addressed envelope & survey are included with the draft of the book. The book and the survey should both be returned by the deadline of December 1, 1995. GSRs and Intergroup Service Representatives should read the stories for content, keeping in mind that this is only a draft. Do not copy the book or distribute any portions of it due to copyright ramifications. Please guard the book and be sure to return it.

The current approval process was reviewed:

1. An idea is proposed
2. Outline of the proposal is developed by the subcommittee
3. Proposal outline is submitted to the Literature Committee
4. First draft for comment distributed to Literature Committee
5. Second draft distributed for comment to GSRs
6. Final draft is sent for GSRs to read before Conference, to allow delegates time to prepare how they will vote
7. Yes/no vote taken at the World Conference.

An additional step has been added as 5.5 "Approval by the Board before distribution to all GSRs."

The Literature Committee announced they are a non-debting committee. They had a balance of \$218.00 at the end of the 1994 World Conference because they had asked for a \$20.00 donation from each Literature Committee member as a deposit on the first draft of the book that was distributed at the 1994 World Conference.

Concern was expressed about time running out and having time to complete all the committee reports. After several motions, it was agreed to extend the time to allow for completing all committee reports.

Tabatha presented the following motion: "The recovery book subcommittee proposes that a pressure relief group meeting be held between the recovery book subcommittee and members of the Board for the purpose of establishing a new mechanism to fund the recovery book project and to decide what to do with the money."

A vote was taken and the motion Passed, with 2 opposing votes noted.

A motion was duly made and seconded to accept the full report of the Literature Committee. The motion Passed unanimously.

Mary announced the meeting would be extended until 12:40.

Service Committee Report

David (NY), chair of the Service Committee gave the report.

The committee decided it was better not to have an office if it meant creating a debt. David introduced the committee and acknowledged their efforts. They discussed concerns about the length of time it takes for the GSO to respond and decided it is impossible for one person in the office to complete all of the tasks involved in 13 hours per week. They looked at the numbers and added the expenses and found \$24,000 is being spent on the functions of the office.

The committee reviewed the logistics of moving the office or running it as a 'virtual office' without a physical space. A move will take time, and perhaps there is a way to handle electronically some of the mail. They also explored the issue of storing the records and where a worker would physically work.

In summary, the committee proposes that a committee be established to assist with the operations of the General Service Office and work with the Board on the following areas -

1. Development of a Spending plan for the office
2. Development of a Business Plan for the office
3. Development of a Business Process for the office
4. Quarterly Pressure groups
5. Communicate with Trustees
6. Communicate with DA as a whole
7. Development of a volunteer plan and voluntary support of the office
8. Investigate the possibility of establishing a virtual office.

The make-up of this committee would be one trustee and five local NYC-area GSRs. Committee members would be appointed for one year terms, from one World Conference to next.

It was noted that if there is no office, there would be a delay in the deposit of checks, processing of literature orders, and responding to all requests for information about D.A.

The Service Committee recommends that the office be kept open for the next few months. It also recommends that each member present today donate \$20 to help keep the office going. They have found five NYC-area GSRS who are willing to serve on this committee.

A Seventh Tradition was taken.

A motion was duly made and seconded to accept the report of the Service Committee. The motion Passed unanimously.

Acknowledgement of the Michigan Host Committee

Mary asked all members of the Michigan Host Committee to come up front and be acknowledged. Everyone applauded the efforts of the committee for putting on the 1995 D.A. World Conference. The gavel was officially passed to Byron and Jeannine S. of Chicago, the co-chairs of the Chicago Host Committee for the 1996 World Conference.

The meeting adjourned at 12:40 pm.

Minutes submitted by Sally P.

Dear D.A. Members:

September, 1995

At the 1995 World Conference of Debtors Anonymous in Ann Arbor, the General Service Board presented a report to the General Service Representatives (G.S.R.) and Intergroup Service Representatives (I.S.R.) in attendance on the overall state of affairs for D.A. They expressed a deep concern and alarm about the current financial situation facing D.A. as a whole. The purpose of this letter is to summarize and share that same information with those of you who were not in attendance at the D.A. World Conference.

Over the past year and one-half, D.A.'s quarterly income averaged \$8,856. The average quarterly expenses for the same period were \$8,873. This does not include funding for production of existing and new literature, conference committee work, General Service Board work and travel, or the Recovery Book. As you can see, we are barely able to meet the regular monthly expenses.

D.A.'s current situation is that group contributions and literature sales are down. They comprise the vast majority of revenues to support the D.A. infrastructure including (1) office administration, (2) literature development, production and distribution, (3) general service work, (4) conference committee activities, (5) World Conference and (6) the General Service Board.

How did we get into this situation? In 1991, revenues for general service peaked to a total of \$57,000 of which \$35,000 was generated from literature sales. The General Service Board then decided to open an office in New York and hire a part-time employee. At that time, the majority of General Service Board Trustees also resided in New York. This decision was based on the assumption that revenues would stay at the present level or continue to increase.

In doing a five-year comparison from 1990-1994, we found that contributions have remained fairly level. However, literature sales in 1994 have declined significantly. The problem we see is that income is received irregularly, but D.A.'s expenses are due each month. Due to these circumstances, the Board has found it increasingly difficult to meet its obligations. Please see the enclosed attachments.

The Board is committed to communicating openly and as clearly as it can with you, the D.A. Fellowship. We want to convey to you how funds are used and how they benefit the debtor who still suffers: in your local area, around the country and around the world.

We need your help to immediately support the needs of Debtors Anonymous as a whole!

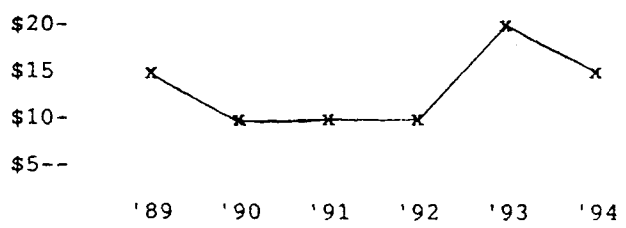
Here is how you can help:

- ◆ Ask your D.A. group to send its contributions monthly, no matter how humble.
- ◆ Ask your D.A. group to pass a third basket at meetings.
- ◆ Ask your D.A. group to hold special fundraisers for worldwide D.A. General Service work
- ◆ Ask your D.A. group to send \$12 within 12 days to D.A. General Service.
- ◆ Send an individual "GRATITUDE" CONTRIBUTION" (ie. \$4 for 4 years of abstinence)

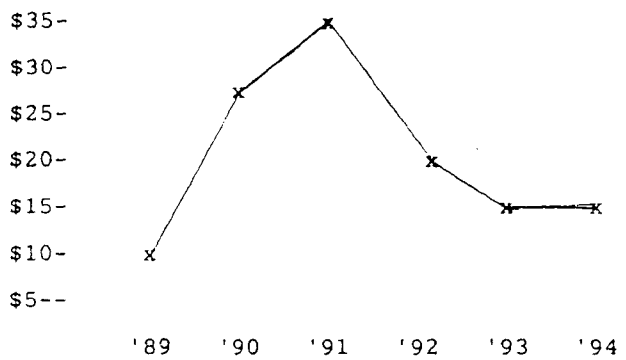
Thank you for all of your past support. As this support continues in the days, months and years to come, we believe D.A.'s unity will continue to deepen and flourish and the still suffering debtor will be reached and supported.

Debtors Anonymous, P.O. Box 400-Grand Central Station, New York, N.Y. 10163-0400

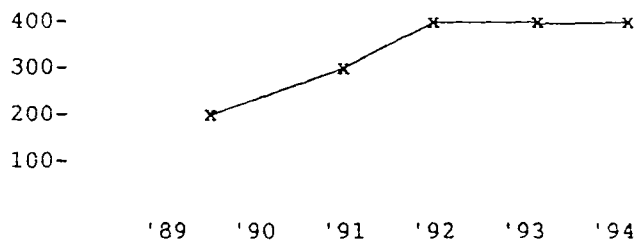
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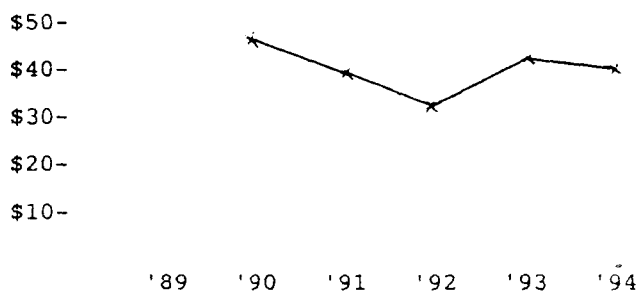
LITERATURE SALES



NUMBER OF GROUPS



CONTRIBUTIONS PER GROUPS



PROPOSAL (Bolded in the steps and traditions are what has been changed from D.A.'s original.)

The Twelve Steps of Debtors Anonymous

1. We admitted we were powerless over debt - that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God *as we understood God*.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked **God** to remove our shortcomings.
8. Made a list of all persons we had harmed and became willing to make amends to them all.
9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
10. Continued to take personal inventory and when we were wrong promptly admitted it.
11. Sought through prayer and meditation to improve our conscious contact with **a Power greater than ourselves** praying only for knowledge of **God's** will for us and the power to carry it out.
12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to compulsive debtors, and to practice these principles in all our affairs.

The Twelve Traditions of Debtors Anonymous

1. Our common welfare should come first; personal recovery depends upon D.A. unity.
2. For our group purpose there is but one ultimate authority - a loving God **as expressed in our group conscience**. Our leaders are but trusted servants; they do not govern.
3. The only requirement for D.A. membership is a desire to stop incurring unsecured debt.
4. Each group should be autonomous except in matters affecting other groups or D.A. as a whole.
5. Each group has but one primary purpose - to carry its message to the debtor who still suffers.
6. A D.A. group ought never endorse, finance, or lend the D.A. name to any related facility or outside enterprise, lest problems of money, property, and prestige divert us from our primary purpose.
7. Every D.A. group ought to be fully self supporting, declining outside contributions.
8. Debtors Anonymous should remain forever non-professional, but our service centers may employ special workers.
9. D.A., as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. Debtors Anonymous has no opinions on outside issues; hence the D.A. name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion, we need always maintain personal anonymity at the level of press, radio, and films.
12. Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.*

*The original Twelve Steps of Alcoholics Anonymous differ from this adapted version, used here with the permission of Alcoholics Anonymous World Services, Inc., in the following ways: We have substituted "debt" and "compulsive debtors" for "alcohol" and "alcoholics" in Steps 1 and 12, respectively. Additionally, we have substituted "D.A." for "A.A." in Traditions 1,2,3,4,6,7,9 and 10, and "Debtors Anonymous" for "Alcoholics Anonymous" in Traditions 8 and 10. We have also avoided using the pronoun "Him" in Steps 3, 7 and 11; and tradition 2. This adapted version of the Twelve Steps and Twelve Traditions was adopted in writing by three-quarters of the D.A. groups in 1996.