

The 2019 Annual Debtors Anonymous World Service Conference

33rd Annual Report Los Angeles, California USA

**2019 Convocation Minutes, General Service Board Reports,
Committee Reports and Caucus Reports
Hilton Los Angeles Airport
Los Angeles, California USA
August 10-11, 2019**

Anonymity

This report contains names of delegates who attended the 2019 World Service Conference. The information in this report should be kept confidential to protect anonymity.

WSC Report Availability

A version of this report is available to the Fellowship and other interested parties on the Debtors Anonymous website at www.debtorsanonymous.org.

Accuracy

Every effort has been made to publish an accurate and error-free version of the Conference proceedings. Please notify the General Service Office of any errors before the 2020 Conference.

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SECTION 1: CHRONOLOGICAL SUMMARY OF 2018 WSC MOTIONS:

Internal Operations Committee

No motions

Conference Committee

The members of the WSC Conference Committee, each of whom is “a voting member of the Conference” for purpose of the Application of Paragraph 9 of The Conference Charter of Debtors Anonymous, move to amend The Conference Charter of Debtors Anonymous in the following three particulars:

The members move an amendment to Paragraph 2 to read as follows (additions are in red and underlined; deletions are in red and stricken through):

Composition of Conference: The body of voting delegates is composed of the following who desire to participate and register to attend the World Service Conference: (1) the Trustees of the General Service Board, (2) the selected General Service Representatives of all Debtors Anonymous groups registered with the General Service Office, (3) ~~and~~ a representative of each Intergroup registered with the General Service Office, and (4) a representative of the General Service Office, chosen by the General Service Board, provided that the representative is a member of Debtors Anonymous. A collection of groups may choose to select a single General Service Representative to represent the collection, provided the General Service Representative is approved by all groups in the collection. Such General Service Representative will still only receive one vote at the Conference.

The members move an amendment to those portions of Paragraph 7 to read as follows (additions are in red and underlined; deletions are in red and stricken through):

Except for decisions upon matters of policy, finance, or Debtors Anonymous Traditions ~~liable to that may~~ seriously affect Debtors Anonymous as a whole, . . .

Except in great emergency, neither the General Service Board nor any of its related services ought to take any action ~~liable to that may~~ greatly affect Debtors Anonymous as a whole without first consulting the Conference.

Amendment of the Conference Charter will require that the text of such amendment be sent to the General Service Representatives of all registered groups and to all registered Intergroups, postmarked one hundred and twenty (120) days prior to the first day of the annual meeting of the Conference. Such delivery of the text may also be made by email or other electronic means. Only a voting member of the Conference can move to make such an amendment. **Motion Passed***

The Conference Committee moved that the 2021 World Service Conference be hosted in the New York City region. **Motion Passed**

The conference committee moves that the 2019 World Service Conference authorize the remote participation trial at the 2020 World Service Conference. **Motion Passed**

The conference committee moves at the World Service conference authorize that the International Caucus become the International Committee. **Motion Passed**

Business Debtors Anonymous Committee

No motions.

Resource Development Committee

The RDC moves that Bequests from Wills and Gifts from Trusts be allowed, with the proviso that receipts be limited to: Estates and Trusts of members of the Fellowship; Will Bequests be capped at \$50,000 total; and Trust Gifts be limited to \$12,000 for not more than five years, with the exception that living trusts are treated as gifts from individuals. **Motion Passed**

Hospitals, Institutions and Prisons Committee

The Hospitals, Institutions, and Prisons Committee moves that the second Saturday in July be designated HIP Awareness Day. ***Motion carried.***

Fellowship Communications Committee

To establish the 4th Saturday of April of every year as "Promise Six Day" to encourage fellowship activities at the local level among members. ***Motion Passes***

Literature Committee

The WSC Literature Committee moves that the concept for a pamphlet on "What is Solvency?" be approved. ***Motion Passed with Substantial Unanimity***

The WSC Literature Committee moves that the concept for a pamphlet on "Retirement" be approved. ***Motion Passed with Substantial Unanimity***

The WSC Literature Committee moves that the concept for a pamphlet on "Dealing with Prosperity" be approved. ***Motion Passed with Substantial Unanimity***

The WSC Literature Committee moves that the concept for a pamphlet on "Earning" be approved. ***Motion Passed with Substantial Unanimity***

The WSC Literature Committee moves that the concept for a pamphlet on "Action Plan" be approved. ***Motion Passed Unanimously***

The WSC Literature Committee moves that the concept for a pamphlet on "D.A. Voices from the Black Community" be approved. ***Motion Passed with Substantial Unanimity***

The WSC Literature Committee moves that the concept for a book of "B.D.A. Stories" be approved. ***Motion Passed with Substantial Unanimity***

Public Information Committee

We move that a BDA Public Service Announcement be approved and produced by the GSB. **Motion Passed with Substantial Unanimity**

Technology Committee

No motions.

SECTION 2: ALPHABETICAL SUMMARY OF MOTIONS:

Business Debtors Anonymous Committee

No motions.

Conference Committee

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The Conference Committee moved that the 2021 World Service Conference be hosted in the New York City region. **Motion Passed**

The conference committee moves that the 2019 World Service Conference authorize the remote participation trial at the 2020 World Service Conference. **Motion Passed**

The conference committee moves at the World Service conference authorize that the International Caucus become the International Committee. **Motion Passed**

Fellowship Communications Committee

To establish the 4th Saturday of April of every year as "Promise Six Day" to encourage fellowship activities at the local level among members. ***Motion Passes***

Hospitals, Institutions and Prisons Committee

The Hospitals, Institutions, and Prisons Committee moves that the second Saturday in July be designated HIP Awareness Day. ***Motion carried.***

Internal Operations Committee

No motions.

Literature Committee

Motion #1

The WSC Literature Committee moves that the concept for a pamphlet on "What is Solvency?" be approved. **Motion Passed with Substantial Unanimity**

Motion #2

The WSC Literature Committee moves that the concept for a pamphlet on "Retirement" be approved. **Motion Passed with Substantial Unanimity**

Motion #3

The WSC Literature Committee moves that the concept for a pamphlet on "Dealing with Prosperity" be approved. **Motion Passed with Substantial Unanimity**

The WSC Literature Committee moves that the concept for a pamphlet on "Earning" be

approved. **Motion Passed with Substantial Unanimity**

The WSC Literature Committee moves that the concept for a pamphlet on “Action Plan” be approved. **Motion Passed Unanimously**

The WSC Literature Committee moves that the concept for a pamphlet on “D.A. Voices from the Black Community” be approved. **Motion Passed with Substantial Unanimity**

The WSC Literature Committee moves that the concept for a book of “B.D.A. Stories” be approved. **Motion Passed with Substantial Unanimity**

Public Information Committee

We move that a BDA Public Service Announcement be approved and produced by the GSB. **Motion Passed with Substantial Unanimity**

Resource Development Committee

Move that Bequests from Wills and Gifts from Trusts be allowed, with the proviso that receipts be limited to: Estates and Trusts of members of the Fellowship; Will Bequests be capped at \$50,000 total; and Trust Gifts be limited to \$12,000 for not more than five years, with the exception that living trusts are treated as gifts from individuals. **Motion Passed with Substantial Unanimity**

Technology Committee

No motions.

SECTION 3: SUMMARY OF RECOMMENDATIONS:

Business Debtors Anonymous Committee

The Business Debtors Anonymous Committee recommends that that the text of the Third Tradition and the answer to “What is solvency?” in the FAQ section of the D.A. website be featured prominently on the website homepage.

The Business Debtors Anonymous Committee recommends that the D.A. Welcome Statement include the following language in parentheses at the end of the third sentence: “unsecured debt is any debt that is not backed by collateral.”

The Business Debtors Anonymous Committee recommends that the WSC Public Information Committee create public service announcements that would focus on getting the message of recovery and hope to the still suffering business owner.

Conference Committee

The Conference Committee recommends that the Host Committee Manual be reviewed and updated to reflect current practice.

Fellowship Communications Committee

The Fellowship Communications Committee recommends that the “Resources for Groups” page on the D.A. website be translated into Spanish.

Hospitals, Institutions and Prisons Committee

To have HIP representative on every Intergroup Board.

Encourage Intergroup Rep to ask for HIP involvement at their meeting.

Training call for International HIP Awareness Day or for anyone interested in being part of HIP beginning of next year.

Individual members will continue to work on bringing HIP Awareness Day to their localities.

Internal Operations Committee

The Internal Operations Committee recommends that the General Service Board maintain the FY 2017-18 funding level for the "Salary and Hourly Wages" line item in the Income and Spending Plan for FY 2018-19 for the General Service Office (GSO) staff.

The Internal Operations Committee recommends that the General Service Board consider increasing the number of staff to 2.0 full-time employees, with appropriate qualifications such as 12-Step experience and technical expertise.

The Internal Operations Committee recommends that the General Service Board establish a line item in the GSB Income and Spending Plan to begin saving for the eventual relocation of the General Service Office.

The Internal Operations Committee recommends that an additional telephone line be installed at the General Service Office.

Literature Committee

The Literature Committee recommends that a process be created to review D.A. literature on a periodic basis to maintain its relevance, appropriateness, and spiritual nature to the D.A. program and Fellowship.

Public Information Committee

The Public Information Committee recommends that the GSB Information Technology Committee transcribe the public service announcements (PSAs) and the "D.A. Signs Come to Life" welcome video into podcasts and eNews articles.

The Public Information Committee recommends that the WSC Technology Committee create a user-friendly accessible Public Information hyperlink for direct access for meetings, Intergroups, and the public, in consultation with the WSC Public Information Committee.

The Public Information Committee recommends that the GSB Communications Committee continue to publicize the "One Member, One Action" Day prior to D.A.'s anniversary.

The Public Information Committee recommends that a Spanish-speaking option be available for the General Service Office toll-free telephone line.

Resource Development Committee

RDC recommends to the conference that delegates suggest that phone and online meeting include 7th Tradition Break and specifically mention the online contribution options for World Service.

The RDC recommends to the General Service Board (GSB) that all General Service Representatives (GSR's) suggest to their meeting the addition of "Thrive w/Five" to Seventh Tradition announcement.

RDC recommends to the GSB that all GSR's continue to announce in GSR announcements re: Various electronic methods for making contributions to WSO.

RDC recommends that GSR's suggest to their groups that they add a service position called "Temporary Sponsors"

Technology Committee

The Technology Committee recommends that there be more time for conference committees to meet at the WSC.

The Technology Committee recommends that the Fellowship accept contributions by SMS text.

The Technology Committee recommends that GSRs and ISRs encourage group members to enroll for eNews announcements. (A survey will be distributed to profile Fellowship demographics.)

The Technology Committee recommends that D.A. establish an online store for ordering literature.

The Technology Committee recommends that the D.A. website be updated to be more user-friendly and attracting.

Intergroup Caucus

No recommendations.

International Caucus

The International Caucus recommends that the GSB Finance Committee continue to investigate and implement diverse payment options for international D.A. members.

The International Caucus recommends that the GSB Finance Committee review and change the Treasurer's Manual in the D.A. Manual for Service to accommodate international transactions.

The International Caucus recommends that the WSC Literature Committee reach out to international D.A. members when collecting stories and submissions for the D.A. Basic Text and the DailyMeditation Book, and be inclusive of our international Fellowship in the selection process.

The International Caucus recommends that the WSC Literature Committee use audio technology to allow international D.A. members to record their stories in their chosen languages.

The International Caucus recommends that the General Service Board facilitate free international conference call numbers for fellowship-wide calls, including playbacks.

Spiritually Sustainable Earning Caucus

No recommendations.

Underserved and Underrepresented Outreach Caucus

The Underserved and Underrepresented Outreach Caucus recommends that the Diversity Outreach Recommendation on page 61 of the DAMS include suggested communities as listed in the HIP and PI starter kits.

The Underserved and Underrepresented Outreach Caucus recommends that the Fellowship define best practices for reaching out to underserved and underrepresented debtors.

The Underserved and Underrepresented Outreach Caucus recommends that Fellowship members submit stories of their experience, strength, and hope in reaching out to underrepresented debtors.

The Underserved and Underrepresented Outreach Caucus recommends that the Fellowship develop more literature and support for group and individual sponsorship.

The 2019 Annual Debtors Anonymous World Service Conference Los Angeles, California USA

August 10-11, 2019

SECTION 4: CONVOCATION MINUTES

AUGUST 10, 2019

CALL TO ORDER

At 8:30 a.m., Saturday, August 10, 2019, the Convocation of the 33rd Annual Debtors Anonymous World Service Conference (WSC) was called to order by General Service Board (GSB) Chair, Michalene R.

She reminded delegates that ballot cards need to be turned in when leaving the hall and retrieving them when re-entering. She noted that a 7th tradition and John H. donations would be collected later in convocation.

The Serenity Prayer was said by those present. The Charter was read.

The convocation for August 4 consisted of 104 (including one remote participant) delegates; therefore, 69 were necessary to establish a quorum, and the morning ballot count showed that more than 69 members were present.

INTRODUCTION OF PARLIAMENTARIAN

Michalene introduced Michael Malamut, a professional parliamentarian, who provided parliamentary guidance during the Convocation. Mr. Malamut gave an explanation of the parliamentary procedures that would be used during the Convocation, including an overview of various motions and procedures.

CONFERENCE VOTING PROCEDURES

Michalene explained the credentialing and voting procedures that would be followed. Specifically, that each delegate would be required to display a unique numbered voting card to enter the Convocation and only delegates with a card would be allowed to vote or

make motions.

Without objection, the Convocation Agenda, which had been previously distributed, was accepted as presented.

MOTION TO APPROVE THE 2018 CONVOCATION MINUTES

Motion: A motion was made to accept the minutes of last year's Convocation as submitted. Motion passed unanimously.

COMMITTEE AND CAUCUS REPORTS, AND OTHER BUSINESS

CONFERENCE COMMITTEE REPORT (CC)

The Conference Committee Chair Tracey O. recognized the members of the committee. She gave her report and then presented the following for the committee: (Note: Tracey provided information on a correction to the D.A. Charter based on prior Convocation votes. In one instance, an approved change to the Charter had not made it into the Manual for Service. Therefore, it was determined by the Board that the proper notice period for submitting this type of charge to the Charter can be done 120 days in advance. Only section 3 changes need to be submitted 180 days in advance to the Fellowship due to the importance of the issues in Section 3 of the Charter.

Motions:

The members of the WSC Conference Committee, each of whom is "a voting member of the Conference" for purpose of the Application of Paragraph 9 of The Conference Charter of Debtors Anonymous, move to

amend The Conference Charter of Debtors Anonymous in the following three particulars:

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Amendment of the Conference Charter will require that the text of such amendment be sent to the General Service Representatives of all registered groups and to all registered Intergroups, postmarked

one hundred and twenty (120) days prior to the first day of the annual meeting of the Conference. Such delivery of the text may also be made by email or other electronic means. Only a voting member of the Conference can move to make such an amendment.*

The Motion was presented in three sections and all Passed

The Conference Committee moved that the 2021 World Service Conference be hosted in the New York City region. **Motion Passed**

The conference committee moves that the 2019 World Service Conference authorize the remote participation trial at the 2020 World Service Conference. **Motion Passed**

The conference committee moves that the 2019 World Service Conference authorize the remote participation trial at the 2020 World Service Conference. **Motion Passed**

The conference committee moves at the World Service conference authorize that the International Caucus become the International Committee. **Motion Passed**

(Note: This motion becomes effective at the 2020 World Service Conference when it adjourns).

A fifth motion from the Conference Committee for the Intergroup Caucus was withdrawn by the committee without discussion.

Conference Committee Recommendations:

The Conference Committee recommends that the World Service Conference website registration information in Enews be translated at least into Spanish.

The Conference Committee recommends to the general service board Conference support Committee that the information about remote participation be available in Spanish.

The Conference Committee recommends to the general service Conference General Service Board Conference Support Committee that the information about remote participation be included in the World Service Conference registration packet.

The Conference Committee recommends to the World Service Conference Resource Development Committee that they prioritize increasing funding for the John H scholarship.

The Conference Committee recommends to the World Service Conference Fellowship Communications Committee that they help communicate to the fellowship about the importance of the John H. scholarship funding and create and publicized service materials on ways to raise funds to send a GSR to the World Service Conference.

BUSINESS DEBTORS ANONYMOUS

The Business Debtors Anonymous Committee Chair Michelle recognized the members of the committee. She gave her report and then presented the following for the committee:

Recommendations

The BDA Committee recommends that the WSC Tech Committee add a filter to the search function on the D.A. website so users can search for BDA meetings.

The BDA Committee recommends that the UUOC, that is working on the worldwide maps specify which are BDA meetings.

The BDA Committee recommends that the Fellowship Communication Committee explore ways to communicate the value of face to face meetings in the context of the wide availability of phone meetings. Some ideas include quarterly, regional, face to face meetings, promoting starter kits to start a meeting and regional weekend step study retreats.

INTERNATIONAL CAUCUS

The International Committee Chair Amina recognized the members of the committee. She gave her report and then presented the following for the committee:

Recommendations

The International Caucus recommends that we install Google translator or something similar to allow for translation of Debtors Anonymous website

The International Caucus recommends that we say the serenity prayer in three non-English languages next year at the World Service Conference.

The International Caucus recommends that we designate July as the DA. World Service Fellowship awareness month.

The International Caucus recommends that the International Caucus support and strengthen the work of the non-U.S. regional intergroups.

The International Caucus recommends that the International Caucus work with the GSB in locating translators, translation reviewers,

project contributors and appointed committee members to move forward with urgency with the translation of D.A. approved literature into languages other than the English.

INTERGROUP CAUCUS

The Intergroup Caucus Chair Chris recognized the members of the committee. He gave his report which included the fact that the Caucus decided to remove it request to become a committee and then presented the following for the committee:

Recommendations

The Intergroup Caucus recommends that the intergroup websites, display the exact same meeting information as the GSO website.

The Intergroup Caucus recommendation that meeting registration and reregistration forms are able to be sent to the General Service Office and associated Intergroup at the same time.

The Intergroup Caucus recommends that every meeting that every meeting be assigned an intergroup.

FELLOWSHIP COMMUNICATIONS COMMITTEE REPORT

The Fellowship Communications Committee Chair Rody recognized the members of the committee. She gave her report and then presented the following for the committee:

Motion

The Fellowship Communications Committee moves to establish the fourth Saturday of April of every year as Promise Six day to encourage fellowship activities at the local level among members. **Motion Passed**

Recommendations

The Fellowship Communications Committee recommends that the "Resources for Groups" page on the D.A. website be translated into Spanish

The Fellowship Communications Committee recommends to the Public Information Committee, provides outreach materials about D.A. to self-help speakers and authors.

TECHNOLOGY COMMITTEE

The Technology Committee Chair Julie, recognized the members of the committee. She gave her report and then presented the following for the committee:

Recommendations

The Technology Committee recommends that there

be more time for conference committees to meet at the WSC.

The Technology Committee recommends that the Fellowship accept contributions by SMS text.

The Technology Committee recommends that GSRs and ISRs encourage group members to enroll for eNews announcements. (A survey will be distributed to profile Fellowship demographics.)

The Technology Committee recommends that D.A. establish an online store for ordering literature.

The Technology Committee recommends that the D.A. website be updated to be more user-friendly and attracting.

SPIRITUALLY SUSTAINABLE EARNING CAUSUS

The Spiritually Sustainable Earning Caucus Chair Lolly recognized the members of the committee. She gave her report and then passed as there were no recommendations from the caucus.

CLOSING

The first day of the 2019 Convocation ended at noon. In honor of the recommendation from the International Committee, we closed with first day of the Convocations with the Serenity Prayer in: English, Spanish, Italian, French, Portuguese, Gaelic and Farsi.

AUGUST 10, 2019

CALL TO ORDER

Michalene brought the meeting to order with the Serenity Prayer. Committees continued to give reports and present motions and recommendations.

LITERATURE COMMITTEE

The Literature Committee Chair Kurt recognized the members of the committee. He gave his report and then presented the following for the committee:

Motions:

The WSC Literature Committee moves that the concept for a pamphlet on “What is Solvency?” be approved. **Motion Passed**

The WSC Literature Committee moves that the concept for a pamphlet on “Retirement” be approved. **Motion Passed**

The WSC Literature Committee moves that the concept for a pamphlet on “Dealing with Prosperity” be approved. **Motion Passed**

The WSC Literature Committee moves that the concept for a pamphlet on “Earning” be approved. **Motion Passed**

The WSC Literature Committee moves that the concept for a pamphlet on “Action Plan” be approved. **Motion Passed**

The WSC Literature Committee moves that the concept for a pamphlet on “D.A. Voices from the Black Community” be approved. **Motion Passed**

The WSC Literature Committee moves that the concept for a book of “B.D.A. Stories” be approved. **Motion Passed**

HOSPITALS, INSTITUTIONS and PRISONS

The Hospitals, Institutions and Prisons Committee Chair Yanick recognized the members of the committee. She gave her report and then presented the following for the committee:

Recommendations

HIP Recommends to have HIP representative on every Intergroup Board.

HIP Recommends encouraging Intergroup Representatives to ask for HIP involvement at their meeting.

HIP Recommends a training call for International HIP Awareness Day or for anyone interested in being part of HIP beginning of next year.

HIP Recommends that Individual members will continue to work on bringing HIP Awareness Day to their localities.

INTERNAL OPERATIONS COMMITTEE

The Internal Operations Committee Chair Pat

recognized the members of the committee. She gave his report noting there were no motions or recommendations from the committee this year.

PUBLIC INFORMATION COMMITTEE

The Public Information Committee Chair Sean recognized the members of the committee. He gave his report and then presented the following for the committee:

Motion

The Public Information Committee moves that a BDA Public Service Announcement be approved and produced by the GSB. **Motion Passed**

RESOURCE DEVELOPMENT COMMITTEE

The Resource Development Committee Chair Diana recognized the members of the committee. She gave her report and then presented the following for the committee:

Motion

Move that Bequests from Wills and Gifts from Trusts be allowed, with the proviso that receipts be limited to:

Estates and Trusts of members of the Fellowship; Will Bequests be capped at \$50,000 total; and Trust Gifts be limited to \$12,000 for not more than five years, with the exception that living trusts are treated as gifts from individuals. **Motion Passed**

Recommendations

RDC recommends to the conference that delegates suggest that phone and online meeting include 7th Tradition Break and specifically mention the online contribution options for World Service.

The RDC recommends to the General Service Board (GSB) that all General Service Representatives (GSR's) suggest to their meeting the addition of "Thrive w/Five" to Seventh Tradition announcement.

RDC recommends to the GSB that all GSR's continue to announce in GSR announcements re: Various electronic methods for making contributions to WSO.

RDC recommends that GSR's suggest to their groups that they add a service position called "Temporary Sponsors"

UNDERSERVED AND UNDERREPRESENTED OUTREACH CAUCUS

The UUOC Chair Kathleen recognized the members of the committee. She gave her report and stated that the Caucus has no recommendations.

ADJOURNMENT

A motion was made to adjourn.

Motion carried.

The meeting closed with the Serenity Prayer in English and German.

SECTION 6: REPORT FROM THE CHAIR

Greetings everyone. My name is Michalene R., and I am a friend of Debtors Anonymous and a Class B non-debtor Trustee.

It is with tremendous gratitude that I am here today having completed my first year as Chair of the Debtors Anonymous General Service Board. It has been a busy year. It has been a year of growth for me as a person and I believe for the Board as a body.

First of all, I would like to recognize the members of the Debtors Anonymous Board of Trustees. Our Class A Debtor trustees are: Bill D., Dayton L., Josie P., Sarah V., Sharon S., Susan A., and Tom B. Our Class B non-Debtor trustees are: Bob D., JoAnn Mc, our newest Trustee Nancy K, and Tom R. It is an honor to work with these dedicated and hard-working trusted servants. Although not trustees, I would also like to thank the Appointed Committee Members (ACM's) and Project Contributors who have been so instrumental in completing the work the Board has taken on this year. These are the hard-working members who enable the Board to accomplish a mountain of work from behind the scenes. Next, I would like to recognize the committees and caucuses and the work that they have completed this past fiscal year. I would particularly like to single out the Los Angeles host committee for their hard work and enthusiasm for putting together what is needed to even have this conference. Your dedication in Debtors Anonymous and your service means that still suffering debtors all over the world will be able to receive the message of Hope that Debtors Anonymous brings. And finally, I would like to thank all the groups, intergroups and individual members who have supported Debtors Anonymous this past fiscal year. Those who have carried the message, those who have opened the doors, those who have shared in the Spiritual gift of the 7th Tradition with both their groups and D.A. as a whole. Without each and every one of you, we would not be here enjoying a way of life that is far beyond our wildest dreams.

So, what is it like to be Board Chair? In my opinion, it means being at the very bottom of the inverted triangle. It means I am responsible to every member of Debtors Anonymous to address their concerns by insuring the Board of Directors hears of the issues and works on them as time allows. It means having the opportunity to face all my character defects and work harder to overcome them and using all my strengths to move the Board forward. Mostly it is being a glorified hall monitor, making sure Board meetings are run in an orderly fashion.

But it also means prioritizing. It means working with the Board to prioritize the desires of the Fellowship but also what the Board sees as the greatest opportunities and needs of the Fellowship. It means *Leadership*. It means having a Board you can count on to do the work of the Fellowship to the best of their ability. Not perfectly, as we are not Higher Powers, but to be the best individuals we can be for the Fellowship each day.

In my Fellowship, we talk a lot about leadership. When I am before an assembly of GSR's I have often asked the question, who in here is a leader in AA? Today I ask, who reading or hearing this message is a leader in D.A?

Bill W. wrote an essay in support of the 9th Concept: "Good leaders, together with appropriate methods for choosing them at all levels, are necessary. At the World Service level, the Board of Trustees assumes

primary leadership for DA as a whole." The essay is called "Leadership in AA: Ever a Vital Need."¹ by Bill W. I will not read the whole thing but invite each of you to do so at your leisure. Today I want to focus on some of the main precepts I find so important to me as a person doing service in my Fellowship and having the honor of serving Debtors Anonymous.

LEADERSHIP IN A.A.: EVER A VITAL NEED

By Bill W.

No society can function well without able leadership in all its levels, and A.A. can be no exception. It must be said, though, that we A.A.'s sometimes cherish the thought that we can do without much personal leadership at all. We are apt to warp the traditional idea of "principles before personalities" around to such a point that there would be no "personality" in leadership whatever. This would imply rather faceless automatons trying to please everybody, regardless.

At other times we are quite as apt to demand that A.A.'s leaders must necessarily be people of the most

sterling judgment, morals, and inspirations; big doers, prime examples of all, and practically infallible.

Real leadership, of course, has to function in between these entirely imaginary poles of hoped-for excellence. In A.A. certainly no leader is faceless, and neither is any leader perfect. Fortunately our Society is blessed with any amount of real leadership — the active people of today and the potential leaders of tomorrow as each new generation of able members swarms in. We have an abundance of men and women whose dedication, stability, vision, and special skills make them capable of dealing with every possible service assignment. We have only to seek these folks out and trust them to serve us.

Somewhere in our literature there is a statement to this effect: “Our leaders do not drive by mandate, they lead by example.” In effect, we are saying to them, “Act for us, but don’t boss us.”

A leader in A.A. service is therefore a man (or woman) who can personally put principles, plans and policies into such dedicated and effective action that the rest of us want to back him up and help him with his job. When a leader power-drives us badly, we rebel; but when he too meekly becomes an order-taker and he exercises no judgment of his own — well, he really isn’t a leader at all.

Good leadership originates plans, policies, and ideas for the improvement of our Fellowship and its services. But in new and important matters, it will nevertheless consult widely before taking decisions and actions. Good leadership will also remember that a fine plan or idea can come from anybody, anywhere. Consequently, good leadership will often discard its own cherished plans for others that are better, and it will give credit to the source.

Good leadership never passes the buck. Once assured that it has, or can, obtain sufficient general backing, it freely takes decisions and puts them into action forthwith, provided of course that such actions be within the framework of its defined authority and responsibility.

A “politico” is an individual who is forever trying to “get the people what they want.” A statesman is an individual who can carefully discriminate when and when not to do this. He recognizes that even large majorities, when badly disturbed or uninformed, can, once in a while, be dead wrong. When such an occasional situation arises, and something very vital is at stake, it is always the duty of leadership, even when in a small minority, to take a stand against the storm, using its every ability of authority and persuasion to effect a change.

Nothing, however, can be more fatal to leadership than opposition for opposition’s sake. It never can be “Let’s have it our way or no way at all.” This sort of opposition is often powered by a visionless pride or a gripe that makes us want to block something or somebody. Then there is the opposition that casts its vote saying, “No, we don’t like it.” No real reasons are ever given. This won’t do. When called upon, leadership must always give its reasons, and good ones.

Then, too, a leader must realize that even very prideful or angry people can sometimes be dead right, when the calm and the more humble are quite mistaken.

These points are practical illustrations of the kinds of careful discrimination and soul-searching that true leadership must always try to exercise.

Another qualification for leadership is “give and take,” the ability to compromise cheerfully whenever a proper compromise can cause a situation to progress in what appears to be the right direction. Compromise comes hard to us “all-or-nothing” drunks. Nevertheless we must never lose sight of the fact that progress is nearly always characterized by a series of improving compromises. We cannot, however, compromise always. Now and then it is truly necessary to stick flat-footed to one’s conviction about an issue until it is settled. These are situations for keen timing and careful discrimination as to which course to take.

Leadership is often called upon to face heavy and sometimes long-continued criticism. This is an acid test. There are always the constructive critics; our friends indeed. We ought never fail to give them a careful hearing. We should be willing to let them modify our opinions or change them completely. Often, too, we shall have to disagree and then stand fast without losing their friendship.

.....

Now we come to the all-important attribute of vision. Vision is, I think, the ability to make good estimates, both for the immediate and for the more distant future. Some might feel this sort of striving to be a sort of heresy, because we A.A.’s are constantly telling ourselves, “One day at a time.” But that valuable principle

really refers to our mental and emotional lives and means chiefly that we are not foolishly to repine over the past nor wishfully to day-dream about the future.

As individuals and as a fellowship, we shall surely suffer if we cast the whole job of planning for tomorrow onto a fatuous idea of Providence. God's real Providence has endowed us human beings with a considerable capacity for foresight, and He evidently expects us to use it. Therefore

we must distinguish between wishful fantasy about a happy tomorrow and the present use of our powers of thoughtful estimate. This can spell the difference between future progress and unforeseen woe. Vision is therefore the very essence of prudence, an essential virtue if ever there was one. Of course we shall often miscalculate the future in whole or in part, but that is better than to refuse to think at all.

.....

¹ The AA Service Manual Combined with the Twelve Concepts of World Service by Bill W., 2018-2020 Edition, Copyright 2018, Alcoholics Anonymous World Services Inc. pp. 36-40.

Each and every one of us brings leadership to the positions we hold. We share announcements, we inform our meetings of the financial status of the Fellowship, and we tell our members about service opportunities that might bring more fulfillment to their solvency. We try not to just share the new literature titles and the latest fun event planned by the group. We tell our members everything they NEED to know.

We have the honor of having the largest number of delegates to this conference that I have seen in my four years on the Board. That is leadership. Being a GSR, an ISR, a volunteer or a Trustee shows leadership. The fact that donations during this past fiscal year rose by over 20% shows the leadership within the Fellowship. Leadership is spiritual, it is not just temporal.

As we travel through the 2019-2020 fiscal year, I wish for all of you that you use your leadership qualities in your Debtors Anonymous program. In leadership we find a real pride in what we can accomplish together. In leadership we have the joy of being part of something greater than us as individuals – we are part of the whole. As we endeavor to make D.A. the strongest 12 Step program in existence – not in grandiosity, but in dedication – I wish you joy, hope and encouragement. You all have made my life more beautiful, more fulfilled and more worth living. Thank you.

SECTION 7: GENERAL SERVICE BOARD COMMITTEE REPORTS

2017-18 GSB Finance Committee Report

Introduction

It is an honor to present this report to the World Service Conference and the rest of the D.A. Fellowship. My name is Michalene R., and I am a Class B member of the General Service Board and a grateful friend of Debtors Anonymous. The members of the Finance Committee this year were myself as chairperson, Allen T. as secretary, Dayton L. assistant treasurer and Appointed Committee Member (ACM) Jackie D. Our sibling WSC committee is the hard-working Resource Development Committee, or RDC. The Finance committee is grateful for the opportunity to serve the D.A. Fellowship.

Finance Committee Actions During the Conference Year

Below is a list of items that the Finance Committee undertook this year:

- Changed the name of the GSB Spending Plan to the GSB Income and Spending Plan, to reflect the importance of both elements of our financial results.
- Worked with Finance's sibling committee, the Resource Development Committee (RDC), to facilitate their projects.

Thank you for your hard work RDC.

- Completed all accounting for WSC 2017.
- Provided information to our outside accounting firm to enable them to complete their tax preparation activities and annual financial statement review.
- Renewed the office lease for 5 years.
- Allows us to vacate earlier if facilities can be rented before vacating
- Reviewed various contracts for financial terms.
- Worked with the GSB Information Technology committee to advance the website's ability to receive contributions by debit card.
- Registered the GSB with a third-party foreign currency transfer provider, to enable international payments and donations to be streamlined and less costly.
- Spearheaded activities regarding the 2017-2018 Income and Spending Plan, in an effort to reduce the proposed deficit. Actions included:
- Provided information to the Fellowship on the nature of the shortfall and the efforts being undertaken by the GSB and others to eliminate it.
- Substituting the Board's annual winter face-to-face meeting with a virtual, teleconference meeting, held over two weekends.
- Worked with our bookkeeper to improve and streamline various accounting practices.
- Shifted the Board's WSC 2018 registration costs back to the conference.
- Worked with the rest of the Board to identify cost cutting measures.
- Developed and sent a letter from the Committee to the Fellowship on our finances.
- A member of the Finance Committee served on the Ad Hoc GSB Committee that was formed to study the FY18 Income and Spending Plan. That member participated in all teleconferences, helped draft committee recommendations, and participated in on the Ad Hoc Committee's fellowship-widecall.
- Held the May 7th "Ask the GSB" call about D.A.'s finances.
- Developed 2018-2019 Income and Spending Plan and presented it to the Board for passage.
- Prepared this financial report for the Fellowship.

Recommendations to the 2018-19 Finance Committee

- Work with the new GSB Literature Translation and Licensing Committee, as they develop methods for streamlining translations and licensing. Advise the new committee on financial issues.
- Continue work on finalizing the testing for using the third-party currency transfer service for international transfers, and then work with the GSB Communications Committee to inform the Fellowship of the availability of the service.
- Continue providing education to the Fellowship on the financial welfare of the Fellowship. Communications with Intergroups may be one method to provide more information.
- Continue discussion on what level of prudent reserve the Board should maintain, and implement policy when approved by the Board.
- Determine if the addition of the online contribution capability on the D.A. website and the use of the third-party currency transfer service for international contributions has affected the income of the Fellowship.

Recommendations for other GSB committees

- To Literature Publications (Lit Pub): to prioritize e-books

Financial Reports

The Finance Committee is very grateful for the Fellowship's attention to the financial status of the Board. I'd like to begin this section of the Finance Committee report with a picture of this past fiscal year, which ended on June 30, 2018, then summarize the FY18-19 Income and Spending Plan.

How we ended the fiscal year

It is with tremendous gratitude that the Finance Committee is able to report to the Fellowship that the Income and Spending Plan for 2017-2018 ended with a positive balance of \$2,855.36. Considering that the plan presented at last year's WSC anticipated a \$26,660 negative balance, the difference is the result of cost cutting by the Board and also the Fellowship as a whole. It must be noted however, that due to cash flow issues, \$10,000 was transferred from the prudent

reserve to our operating checking account. In attachment 2, however, you will note that the total bank account balance on June 30th was just slightly higher than at this same time last year. This results in an increase of the Total Assets of the Fellowship by \$14,000 over fiscal year 2017.

Income

Contributions increased by 20 percent over last year, an increase of over \$14,600. Group contributions rose by almost 40% while individual contributions rose approximately 6%. This is the highest level of contributions Debtors Anonymous has received in over a decade. However, total income was only 95% of fiscal year 2017, due to a reduction in literature sales, while total gross profit was nearly the same as last fiscal year. Since literature sales must reflect cost of production prior to determining the amount of income to the Fellowship, despite the fact the increase in contributions was almost 37% less than the reduction in literature sold, the total gross profit was only down by approximately \$800.

Contributions

Contributions increased by 20 percent over last year, an increase of over \$14,600. Group contributions were almost 35% greater than last year. Individual contributions were up nearly 4%. On behalf of the entire D.A. Fellowship, the Finance Committee thanks the D.A. groups and individual D.A. members who contributed to D.A. during the last year. Those contributions were an essential part of improving the financial health of the Fellowship.

Literature sales

Literature sales decreased significantly by over \$23,000. In the last fiscal year of 2016-2017, literature sales were significantly higher due to the release of the 12 & 12 & 12. It should be noted that although the decrease in literature sales was considerably higher than the increase in contributions, the gross profit is nearly the same.

Expenses

Total expenses for the 2018 fiscal year were approximately \$38,000 less than fiscal year 2017. And although that might appear like we were able to take the fat out of the Income and Spending Plan, in fact, every reduction in spending was a reduction of services to the Fellowship.

For example, almost none of the money allocated to World Service Committees was utilized. Although we are talking about only \$3,000—this is money for committee projects. The part time person assisting the office manager was cut from 30 hours per week to 20 hours per week. This can result in literature orders taking longer to be sent out and phone calls and email responses to the Fellowship being delayed. In fact, our manager worked without help for many weeks, which reduced total labor costs. One of the expenses that affects the Board was removing their winter face-to-face meeting. This is a long weekend when the Board gets together and spends significant hours (at least 8 hours per day) doing the work of the Fellowship and advancing Board initiatives, in an intensive working weekend. It also provides an opportunity for the Board to meet the local D.A. community. This year the Board extended their February phone board meeting schedule to two weekends. This is not as effective as a face-to-face meeting, but the Board was willing to forego the normal in-person meeting to reduce expenses. Finally, registration fees for the board members for this year's World Service Conference have been transferred back to the conference.

Fiscal Year 2019 Income and Spending Plan

The first thing to note is that the Finance Committee predicts a slight decrease in literature sales and contributions in FY 19. It should be noted that the plan was approved by the Board before the end of the fiscal year and therefore, it may be a lower projection than would be anticipated, especially as new literature is developed and released. Regarding contributions, there are often variations from one year to the next. One good year does not necessarily mean that the next year will be as good. However, contribution may even be better in fiscal year 2019. But currently, if the literature sales and contributions stay equal to 2018, we would still be predicting, on an overall basis, a small shortfall. Based on the income projection, we have the potential for a deficit of \$15,636. This deficit does not reflect any potential licensing agreements for printing copyrighted literature in other countries. Although much lower than the projection for last year, this Income and Spending Plan does not replace any of the services that were reduced last year. For example, the Board has not scheduled a face-to-face Board meeting for next winter. In addition, the registration costs of the Board have been shifted back to the World Service Conference. The Board does not anticipate that WSC committees will or should refrain from asking for financing for committee work nor do we expect to lose the part time office help. Also, the Board added \$2,000 to the Income and Spending Plan for improvements to the office, which are well overdue.

Report 1: FY2017-18 Plan vs Actual

Debtors Anonymous General Service Board, Inc.				
Plan vs. Actuals: FY2018 Income and Spending Plan - FY18 P&L				
July 2017 - June 2018				
	Actual	Plan	over Plan	% of Plan
Income				
Literature Sales			0.00	
Audio Visual		84.24	(84.24)	0.00%
Pamphlets	29,660.16	27,999.96	1,660.20	105.93%
Shipping	10,340.93	12,744.24	(2,403.31)	81.14%
Member Contributions			0.00	
Groups	49,326.48	35,241.24	14,085.24	139.97%
Individuals	54,272.17	51,000.00	3,272.17	106.42%
Total Member Contributions	\$ 103,598.65	\$ 86,241.24	\$ 17,357.41	120.13%
Miscellaneous Income	46.84		46.84	
z Interest	658.44	657.60	0.84	100.13%
Total Income	\$ 182,098.51	\$ 184,467.60	\$ (2,369.09)	98.72%
Cost of Goods Sold				
Book Production and Printing	5,147.76	8,227.32	(3,079.56)	62.57%
Inventory Shrinkage	(3,263.50)	99.96	(3,363.46)	-3264.81%
Pamphlet Production and Printing	16,668.58	13,719.96	2,948.62	121.49%
Postage	11,137.06	13,331.40	(2,194.34)	83.54%
Production Costs		79.56	(79.56)	0.00%
Shipping & Postage		105.36	(105.36)	0.00%
Shipping Supplies	283.60	241.32	42.28	117.52%
Translation Services		3,000.00	(3,000.00)	0.00%
Total Cost of Goods Sold	\$ 29,973.50	\$ 38,804.88	\$ (8,831.38)	77.24%
Gross Profit	\$ 152,125.01	\$ 145,662.72	\$ 6,462.29	104.44%
Expenses				
Archival Expense	75.00	1,050.00	(975.00)	7.14%
Bank Charges	1,365.24	999.96	365.28	136.53%
Board Related Expenses			0.00	
Lodging	9,016.00	9,498.00	(482.00)	94.93%
Per Diem & Meals	3,575.80	3,798.00	(222.20)	94.15%
Travel	6,587.52	8,500.00	(1,912.48)	77.50%
WSC Registration Fees	6,565.00	6,840.00	(275.00)	95.98%
Z. Other		1,225.04	(1,225.04)	0.00%
Total Board Related Expenses	\$ 25,744.32	\$ 29,861.04	\$ (4,116.72)	86.21%
Bookkeeping, Accounting & Legal			0.00	
Bookkeeping Services	13,037.50	16,128.00	(3,090.50)	80.84%
CPA - Tax and Review Services	4,000.00	4,000.00	0.00	100.00%
Legal Services	290.00	1,119.96	(829.96)	25.89%
Total Bookkeeping, Accounting & Legal	\$ 17,327.50	\$ 21,247.96	\$ (3,920.46)	81.55%
Depreciation & Amortization	498.72	908.76	(410.04)	54.88%
Dues & subscriptions		106.20	(106.20)	0.00%
Fraudulent Charges		99.96	(99.96)	0.00%

Insurance	1,787.61	2,000.00	(212.39)	89.38%
Licenses, Permits & Regulatory Fees	145.00	1,047.84	(902.84)	13.84%
Office Expense	1,004.33		1,004.33	
Fellowship Mailing from the Board	279.53	153.00	126.53	182.70%
Office Supplies GSO	1,954.76	3,522.96	(1,568.20)	55.49%
Payroll			0.00	
Salary & Hourly Wages	65,211.21	77,000.04	(11,788.83)	84.69%
Taxes - Soc Sec Medicare Futa Suta	5,340.01	6,637.32	(1,297.31)	80.45%
Total Payroll	\$ 70,551.22	\$ 83,637.36	\$ (13,086.14)	84.35%
Payroll Service Fees	1,349.38	1,313.28	36.10	102.75%
Rent & Real Estate Taxes	14,472.90	15,372.24	(899.34)	94.15%
Temporary Labor	4,383.75		4,383.75	
Utilities	699.24	943.20	(243.96)	74.13%
Total Office Related Expenses	\$ 93,690.78	\$ 104,942.04	\$ (11,251.26)	89.28%
Outreach Expense	1,474.28	1,442.28	32.00	102.22%
Printing and Copying	393.90	68.64	325.26	573.86%
Telecommunications	3,567.14	3,019.92	547.22	118.12%
Trademark Registration & Renewal	1,060.00	1,000.00	60.00	106.00%
WSC Committee & Caucus Expense	527.00	4,299.96	(3,772.96)	12.26%
Total Expenses	\$ 149,269.65	\$ 172,322.44	\$ (23,052.79)	86.62%
Net Operating Income	\$ 2,855.36	\$ (26,659.72)	\$ 29,515.08	-10.71%
Other Income				
John H Fund Contributions WSC 2018(4/17-3/18)	7,431.19	3,100.00	4,331.19	239.72%
WSC Income			0.00	
World Service Conference Income	44,082.04	55,445.00	(11,362.96)	79.51%
Total WSC Income	\$ 44,082.04	\$ 55,445.00	\$ (11,362.96)	79.51%
Total Other Income	\$ 51,513.23	\$ 58,545.00	\$ (7,031.77)	87.99%
Other Expenses				
WSC Expenses			0.00	
John H. Registration Credits	2,632.20	2,500.00	132.20	105.29%
World Service Conference Expenses	46,790.12	55,262.00	(8,471.88)	84.67%
Total WSC Expenses	\$ 49,422.32	\$ 57,762.00	\$ (8,339.68)	85.56%
Total Other Expenses	\$ 49,422.32	\$ 57,762.00	\$ (8,339.68)	85.56%
Net Other Income	\$ 2,090.91	\$ 783.00	\$ 1,307.91	267.04%
Net Income	\$ 4,946.27	\$ (25,876.72)	\$ 30,822.99	-19.11%

Please note:

Total income is just under 99% of plan. Things to remember - contributions are 100% income, but literature is not. Before literature profits can be calculated, costs of printing and other costs are subtracted from the literature income. Therefore, it was "beneficial" to the bottom line that contributions were up, but literature sales were down. The opposite result would not have reached the 99% of plan result. Note that the income parts of our plan are in 'black' background.

- Also note that in our expense categories, all were below 90% of plan. (Noted in Red). This resulted in total expenditures that were 86.62% of the plan.
- Note that the net operating income for the 2017-2018 fiscal year ended up POSITIVE by \$2,855.36

[Report 2: Balance Sheet, as of June 30, 2018](#)

	As of Jun 30, 2018	As of Jun 30, 2017
ASSETS		
Current Assets		
Bank Accounts		
Bank of America Accounts	(108.97)	(108.97)
1. Main Checking		
1a. Operating	33,065.02	25,671.00
Total 1. Main Checking	\$ 33,065.02	\$ 25,671.00
2. Unrestricted Savings	6,082.69	6,081.50
3. WSC Checking	22,511.99	17,805.81
4. John H. Checking	(1,926.20)	(36.00)
John H. for WSC 2017	3,130.48	8,535.88
John H. for WSC 2018	6,248.73	
Total 4. John H. Checking	\$ 7,453.01	\$ 8,499.88
5. Intl Payment Checking	(1,357.54)	134.75
Total Bank of America Accounts	\$ 67,646.20	\$ 58,083.97
EverBank Reserves Account		
5b. Basic Text Reserve	20,000.00	20,000.00
5c. Step Study Reserve	15,000.00	15,000.00
5e. Prudent Reserve	67,755.65	77,755.65
5z. Interest Earned	3,576.81	2,919.56
Total EverBank Reserves Account	\$ 106,332.46	\$ 115,675.21
Office Petty Cash	11.56	11.56
Total Bank Accounts	\$ 173,990.22	\$ 173,770.74
Accounts Receivable		
*Accounts Receivable	(13.00)	(13.00)
Total Accounts Receivable	\$ (13.00)	\$ (13.00)
Other Current Assets		
Advances		
WSC Host Committee Advances	5,000.00	2,500.00
Total Advances	\$ 5,000.00	\$ 2,500.00
Conference Prepaid Expenses	5,514.49	7,926.40
Inventory Asset-1	10.00	10.00
Inventory On Hand		
Audio-Visual Materials	3.55	3.55
Books	13,166.94	12,817.93
Pamphlets	29,246.14	18,144.13
Total Inventory On Hand	\$ 42,416.63	\$ 30,965.61
NSF Checks Receivable	1,276.67	819.03
Prepaid Board Meeting Expenses	4,616.98	1,397.84
Prepaid Expense	3,546.69	3,597.90
Undeposited Funds	1,866.65	4,201.29
Total Other Current Assets	\$ 64,248.11	\$ 51,418.07

Total Current Assets	\$	238,225.33	\$	225,175.81
Fixed Assets				
Office Equipment		3,840.75		3,840.75
zAccumulated Depreciation		(8,028.02)		(7,866.02)
Total Fixed Assets	\$	(4,187.27)	\$	(4,025.27)
Other Assets				
Intellectual Property				
Copyrights & Trademarks		6,883.06		6,772.66
zAccumulated Amortization		(4,888.44)		(4,141.72)
Total Intellectual Property	\$	1,994.62	\$	2,630.94
Rent Security Deposit		300.00		300.00
Website Development Costs		15,985.88		14,335.88
Total Other Assets	\$	18,280.50	\$	17,266.82
TOTAL ASSETS	\$	252,318.56	\$	238,417.36
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable x		1,582.90		0.00
Total Accounts Payable	\$	1,582.90	\$	-
Other Current Liabilities				
Accrued Salaries		3,260.46		3,260.46
Mass. Dept of Revenue Payable		(176.45)		(127.83)
Payroll Liabilities		350.04		302.39
WSC Conference Registration		20,490.00		13,117.00
Total Other Current Liabilities	\$	23,924.05	\$	16,552.02
Total Current Liabilities	\$	25,506.95	\$	16,552.02
Total Liabilities	\$	25,506.95	\$	16,552.02
Equity				
Fund Balance		137,666.37		137,666.37
Opening Bal Equity		(9.48)		(9.48)
Retained Earnings		84,208.45		84,208.45
Net Income		4,946.27		
Total Equity	\$	226,811.61	\$	221,865.34
TOTAL LIABILITIES AND EQUITY	\$	252,318.56	\$	238,417.36

Report 3: Fiscal Year 2019 Income and Spending Plan**Debtors Anonymous General Service Board, Inc.****FY2018-2019 Income and Spending Plan**

	Proposed FY2018-2019 Income and Spending Plan (12 Months)
Income	
Billable Expense Income	
Literature Sales	
Audio Visual	
Books	35,000.00
Pamphlets	26,000.00
Shipping	9,500.00
Total Literature Sales	70,500.00
Member Contributions	
Groups	47,000.00
Individuals	53,000.00
Total Member Contributions	100,000.00
Miscellaneous Income	
z Interest	500.00
Total Income	171,000.00
Cost of Goods Sold	
Audio Visual Duplication	
Book Production and Printing	5,000.00
Inventory Shrinkage	100.00
Pamphlet Production and Printing	15,000.00
Production Costs	
Shipping & Postage	9,500.00
Shipping Supplies	450.00
Translation services	1,000.00
Total Cost of Goods Sold	31,050.00
Gross Profit	139,950.00
Expenses	
Archival Expense	100.00
Bank Charges	1,000.00
Board Related Expenses	
Lodging	4,500.00
Per Diem & Meals	3,028.00
Car rental	0.00
Registration	0.00
Discretionary/Other	500.00
Liaison visit to GSO/	2,000.00
Travel	0.00
Total Board Related Expenses	10,028.00
Bookkeeping, Accounting & Legal	
Bookkeeping Services	14,000.00

CPA - Tax and Review Services	4,000.00
Legal Services	760.00
<u>Total Bookkeeping, Accounting & Legal</u>	18,760.00
Depreciation & Amortization	450.00
Dues & subscriptions	110.00
Fraudulent Charges	
Insurance	1,400.00
Internet	800.00
Licenses, Permits & Regulatory Fees	290.00
Office Expense	
Fellowship Mailing from the Board	0.00
Office Supplies GSO	3,800.00
Payroll	
Salary & Hourly Wages	72,000.00
Taxes - Soc Sec Medicare Futa Suta	6,000.00
<u>Total Payroll</u>	78,000.00
Payroll Service Fees	1,350.00
Rent & Real Estate Taxes	15,000.00
Utilities	750.00
Temporary Labor	
<u>Total Office Related Expenses</u>	98,900.00
Outreach Expense	1,200.00
Postage	1,000.00
Printing and Copying	1,000.00
PI Outreach Expense	1,000.00
Telecommunications	3,600.00
Trademark Registration & Renewal	0.00
WSC Committee & Caucus Expense	4,300.00
<u>Total Expenses</u>	143,938.00
<u>Net Operating Income</u>	\$ (3,988.00)

WSC Income		
World Service Conference Income	\$	54,000.00
Total WSC Income		
Total Other Income	\$	54,000.00
Other Expenses		
WSC Expenses		
John H. Paid Expenses		
World Service Conference Expenses	\$	53,290.00
WSC Board Lodging	\$	5,986.00
WSC Board Per Diem & Meals	\$	372.00
WSC Board Car Rental	\$	-
WSC Board Registration	\$	-
WSC Board Travel	\$	6,000.00
Total WSC Expenses	\$	65,648.00
Net Other	\$	(11,648.00)
Net Operating Income	\$	(3,988.00)
Net - Operating & Other	\$	(15,636.00)

2018-19 General Service Board Committee Reports

GSB Audit Committee Report

Introduction

The Audit and Legal committee are made up of two Class B trustees. Michalene R. serves as Chair and JoAnne Mc. serves as secretary. This is the first year for the combination of the Audit Committee and Legal Committee into one joint committee. Both members of the committee agree that this merger has worked out very well and is a more efficient use of Board Member allocation, as both have a limited scope of work which can be handled together efficiently.

The following actions were completed this year:

During the 2018 – 2019 Conference Year, the Audit and Legal Committee completed the following items:

- Finalized Safety Guidelines service piece for the Fellowship
- Finalized Board Policy on Trustee Personal Conduct
- Worked with Finance Committee on completing annual Financial Review
- Reviewed all current Board Policies for accuracy
- Registered new D.A. pamphlet for Copyright Protection
- Determined new Bookmark could use copyright mark from 12 Steps Booklet where materials first originated.
- Prepared requests for Board approvals of the use of D.A. materials for use within the Fellowship. Provided written permission to D.A. groups who received permission to use Copyright or Trademark Materials
- Started a spreadsheet to track all requests for use of Copyright and Trademark materials.
- Updated and combined Composition, Scope, and Procedure Guidelines
- Updated Legal Handbook
-

- Worked with Alcoholics Anonymous to define the use of their Service Materials and how Debtors Anonymous Members can utilize individual copies from their site without any permission needed. A single copy can be downloaded by any D.A. member or Group for use within D.A. by just noting the change in Fellowship. However, we cannot use them in writing.
- Worked with Finance and Office to implement suggestions from the Annual Review by the outside CPA.

The Audit and Legal Committee is grateful for this year of service to the Fellowship and looks forward to continuing the work of Debtors Anonymous.

Recommendations to the next committee

- Continue to update all the GSB policy documents to be accurate and doable.

Respectfully submitted,
The members of the 2018-2019 Audit and Legal Affairs Committee

GSB Communications Committee Report

Introduction

The Communications Committee (ComCom) of the GSB oversees the creation and online publication of the quarterly magazine *Ways & Means* and the quarterly newsletter *The D.A. Focus*. It also supervises and coordinates distribution of other information and announcements through D.A.'s eNews. In addition, the Committee is responsible for all content on the Debtors Anonymous website.

This past conference year the Committee consisted of chair Bill D., secretary Tom B., Dayton L., Sarah V., and PC Sherri H.

Projects and Topics Addressed during the Conference Year

- For the past eighteen months, ComCom has regularly published both *Ways & Means* and *The D.A. Focus* quarterly. WSC Business Debtors Anonymous Committee, Spiritually Sustainable Earning Caucus, and the Intergroup Caucus Committees have curated issues of *Ways & Means*, bringing a much wider understanding of the function of WSC to the Fellowship at large. ComCom also added an Announcement Corner to the publications, helping GSRs, ISRs, and Fellows at Large to be able to keep abreast of events.
- At the request of the Fellowship, ComCom added a podcasts page to the website. The page has proved very popular to the Fellowship, bringing the voices of D.A. members to places where face-to-face meetings are challenging to find. ComCom is also looking for other social media sites to contain its ever-growing library.
- Sending out eNews communications as requested by GSB and WSC Committees and adding those events and flyers to the website.
- Printed paper copies of *Ways & Means* for distribution to all 2018 WSC attendees and provided copies for the European Convention as well.
- Revamped and distributed Fellowship-wide call instructions and scripts
- Standardized the process for collecting Assignment of Rights for Fellowship-wide calls.
- Created a Task Manager position to facilitate the flow between eNews, website changes, and publication announcements
- Accepted the application of a Project Contributor to write a Committee Handbook

Recommendations to the incoming committee

1. Draft a Committee Handbook.
2. Maintain regular schedule for publishing the magazine and newsletter.

Respectfully submitted,
The members of the 2018-2019 Communications Committee

GSB Conference Support Committee Report

Introduction

Tom B. (Chair), Sarah V. (Secretary), Michalene R., Bob D.
Craig L. (Project Contributor)

The Conference Support Committee acts in an advisory capacity to make recommendations to the GSB regarding the production of the D.A. World Service Conference (WSC), including site selection, lodging and meals, and local host committee relations.

As the GSB approved the new service position of Project Contributor, CSC asked Craig L. to apply for the position. Having served as Chair of back-to-back World Service Conferences in the Dallas area, Craig came on as a consultant for the 2019 WSC. He also provided input to revise the Host Committee Handbook, a project that the CSC took on this year.

Currently the Host Committee Handbook is 199 pages long. Revisions to be implemented include the following:

To create a numbered outline throughout the handbook for easy reference.

To have less of a focus on updating the Handbook and more of a focus on helping volunteers new to service understand the basics of the World Service Conference, as well as helping the Host Committee produce a successful WSC.

To add an Action Checklist and Timeline at the end of each section.

To streamline the Master Timeline to include only activities that should be addressed by the Host Committee-at-large from their perspective, moving details about the work of specific subcommittees to the subcommittee section.

To add sections for the Executive Committee and each Subcommittees with a comprehensive and detailed guide to the duties for which each are responsible.

To organize the Subcommittees into four groups, combine Subcommittees where possible, and have one Subcommittee Chair in each group volunteer to assume responsibility for subcommittees without a chair. Currently the conceived groupings are: Customer Service group, Financial Planning group, Logistical Planning group, Activity Planning group

To add a FAQ section for all considerations outside the scope of actionable tasks.

To incorporate the recommendations from the past three Host Committees.

An outline has been created and the Conference Support Committee is seeking a Project Contributor with experience writing manuals to finish the draft.

One of the most remarkable aspects about working with Los Angeles for the 2019 World Service Conference has been the abundance of service. They have chairs or co-chairs for 17 subcommittees with over 100 volunteers, plus over 88 speaking slots during the Fellowship Day workshops. They've raised \$2778.35 from their fundraisers—a comedy show, a talent show, and an Abun-Dance. These extra funds will go to feed their volunteers and provide parking. Rob B. has done an outstanding job as Host Committee Chair. Class B Trustee Bob D will serve as GSB liaison during the Conference and will manage any delegate concerns regarding meals, lodging, room temperature, etc. Thanks to the previous Conference Support Committee for negotiating reasonable rates with the hotel for rooms and meals keeping in line with previous years' costs despite the fact that the 2019 WSC will be within the Los Angeles city limits.

There was no site selected for 2020 at the 2018 WSC so the Conference gave permission for the GSB and the Conference Committee to select a city. Only one bid was received. Luckily it was a great bid from New York Intergroup with Maureen as Host Committee Chair. Their logo and theme "Trusting our Traditions" has already been approved, and they are in the process of selecting venues for the GSB to review and approve. Sarah V. is their GSB liaison and since she's nearby in Philly, she's been able to attend their face-to-face meetings. We are looking forward to the 2020 World Service Conference in the New York region.

As of this writing, we are planning to go forward with a Remote Trial Participation. This has been in the works for several years, but this is the first year there has been interest from GSRs outside the U.S. in attending the World Service Conference virtually via group conferencing technology as a Remote Trial Participant. They will have full delegate voting privileges and will be able to join a Committee and possibly Caucus roster of their choice to participate throughout the 2019-20 term.

Our main recommendation to next year's CSC is to finish implementing the proposed revisions to the Host Committee Handbook.

Thank you for reading our report, and we look forward to seeing some of you at the 2019 WSC!

GSB Information Technology Committee Report

Introduction

The GSB Information Technology Committee, also known as InfoTech, is charged with recommending, implementing, and overseeing the use of technology in support of the D.A. Fellowship and in conducting the administrative business of D.A.

InfoTech oversees the creation, maintenance, and enhancement of the D.A. website; monitors and administers the database of D.A. meetings; supports other GSB committees in their consideration and deployment of electronic tools and media; and plans for future technology needs of the Fellowship and the GSO.

This past conference year, the committee consisted of chair Bill D., secretary Jo Mc., and Tom B. Additionally, Bill D. served as the GSB Liaison to the WSC Technology Committee.

Projects and Topics Addressed During the Conference Year

- **Online Contributions on the D.A. Website.** The Information Technology Committee served as the lead GSB committee for this important initiative. For this project, the committee:
 - After in-depth testing, launched the Debit-Card Only (DCO) function during the WSC in Minneapolis.
 - Ensured that messages received from DCO protect the anonymity of the contributor.
 - Added links to the DCO page on other pages of the website.
- Reported the monthly online contributions total to GSB Finance Committee and WSC Resource Development Committee.

The page only accepts contributions made with debit cards from U.S.-based financial institutions, as the system does not accommodate non-U.S. cards. However, InfoTech and GSB Finance have also introduced a third-party vendor solution that allows international members using English pounds, European Union Euros, and Australian dollars to make direct contributions.

- **Continued build-out and adoption of the board's online shared file repository.**
 - Created visual trainings for both the GSB's "online shared file repository" and the "virtual storage platform."
- **Numerous updates to the D.A. website, including:**
 - Ongoing updating of the Events page
 - Periodic updating of the WSC page
 - Posting of the thirty-second versions of the D.A. Whiteboard Video in English and Spanish
 - Enhancements to various other pages, as requested by other GSB committees
 - General updating of the site to increase compliance to the D.A. style guide
 - Finding a Project Contributor who is currently revising the website to make the home page more editable and the website itself more user-friendly.
 - Addition of the Sponsor-A-Group webpage.
 - Reformatting of the Resources for Meetings and Groups webpage.
 - Created the Podcast page and made it possible to upload larger file podcasts.
 - Created the "Announcements for Meetings" webpage and consistently update the information.
- **Electronic Publishing**
 - Assisted GSB Literature Publications in publishing *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous* and *A Currency of Hope* in downloadable electronic versions.
 - Published *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous* and *A Currency of Hope* in Print-on-Demand (POD) form.
 - Published ten essential D.A. pamphlets in Spanish for electronic download
- **Encrypted list of usernames and passwords**
 - Maintains an encrypted list of usernames and passwords for all website accounts maintained by individual GSB trustees and the GSO.
- **WSC Committee/Caucus virtual storage platform**
 - Created a virtual filing system for archiving and storage of all WSC reports and supporting documents.
- **Created a submissions page on the website for the Daily Meditation Reader**

Key Future Initiatives and Projects

- Investigate audio versions of *A Currency of Hope* and *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous*
- Provide support to WSC Lit Com and GSB Lit Pub in their efforts publish a Daily Meditation Reader
- Initiate development of DCO online store for literature purchasing on the D.A. website
- Support the publication of international literature
- Organize content on podcast page and review the suggestions given to us by WSC Committees.

Respectfully submitted,
The 2018-2019 GSB Information Technology Committee

GSB International Committee Report

Introduction

Greetings to my fellow members of DA, to the 2019 Los Angeles Host Committee Chair and the 2020 New York Host Committee Chair, to the delegates of the 2019 World Service Conference, and to my fellow GSB trustees.

I am Dayton L. I am a compulsive buyer, shopper and debtor from Minnesota. I am also a Class A Trustee and I am Chair of the General Service Board (GSB) International Committee. Also serving on the committee are Josie P, a Class A Trustee from the European Region, and Christine S, an Appointed Committee Member, from New York.

Last year after a lengthy discussion the board decided to form a new GSB committee called Literature, Translations, and Licensing (LTL). The LTL now handles all submitted translations previously processed by the International Committee.

So, what does our International committee do now? We have spent some of this year regrouping. We rewrote our Composition, Scope and Procedures while continuing to respond to non-US D.A. members, groups and Intergroups who requested support.

By reaching out to known contacts, we were able to find out what support was available to isolated, individual D.A. members. We found DA groups or Intergroups which could give them support closer to home that they might not have been aware of.

The International Committee also initiated a discussion with the GSB on the use of debit and credit cards in non-US countries. It had come to our attention that some members were using credit cards because that was the only form of payment that was accepted. We asked was that debting or not?

We followed through on that discussion and created a survey about debit and credit card usage world-wide. We especially wanted to hear from non-US D.A. members, from those who regularly travel between countries and any members who engage in transactions world-wide. We thank those who responded.

The survey was sent to all 6,578 D.A. members who subscribe to eNews on June 2, 2019. By June 15 we had 84 responses from members in 15 countries - including Turkey, Australia, France, Italy, New Zealand, the UK, Ireland, Germany, Mexico, Belgium, Canada, Sweden, Spain, Japan and the US.

We will run the survey until July 17. Early responses show that some members are able to use debit cards freely for all kinds of services worldwide. Some note that online companies do not accept debit cards and will accept only credit cards. Some reported that their banks treat debit cards like credit cards and charge fees accordingly. And in some countries, cash is not accepted as payment and cards must be used.

We have also begun to look at the structure of D.A. outside the USA and how DA Groups might financially support their Regional as well as Country Intergroups. The work is ongoing.

We had a hard-working, dedicated International Committee this past Conference year. I am proud to say that it could not have been staffed by more business-minded and supportive persons.

Looking to the future, we will continue to help the still-suffering debtor in non-US countries.

Thank you

GSB Literature Publications Committee Report

The GSB Literature Publications Committee (Lit Pub) is responsible for the creation, publication, revision, and reprinting of D.A. literature, including books, pamphlets and other items such as bookmarks and newcomer packets.

This has been a very exciting time for literature development in D.A., as several projects are coming to fruition. The GSB Literature Publications Committee has also been actively working on the development and production of several new literature projects.

The “The Twelve Promises of Debtors Anonymous” is a new pamphlet approved in 2018 and will be available for purchase as our newest piece of literature.

The Literature Services Committee develops each piece of literature by selecting writers and editing various drafts. The six members of the committee selected writers for the Basic Text of D.A. as well as the Step Study Guides for D.A. and B.D.A. The Committee will also look for writers for other WSC Conference-approved writing projects once the WSC Literature Committee approves the outlines. Two pamphlets approved for publication are “Couples and D.A.” and “Relapse and Recovery.”

The Literature Services committee recently completed review of the first draft of the Step Study Guides for D.A. and B.D.A. This draft, along with comments and editorial suggestions, was forwarded to WSC Literature Committee and the WSC B.D.A. Committee for their review and feedback. It will then go back to the writer who will submit a second draft. Literature Services Committee continues to review chapters submitted by the writer of the Basic Text and is also collecting and reviewing submissions to be considered for inclusion in the “Member Stories” section of the Basic Text. Literature Services is also responsible for the development, writing, and editing of service literature.

A member of GSB Literature Publications also serves as the GSB liaison to the WSC Literature Committee and helps facilitate the development of a concept for a piece of literature through the literature approval process. The WSC Literature Committee is currently working on several projects including the Daily Meditation Book, the two new pamphlets described above, and development of an outline for a service piece of literature on underserved and underrepresented members. This service piece will replace the “Diversity Pamphlet,” a pamphlet which was approved by the Convocation in Dallas in 2017. The WSC voted to approve changing this pamphlet to service literature in 2018. Several members of the 2018-2019 WSC Literature Committee will remain in service as Project Contributors for the Meditation Book project, in order to keep the momentum for publication of this book going forward.

Additionally, a member of the GSB Literature Publications Committee serves as the GSB liaison to the WSC Business Debtors Anonymous Committee. The B.D.A. Committee continues to address the needs of D.A. members who have business concerns and are in the process of assessing the need to continue with production of several pieces of literature specific to B.D.A. The B.D.A. Committee has also hosted several Fellowship-wide calls over the 2018-2019 WSC year and they also curated an issue of the *Ways & Means* in 2019.

The Literature Publications Committee continues to explore and implement options for electronic literature such as eBooks. D.A.’s *Twelve Steps, Twelve Traditions and Twelve Concepts* and *Currency of Hope, 2ed.* are now both available for purchase as downloads. There is also an opportunity for members in several countries to both books in a “print-on-demand” option, which we hope will provide quicker access to the literature and lower shipping costs for those members. Additionally, with the help of the GSB Information Technology (Info Tech) Committee, the GSB International Committee, and the GSB Literature Translations and Licensing Committees (LTL), translations in Spanish and other languages are becoming available. Spanish translations of ten essential pamphlets are now available for purchase as an electronic download.

Lit Pub continues to work with the GSB, LTL, and GSB and WSC International Committees to address the needs of members requesting literature translations and access to our literature. Our goal is to provide access in formats for all members, including plans for audio books and Braille versions in the future.

GSB Literature Translations and Licensing Report

Introduction

The LTL Committee comes to the end of its first full year with a sense that, building on the work of other committees of the Board, we have begun to make the distribution of translated Conference Approved Literature more of a reality. We still have a way to go but our achievements this year give us a sense of hope.

Last week the GSB approved a license for D.A. service bodies outside the USA to print and distribute literature. We are taking it now to DA’s intellectual property attorneys to check over. We feel confident that we will have a working license ready to go when a registered service body asks us for one.

Although there are long-standing Intergroups around the world, one of the questions we have is what happens to a license and literature files if an Intergroup goes dormant for lack of service? It happens.

We recommend to the next LTL committee that they work towards executing that license with the right service body outside the USA and that they continue to ensure a consistent translation process for D.A. Intergroups around the world.

This past year we have had direct contact with D.A. members in many countries in Europe and South America and learned a lot about how literature is purchased and/or translated for the D.A. community. With the help of the GSB Communications Committee, we have been able to get pamphlets published in Spanish on Kindle.

In the upcoming year, we hope to launch a new translations page on the D.A. website that will more simply describe our process for getting literature from the volunteer translators, through verification, and then available to the Debtors Anonymous community. LTL is also working with Communications on expanding the D.A. website to include information in other languages beside English and Spanish.

We are hoping that members will feel called to serve on the LTL committee as an ACM perhaps, or Project Contributor. There are plenty of interesting projects to be worked on and information to be gathered so that we can get as much literature translated as possible. Anyone interested in serving with us in this way would be of great value, but being bi-lingual, or having expertise in translation would be a bonus.

GSB Long Range Planning Committee Report

Introduction

The Long-Range Planning Committee facilitates the GSB's long-term efforts to carry the message of recovery to suffering compulsive debtors around the world. It develops strategies and action plans to help D.A. remain a prosperous, effective Fellowship so that D.A. can fulfill its primary purpose. It works through the GSB to help all levels of D.A. – the GSB, the GSO, the World Service Conference, and the Fellowship – plan and work to establish a strong foundation for the future of D.A.

Members of LRPC serve as GSB liaisons to the Intergroup Caucus (IGC) and Spiritually Sustainable Earning Caucus (SSEC). LRPC reviewed and approved the Intergroup Handbook this Conference year.

LRPC has been in the process of creating a new, prospective 5-year plan for D.A. We have looked at the previous 5-year plan created in 2009, have gleaned some “lessons learned,” and are excited to have a fresh “look” forward. Creation of this new 5-year plan was one of the main projects LRPC over this past conference year.

To this end, LRPC's ACM, Bob R., developed a research tool to assess the needs of the fellowship. Interviews were conducted by members of LRPC and the results are being evaluated. LRPC will present a report of the findings and members of the committee are in the process of preparing the prospective 5-Year Plan.

LRPC also plans and conducts four “Ask-the-GSB” phone forums during each conference year. In October 2018, we conducted a call to recap the 2018 WSC in Minneapolis. We followed with calls on December 16, 2019 on “Literature and Literature Translations Update;” March 24, 2019 on the topic of “Service;” and on June 9, 2019 on “D.A.'s Finances.”

The Long-Range Planning Committee and the GSB also hosted a series of four calls on the Twelve Traditions of Debtors Anonymous. There were three speakers on each call who shared on their experience, strength, and hope regarding using the Traditions in working with others in their recovery.

The speaker portion of each call is recorded and there is also time reserved for those attending to ask questions or make comments. These calls provide an opportunity to hear the experience, strength and hope of other members and to deepen our D.A. experience.

The LRPC is also responsible for choosing the location of the GSB Winter face-to-face meeting and for arranging the “Meet Your GSB” event. Because of the desire to contain expenses, the GSB Winter face-to-face meetings have not occurred for the past two years. LRPC is also responsible for updating and making arrangements to publish the Debtors Anonymous Manual for Service (DAMS) before the WSC each year.

Recommendations for 2019-2020 LRPC:

- Review the Long-Range Planning Handbook and Composition, Scope and Procedures (CSP) yearly, and as update as needed.
- Complete the prospective 5-Year Plan for D.A. and generate a list of actions to address concerns identified from this year's research.
- Assess for ways to encourage service within the Fellowship.
- Assess ways to provide support for sponsors and sponsorship in DA; consider sponsorship as a long-range issue.
- Continue to host Ask-the-GSB calls and add additional calls on other D.A. recovery topics, based on the needs and requests from the Fellowship.

GSB Nominations Committee Report

Introduction

The Nominations Committee is concerned primarily with identifying, developing, and nominating potential trustee candidates to the D.A. GSB. The committee maintains a “watch list” of candidates who may be interested in GSB or ACM service.

Among the activities worked on by the Nominations Committee:

- Potential candidates for Trustee were notified to determine interest in general service at the Board or ACM level
- Watch list indicating interest was updated following those contacts
- Composition, Scope and Practice was updated
- Committee interviewed candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB added two Class A and one Class B Trustees over the past year.
- Implemented new service opportunity of “Project Contributor” and welcomed several members in that role in various capacities
- Addressed an issue in the *Bylaws* concerning rotation of service of outgoing and incoming Board members and modified a section at 3.1 regarding Trustee representation from a “class or region.”
- Addressed an issue in the *Bylaws* regarding designating one Class A trustee slot to be a “Trustee-at-Large,” which would not be subject to regional limits. This motion was passed by the GSB and there is now one Class A Trustee-at-Large slot.
- Discussed and presented proposals to modify some aspects of ACM service; got accurate dates of service for all current ACMs
- Worked on Board Development Topics for WSC in August 2019.

Recommendations for 2019-2020 Nominations Committee:

- Update the Trustee Manual and refine the watch list, after contacting people on the list and/or communicating with them at the Conference.
- Continue to look for ways and opportunities to encourage members to consider service as part of their recovery.
- Continue to develop and implement concept of “Project Contributor”
- Coordinate with Nom Com and the Secretary, so that the most recent *Bylaws*, the Trustee Manual, and the rosters of former Trustees and ACMs are easily available.

Respectfully submitted,

2018-2019 Nominations Committee

GSB Office Committee Report

Introduction

The General Service Board Office Committee is made up of three trustees. Michalene R. serves as chair and liaison to the General Service Office and the Internal Operations Committee. Susan A. serves as secretary and Bob D. also serves the committee. All three members have been very active with the what is happening at the office, and all three have been to the office sometime during this conference year. In addition, the full committee has met with the IOC on their calls several times and have worked together to accomplish several goals.

One of the main accomplishments was the hiring of a 20 hour per week part time employee. Marcy has helped Allan keep the mail answered, the literature sent out quickly and donation receipts going out as quickly as possible. In addition, the following projects have been completed or are in progress:

- Completion of IOC initiative to update the office by painting;

- Purchase and construction of shelving units and moving literature off the floor and onto shelving;
- Purchase of a new copier/printer/scanner/fax to improve efficiency for the office;
- Addition of an extra hard drive on the manager's computer along with a Google drive developed to ensure that in the event of the office computer going down, the work of the office will be protected by the placement of the material on Google Drive;
- De-cluttering of the office and either filing, archiving or disposing of materials according to the Board approved retention schedule;
- Asking the Finance committee to begin a prudent reserve for a possible office move in 2022. Working with IOC on possible locations and estimating appropriate space needs in the event of a move;
- Responding to inquiries from the Office Manager, members of the Fellowship and others on matters affecting D.A.; and
- Worked on updating on office procedure manuals.

The Office Committee would like to formally thank the IOC for their dedication with only two members and their ability to keep the GSB Office Committee committed to tasks we could completed to improve office efficiency for the Fellowship.

Recommendations: The current committee recommends the following for the incoming GSB Office Committee:

- Continue to propose prudent reserves toward an office move on an annual basis
- Work with IOC to develop potential sites for the office and to develop a set of criteria for office space needs.
- Make a spending plan for an office move that includes:
 - Determining what materials and furniture will need to move (to determine moving costs)
 - Determining what materials and furniture will need to be replaced
 - Determine costs for potential personnel transfer
- Bring recommendations to the Board on potential sites.
- Work with office manager to continue efficiency measures for the office.
- Continue working on manuals for office procedures and policies

In Service,
Michalene, Susan and Bob

GSB Public Information Committee Report

Introduction

This year's committee members were: Tom R., Chair; Josie OP, Secretary, Jo Mc., and Siobhan K., Appointed Committee Member.

The GSB Public Information Committee works closely with the WSC Public Information Committee to carry the message of D.A. to the outside world. The GSB Public Information Committee works with the media through the Media Contact Person (MCP), a position created in 2006; creates tools; forwards requests; and ensures all communications follows the Traditions. The committee meets monthly via conference call and in person at the two annual face-to-face meetings. It provides quarterly reports for the D.A. Focus.

The Committee:

- Worked directly with the company which produced the original D.A. Whiteboard Video, to edit the video to a thirty second version in English, and a thirty second version in Spanish, which can be distributed to television stations to air as a Public Service Announcement. The full seventy-five second version is still be available on the D.A. website (as the Welcome Video) as well as the thirty second versions. The new thirty second videos were forwarded to the GSB Communications Committee to post on the D.A. website and the D.A. YouTube channel.
- Arranged to have all the D.A. Public Service Announcements to be copied to USB drives for distribution to all attendees at the 2019 World Service Conference, with an invitation to distribute the videos to local TV and radio stations.
- Media Contact Training was held on October 13, 2018 by a Fellowship-wide call, conducted by our Appointed Committee Member. The training was well attended, particularly by members of the WSC Public Information Committee.
- In partnership with the WSC Public Information Committee completed edits to grammar and punctuation to the 12 Sign Posts posters. The complete edited document was posted on the D.A. website for free download to the Fellowship.

2019 World Service Conference

- In partnership with the WSC Public Information Committee and the WSC International Committee has reviewed the draft pamphlet, “Problems with Money and Debt? D.A. Can Help.” The draft pamphlet has been referred to the GSB Literature Publications Committee for the formal approval process.
- Reviewed and made revisions to the Public Information Manual.
- Reviewed and made revisions to the DAMS.

Recommendations for next year’s committee:

1. That the GSB Public Information Committee continue to schedule Fellowship-wide Calls on Media Contact Training at least once a year.
2. That the GSB Public Information Committee through its board liaison continue working closely with the WSC Public Information Committee.
3. That the GSB Public Information Committee brainstorm innovative ways to carry the message of Debtors Anonymous and reach as many people as possible.

Thank you for allowing us to serve you.

Respectfully submitted,
Tom R., Chair-GSB Public Information Committee

General Overview

Debtors Anonymous General Service Office Report 2018-2019

Introduction

This past year was an important one in the history of the General Service Office (GSO). For the first time in a number of years, the office received major physical improvements and the process of upgrading the office equipment was begun. The labor problems which have plagued the office intermittently since 2017 have been resolved and the GSB has also begun to investigate options for possible office relocation.

Functions of the GSO

Some members of the fellowship seem to be unclear about the functions and powers of the GSO. The primary responsibilities of the GSO are:

1. To distribute DA literature
2. To receive and process contributions from members
3. To serve as a general clearing house for information from members by answering phone calls, emails, and letters
4. To maintain listings of our meetings on debtorsanonymous.org
5. To serve as a public face of the fellowship with the press and general public Labor Situation

Since 2017 the office had suffered from an intermittent labor shortage. For much of the time I was the only person manning the office, which led to inevitable delays in processing orders and responding to communications. At times I had assistance from part-time temporary employees but we could not find a permanent part-timer. In October 2018, however, we hired Marcia Kelley, a non-member who is an experienced office worker. Marcia has done an excellent job since, especially with our mail and inventory. She mans the office on a limited basis when I am on vacation or at the WSC. Thanks to her we can now process and send out literature orders the same day we receive them, a big improvement. Marcia works twenty hours a week and I look forward to giving her more responsibilities. In an ideal world I would like to give her forty hours a week, but our resources probably do not yet allow this.

Contributions

Until last year we received contributions only through the mail. However, thanks to the efforts of the GSB we introduced an electronic contribution option in 2018. This has reduced the flow of checks and money orders and so enabled the GSO to process the paper contributions we receive more rapidly.

Meeting Lists and Websites

Our meetings worldwide are listed on our website, debtorsanonymous.org, and it is up to the office to maintain these as accurately as possible. It is up to the individual meetings, however, to register with the office and to send us regular updates at least every 12 months so that members and the public can be sure that meeting information is accurate. Some meetings are better at doing this than others, and I spend a great deal of my time investigating whether certain meetings are still active or not. Meetings sometimes update their information with their local intergroups but neglect to do so with the GSO, so debtors seeking help are confronted with conflicting information on different sites. I believe that some effort must be made to share or coordinate the information on the different DA websites so that this conflict does not occur. Few things are more demoralizing for a debtor than to go to a place where a meeting is supposed to be and find nobody there. Fortunately a recent appeal from the GSB for updates has produced a great many and this is an encouraging sign.

WSC

As is the case every year, I attended the 2018 World Service Conference as GSO representative. I always find this an enjoyable experience and an excellent opportunity to get to know the fellowship as a whole and fellow members as individuals. We brought a great deal of DA literature to the 2018 WSC, including the new *Tools of BDA* pamphlet, and sold the great majority of it. When purchasing literature at the WSC, it is very advisable for attendees to know what they want in advance and to purchase early because supplies are limited and cannot be replenished.

Literature Orders

We are now processing orders much more quickly than we were able to do last year. Orders from outside the US, however, still require special treatment and processing is slower than for domestic orders. We now have two different electronic payment systems for overseas orders, one of which is available to members who are able to pay in Euros, British pounds, or Australian dollars. Both systems may require service fees, however, and this has at times led to some confusion. We have also been using DHL as a carrier for some of our non-US shipments as they are generally faster and less expensive than US mail. Customs fees at the other end, however, continue to be problematic, and even with DHL the cost of shipping is sometimes difficult for small overseas groups and individuals to meet.

Public and Press Inquiries

I receive frequent inquiries from non-debtors. Most of these persons are relatives of chronic compulsive debtors. They are natural baffled and frustrated by the behavior of their debting relatives, which has often harmed their own finances and damaged family relationships. I tell them what DA is and I also tell them that they may attend our meetings to listen and learn about the problem from the debtor's perspective. I also mention the Debt-Anon fellowship, which exists to serve relatives of debtors. I have also received a number of inquiries from journalists and public officials. Just in recent weeks I have been in touch with a major metropolitan newspaper, a bankruptcy judge, and a television network.

In connection with this, there seems to be some confusion in the fellowship over what an "open" meeting is and is not. I have heard from students and journalists who want to study DA and I have referred them to meetings in their areas which were listed as open. Open, as I have always understood it, means that non-members may attend to listen and learn (but not to speak). I have, however, heard from meetings which list themselves as open but also say that they do not want journalists to attend. In that case, it seems to me, the meeting should properly list itself as closed rather than open.

Office Improvements

Our Internal Operations Committee set physical improvements to the office as a major goal for this year, and much of this goal has been met. Bob D of the GSB oversaw the first new paint job which the office has had in years and also installed new shelving in both the office and the store room down the hall. As a result, our stock now takes up less space and is better organized and better protected from accident and from weather.

New Equipment

Thanks again to Bob D, we now have a new printer/scanner which is much faster and more efficient than the previous model. Our main office computer has been de-fragged and we now have a detachable drive for extra storage. Additional storage is also available on our new Google Docs page, where we also have a new spreadsheet for tracking GSO phone calls. We received a new refrigerator and threw out the old one. In the coming fiscal year we look forward to cleaning the carpet, getting a new air conditioner, and new computer protection as well.

Inventory

Inventory has been done twice in the past year. Our winter 2018 inventory was not as smooth as it might have been and some re-counts were necessary. Bob D joined us for the June 2019 inventory and thanks in part to his assistance everything went very quickly and successfully.

Office Relocation

We are still committed to the lease on the current office but the GSB has been considering office relocation for several years and practical steps are now being taken. The GSB has asked the various intergroups if they would be willing or able to support the office in their regions, and a number of responses have been received.

A Successful Year

Overall this has been in many ways the most successful year for the GSO since I became manager. That is largely due to the excellent support from the whole GSB, and especially from Michalene R, Bob D, and the GSB Office Committee. Our IOC (Michalene R, Pat T, Paul M, Susan A) has been equally outstanding and I am deeply indebted to them.

Respectfully submitted, Allan C
General Office Manager

Important Developments

1. THE WSC

As GSO manager, I attended the 2017 WSC in Texas. As at previous conferences, this gave me an opportunity to meet and know the GSB and many members of the fellowship. I also worked with the WSC Office Committees and sold literature. The sale was successful, but we still had to ship back a fair number of unsold items to the office. For the 2018 WSC, the GSO handled registration checks and paper registration forms. We have adjusted the total of literature for this year's WSC downwards in light of the sales at the 2017 WSC.

2. CONTRIBUTION RECEIPTS

We continue to send contribution receipts. Most of these have been electronic, but a percentage is sent by regular USPS mail.

3. OFFICE SPACE AND ARCHIVES

The GSO is located in Needham, Massachusetts, a very pleasant suburb of Boston. The best thing about the office is that it is located right next door to the post office, which helps greatly with shipping. Members should be aware that the office is in fact quite small, just three and a half not very large rooms plus a storage room down the hall which also holds the DA archives. The IOC has helped improve the work environment by setting up a plan to paint the office, which may also give us an opportunity to do some cleaning and reorganization.

Nothing has been done with the DA archives since the death of Jan S, or respected long-term archivist. I have since been informed that we have a new archivist, who will no doubt pick up the reins and continue to work on organizing and indexing the archives.

4. INTERNATIONAL LITERATURE ORDERS

For some time now we have relied on an electronic payment transfer system for our international orders. The banks sometimes oblige the payer to add an additional bank fee, but the system takes care of currency conversion automatically. We are now looking at DHL as a potential carrier for overseas orders.

5. SUPPORT FROM OFFICE LIAISON, GSB, AND IOC

The GSB office liaison is vital to the successful functioning of the GSO. I cannot say enough thanks to Michalene R, our liaison for the past year. Every day I have new questions and face new problems, and she has helped with all of them. I also face a constant stream of inquiries from the membership and the public. Other members of the GSB have also given valuable aid. My special thanks go to Sharon for literature, to Dayton L for help with international members and the WSC, to Bill D for technical and website problems, to Bob D for public information, and to Allen T. I am also grateful for the work of the IOC and I thank Josie P of the GSB, Paul M, Pat V, and Jane L for their outstanding support. Thanks to them, some major improvements to the office and our telephone workflow will be happening.

6. LOCATION AND RELOCATION OF THE OFFICE

The GSB has been considering relocation of the office to another city for some time now. Some investigation of alternatives has already been done, and this process will continue. In the meantime, the GSB has signed an extension of the lease on the current location for the next three years. This will give ample time for investigation and informed decision.

Difficulties Large and Small

The GSO faces a number of difficulties, and the fellowship needs to be aware of them. Some of these I hear about from members, since the GSO is the face of the fellowship. Some problems are simply in the nature of the work, but there is always room for improvement.

1. ELECTRONIC ORDERING AND CONTRIBUTIONS

At present, DA literature orders are paper only and checks and money orders are the only forms of payment. Deposit of these

can take some time, since I have to send them to our accountant, Toreen, who works in another state. We have now introduced an electronic system for contributions, and I am told that electronic payment for literature orders will be our next step forward. These improvements will greatly reduce the workload on the GSO and speed up the processing of literature orders and contribution receipts.

2. ERRORS IN LITERATURE ORDER PAYMENTS

Most DA literature orders are correct, but too many which reach the GSO contain errors. Under-payments and over payments are the most common of these. Some of these goofs are due to use of obsolete literature forms (2017 and even older). Despite warnings not to do so on the literature order form some customers from outside Massachusetts include the Massachusetts State 6.25% sales tax, even though they do not owe it. Amounts involved are typically small, and prompt action usually resolves problem orders quickly. Where overages are concerned, customers usually elect to donate excess funds. We can now offer refunds as well. I appeal to all members to check and double check their numbers before they send in an order. As it says on the order form, **orders which are incorrect may be delayed or returned.**

3. OBSOLETE AND ERRONEOUS MEETING INFORMATION

The GSO is responsible for maintaining and updating the meeting list on our website, debtorsanonymous.org. This is regular daily task which absorbs a good deal of work time. The fellowship now asks all groups to update their information every twelve months, but despite appeals too many groups are still neglectful in this regard and we have too many meetings on our list which have not been updated for two years or even longer. I receive frequent calls and emails from members and newcomers asking if a meeting is still there, or reporting that they went to a listed location at the proper time and found no one. Needless to say, this is a poor advertisement for DA. I have often been obliged to call or email venues and group contacts to determine the status of a group.

Some groups, it seems, have not bothered to register with the GSO at all and I have no way of estimating how many such phantoms may exist. Many Intergroups have websites with local meeting lists, but comparison with their lists and ours often reveals discrepancies. Some groups may be informing their Intergroups of changes but not informing the GSO, or vice-versa. Such problems seem to be more widespread in some DA regions than in others. I have not heard from some Intergroups (Georgia, Australia) at all.

4. TELEPHONE MEETINGS

The Debtors Anonymous Telephone Intergroup (DATIG) does tremendous work, but telephone meetings seem to have more than their share of problems. I often hear from callers that they cannot dial in to a meeting, or that their carrier does not support conference calls. Some phone meetings appear to have been more or less abandoned by the people who originally started and maintained them, which means that callers are dialing into meetings and finding no moderator or format. There is not much I can do in such cases.

5. THE INTERNATIONAL FELLOWSHIP

As the manager of the GSO, I am often in touch with members and groups from outside the United States. Western Europe, Canada, and Australasia are in relatively good shape for DA and have functioning Intergroups. The rest of the world is much less well off. There is very little DA in Eastern Europe, East Asia, and Latin America, nothing in Africa, and nothing in the Middle East outside of Israel. I often get appeals for help from these areas, sometimes in foreign languages which I have to use online translating programs to understand. Loner members and suffering debtors in these areas are in great need. Our continuing lack of literature in any language but English is a crippling handicap, and shipping even English language materials overseas can be terribly expensive. In some cases I have sent copies of our temporary translation policy to non-US groups, which may be of some benefit until conference- approved literature can be provided in the appropriate languages. Dayton L and the International Committee of the GSB are well aware of all this, and I am pleased to say that the committee and the GSB as a whole have done a lot of hard work to speed up the translation process and improve support to overseas members

6. DA WEBSITE AND HYBRID MEETINGS

At present, DA meetings are listed either as face-to-face, telephone (which includes Skype), or online. We have a hybrid meeting option on the group registration form, but unfortunately we have no way to list meetings that way on the website. Hybrid meetings are a popular idea in DA, and Bill D of the GSB and his tech helper Santosh have been working on ways to get hybrid meetings listed on the site.

7. INSTITUTIONS AND CARE PACKAGES

The office sometimes receives letters from persons in prisons or hospitals. In response to these I send packages of free materials, including downloadable material from our website, literature order forms, lists of meetings, etc. We also have a substantial (but not unlimited) supply of second-quality literature. This consists mostly of DA books. I will be working with Sarah V of HIP to make this material available to institutions and others in need.

8. THE TWELFTH STEP

I often get calls from newcomers about DA. Very often these persons are in a state of crisis and they may ask for advice: should I go into bankruptcy, what do I tell the IRS, and so on. As a rule I refuse to give advice on specific matters, which is in accordance with DA traditions. Instead, I recommend that callers attend DA meetings, read our literature, and learn from the experience of their fellow members in order to find their own answers. With the help of the IOC, we may soon be setting up a phone network of volunteers to answer the many inquiries of all sorts which we receive.

9. FAMILIES OF DEBTORS

I receive many calls not from debtors but from their spouses, children, siblings, or parents. They want to know if DA has anything which might help them deal with their debting relative or force that relative to face reality and get into recovery. I have to tell them that at present DA has no sub-program or literature which deals with the impact of the debt problem on relatives. A very small fellowship dealing with it apparently does exist; I mention this fellowship to callers but as I know little about it I neither recommend it nor advise against it. I do tell relatives that they are welcome to read DA literature and to visit open DA meetings in order to listen and learn about the compulsion from the debtor's point of view.

SECTION 8: WORLD SERVICE CONFERENCE COMMITTEE MINUTES

WSC BUSINESS DEBTORS ANONYMOUS COMMITTEE

Committee Members: Mary Jane W., Chair, Ed K., Vice-Chair, Michelle M., Secretary, George M., Treasurer, Members: Carol M., Roslyn R., Susan L., Amina Z., Diana G.

Thursday, August 2

Answer for Issue and Concern 18-25:

Thank you for submitting Issue and Concern 18-25 to the 2018-2019 World Service Conference BDA Committee. The committee has discussed the issue at length and has unanimously voted to keep the committee name as is. As stated in the B.D.A. committee mission statement, *"The B.D.A. (Business Debtors Anonymous) Committee's purpose is to carry the message to the still suffering debtor and help them apply the Steps and Traditions to all their affairs and not debt one day at a time. The B.D.A. Committee focuses on issues specific to the needs of D.A. members who own or operate businesses, are self-employed or have a desire to own or operate businesses or be self-employed. The B.D.A. Committee is open to all GSRs and ISRs, not just those who represent B.D.A. groups,"* (DA Manual for Service, p. 78). The two main focuses of the BDA committee in 2017-2018 was to gather BDA stories for future publication and provide fellowship-wide BDA conference calls. Thank you for the opportunity to be of service, and we wish you all the best in your recovery.

Our committee calls are scheduled for (***)note that these times changed in our meeting on Friday, August 3):

PST 7:45 a.m.

Sept 9, Oct 14, Nov 11, Dec 9, Jan 13, Feb 10, Mar 10, Apr 14, May 12, June 9, July 14

Agenda for our meeting:

Complete Issue and Concern 18-39

Unfinished business: Fellowship calls

Discuss recommendations

Action plan for year

Format for our calls

Motion (George): We should read the tradition and concept of the month on our call. Seconded (Ed). All in favor.

Motion (Ed): We should use the "We" version of the Serenity Prayer on our calls.

Seconded (Carol). 4 yes, 3 no. Motion passed.

Agreed to take a roll call at the beginning of our calls, as well as agreed to the guidelines for calls in the Committee starter kit, Tab 6, p. 3 of the WSC binder.

Friday, August 3

Said the Serenity Prayer.

Read Committee Purpose Statement.

Read Tradition 8 and Concept 8.

Discussion of adjusting time for our call. Tabling until Carol comes back.

Went around table introducing ourselves and a miracle through the program.

Discussion of time for our call. **We decided to have our calls at 8:30 a.m. PST, 12:30 p.m. EST, 5:30 p.m. London on the 2nd Sunday of the month.** And if someone needs to leave the call early, their sub-committee can present first. Whether to call in July is TBD.

30 minutes: Agenda

Response to 18-39:

Thank you for submitting Issue and Concern 18-39 to the 2018-2019 World Service Conference BDA Committee. After considerable discussion and debate, the BDA Committee refers to Tradition Three, "The only requirement for D.A. membership is a desire to stop incurring unsecured debt." According to the FAQ section of the D.A. website, under the question "What is Solvency?" the website states: "Unsecured debt is any form of debt that is not backed by collateral" (<https://debtorsanonymous.org/getting-started/faq-frequently-asked-questions/>). Thank you for the opportunity to be of service, and we wish you all the best in your recovery.

All voted in favor of the above response, and we decided to include the first and last sentence to Issue 18-25.

Unfinished business

1. BDA stories
2. Fellowship-wide call on BDA Tools 7-12

BDA stories

Carol spoke on the background of the recommendation to continue collecting BDA stories. The near-term goal is to publish the three stories that were submitted

Continue collecting BDA stories

Develop a tool to interview BDA members and a suggested format on how to write you story

Distribute the BDA flyer with the parameters for the stories

Idea: Interview BDA speakers for the calls and get their stories

Idea to have a sub-committee to come up with questions to interview people to get the stories. Idea to also record the interview with someone, publish podcasts on the DA website and Talk Radio (something Diversity Caucus is working on). Maybe get permission from the people on the BDA calls from last year to publish their stories.

Fellowship-wide call on BDA Tools 7-12

Ed spoke on the calls that were put on last year. Ed mentioned that at his meetings they played these calls. He volunteers to be on a sub-committee to put on a call for Tools 7-12. Mary Jane mentioned for two of the calls there was an international presence (speaker from Canada and UK). The calls were successful because the committee did a lot of outreach. We can decide to use a theme for all the calls; we can also use the day, time, and phone number for all the calls, like last year (Sunday, 2 p.m. EST).

Recommendations

1:25 p.m.

As a committee, we have noticed increased concern and confusion about what unsecured debt is.

Motion (Michelle): I move that the following be the committee's first recommendation: (seconded by George):

- 1. We recommend that the Third Tradition and answer to "What is solvency?" in the FAQ section of the website, be featured prominently on the DA homepage.**

Discussion. Carol called the vote. Vote: Favor – 3; Opposed – 2; Abstain – 3.

Re-vote because of clarity re: abstention: Favor – 5 Opposed – 3 Abstain – 1. Motion passed.

2. Motion (Susan): The BDA committee recommends that DA Welcome statement include the following language in parentheses at the end of the third sentence: "unsecured debt is any debt that is not backed by collateral."

Seconded (Roz).

Favor: 7 Opposed: 0 Abstain: 1

3. Motion (Ed): The BDA committee recommends that the PI committee have a PSA that would focus on getting the message of recovery and hope to the still suffering business owner.

Second (Roz)

Favor: 8 Opposed: Abstained: 1

Our committee has 9 members. Our quorum for is 2/3 (6 people).

Motion (George): Our quorum for emails is also 2/3 (6 people).

Seconded (Carol): All in favor.

Motion (Carol): We vote with substantial unanimity, that requires a 2/3 vote yes (at this time, 6 members).

Seconded (George). In Favor: 8 Opposed: 1.

Roslyn stepped down as vice chair, Ed took her place as vice chair.

Actions plan for the year

- Form 2 sub-committees, one to collect BDA stories and one to put on fellowship-wide calls
 - Story sub-committee consists of Carol, Roslyn, Diana, Susan, and Amina. It will be chaired by Carol.
 - Fellowship-wide call sub-committee consists of Ed, Mary Jane, and George. It will be chaired by George.
- Host three BDA fellowship-wide calls
 - Possible topics include: being visible in your business; how to differentiate yourself in business; I am not my business; compare and despair; business is for me; earning and numbers
- Host our calls on Sunday at 11 a.m. PST. Propose the following dates to the GSB for our first call on BDA tools 7-12 (dates in order of preference): Nov. 18, Dec. 2, Nov. 4
- Continue to request BDA stories from the fellowship
- Create a document with questions to help solicit stories
- Create a liaison for the Spiritually Sustainable Earning Caucus

BDA Committee Issues and Concerns Resolutions

Issue number	Resolution
18-25	<p>Thank you for submitting Issue and Concern 18-25 to the 2018-2019 World Service Conference BDA Committee. The committee has discussed the issue at length and has unanimously voted to keep the committee name as is. As stated in the B.D.A. committee mission statement, <i>“The B.D.A. (Business Debtors Anonymous) Committee’s purpose is to carry the message to the still suffering debtor and help them apply the Steps and Traditions to all their affairs and not debt one day at a time. The B.D.A. Committee focuses on issues specific to the needs of D.A. members who own or operate businesses, are self-employed or have a desire to own or operate businesses or be self-employed. The B.D.A. Committee is open to all GSRs and ISRs, not just those who represent B.D.A. groups,”</i> (DA Manual for Service, p. 78). The two main focuses of the BDA committee in 2017-2018 was to gather BDA stories for future publication and provide fellowship-wide BDA conference calls. Thank you for the opportunity to be of service, and we wish you all the best in your recovery.</p>
18-39	<p>Thank you for submitting Issue and Concern 18-39 to the 2018-2019 World Service Conference BDA Committee. After considerable discussion and debate, the BDA Committee refers to Tradition Three, <i>“The only requirement for D.A. membership is a desire to stop incurring unsecured debt.”</i> According to the FAQ section of the D.A. website, under the question <i>“What is Solvency?”</i> the website states: <i>“Unsecured debt is any form of debt that is not backed by collateral”</i> (https://debtorsanonymous.org/getting-started/faq-frequently-asked-questions/). Thank you for the opportunity to be of service, and we wish you all the best in your recovery.</p>

Recommendations

1. The BDA committee recommends that the Third Tradition and answer to *“What is solvency?”* in the FAQ section of the website, be featured prominently on the DA homepage.
2. The BDA committee recommends that DA Welcome statement include the following language in parentheses at the end of the third sentence: *“unsecured debt is any debt that is not backed by collateral.”*
3. The BDA committee recommends that the PI committee have a PSA that would focus on getting the message of recovery and hope to the still suffering business owner.

WSC CONFERENCE COMMITTEE

Conference Committee Members: Mike L., Chair, Jean-Camille B., Treasurer, Cris F., Vice-Chair, Karen S., Secretary. Members: Lolly A., KellyAnn S., M. Tracey O.

Motions:

1. The WSC Conference Committee MOVES that the Conference continue the Remote Participation Trial involving delegates outside North America for the 2019 and 2020 World Service Conferences, with the ad-hoc Remote Participation Trial Committee (RPTC), under the supervision of the WSC Conference

Committee, overseeing the affairs of the Remote Participation Trial in support of the GSB and GSB Conference Support Committee.

2. The WSC Conference Committee MOVES that the Conference change the name of WSC the Diversity Caucus to WSC Underserved Outreach Caucus.
3. The WSC Conference Committee MOVES that the mission and description of the Spiritually Sustainable Earning Caucus be changed to the following:
The Spiritually Sustainable Earning Caucus (SSEC) serves to support the D.A. Fellowship in gaining clarity around issues of earning in the D.A. program. Our vision is to broaden the fellowship-wide understanding of how spiritually sustainable earning fits into D.A. recovery, encouraging a comprehensive and spiritual approach by working the 12 Steps and using the Tools of Debtors Anonymous.
4. The Conference Committee moves that the WSC Conference Committee, the GSB Conference Support Committee and the General Service Board determine the site of the 2020 D.A. World Service Conference.

Recommendations

1. WSC Conference Committee recommends that I/C 18-49 be referred to the GSB Conference Support Committee.
2. WSC Conference Committee recommends that the Host Committee Manual be reviewed and updated to reflect current practice.

WSC Conference Committee Meeting Minutes:

The WSC Conference Committee met at the 2018 WSC in Minneapolis, MN on Thurs., Aug. 2 and Fri., Aug. 3. All members were present with GSB Liaison Mary Clare L. and 2019 Host Committee Liaison, Rob B.

The Committee elected officers, Mike L., Chair; Cris F., Vice Chair; Jean Camille B.; Treasurer; and Karen S., Secretary.

The Committee reviewed all referred Issues and Concerns, reviewed the Report of the prior year's Conference Committee and discussed the issues to be considered by the Committee and their priorities.

The Committee considered a recommendation from the outgoing committee concerning remote participation by non-N. American delegates. The following Motion was presented:

The WSC Conference Committee MOVES that the Conference continue the Remote Participation Trial involving delegates outside North America for the 2019 and 2020 World Service Conferences, with the ad-hoc Remote Participation Trial Committee (RPTC), under the supervision of the WSC Conference Committee, overseeing the affairs of the Remote Participation Trial in support of the GSB and GSB Conference Support Committee.

The motion was considered and passed unanimously.

The Committee considered the request of the Diversity Caucus to change the name of the caucus. The following motion was presented:

The WSC Conference Committee MOVES that the Conference change the name of the WSC Diversity Caucus to the WSC Underserved Outreach Caucus.

The motion was considered and passed unanimously.

The Committee considered the request from the Spiritually Sustainable Earning Caucus to revise the mission statement for the caucus. The following motion was presented:

The WSC Conference Committee MOVES that the mission and description of the Spiritually Sustainable Earning Caucus be changed to the following:

The Spiritually Sustainable Earning Caucus (SSEC) serves to support the D.A. Fellowship in gaining clarity around issues of earning in the D.A. program. Our vision is to broaden the fellowship-wide understanding of how spiritually sustainable earning fits into D.A. recovery, encouraging a comprehensive and spiritual approach by working the 12 Steps and using the Tools of Debtors Anonymous.

The motion was considered and passed unanimously.

The Committee considered the location for the 2020 World Service Conference, including the fact that a solicitation for bids was published and no bids were received. After discussion with various stakeholders, the following Recommendation and Motion was presented:

Having received no bids prior to this 2018 World Service Conference, for hosting the 2020 World Service Conference and, the Southern California DA Intergroup having previously expressed an interest in hosting the 2020 World Service Conference in addition to hosting the 2019 World Service Conference;

The Conference Committee RECOMMENDS that an immediate inquiry be made to the Southern California DA Intergroup to ascertain their willingness to additionally host the 2020 World Service Conference.

The WSC Conference Committee then MOVES as follows:

Should the Southern California DA Intergroup answer in the affirmative, that the Conference Committee be authorized to express the will of this Conference that the 2020 World Service Conference be held in the Greater Los Angeles area; that the Southern California DA Intergroup be authorized to establish the host committee for the 2020 World Service Conference; and, that the General Service Board be authorized to execute such contracts as necessary to secure a site in the Greater Los Angeles area for the 2020 World Service Conference.

Should the Southern California DA Intergroup answer in the negative, that the Conference Committee and the GSB Conference Support Committee promptly solicit bids for the hosting the 2020 World Service Conference and, after due consideration is given to any bids so received, that the Conference Committee be authorized to express the will of this Conference that the 2020 World Service Conference be held in the location that the Conference Committee believes to be the best location considering the bids received, and that the General Service Board be authorized to execute such contracts as necessary to secure a site at that host location for the 2020 World Service Conference.

The motion was considered and passed unanimously.

The Committee considered its meeting schedule for the conference year, settling on the following dates for its meetings: 9/13; 10/11; 11/8; 12/13 of 2018; 1/10; 2/7; 3/14; 4/11; 5/9; 6/13; 7/11; of 2019. All meetings will commence at 9:30 pm Eastern/8:30 pm Central/6:30 pm Pacific.

The Committee considered whether to create a Charter revision subcommittee and deferred consideration until later in the year.

The Committee considered Issue and Concern 18-49 and recommended referral of this I/C to the GSB Conference Support Committee.

The Committee considered Issue and Concern 18-21 and deferred the response until later in the year.

The Committee considered Issues and Concerns 18-03, -04, -05, and -06, and the John H. Scholarship Application guidelines generally. The Committee took the following actions:

WSC Conference Committee responds to I/C 18-03 as follows: We recommend no change be made to the Delegate Spending Plan Worksheet and the John H. Scholarship Application Form. The Committee's rationale is that a travel contingency needs to be sufficient to cover a true travel emergency such as a missed flight requiring an additional overnight stay in the host or a connecting city.

WSC Conference Committee responds to I/C 18-05 as follows: We recommend that no change be made to the John H. Scholarship Funding Guidelines. The WSC Conference Committee further recommends that the Conference Host Committee exercise its discretion regarding the allocation of scholarship funds.

The WSC Conference Committee considered I/C 18-04 and 18-06 and responds that the John H. Scholarship Funding Guidelines are sufficiently clear.

The Committee considered a request that the Host Committee Manual be reviewed and updated as necessary to reflect current practice. The following recommendation was proposed:

WSC Conference Committee recommends that the Host Committee Manual be reviewed and updated to reflect current practice.

The recommendation passed unanimously.

The Committee considered other priorities for the conference year and concluded that the following items may be addressed during the conference year:

1. An early e-blast regarding Remote Participation for 2019 and 2020.
2. Creation of a Remote Participation subcommittee
3. Whether the Charter should be revised and a subcommittee formed for that purpose
4. The response to I/C 18-21
5. Possible revision to Host Committee Manual
6. Consideration of possible WSC schedule revisions
7. Consideration of ways to connect groups with the work of World Service
8. John H. Scholarship long range funding concerns

The Committee will prioritize these items at its next scheduled meeting.

The Committee considered whether to form any subcommittees to address the prioritized items and concluded that subcommittees could be formed at a later meeting of the Committee.

The Committee adjourned with the Serenity Prayer at 3:30 pm on August 3, 2018. Subject to call for any additional matters which might arise during Convocation.

Board Liaison-Mary Clare Lynch

Monthly Meeting date/time: 2nd Thursday of each month at 6:30 pm PT/8:30 pm CT/9:30 pm ET w/exception of Feb. 7, 2019.

First meeting is Sept. 13, 2018

Call in number is: U.S. +1 712-770-4010, Access Code: 874749

WSC FELLOWSHIP COMMUNICATIONS COMMITTEE

Fellowship Communications Committee 2018-2019 - Roster, Committee Positions & Minutes from the Conference FCC meetings

Board Liaison- Tom B

Committee Positions: Alexia I: Chair; Lynn S: Vice Chair; Jeff H: Secretary, Cynthia B: Treasurer; Elita R: Timekeeper

Monthly Meeting date/time: **Third Sundays @3:00PT/6:00ET**

First meeting is **September 16th, 2018**

Call in number is: U.S. **+1 712-770-4160**, Access Code: **673562 #**

Playback phone no.: **+1 712-770-4169**, Access Code: (same as above) **673562**

Agenda Items with sub-committee members:

- **Issues & Concerns**
 - **18-08:** passed to Tech Com
 - **18-19:** Jeff
 - **18-26:** Cynthia
 - **18-34:** Rody
 - **18-43:** Lynn
 - **18-46:** Alexia
 - **18-48:** Lynn
- **Committee & Caucus calls**
 - **SEP 30, DEC 30, MAR 31, JUN30 @11:00amPT/2:00pmET**– Alexia, Rody
- **Worldwide Fellowship calls**
 - **OCT 28, JAN 27, MAY 5 @11:00amPT/2:00pmET** – Alexia, Lynn, Rody, Jeff
- **Audio & Podcasts** – Elita, Cynthia
 - **Sign releases**
 - **Translations**
- **Group Sponsorship** – Alexia, Lynn, Jeff, Rody
 - **Name change**
 - **Starter Kit**
 - **Update DAMS**
 - **Update website**
- **Review FCC Mission Statement** - Alexia
- **Ways & Means content update** – Lynn, Elita
- **Facilitation Communication website/handouts** – Rody, Lynn, Alexia

FCC Committee Issues and Concerns Resolutions

Issue number	Resolution
18-08	Send to Tech Com for member assistance with toll-free call line access

18-19	We recommend using DA Prayers, but it is a group-level decision. FCC will research language to send out to all groups about existence of DA Prayers
18-26	Need copyright release to use. Action deferred after conference
18-34	Recommendation that <u>Resources for Groups</u> webpage be translated to Spanish
18-43	FCC has no knowledge of an existing policy, but admittance is a group-level decision. Action deferred after conference
18-46	FCC is working on Group Sponsorship. Action deferred after conference
18-48	FCC will respond to member for more information. Action deferred after conference

Recommendations

1. Recommend that the Resources for Groups webpage be translated into Spanish

WSC HOSPITALS, INSTITUTIONS AND PRISONS COMMITTEE

Hospital, Institutions & Prison Committee 2018-2019 - Roster, Committee Positions & Minutes from the Conference HIP Committee meetings

Board Liaison- Jo Mc, Chair: Seana A., Vice-Chair: Roger D., Secretary: Yanick T., Treasurer: Kathleen I.

Monthly Meeting date/time: Second Sunday of every Month-6pm (Eastern), 5pm (Central), 3pm (Pacific). First meeting is September 9th

Call in number is: U.S. +1 712-770-4160, Access Code: 673562

Playback phone no.: +1 712-770-4169, Access Code: (same as above) 673562

Suggested Agenda Items:

- Choose date for HIP International Awareness Day permanently.
- Get correctional facility info letter from Jo.
- Set up two dates for HIP Training Day. September 9th and November 4th.
- Review AA's plan for access to prison.
- Suggested to members to take PI media training.
- Combine HIP, Diversity, and PI Outreach recommendations.
- Flyer designed to recruit HIP reps in local groups and Intergroups.
- Contact past HIP members to share experiences, strength, and hope.

What individual members would like to do: Members attempt to make one attempt each for a panel presentation to or at an institution.

Motion: The Hospitals, Institutions and Prisons Committee (HIP) moves that the second Saturday in July be designated as "HIP Awareness Day."

Recommendation: The Hospitals, Institutions and Prisons Committee (HIP) recommends that the Diversity Outreach Recommendation on page 61 of the DAMS include suggested communities as listed in the HIP and PI Starter Kits.

WSC INTERNAL OPERATIONS COMMITTEE

Internal Operations Committee, Members: Michalene R., GSB Liaison, Paul M., chair, Susan A., Secretary, Patricia T., Vice-Chair and Treasurer

Minutes Summary

Meeting called to order with the serenity prayer by Board liaison Michalene R.

12 steps read

12 Traditions read

Present: Patricia T, Paul M, Susan A, Alan C, GSO office manager, Michalene R

Officers Elected

Chair: Paul M

Recording Secretary: Susan A

Vice Chair & Treasurer: Patricia T

Discussion Topics

1. Physical Improvement to Office at Needham, MA., including: painting preparations and accomplishment, shelving in storage room and packing area. To consider modular or transferable equipment for shelving. Reorganization of space for efficient work flow and ergonomics.
2. Explore the possibility of GSB to maintain or increase funding for staff and consider increasing the number of staff to 2.0 with appropriate qualifications such as 12-step experience, and technical expertise.
3. Continue working on installation of dedicated hotline
4. Make meeting re-registration process more user-friendly.
5. Network of telephone volunteers to field calls for the GSO.
6. Policy and Procedures creation for GSO, including job descriptions for office manager and staff. Should include a system for updating.
7. Look at implications for transferring the GSO to another location.
8. Monthly meetings of committee will be held on the second Saturday of the month. 2 pm Eastern, 1pm Central, 11am Pacific. Call-In Number 515-604-9546 Access Code 330660# PIN for Chair 4018
9. Begin process of how to approach a 5-year plan for GSO.
10. Request for proposals from Intergroup for possible relocation of GSO to their area.
11. Based on discussion within the committee, revised our recommendations to the GSB.
12. The IOC strongly recommends that the GSB maintain the FY 2017-18 funding level for the "Salary and Hourly Wages" line item in the Income and Spending Plan for FY 2018-19 for the General Service Office (GSO) staff.
13. The IOC recommends that the GSB consider increasing the number of staff to 2.0 FTE with appropriate qualifications such as 12-step experience and technical expertise.
14. The IOC recommends that the GSB establish a line item in the Income and Spending Plan to begin saving for an eventual relocation of the GSO.
15. The IOC recommends the installation of an additional telephone line at the GSO. One phone number will be used as the office business line and the other will be used to route calls from still suffering debtors to a network of trained volunteers. Estimated monthly cost is \$33.00.

WSC LITERATURE COMMITTEE

WSC Literature Committee 2018-2019

GSB Liaison - Sharon S., Amy O. – Chair, Marysia H. – Vice Chair, Kelly L. – Secretary, Curt P. – Treasurer. Scribe at WSC – Harmony J.

Members: Kellie L., Mary Jane B., Amos P., Vivian B., Gidalia R., Elizabeth P., Suzanne M., John C., Cynthia S., Harmony J.

Monthly WSC Literature Committee Meeting date/time: 2nd Tuesday, 9pm EST

Monthly WSC Literature Subcommittees and Meeting dates/times:

1. "D.A. Daily Meditations" book Subcommittee – 3rd Wednesday, 7pm EST
2. "Underserved and Under-Represented Outreach" service literature Subcommittee (previously called "Diversity" pamphlet) – 1st Thursday, 8pm EST
3. "Couples and D.A." pamphlet Subcommittee – 3rd Monday, 9pm EST
4. "Relapse in D.A." pamphlet Subcommittee – 2nd Friday, 2pm EST
5. "D.A. Slogans" Bookmark & "D.A. 3rd & 7th Step Prayers" Bookmark Subcommittee – 3rd Wednesday, 8:30pm EST

Suggested Procedure/Etiquette Guidelines/Agenda Items:

- Chair distributes agenda ahead of call
- Everyone will read minutes, agenda and any supporting documents prior to the call
- The chair will start each call and ask for a timekeeper
- Start and end each meeting with the Serenity Prayer
- Read the tradition of the month at each meeting (i.e. at the September meeting, we'll read the 9th tradition)
- Read statement of purpose at each meeting
- Mute when not talking
- State name before speaking
- Don't repeat what's already been said
- Wait for others who haven't shared yet to speak before speaking again
- Chair will share last in any discussion
- **Voting:**
 - o No more than 2 pros and 2 cons for each motion, before the vote
 - o Chair will vote last (as voted on by the Committee at the WSC) on any Motions so the committee is not influenced by their vote
 - o A simple majority will be used when voting (NOT substantial unanimity)

Agenda at WSC Lit Com Meeting:

- Read recommendations from the 2017-2018 Literature Committee
- Read two literature drafts for consideration as motions at the 2018 WSC Convocation:
 - o "Chaos to Clarity" pamphlet concept proposal (2018 Lit Com voted against bringing this motion to convocation) - 11 AGAINST, 4 Abstentions
 - o "Twelve Promises" pamphlet – 14 FOR (unanimous)
- Read Issues and Concerns and discussed possible responses:
 - o Due to an issue and concern around a request to have literature reviewed, a committee member suggested the following:

- The Literature Committee recommends to the board that a process be created to review literature on a periodic basis to maintain the relevance, appropriateness and spiritual nature of the literature to the DA fellowship – approved by general consent
- Proposed literature projects were listed by the scribe and then everyone prioritized their top 3 projects. Those top projects were tallied to determine which had the most energy behind them; 3 of these were chosen and subcommittees were formed to work on them.
- Discussed Issue and Concern 17-19 regarding consistency of language in our literature between “Record Maintenance” and “Record Keeping”.
 - The committee voted not to change the literature at this time as these terms basically mean the same thing - 8 FOR, 5 AGAINST, 1 ABSTENTION

WSC Literature Committee – Issues & Concerns

18-13	<p>If issue was answered previously, we point to the year they were answered and include that response.</p> <ul style="list-style-type: none"> - Clutter rescinded - Conference approved concepts: <ul style="list-style-type: none"> ○ BDA business plan ○ Health Issues pamphlet <p>The Literature Committee recommends to the board that a process be created to review literature on a periodic basis to maintain the relevance, appropriateness and spiritual nature of the literature to the DA fellowship.</p>
18-17	<p>The 2nd edition of the Currency of hope provides a detailed description of the Tools of D.A. XXVI-XXIX. They are also included on the website (include website here). In addition, there are specific pamphlets for each of the tools (i.e. sponsorship, Meeting, Spending Plan, PRGs, Awareness, Business Meetings, Service). Also, a detailed description of the Tools of DA will be included in the Basic Text.</p>
18-18	<p>We will get clarity from the board where the BDA Numbers Booklet is in the literature process and we’ll then answer this question and let this person know what the status is.</p>
18-23	<p>This issue is re: literature consistency.</p> <p>The Literature Committee recommends to the board that a process be created to review literature on a periodic basis to maintain the relevance, appropriateness and spiritual nature of the literature to the DA fellowship.</p>
18-24	<p>If issue was answered previously, we point to the year it was answered and include that response.</p> <p>The Literature Committee recommends to the board that a process be created to review literature on a periodic basis to maintain the relevance, appropriateness and spiritual nature of the literature to the DA fellowship.</p>

18-27	<p>If the issue was answered previously, we point to the year it was answered and include that response.</p> <p>In terms of underearning it's included in the signpost as a symptom of compulsive debting, it's not an outside issue.</p>
18-28	<p>If the issue was answered previously, we point to the year they were answered and include that response.</p> <p>Issues part A, B, C addressed by recommendation:</p> <p>The Literature Committee recommends to the board that a process be created to review literature on a periodic basis to maintain the relevance, appropriateness and spiritual nature of the literature to the DA fellowship.</p> <p>Part D of this issue - We need to research with Allan C. about the availability of the disc and if it should be removed from the Literature form. We will be in touch with our manager about the fact that you've paid for this piece of literature and get back to you.</p>
18-38	<p>If issue was answered previously, we point to the year it was answered and include that response.</p> <p>The Literature Committee recommends to the board that a process be created to review literature on a periodic basis to maintain the relevance, appropriateness and spiritual nature of the literature to the DA fellowship.</p>
18-42	
18-44	
18-45	

2018-2019 WSC Literature Committee

Motions and Recommendation for 2018 WSC Convocation

Motions:

1. The WSC Literature Committee moves that the "Twelve Promises" pamphlet be approved.
2. The WSC Literature Committee moves that the concept for a bookmark on D.A. slogans be approved.

3. The WSC Literature Committee moves that the concept for a bookmark to include D.A. 3rd and 7th step prayers be approved.
4. The WSC Literature Committee moves that the concept for a pamphlet on Couples and D.A. be approved.
5. The WSC Literature Committee moves that the concept for a pamphlet on Recovery and Relapse be approved.

Recommendation:

4. The Literature Committee recommends to the board that a process be created to review D.A. literature on a periodic basis to maintain its relevance, appropriateness and spiritual nature to the D.A. program and fellowship.

WSC PUBLIC INFORMATION COMMITTEE

WSC Public Information Committee 2018-2019 - Roster, Committee Positions & Minutes from the Conference PI Committee meetings

Board Liaison - Tom R., Chair: Barb S., Vice Chair: Jeanne G., Secretary: Ellen S., Treasurer: Karen M., Members: Gerry L., Frank M., Deb K., Susan G., Gordon M., Chris B., Kathleen M., Maia W., Faith M.

Monthly Meeting date/time: Third Saturday of month 2:30-3:45 pm Eastern

First meeting is Sept 15, 2018

Call in number is: U.S. +1 563-999-1118, Access Code: 580052

Playback phone no.: +1 319-527-2893, Access Code: (same as above) 580052

Public Information Committee

August 2, 2018

Motion: To Elect Barb S. as Chair

Motion passed.

Motion: To elect Kathleen M. as Secretary.

Motion passed.

Motion: To elect Ellen as Vice Chair.

Motion: To elect Jeanne as Vice Chair.

After extensive discussion, the group voted to elect Jeanne as Vice Chair.

Motion: To elect Karen as Treasurer.

Motion passed.

Motion: To hold the meeting for 1 hour and 30 minutes.

Motion rescinded.

Motion: To read one tradition a month, starting with tradition one, from the DA 12 Steps 12 Traditions and 12 Concepts and comment on it not to exceed 10 minutes total.

Motion passed.

The Chair read item 12 from the World Service Conference 2018 Committee/Caucus Starter Kit.

Motion: To allow Barb, the Chair to vote any vote.

Motion Passed.

Motion: A quorum consists of 50% of the members present.

Motion passed.

Motion: Recommend that the GSB spend \$652.18 to include the DA 12 Signs and 15 Questions into the packets of the 900 participants in the 2018/19 Expo/Convention of EAPA.

Motion passed.

Motion: Substantial unanimity is required, defined as 2/3 of a quorum, is required to pass a motion.

Motion passed.

The Vice Chair said that actions have been completed to create a list of procedure and/or etiquette guidelines for committee meetings and phone calls.

The Vice Chair then reviewed the 2 issues & concerns that were referred to the committee.

The committee decided to accept all the action items from the previous committee.

August 3, 2018

1. Review of minutes from taken on August 2, 2018
2. Motion: That the PI Committee monthly meeting take place on the 3rd Saturday of the Month- 2:30PM-3:45 EST, 1:30PM-2:45 Central, 12:30PM-1:45PM Mountain, 11:30AM-12:45PM Pacific.
3. Conference call number 515.739.1424 AC 796199# for playback of March 25, 2018 FW call
4. Sept 15th, Oct 20th, Nov 17th, Dec 15th, Jan 19th 2019, Feb 16th 2019, March 16th 2019, April 20th 2019, May 18th 2019, June 15th 2019, July 20th 2019
5. Chair Barb suggested that committee members read the PI manual.
6. Discussion of target groups:
 - A. Gerry-
 - B. Susan-Native American & Immigrant groups-Casa Latino in Seattle
 - C. Fellowship wide campaign for PI Manual
 - D. Barb-Booth set up package on Literature
 - E. Chris-Senior Citizen, Federal-Office of Personnel Management
 - F. Frank- discussed experience in Minneapolis
 - G. Jeanne F. in Santa Cruz has materials for a booth, Signposts of debting flier to be posted in PublicSpaces; when annual professional conferences are-dates
 - H. Barb will send 7 flyers home, will contact Jeanne F
 - I. Faith-Ways to bring Public Awareness – eNews-mailing, Pi materials once a month & working with Undeserved & phone call; Faith Monthly call, Suicide prevention
 - J. Frank-How to carry the message to non-clubhouse places & go to other 12 groups
 - K. Mia-put more tear off flyers & 2 radio stations Alameda-community radio & KPFA,
 - L. Jeanne-outreach actions tracking sheet for meeting use to share with 2018-2019 PI Committee.
 - M. Gordon-disconnect to micro managing & overlap of diversity and PI, VA, McDonalds house, Union Halls,

- N. Debby-posting in Library, Community Health Center,
- O. Susan-taking ideas back to Seattle, VA family houses in Seattle,
- P. Gerry-Reach out to GA, Conference on Addiction Recovery
- Q. Karen how to penetrate other 12 step programs
- R. Barb-March 25, 2017 sending Fellowship wide
- S. Separate Free Conference Fellowship wide call
- T. Barb-interpreter office Spanish, AARP, AMA, Page 66 DAMS has a listing of possible outreach
- U. put up signposts in library in Denver, unemployment office, SS office,

V. PUBLIC OUTREACH (POSC) Subcommittee

- 1. **DEBBY**-Community Health Center- NYC
- 2. **GORDON**-V.A.
- 3. **GERRY**-AMA
- 4. **SUSAN**: Ronald McDonald House, Immigrant groups
- 5. **KATHLEEN**: Native American Reservations
- 6. **SUSAN**: Asian Counseling Center
- 7. **ELLEN**: development of an elevator pitch and presentation to Professionals-non 12-Step people
- 8. **FRANK**: Ways to link with other 12 step groups
- 9. **FAITH**: work w/members about Outreach; Underserved Caucus;

W. FELLOWSHIP WIDE (FWSC) Subcommittee -EVERYBODY

- 1. New Fellowship wide calls with a goal of having archival files
- 2. Monthly Fellowship wide PI Support Conference calls
- 3. One Action One day
- 4. Monthly eBlast-HOW TO SET UP A BOOTH-
- 5. October MEDIA training VIA phone-suggested for all committee members
- 6. Fellowship Wide Campaign –Awareness about the PI Manual-Hold Fellowship wide campaign
- 7. eNews the fellowship about phone meetings
- 8. United Way

X. MEDIA Subcommittee –FAITH, JEANNE, KATHLEEN & MAIA

- 1. **PSA's** in various places
- Y. **MAIA** Talk radio- radio stations Alameda-community radio & KPFA,
- 2. Social Media

3. HELPING PROFESSIONALS SUB-COMMITTEE

- 1. **BARB**-AARP
- 2. **GERRY**-DOCTORS (AMA)
- 3. **SUSAN**-American Foundation for Suicide Prevention/Suicide Awareness
- 4. **GORDON**-AFL-CIO /Teamsters
- 5. **FAITH**-United Methodist/COGIC CHURCHES/A.M.E. Churches
- 6. **KATHLEEN**:Native American Reservations
- 7. **KAREN**: College/Universities
- 8. **CHRIS**-Office of Personnel Management for Employee Assistance Program from nationwide to local and finding out conference dates for EAP members.

ACTIONS:

- 1. Page 66 in DAMS has list of targets
- 2. Professional Conferences-Get Target Dates: October-June

3. Get information on Unemployment and SSA-How and when to give out literature
4. We need to be aware that how to start a a meeting- to be
5. Outreach Tracking-Jeanne will email out to

RECOMMENDATION: us asking another party to do something for us.

1. The PI Committee recommends that the Literature, Translation and Licensing Committee (LTL) transcribe PSA’s And DA Signs Come to Life, into podcasts, eNews.
2. The Public Information Committee recommends that the Tech committee create a user friendly accessible PI information portal for meetings, intergroup, and public in consultation with the PI Committee.
3. We recommend that the Communication Committee continues to publicize via eNews “One Member One Action” reminder prior to DA’s Anniversary
4. The PI Committee recommends a Spanish speaking option for the Needham office telephone.

The PI Manual has resources for our committee, such as:

1. PI has a tear off sheet with the website on it;
2. 12 sign posts are displayed in 12 posters;
3. Downloadable literature.

Where do I get money to use for my DA/PI related expenses?

1. We have \$100 from the board;
2. See our treasurer for questions about expense reimbursement. But they should with the committee before they are spent.

WSC PI Recommendations

1. The WSC Public Information Committee recommends that the GSB Literature Translation and Licensing Committee (LTL) transcribe the Public Service Announcements (PSAs) and the “DA Signs Come to Life” Welcome Video into podcasts and eNews articles.
2. The WSC Public Information Committee recommends that the WSC Technology Committee create a user friendly accessible Public Information portal for meetings, Intergroups, and the public, in consultation with the WSC Public Information Committee.
3. The WSC Public Information Committee recommends that the GSB Communication Committee continues to publicize via eNews “One Member, One Action Day” reminder prior to DA’s Anniversary.
4. The WSC Public Information Committee recommends a Spanish-speaking option be available for the Needham office toll-free telephone line.

WSC PI – Issues and Concerns:

18-20	No action taken yet
18-36	No action taken yet

WSC RESOURCE DEVELOPMENT COMMITTEE

Resource Development Committee, 2018-2019 Fiscal Year

Committee Positions and Minutes from the 2018 World Service Conference

Board Liaison:

Allen T. (Temp. during WSC)/Tom R. (Permanent), **Committee Positions:** Chair: Diana B., Vice Chair: Linda Y., Secretary: Barbara H., Treasurer: Chris S., Other members: Joanne N. and Celia M.

Monthly Meetings:

3rd Sunday of Each Month, including August 2018

1:30 to 2:30 Eastern Time; Telephone Call-in number: TBD

RDC 2018-2019 Statement of Purpose:

Revenue for Debtors Anonymous is the focus of the RDC, including:

*increasing 7th Tradition group and individual contributions for the 2018-2019 fiscal year **by 20%, with an aggregate financial target of \$124,650**, and clarifying the use of 7th Tradition contributions;

*encouraging member participation in service at all levels; and *increasing awareness within the DA Fellowship of the significance of self-support, (inspired by DAMS, pg. 79).

RDC Motions made during 2018 WSC:

1. The Resource Development Committee hereby moves that there be NO FINANCIAL CAP on contributions made to Debtors Anonymous (“DA”) by and through a DA Fellow’s Last Will and Testament (“Testamentary Bequest.”) **DID NOT PASS 48/31**
Issues of Concern: Potential 7th Tradition violation, question of conditional gifts.
2. The Resource Development Committee hereby moves that a DA Fellow may contribute up to \$12,000 USD to Debtors Anonymous on an annual basis. **PASSED**

2018 RDC Action Plan

1. Update RDC Statement of Purpose. **DONE**
2. Update John H. Scholarship Letter and April/Anniversary Appeal Letter.
3. Draft NEW Announcement/Reminder Notice regarding End of Year Contributions (and U.S. IRS Income Tax Benefit) to be distributed before “Giving Tuesday.”
4. Execute 3 Worldwide Conference Calls:
 - a. Topic: Promise 7, to be held sometime 11/1 to 12/31/2018.
 - b. Topic: PRGs, to be held sometime 1/1/2019 to 3/31/2019.
 - c. Topic: Treasurer Responsibilities and Creation of a Meeting “Ideal Spending and Earning Plan,” to be held sometime 4/2/2019 to 6/30/2019.
5. Refresh language in the DAMS related to Tradition 7, revenue & update Treasurer responsibilities.

TABLED ACTIONS:

6. Redraft suggested meeting formats to including mention of DA online contribution option and moment of silence during online and in-person meeting 7th Tradition break.
7. Creation of Service position/s that have no solvency requirement to offer new or struggling Fellows an opportunity to give service.

RDC Motions:

1. The Resource Development Committee hereby moves that there be NO FINANCIAL CAP on contributions made to Debtors Anonymous (“DA”) by and through a DA Fellow’s Last Will and Testament (“Testamentary Bequest.”)
2. The Resource Development Committee hereby moves that a DA Fellow may contribute up to \$12,000 USD to Debtors Anonymous on an annual basis.

RDC Recommendations

1. The Resource Development Committee hereby recommends that the Debtors Anonymous (“DA”) General Service Board (“GSB”) create an Ideal Income and Spending Plan.
2. The Resource Development Committee hereby recommends the creation of consistent and continuous messaging across all DA Fellowship-wide communication of the existence and convenience of the online contribution option, including but not restricted to A. general, business, and telephone suggested meeting formats; B. the DebtorsAnonymous.org website; C. contribution receipts; D. literature order receipts; and E. contribution envelopes.
3. The Resource Development Committee hereby recommends that the GSB Communications Committee and the GSB Information Technology Committee increase the visual awareness of the new online contribution option on DebtorsAnonymous.org.
4. The Resource Development Committee hereby recommends that the GSB provide an in-depth information session open to all DA Fellows during the 2019 DA World Service Conference Fellowship Day on the form and content of the Fellowship’s annual financial statements.
5. The Resource Development Committee hereby recommends that the General Service Office (“GSO”) include the John H. Scholarship, DA Anniversary and other GSB-approved Resource Development Committee communication with DA Literature Orders.
6. The Resource Development Committee hereby recommends that Debtors Anonymous (“DA”) General Service Board (“GSB”) explore a subscription based pricing model that allows such subscribers online access to DA Conference Approved content.

WSC TECHNOLOGY COMMITTEE

WSC Technology Committee Members: Bill D., GSB Liaison, Jeff H., Chair, Rosemary H., Vice-Chair, Dave L., Treasurer, Tim L., Diane W., Secretary

Committee Minutes: We made flip carts and worked our way thru analyzing the accomplishments of last year (significant progress on Kindle literature and donation button on site), what facilitated the results and what were barriers.

We met with our Info Tech GSBs for lunch to review priorities and gather guidance on what they felt was needed. Beforehand, we created a strategy for our lunch together with roles for our meeting to forge our collaboration and think together. During our working lunch learned we could proceed with researching text donation capabilities without board approval since they needed more information to evaluate the project.

Flip charts of our steps include:

Due Diligence of Plan of what human resources there are in the fellowship network. Want to talk with Southern California about their website. Need a tech savvy person on the Board.

Tech Audit of current website:

Vendor List

Product Features

Data Storage

Admin Capabilities

Visitor Count on Website

Priorities:

- TEXT donations tech
- Update website (want new one but also discussed importance of getting store of literature online)
- Survey of fellowship demographics

Each project has sub-steps we worked on:

Website work will include outreach to each of the committee on Tech Com can help them and any resources they may have for our projects.

Diane: Due Diligence on website by Oct. 2018 (who does WSC already pay?)

Dave: Research on proposals for Text Donations January 1, 2019

Rosemary: Survey out by end of Q1 2019 and ACM job description (with Diane) by Oct. 2019

Tim: Research tech mgt, literature delivery systems and talk with Curt on LitPub by Oct 2018

Jeff: Committee chair will meet once a week with members or the group (meets monthly)

We also worked on a vision for the 2025

- 65,000 members
- Fully integrated
- Best in class
- Tech solutions
- 1,000,000 member and \$1,000,000 in lit sales.

Recommendations

3. More onsite time for committees to meet together
4. Fellowship should accept contributions by SMS text
5. GSRs please encourage your group members to sign up for eNews since there will be a survey sent out to profile fellowship demographics
6. Online store for ordering literature
7. Updating the website to be more user friendly and attracting.

SECTION 9: WORLD SERVICE CONFERENCE CAUCUS MINUTES

WSC INTERGROUP CAUCUS

Intergroup Caucus Members: Dayton L., GSB Liaison, Marysia H., Chair, Chris S., Vice-Chair, Marcy J., Linda Y., Gerry L., Treasurer, Deborah K., Secretary, Gidalia R., Scribe, Melissa D., Scribe

The meeting will be 1x per month.

Marysia read committee's report.

Gerry read the previous reports from last year.

Marcy brought the possibility of printing the writing that was published in the DAMS as a separate pamphlet – which was the original intention for the work.

Review of Caucus Report:

Agenda:

1. Continue Progress of Intergroup Service Handbook/Pamphlet
 - New Caucus reviews it
 - Decision: which will this document end up –
 - Service pamphlet?
2. Fellowship-wide Conference Call – (already on Google Drive – accessible on General DA website)
3. Intergroup Resource Page
 - Centralize all intergroups
 - Map
 - Section with special events

WSC INTERNATIONAL CAUCUS

1 August, 2018

Board Liaison-Josie began meeting.

Nominations made and accepted:

Chair-Tracey, Vice-Chair–Susan, Treasurer–George, Secretary–Sarah, Scribe–Chris, Time keeper-Josie, Members: Kelly L.

Turned over to Chair.

Reviewed 2017-2018 International Caucus Report to see if we want to continue the work. Caucus agreed to:

- 1) Continue collecting international shares for Ways & Means, 3rd edition Currency of Hope, and to request addition of international stories in new Basic Text and Daily Meditations.
- 2) Continue collecting history of DA founding around the world, and to discuss ways to publish this history.
- 3) Support new GSB Literature, Translation and Licensing Committee (ask what our role should be; how can we be helpful)

2 August, 2018

Reviewed purpose of the International Caucus from DAMS.

Continued to discuss follow up work from the 2017-18 caucus.

- 4) Develop international contact list for foreign meetings. Tracey can contact Andrea B (chair 2016-17) for contact list for foreign meetings.
- 5) Attend European Regional Intergroup phone meeting as a visitor [later noted that Susan already attends and can report back]
- 6) Continue to support GSB to accept international payments. Josie has made a donation thru Transferwise in British pounds. GSB testing Euros, and Australian dollars. Josie will ask about testing Canadian dollars. We could ask our international phone meeting contacts to test.

Reviewed some of last year's projects and how this caucus supports the growth of DA Internationally:

- Last year we used \$100 for literature donation for Spanish-speaking countries
- 7) Chris S., (ACM for GSB International Committee) can carry literature to other countries.
- 8) Develop a virtual/phone/ online community to support the virtual WSC for international GSRs and other members.
- 9) Make available toll-free numbers for international fellowship-wide calls.
- 10) Continue discussion on how to get GSB approval for existing translations done by DA members internationally. AA's 12 Steps and 12 Traditions have been translated into 69 languages, and DA has agreed to use those translations. The home country does the translation and it is vetted for spiritual/unified but culturally appropriate message.

Caucus agreed to set procedures and/or etiquette: (6, 3)

- Chair sets agenda
- Everyone agrees to read previous meeting minutes and supporting documentation before the call
- Let the leader lead the call
- Start and end with the Serenity prayer
- Read caucus statement of purpose
- Read aloud the steps and traditions at the beginning of the call
- Mute when not talking
- State name before speaking
- Don't repeat what has already been said
- Wait for others to share before speaking again (chair can assist in making sure all voices get heard)
- Substantial unanimity over simple majority, when possible

3 August, 2018

Began with Serenity prayer and Statement of purpose

Recommendations due this evening, discussed and approved unanimously:

1. The International Caucus recommends that the GSB Finance Committee continue to investigate and implement diverse payment options for our non-U.S. based, international D.A. members, including those based in Canada.
2. The International Caucus recommends that the GSB Finance Committee review the Treasurer's Manual in the D.A. Manual for Service to accommodate international transactions.

3. The International Caucus recommends that the WSC Literature Committee reach out to international D.A. members when collecting stories and submissions for the Basic Text of D.A. and the Daily Meditation Book; and to be inclusive of our international Fellowship whenever possible in the selection process.
4. The International Caucus recommends that the WSC Literature Committee use audio technology to allow non-U.S. based, international D.A. members to record their stories in their chosen languages.
5. The International Caucus recommends that the GSB facilitate free international conference numbers for fellowship-wide calls, including playbacks.

Additional Agenda Items for 2018-19 caucus discussion:

- 1) How to collect/archive/display the collected histories of DA around the world
- 2) Discuss facilitating approval of existing translations.

Set monthly conference call as Second Sunday of the month beginning Sept 9, 2018.

1pm Eastern Standard Time.

CALL US/Canada: 712-770-4160, UK: 03306060515; access: 607563#.

PLAYBACK: US/Canada 605-562-3149, access 607563#, Host code: 166551

Recommendations

1. The International Caucus recommends that the GSB Finance Committee continue to investigate and implement diverse payment options for our non-U.S. based, international D.A. members, including those based in Canada.
2. The International Caucus recommends that the GSB Finance Committee review the Treasurer's Manual in the D.A. Manual for Service to accommodate international transactions.
3. The International Caucus recommends that the WSC Literature Committee reach out to international D.A. members when collecting stories and submissions for the Basic Text of D.A. and the *Daily Meditation Book*; and to be inclusive of our international Fellowship whenever possible in the selection process.
4. The International Caucus recommends that the WSC Literature Committee use audio technology to allow non-U.S. based, international D.A. members to record their stories in their chosen languages.
5. The International Caucus recommends that the GSB ensure free international conference numbers for fellowship-wide calls, including playbacks.

WSC SPIRITUALLY SUSTAINABLE EARNING CAUCUS

Wed 8-1-2018, WSC SSEC Meeting 9:10-10PM

Meeting opened with Serenity Prayer at 9:17 pm by Liaison, Sharon. She explained the process of the Caucus meeting. Those in attendance were: Barb S, Carol M., Ed, Kelly, Lolly, Paul, Yanick, and Sharon.

Lolly was elected to return as chair. The meeting was turned over to the Chair.

Carol M was selected as Secretary, Ed as Vice-Chair, Barb as treasurer and Yanick, Time Keeper.

We discussed the terms substantial unanimity and quorum. A committee roster was started.

Meeting was closed with the Serenity Prayer.

Thurs 8-2-2018 WSC SSEC Meeting 2:15-3:15PM

Lolly A., Caucus Chair, Called Meeting to Order 2:20PM

Meeting was opened with the Serenity Prayer. Lolly invited everyone to introduce themselves. Present were: Roger D., Diane, Paul, Ed, Vivian, Harmony, Lolly, Barb, Carol, Jeanne, Barbara, Alexia and Sharon. Roster list sent around. Lolly spoke about this year's conference goals to move efficiently: determining what we want to do and what to do to reach the goal.

The Caucus had no Issues and Concerns.

Started Discussion of Possible SSEC goals

1. Definition?
2. Discuss pertinent issues and concerns

Recommendations from last year's caucus:

New Mission Statement that was approved by SSEC 2017-18 was presented to the New Caucus.

After thorough discussion and changes to the Mission Statement a MOTION was made to accept the New Mission Statement. Yes-9, no-1, 2abs. MOTION PASSED. The minority vote was heard. No change in the vote.

ACTION ITEM - Lolly to bring New Mission Statement to Conference Committee for motion at the 2018 WSC convocation.

3:20 pm meeting was closed. Barb led the Serenity Prayer.

Friday, 8-3-2018 WSC SSEC Meeting 5-6PM

Lolly A., Caucus Chair, Called Meeting to Order 5pm

Present: Ed K., Sharon S, Lolly, Roger, Vivian, Jeanne, Alexia, Harmony, Carol M., Paul M., Amina Z., Not present: Barb

- A. Call Schedule
First Sat of each month, 12 noon PT / 3PM ET.
9/1, 10/6, 11/3, 12/1, 1/5, 2/2, 3/2, 4/6, 5/4, 6/1, 7/6
- B. Action Plan 2017-18
 - a. Fellowship Wide Calls – first one could be this October 2018
Subcommittee formed: Alexia, Ed, Lolly, Paul
 - b. Continue to Develop mission statement - Alexia
 - c. Definition of SSE – Roger “Being of Service in earning,” also: what it is NOT. Discussions.
 - d. Collect stories - Roger
 - e. Earning Pamphlet – Roger
 - f. Caucus Discussion topic of “under being” – Harmony
 - g. Reviewing the Underearning pamphlet – “Literature Subcommittee” formed: Vivian, Carol, Harmony, Amina
 - h. Signposts - review and submit – Literature Subcommittee - Vivian, Carol, Harmony, Amina
 - i. Meeting Format – Literature Subcommittee - Vivian, Carol, Harmony, Amina
 - j. Liaise with BDA – suggestion from Ed, Paul also interested.
- C. Proposed Agenda & Etiquette Guidelines

- a. Voting – substantial unanimity. Quorum is 4 or more. MOTION made by Alexia, amended, seconded, and PASSED. 10-1
- b. Read Tradition Specific the Calendar Month of Each Phone Meeting.
- c. Timer to be used upon group conscience decision.
- d. Balance of Etiquette Policies “leader leading the phone calls.”
- e. Read from DAMS pg. 80 the SSEC Mission Statement.
- f. All sessions open and close with Serenity Prayer.

ACTION ITEM for Sharon: LRPC find call date for SSEC for October.

Meeting ended 6:08pm with the Serenity Prayer.

WSC UNDERSERVED AND UNDERREPRESENTED OUTREACH CAUCUS

Members: Jo Mc, GB Liaison, Mike M., Chair, Rody D., Vice-Chair, Faith M., Secretary, Kathleen I., Treasurer, Members: Yanick L., Elita R., Diana B., Diana G., Barb H.

Board Liaison- Joe Mc

Committee Positions: Mike M (chair), Rody (vice chair), Faith (secretary), Kathleen (treasurer)

Monthly Meeting date/time:

Call in number is: U.S. +1 515-604-9718, Access Code: 265573 #

Playback phone no.: +1 515-604-9650, Access Code: (same as above) 265573, Host PIN: 1890

Suggested Agenda Items:

Our mandate is broad and our vision may take years or decades to make headway on. But what has become clear is the obvious and need for this work. We are interfacing with many different caucuses and committees, who share our general mission—to carry the message to the still sick and suffering debtor. Some of those with obvious crossover are: literature, PI, HIP, intergroup, and international. I would encourage you to reach out if you have any ideas or would be interested in helping. Some of these committees have nominated a liaison to interface with this caucus. The UUOC is working on these efforts in full force, but we will start to get some real lift with increased group ownership from the fellowship.

Last Year’s Projects

- Completed phase I of mapping project
 - o identify where D.A. meetings exist
 - o overlay with demographic data to identify targeted groups for outreach
- Worked with Literature Committee to deliver Diversity in D.A. pamphlet
- Define best practices and collaborate with Public Information, Intergroup, and Hospitals, Institutions, and Prisons (HIP)

Clarification of terms for new caucus name:

Underserved: expanding the tent in general

Under-represented: encouraging participation from all members

Recommendations for 2018-2019

1. The UUOC recommends that the fellowship define best practices for reaching out to underserved and underrepresented debtors.
2. The UUOC recommends that the fellowship submit stories of their experience strength and hope in reaching out to underrepresented debtors.
3. The UUOC recommends that the fellowship develop more literature and support for group and individual sponsorship.

Ideas for upcoming year

- Continue to collaborate on Diversity in D.A. pamphlet
- Define best practices for outreach and make them actionable for groups (using tools from Public Information and HIP Committees.
- Call for stories — ESH — for publishing in Ways & Means
- Working with sponsor a group
- Identifying our outreach; widening the net for debtors who still suffer; may include those experiencing trauma around money (the following is a non-exhaustive list)
 - o Elderly
 - o Geographic (states or regions without any DA groups)
 - o members w/o debt (i.e., trust funds, rent-controlled apartments in expensive locations)
 - o college students —(student loans, credit card debt, or both)
 - o African Americans
 - o Native Americans
 - o Spanish speakers
 - o debtors who had NO credit card debt
 - o homeless people and those living in shelters
 - o disabled people
 - o LGBTQ
- creating a scorecard on the status of our outreach across different aspects of the fellowship (PI, HIP, Intergroup, International, FCC)
- helping to start Spanish speaking meetings
- podcasts/vignettes — create a 3-5 min segments by each identified underserved and under-represented group (see list above) to be played on Talk Radio — available for everyone to hear their stories and identify with members; Talk Radio will accept content for free; there are 10 different Talk Radio shows across the U.S. Elita has already begun outreach to stations in NorCal while working with Public Information.
 - o these same recordings could potentially be used on the debtorsanonymous.org as well as local intergroup websites
 - o Each member can research one of the States without face to face meetings and research access to DA in that State.
 - o Create an email address for the UUOC, Mike will talk to the Tech Committee to set this up.

D.A. Recovery Stories

Recruit members who are under-represented or underserved to submit stories about their stories.

In Los Angeles, they have a One Member Story section in their newsletter.

Ways & Means — Publish an Article

Write an article that shows the meeting coverage

Give descriptions / suggestions on what members can do to start a meeting in their area

Collaboration with Other Caucuses / Committees

- working with HIP, FCC and Public Information Committees
 - o Book-Mobile for Homeless Kids in Los Angeles
 - o sharing information on college campuses
 - o outreach to other 12 Step Fellowships to let them know about D.A.
- FCC wants to create a start kit for Group Sponsorship for new meetings.
- As part of the Public Information Committee Faith will be a Liaison to the UUOC to work on using the public information tools to reach underserved and under-represented persons.

Recommendations

1. The UUOC recommends that the fellowship define best practices for reaching out to underserved and underrepresented debtors.
2. The UUOC recommends that the fellowship submit stories of their experience strength and hope in reaching out to underrepresented debtors.
3. The UUOC recommends that the fellowship develop more literature and support for group and individual sponsorship.

**2018-2019 WSC Committee and
Caucus Rosters**

BDA

Bob D, GSB liaison
Mary Jane W, Chair
Ed K
Michelle M
George M
Carol M
Roslyn R
Susan L
Amina Z
Diana G

Conference Committee

Mary Clare L, GSB liaison
Mike L, chair
Jean-Camille B
Cris F
Karen S
Lolly A
KellyAnn S
Tracey O

FCC

Tom B, GSB liaison
Alexia I, Chair
Lynn S
Jeff H
Cynthia B
Elita R

HIP

Jo Mc, GSB liaison
Seana A, chair
Roger D
Yanick T
Kathleen I.

Intergroup Caucus

Dayton L, GSB liaison
Marysia H, chair
Chris S
Marcy J
Linda Y
Gerry L
Deborah K
Gidalia R
Melissa D

IOC

Michalene R, GSB liaison
Paul M, chair
Patricia T

International Caucus

Josie P, GSB liaison
Tracey O, Chair
Susan L
George M
Chris B
Kelly L

Lit Com

Sharon S, GSB liaison
Amy O, chair
Mary Jane B
Marysia H
Suzanne M
Kelly L
Kellie L
Curt P
Harmony J
Amos P
John C
Gidalia R
Elizabeth P
Cynthia S

PI

Tom R, GSB liaison
Barb S, chair
Jeanne G
Ellen S
Karen M
Gerry L
Frank M
Deb K
Susan G
Gordon M
Chris B
Kathleen M
Maia W
Faith M

RDC

Tom R, GSB liaison
Diana B, chair
Linda Y
Barbara H
Chris S
Joanne N
Celia M

SSEC

Sharon S, GSB liaison
Lolly A, chair
Roger D
Carol M
Jeanne G
Barb S
Alexia I
Amina Z
Paul M
Ed K
Vivian B
Harmony J

Tech

Bill D, GSB liaison
Jeff H, chair
Rosemary H
Dave L
Tim L
Diane W

UUOC

Jo Mc, GSB liaison
Mike M, chair
Rody D
Faith M
Kathleen I
Yanick L
Elita R
Diana B
Diana G
Barb H.

Issues & Concerns

2018 World Service Conference

Minneapolis, Minnesota USA

The Debtors Anonymous World Service Conference (WSC) addresses the issues and concerns of D.A. groups that affect D.A. as a whole. Members, groups and Intergroups have submitted the Issues & Concerns listed below during the past year via the debtorsanonymous.org website or by mailing them to the General Service Office. The receiving and processing of Issues and Concerns (I&C) from the Fellowship of Debtors Anonymous (D.A.) is an important communication vehicle aiding the health, unity, and growth of D.A. as a whole.

After the Conference, the committees of the General Service Board (GSB) and the World Service Conference committees and caucuses consider these Issues & Concerns as possible items for motions and recommendations at Convocation or as potential topics to discuss during their service throughout the year. Direct responses to each Issue & Concern are published in the WSC Final Conference Report (if they are submitted at the Conference) or on the D.A. website (if they are submitted by December 1 following the Conference.)

Each Issue & Concern has been assigned a number. Please include this number AND the original text of the Issue & Concern in any response submitted for publication.

NOTE: Any responses to Issues & Concerns submitted after July 2, 2018 will not be included in the final document posted on the D.A. website by January 1, 2019.

General Service Board Committees	World Service Conference Committees & Caucuses
GSB: none GSB Audit & Legal Affairs: 18-02, 18-07 GSB Communications: 18-35, 18-47 GSB Conference Support: none GSB Finance: 18-14, 18-15, 18-16, 18-29 GSB Information Technology: none GSB International: none GSB Literature Publications: 18-01, 18-09, 18-22 GSB Literature Translations and Licensing: 18-10, 18-11, 18-12, 18-30, 18-31, 18-32, 18-33, 18-40, 18-41 GSB Long Range Planning: 18-37 GSB Nominations: 18-50, 18-51 GSB Office: none GSB Public Information: none	WSC Business Debtors Anonymous: 18-25, 18-39 WSC Conference: 18-03,18-04, 18-05, 18-06, 18-21, 18-49 WSC Diversity Caucus: none WSC Fellowship Communications: 18-08, 18-19, 18-26, 18-34, 18-43, 18-46, 18-48 WSC Hospitals, Institutions and Prisons: none WSC Intergroup Caucus: none WSC Internal Operations: none WSC International Caucus: none WSC Literature: 18-13, 18-17, 18-18, 18-23, 18-24, 18-27, 18-28, 18-38, 18-42, 18-44, 18-45 WSC Public Information: 18-20, 18-36 WSC Resource Development: none WSC Spiritually Sustainable Earning Caucus: none WSC Technology: none

ID	Assigned Committee	Issues & Concerns
18-01	GSB Literature Publications Committee	<p>I continue to hope that DA will start publishing electronic versions of our literature. I can't be the only person who has a hard time with paper copies of books, I assume. With my hand tremors, holding books becomes impossible after a little while. Electronic books do not present the same problem for me. This means I am much less able to access the DA literature as compared to AA literature, for example. Thank you for your consideration.</p> <p>Allison H Minneapolis MN</p>
18-02	GSB Audit and Legal Affairs Committee	<p>We have started an online BDA meeting. Our format is that each participant reads a few lines of the literature and shares. While the person is reading, we show a copy of the text on-screen for a few brief moments, so anyone can read or follow, in the same way a book or pamphlet would be passed around during a 'live' meeting. We obviously do not send any of the literature around to anyone in any form, digital or other.</p> <p>- Are there any precautions we should take or notices to read to safeguard any rights? This is a very small meeting at the moment - but it would be good to know for future eventualities.</p> <p>Many thanks Jonas v S London</p>
18-03	WSC Conference Committee	<p>Revise the WSC Delegate suggested spending plan and the John H Scholarship spending plan to change the 10% contingency, currently based on the total expenses, to no longer include the registration, food, and hotel costs.</p> <p>Since these are fixed costs that will not alter, they do not need contingency funding. This will drop the overall estimated total for attending the WSC, will make more money available for the John H scholarship fund, and reduce reimbursement after the WSC.</p> <p>thanks, Carla</p>
18-04	WSC Conference Committee	<p>Carla J Minneapolis, MN USA Issue or Concern for the 2018 D.A. World Service Conference:</p> <p>Revise the John H Scholarship to clarify what the scholarship funds may and may NOT be used for.</p> <p>For example, funds may be used for standard business travel costs, e.g. baggage, tips, taxis. Funds may not be used for non-standard life needs, e.g., day care, pet sitting, personal care needs, etc. These items should not be included in spending plans submitted for scholarship funds.</p>
18-05	WSC Conference Committee	<p>Carla J Minneapolis, MN USA</p>

		<p>Revise the John H Scholarship guidelines to clarify if scholarship funds may be granted for a single room, based on medical needs. Require a letter from a doctor or nurse indicating that the person has a medical condition requiring a single room, e.g. CPAP Machine.</p>
18-06	WSC Conference Committee	<p>Carla J Minneapolis, MN USA Issue or Concern for the 2018 D.A. World Service Conference:</p> <p>Revise the John H Scholarship guidelines to establish a minimum amount of funds raised by a group in order for a GSR/ISR to receive funding. For example, a group must have raised at least \$100 (\$2/week) towards sending a GSR before requesting scholarship funds.</p>
18-07	GSB Audit and Legal Affairs Committee	<p>To Whom It May Concern:</p> <p>I was hoping that The Board would answer my query about why this website has been allowed to persist: https://letsgrowda.wixsite.com/lets-grow-da.</p> <p>This unauthorized website is manipulating DA literature which is copyright protected.</p> <p>How can this be ignored by The Board?</p> <p>Please let me know.</p> <p>Ellen S</p>
18-08	WSC Fellowship Communications Committee	<p>Hello. I'm a newcomer to DA from New York named Sally. I have been accessing phone meetings listed on the DA site as a vital part of my recovery. I mainly attend the 7:00am Just For This Day tool 8 literature study meeting Group #1309. My phone carrier T-Mobile has charged for the calls. I spoke to a representative and they're firm about charging. Other major carriers are following suit. As a result I have to rely on face-to-face meetings only. Since I live in New York it isn't a problem, but if a member lives in a remote area unable to attend face-to-face meetings and is charged for the meetings, it may deter them from calling thus jeopardizing their recovery.</p> <p>Is there an alternative phone number that members can access? I tried my google phone and Skype but they charge for calls also. What's App didn't work either. I hope this can be resolved because the morning phone meetings have been a huge help in starting my day. Thank you for your service and thank you for letting me express my concerns in this forum.</p> <p>Sincerely Sally N.</p>
18-09	GSB Literature Publications	<p>Please allow people to electronically download literature and send donations to WSO to cover the costs, so that those from outside the USA can have access to the literature.</p>

		<p>Thanks.</p> <p>Chris M</p>
<p>18-10</p>	<p>GSB Literature Translations and Licensing Committee</p>	<p>Good Evening, I am grateful for the service you provide. I do have one issue and concern. I am unable to get DA Literature, DA specific books and pamphlets, sent to me in Mexico.</p> <p>The cost is 3X more to have them imported. This is not within my spending plan at this time, yet I need the recovery materials to be of service to my home group, which is via telephone.</p> <p>Mail typically gets lost in Mexico. If it does get delivered, it takes a minimum of three months. This is a long time to wait for recovery materials, if they arrive at all.</p> <p>I ordered a package through DHL shipping from Amazon in early March and it has yet to arrive. Today received correspondence from the IRS, response was due in April of 2018. This is not unusual.</p> <p>I propose DA accept payment on their website and offer a PDF version of all DA Literature so others in foreign countries may have access to these resources.</p> <p>Recoveries Anonymous offers this option. All their literature is password protected. You can only get the password if you purchase the document. The password is sent in an email with the PDFs after purchase. They accept payment online.</p> <p>AA offers free PDF copies of the Big Book and the 12 and 12 on their website. This is how I obtained copies of these books. I am happy to buy the literature, but need a way to do so where I can be guaranteed to receive the purchase quickly, without exorbitant cost.</p> <p>Please consider this request for all expats and foreigners who need this service. If I can be of any help in setting this up for DA, I am happy to volunteer the time and experience.</p> <p>In Love and Recovery, Elizabeth</p>
<p>18-11</p>	<p>GSB Literature Translations and Licensing Committee</p>	<p>Dear World DA Fellows,</p> <p>Subject: Important Issues for Helping the Spanish DA groups grow Worldwide Helping with the Literature Accessibility</p> <p>Please confirm reception.</p>

		<p>Just as an anonymous DA member of the Spanish Community of the following internet registered groups, an active member of the translation process and previously a past coordinator of the Spanish Translation Subcommittee and Alternate Delegate of the Internet Group Solvencia Skype I want to request to the board the generous permit and reciprocity to what the Spanish Online Groups has done with DA as a whole DA WSO translating tons of pages of literature for FREE with the spirit of the 5th Tradition and giving the rights to DA World to carry the message to the Debtor who stills suffers.</p> <p>It is our experience while using the drafts that the groups have quadrupled (from one online meeting of one group to 5 meetings from 3 online groups) and that more inside groups workshops and DA literature studies has exponentially multiplied thanks to the Loving God expressed through the literature and therefore the attendance and the attraction of Newcomers. On our WhatsApp communication and cyber cafe intergroup there are 240 members.</p> <p>My requests are:</p> <p>1) Because the Spanish DA Groups online DA Internacional, Grupo DA nº 1585 por internet- “Solvencia Skype”, Grupo DA nº 22718 por Internet- “Conciencia Skype” and DA Prosperity have contribute with DA World so much in order to practice generosity and gratitude I believe DA World COULD GRANT the right to read and share digitally ALL the official pamphlets and readings that they contributed to translate for FREE so they can continue to practice the 5th Tradition and keep helping the Spanish speaking suffering debtor to recover.</p> <p>2) I want to request that the E-pamphlets and rest of the Spanish Literature would be available to buy it online for those who can since it would be much easier and cheaper to acquire online that to pay physical transportations and customs that are very expensive in Latin American countries.</p> <p>3) Moreover, I would like to request that the DA Spanish Literature Approved and Sold in Latin American countries with very low monthly income outside the U.S.A. and Spain would be much cheaper so we can prioritize and help with the access to the Newcomers and groups and for carrying the message to the debtor who still suffers who are millions of people in Latin America and the DA Groups in Spanish in this countries are still very small. Through time once there would thousands of meetings the prices could be raised but first let’s prioritize the 1st, 2d, 3rd, 5d and 7th Tradition (since these groups and other face to face in Spanish in Spain, Argentina, etc has been translated Self-sustaining and contribute with DA World since all the Spanish translations progresses have saved thousands of dollars to the DA Fellowship as a whole in Spanish translations to carry the message) and avoiding that questions of money, property or prestige divert us</p>
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		<p>from the primary purpose of carrying the message to DA who still suffers. Moreover, DA Caucus offered support to the online Spanish Groups with Workshops that until I know have not happened yet in years. The difference between how little the DA WSO can make from expensive selling pamphlets in Spanish that very few could buy versus a faster exponential increment in the membership in DA that would later donate and serve more because they are in grateful recovery and can purchase books makes a very big Spiritual difference.</p> <p>4) Finally to suggest to make a World Spanish DA Sponsorship Committee so we can have</p> <p>With gratitude in working for the commonwealth for carrying the Worldwide DA Message.</p> <p>Thanks very much for your help. In Loving Service to DA Jorge</p>
<p>18-12</p>	<p>GSB Literature Translations and Licensing Committee</p>	<p>Dear DA Fellows,</p> <p>Just as an anonymous DA member of the Spanish Community and an active member of the translation process and previously a past coordinator of the Spanish Translation Subcommittee I want to request to the board the generous permit and reciprocity to what the Spanish Online Groups has done with DA as a whole translating tons of pages of literature for FREE with the spirit of the 5th Tradition and giving the rights to DA World.</p> <p>My request is that since the Spanish DA Groups online DA Internacional, DA Solvencia, DA Conciencia and DA Prosperity have contribute with DA World so much in order to practice generosity and gratitude I believe DA World COULD GRANT the right to side and share digital ALL the official pamphlets and readings that they contributed to translate so they can continue to practice the 5th Tradition and keep helping the Spanish speaking suffering debtor to recover.</p> <p>Thanks very much for your help. In Loving Service to DA Jorge</p>
<p>18-13</p>	<p>WSC Literature Committee</p>	<p>I would like to request that the Clutter pamphlet not be included, as Clutter is an outside addiction with its own 12 Step Program and tools.</p> <p>Also, the Business Year End Spending Plan should not be included because it is more of Business Advice instead of offering a spiritual solution.</p> <p>Also, the Health pamphlet should not be included, as Health is a line item on a spending plan, and we don't need individual pamphlets on every issue. Thanks.</p>

		Sincerely, Chris M
18-14	GSB Finance Committee	<p>San Francisco, CA, USA Northern California DA Intergroup (Group # 25200) Growing the Fellowship -Public Information Outreach funding As a fellowship, we need to start funding Public Outreach (PI) to grow our fellowship. As a fellowship we are, as you know, having to reach into our prudent reserves to fund our needs. This is unsustainable. The long-term solution is to become a known 12 step program. To do this we need to do more public outreach. To do this we need a line in the spending plan for Public Information with a substantial accrual amount. There are many still suffering debtors in the world today and they just need to know we are here to help them. Let's get the word out! We have a vehicle in place to plan and implement this process – the Public Information Committee. Let's give them some funding and see what they can do with this!</p> <p>Jeanne G., NCDCA Public Information Committee Chair; publicinfo@NCDAWeb.org</p>
18-15	GSB Finance Committee	<p>San Francisco, CA, USA Northern California DA Intergroup (Group # 25200) BDA Wednesday Noon (Group # 604), Financial Sobriety (Group # 1240) Electronic Payments I have had requests from several fellows to accept electronic payments for 7th Tradition and Literature. Is there, or can there be, any facility to accept electronic payments, on the GSO level, from various online payment apps i.e. Venmo or Zelle, to be applied to individual meetings or Intergroups? Or, what recommendations can you make so we can do this for those fellows who no longer use cash, just their bank accounts/debit cards?</p> <p>Thank you for your consideration on this request, Jeanne G.</p>
18-16	GSB Finance Committee	<p>Group Name: BDA List, Group Number: 1395 City, State/Province, Country: Online all over the world, with members from many countries including: USA, UK, Iran, Spain, Chile, Norway, Germany, Italy, Ireland.</p> <p>Many of us on the BDA List live outside of the USA, and when we are wanting to send donations it is prohibitive to try to send cheques or money orders, so we often end up not making as many donations as we would like.</p> <p>Is it possible that the GSO could please start accepting online payments, through one of the payment services or at the very least set up the site so they can accept debit card payments? We believe that could really improve not only the amount of donations that would be flowing in, but also the connections between the DA in the USA and the rest of the world. Thank you!</p>

<p>18-17</p>	<p>WSC Literature Committee</p>	<p>Group Name: Sunday Financial Freedom Group, # 452 City, State/Province, Country: Milwaukee, WI USA</p> <p>We very much appreciated the new BDA Tools Pamphlet and are wondering if a pamphlet on the DA Tools is in the making – and if not, would like to suggest that one could be made, as it would be very helpful!</p> <p>Thank you!</p>
<p>18-18</p>	<p>WSC Literature Committee</p>	<p>Group Name: BDA List, Group Number: 1395 City, State/Province, Country: Online worldwide, with members from many countries including: USA, UK, Iran, Spain, Chile, Norway, Germany, Italy, Ireland.</p> <p>Many of us on the BDA List have found the DA pamphlet entitled “Numbers” to be very helpful, but we would like to suggest that even a brief pamphlet be created to show examples of how business owners can do separate records for their Business and Personal numbers, as suggested in the BDA program.</p> <p>Thank you!</p>
<p>18-19</p>	<p>WSC Fellowship Communications Committee</p>	<p>Hi, I’m a GSR and someone from my home meeting asked me to submit this concern for them.</p> <p>They would like to see if the Lit Pub committee can help in implementing the Debtors Anonymous version of the 3rd step prayer into our meetings. Many DA meetings still use the AA version of the 3rd step prayer and not our own version of it.</p> <p>Thank you,</p> <p>Kathleen</p>
<p>18-20</p>	<p>WSC Public Information Committee</p>	<p>Group Name: Clarity to Prosperity, Group Number: 90315, City, Stroudsburg, PA, USA</p> <p>The Clarity to Prosperity Group of Debtors Anonymous, which is a BDA Meeting, would like to have a Public Service Announcement (PSA), that would focus on getting our message of Recovery and Hope to the still suffering Business Owners (BDA’s).</p>
<p>18-21</p>	<p>WSC Conference Committee</p>	<p>RECLAIM OUR PRIMARY PURPOSE: Conference committee and Board member assigned to that committee Review and Repeal the Motion # 4 from 2016 "Spiritually sustainable earning" Please re read, ALOUD, from the 2006 conference report: The San Diego Statement. This Statement may be found on our website www.debtorsanonymous.org. From the Home page click Fellowship Services. Then select World Service Conference. From the list of conference reports, click WSC 2006. Scroll that document to p.12, entitled "SECTION 2 REPORT FROM THECHAIR." Read the paragraph that begins with the phrase: "Far and above any other issue that that faces the DA fellowship today is our need</p>

		<p>for strong clarity around our primary purpose." (NOTE: PDF document pagination may show this as page 16)</p> <p>Please re read, ALOUD, from the 2016 conference report starting on p 15, the arguments re motion #4 pro and con. With the emotions removed, I think all will see this action breaks many of our 12 traditions. Please re read traditions 1,5 & 6 noting especially the principles of Group Unity and One Primary Purpose; helping suffering debtors.</p> <p>The bulk of con arguments are rational and based in 12 step recovery principles for recovering from the addiction to COMPULSIVE DEBTING - a behavior. The bulk of the pro arguments are emotional, amounting to the argument that "underearners come in our meetings, they feel bad and we have to do something about it." 12 Step recovery is not about soothing feelings and making newcomers comfortable the short term; it is about helping debtors change a compulsive debting behavior.</p> <p>The argument about the 'stick' was particularly misinformed. DA's eternal problem has been, we spend too much energy trying to comfort anyone in the CIRCUMSTANCE of "Money trouble." Even though ALL ADDICTIONS CAUSE "Money trouble." So do mental and physical illness.</p> <p>Debtors Anonymous' primary purpose is ONLY to help the debtor stop a behavior: compulsive debting. Debting is a broken relationship with money. Under earning is a broken relationship with energy and time. At conference 2017 there was almost no one in the critical international or diversity caucuses while the underearning room was packed. We must not let these outside issues embezzle our time and energy. Expecting ourselves to help all in the "Money trouble." CIRCUMSTANCE, particularly under earners, has drained our energy, wasted our time, diluted our message, distracted us from our own recovery and ultimately crippled our growth. Have courage and stop this now.</p>
<p>18-22</p>	<p>GSB Literature Publications Committee</p>	<p>IN SUPPORT OF OUR PRIMARY PURPOSE</p> <p>Change Service Manual Language (In the Sample DA meeting Format) - in support of our primary purpose.</p> <p>In DA, we celebrate Anniversaries of Length of Abstinence only. In the DA Service Manual Meeting format, there is a statement on anniversary celebrations that says chips or anniversaries may be celebrated for length of abstinence OR length of attendance. This is confusing and DOES NOT support our primary purpose. Remove the latter and make it clear that ONLY length of abstinence from incurring new unsecured debt is what is celebrated at DA birthday meetings or the anniversary section of a meeting.</p> <p>This is found on pg 24 paragraph 3 in the 2015 edition of the service manual in Chapter 2, section B "How to Start a DA Group" Item 4, DA meeting format, which begins on p 22.</p> <p>This should also be clarified in the BDA meeting format, pg 27, second paragraph under "Announcements."</p> <p>The negative effect of birthday chips for attendance not abstinence:</p>

		<p>The sharing is all about serial confession, excuses, self-justification (i.e. reason why they debt and cannot stop) rationalization and resignation to no progress. Newcomers have actually told me our local DA meeting does not sound like a hopeful place. Birthday meetings became a place to dump feelings but NOT to share experience STRENGTH OR HOPE that abstinence and recovery can be achieved or progress can be sustainable.</p>
<p>18-23</p>	<p>WSC Literature Committee</p>	<p>CITY+ COUNTRY: Dallas TX IN SUPPORT OF OUR PRIMARY PURPOSE: LITERATURE CONSISTENCY Form a joint task force of Lit services, Lit pub and the WSC Lit com to review EVERY piece of DA Published literature AND service literature for consistency of message and adherence to the primary purpose, abstaining from new unsecured debt.</p> <p>There is a 12 step LANGUAGE that better serves our purposes There are some therapeutic terms floating around the 12 step community that we do not think best fit the 12 step treatment model, that in our experience are best avoided, such as:</p> <p>Remove all vocabulary & references to outside issues such as (but not limited to) compulsive underearning, clutter, time management and family of origin stuff .Remove all references to therapy, self-help and treatment models other than spiritual 12 step recovery. Replace the word underearning as a debting symptom to the word 'pauperism' OR to the phrase "Temporary austerity" to avoid confusion.</p> <p>Avoid 'Buddy' - Instead the terms a 'sponsor' or 'study partner.' Those who take the steps with us are not buddies, pals or necessarily friends although a friendship may result. We study to see what literature says and partner each other by reminding one and other to act on it.</p> <p>Avoid 'Accountable' - if we would follow through because we promised someone, a HUMAN that we would, we would not need the spiritual 12 steps. We humans in fellowship do not hold each other accountable, rather, we are God conduits, reminding each other to ask God for the willingness strength and courage to act in our own best interest.</p> <p>Avoid "Burning Desire," "Check in" or "Claim my seat" These expressions also came from the therapy community as ways to help people get past fear of speaking up. In 12 step these expressions get mis-used to have members relieve and release feelings by sharing confessions that they are not solvent, not doing the work, are ashamed and stuck OR to just chat about their day. We avoid shame sharing. Best to be focused on speaking the spiritual solution found in DOING the step work.</p>

		<p>We in 12 step allocate time to ask questions and requests because in 12 step, we are here to learn to think, decide and act differently. For that, when we are stuck, we do not confess, rationalize, vent feelings and just leave it at that...we ASK: for help, we ASK for contact, we ASK for support, we ASK for prayers. So leaders will ASK for Support and Prayer REQUESTS rather than "burning desires."</p> <p>Avoid asking for 'comment,' 'advice' or general 'sharing' - When we call for sharing we need to specifically ask for sharing of personal DA experience with the topic reading.</p> <p>We must reclaim DA for focus on 12 step recovery and stopping debting. Consistent language in our published literature will support that.</p>
<p>18-24</p>	<p>WSC Literature Committee</p>	<p>CITY+ COUNTRY: Dallas TX</p> <p>RECLAIMING OUR PRIMARY PURPOSE PLEASE Retract the Proposed Pamphlets on Debting and Health issues, Clutter (Chaos to Clarity) and BDA Annual Business Plan and cease spending time and resources on literature, caucuses and committees addressing outside issues.</p> <p>I read the June 2018 DA Focus, report from the literature committee with a heavy heart. I felt I was reading the 'DA total LACK of Focus.' While I appreciate all the heart and dedication given in service to this fellowship, we desperately need delegates and board members with courage to stand up for our primary purpose. Once again, energy, resources and WSC committee time was spent on literature addressing outside issues. This practice breaches the tradition on outside issues and does not support our primary purpose</p> <p>At least the report said the BDA Business Plan sub com disbanded! When I was GSR in 2008 we rejected that pamphlet as having NOTHING to do with stopping debting and NOTHING to do with 12 steps or spirituality! Health care, like education, business planning or small business startup, are simply line items on a DA spending plan. Clutter (and disorganization) is an outside issue with its own fellowship.</p> <p>In D.A.'s history there have been many pieces of literature that diluted our message. Time, compulsive underearning, clutter, small business start-up, student loans, family of origin issues and other problems can all prove to be a distraction that can result in a financial consequence (OR - A Money Trouble, a circumstance). Even the AA Big Book, in the amends section, says that 'most alcoholics owe money.' Any outside addiction or situation (i.e. health problems) can get expensive and result in the circumstance of indebtedness. This program is not about the circumstances. Those are outside issues. DA has no opinion on outside issues. This program is about stopping debting, a COMPULSIVE BEHAVIOR.</p>

		<p>DA has WAY too many committees, caucuses and literature proposals that amount to: "STUFF THAT GETS EXPENSIVE." If we really want to be pure DA, we would abolish BDA altogether, abolish Spiritually sustainable earning, pull the compulsive underearning and BDA pamphlets, and anything that does not directly address our primary purpose. While our tradition says one thing, we in DA have actually been exercising a different, de facto primary purpose- making those in 'money trouble comfortable' in the circumstance rather than helping those with the debting compulsion to change.</p> <p>In all that we publish, we need to stay focused on that spiritual solution found in the "S's" - stopping debting behavior- step work - sponsorship - spirituality - service.</p>
18-25	WSC BDA Committee	<p>CITY: DALLAS, GROUP NAME: Prosperity, GROUP NUMBER: 364 Change the BDA (Business DA) committee to the "Debtors with Variable income" (DVI) committee.</p> <p>We do not have a lot of DA CEO's of companies but we do have MANY individual self-employed freelancers.</p> <p>Renaming this group would be a first step in recreating this committee to be more reflective of the issues of the ACTUAL DA membership. This rapidly growing segment of DA needs separate record keeping and separate spending plan assistance desperately. We also need to reduce the distraction of a large BDA committee spending valuable conference time on generating business planning literature, business advice (outside issues) & bookkeeping advice which is only utilized by a miniscule portion of the BDA membership.</p>
18-26	WSC Fellowship Communications Committee	<p>CITY+ COUNTRY: Dallas TX, GROUP NAME: prosperity, GROUP NUMBER: 364</p> <p>Publish the Adopt a Group Flier, Articles and Suggestion List on the DA Website, (Possibly in the PI or Service Manual)</p> <p>In Conference 2007 the PI committee generated a lot of material about Group adoption or group sponsorship that our North Texas community found very helpful. We utilized almost all of the recommendations and have written reports of how they worked In particular was a suggestion list and a flier that spelled out with specifics what group sponsorship involved.</p> <p>These documents would be valuable to have for all emerging DA communities and would be a good addition to the website.</p> <p>CONTACT Jill P dadivadelux@yahoo.com if you want more info on the following:</p> <p>Adopt.A.meeting Flier with Specifics Group Sponsorship Suggestion List DA-PHONE-LONER SPONSORSHIP-DATA (Article), Group-loner Sponsorship - ESH (Article), Group Sponsorship Article</p>
18-27	WSC Literature Committee	<p>CITY+ COUNTRY: Dallas TX</p> <p>MAKE A FORMAL "OFFICIAL" SEPARATION BETWEEN DEBTORS ANONYMOUS AND UNDEARNERS ANONYMOUS (UA)</p> <p>Make an official position statement acknowledging that DA, in the 1990's did attempt to address compulsive underearning, but has since realized that compulsive underearning is a unique and</p>

		<p>separate compulsion with its own symptoms, tool kit and separate fellowship UA (Underearners Anonymous.) Make a clear statement that DA considers underearning an outside issue and will no longer give it any forum on the DA agenda.</p> <p>TRANSITION PROCESS</p> <p>Part 1 - Add a Sticker to all existing DA lit that has underearning vocabulary, with the outside issue statement.</p> <p>Part 2 - Make a thorough literature review process and remove all underearning vocabulary and references from all DA literature.</p> <p>Part 3 - publish these edited versions for future editions of each literature piece. Change the term for temporary underearning symptoms of compulsive debtors back to the terms used in early DA - 'pauperism' or 'temporary austerity.'</p> <p>Part 4 - relinquish any DA published underearning material deemed useful by UA, to UA</p>
<p>18-28</p>	<p>WSC Literature Committee</p>	<p>Chris B., City, State/Province, Country: The Villages, FL, USA</p> <ol style="list-style-type: none"> 1. There are several pamphlets being worked on that are outside issues to DA and waters down our focus on DA recovery. <ol style="list-style-type: none"> a. The “BDA Annual Business Plan” pamphlet appears to have nothing to do with debting. Instead, it is business advice on how to write a business plan. The pamphlet should be dropped as it is an outside issue. b. The “Chaos to Clarity” pamphlet is also an outside issue related to clutter and does not fall under our primary purpose. “Chronic disorganization” is a different addiction than debting. There is already a CLA program to address disorganization. This pamphlet should be dropped. c. The “Health Issues” pamphlet should also be dropped. The cost of health issues should be a line item in a spending plan, i.e. medical bills, prudent reserve for co-payments or deductibles, etc. Again, “health issues” on its own is an outside issue in DA. Our primary focus is to help the suffering debtor. Someone with “health issues” or catastrophic expense due to health issues is not necessarily a debtor. d. What happened to the “How to Hold a DA Meeting” video? I ordered this early in my recovery and received a phone call that it was back-ordered. I told the office manager to keep my money and send it when they came in. If a decision has been made to discontinue its use, we need a pamphlet on this same subject. I believe this is very important and we need to spend more time on expanding the membership of DA and helping members to start new meetings.
<p>18-29</p>	<p>GSB Finance Committee</p>	<p>CITY: Brookline, GROUP NAME: 12 Steps to Entrepreneurship and DA Tools, GROUP NUMBER: 102</p>

		<p>Hello,</p> <p>There seems to be a general belief in my group if not all groups that 7th Tradition contributions are not tax deductible. I am showing participants how to contribute automatically to the GSO office in a way that generates a receipt from the GSO office, which makes the contribution tax deductible. Since many folks, primarily new folks, respond to the circulating basket during 7th Tradition collection with cash, it can take years, if ever, for them to discover there is a tax deductible option. However, should everyone pay to the GSO in a way that generates a tax deductible receipt, there would be no way to pay the rent for the space we use along with other traditional group expenses. I understand there is a way of specifying the group number on the payment to the GSO, thus generating a tax deductible receipt to be acknowledged by the treasurer. But the process remains not well understood by most, if not all participants, and therefore seems confusing and bumbling. I wonder if the information about options could be clarified and streamlined for groups interested in having and clearly and effectively detailing a tax deductible option for members perhaps via a pamphlet and or the website? I see at the following website link there is no mention of any contribution being tax deductible. https://debtorsanonymous.org/fellowship-services/make-a-contribution/</p> <p>Since we are debtors looking for a way to maximize our income to pay off debt, it seems the options could be clarified.</p> <p>Gratefully, Barbara H.</p>
18-30	GSB Literature Translations and Licensing Committee	Printed pamphlets in Spanish and send to Argentina and Spain is costly. What does Argentina need to do to have permission to print the approved pamphlets?
18-31	GSB Literature Translations and Licensing Committee	How much money Spanish members need to contribute for the GSO be able to do the p-125 the 12 steps in e-pamphlet?
18-32	GSB Literature Translations and Licensing Committee	<p>Good afternoon</p> <p>I would love to ask if it is possible to have the Spanish literature for DA accessible in Internet.</p> <p>With love and appreciation</p> <p>Esmeralda Concepcion, Chile, Group: 50.31.81</p>
18-33	GSB Literature Translations and Licensing Committee	<p>Good afternoon</p> <p>I run a business since 2001 and I am having many debts right now. I really appreciate Spanish DA's Skype and WhatsApp Groups however I feel I need more literature and specific tool for Business.</p> <p>With so much appreciation for your kind work and with love,</p> <p>Esmeralda Concepción, Chile Group: 50.31.81</p>
18-34	WSC Fellowship Communications Committee	<p>Soy Alba DA de Ecuador.</p> <p>Soy un miembro que participa de reuniones por Skype. A través de DA internacional. No tengo reuniones presenciales.</p>

		<p>Estoy interesada en llevar el mensaje a mi ciudad y por añadidura a mi país. La pregunta es : ¿Cómo me podrían ayudar desde la mundial? Gracias por la respuesta Nota. Podrían contestar al siguiente mail. . da.abundancia.ecu@gmail.com</p> <p>English Translation:</p> <p>I'm Alba DA from Ecuador. I am a member who participates in meetings via Skype. Through international DA. I do not have face-to-face meetings. I am interested in taking the message to my city and in addition to my country. The question is: How could you help me from the World Group? Thanks for the reply Note. They could answer the following mail. . da.abundancia.ecu@gmail.com</p>
18-35	GSB Communications Committee	<p>Dear GSB, Thank you for your loving service.</p> <p>In "For Helping Professionals" (link at the bottom of the home page), the adapted AA Preamble is scattered throughout.</p> <p>In gratitude, Alexandra B-W</p>
18-36	WSC Public Information Committee	<p>New York City</p> <p>Dear GSB,</p> <p>Thank you for your loving service. I have one I&C concerning two documents, the PI Manual (p. 39) and the PI Starter Kit (p. 5): the language (Many pursue...to the gates...") is very close to the language of p. 30, paragraph 1, of the "Big Book" of Alcoholics Anonymous.</p> <p>In gratitude, Alexandra B-W</p>
18-37	GSB Long Range Planning Committee	<p>Therissa L. St. Paul, MN</p> <p>It is clear that the expense of the WSC, both for groups and for DA General Service, is becoming unsustainable. Attendance is shrinking. General Service is underpaying for services, e.g., \$400 for a recording secretary and final report. General Service is overcharging for events, e.g., \$45 for the Fellowship Day luncheon.</p>

		<p>One possible way to mitigate this is to hold the WSC on alternate years. This would have the following advantages:</p> <ul style="list-style-type: none"> • Allowing individual groups and Intergroups to save-to-spend for conference attendance for two full years, making it possible for more reps to attend the conference. • Allowing DA General Service to likewise make two-year rather than one-year financial plans for the conference, thus maximizing the ability to put the WSC on without engaging with or facilitating deprivation. • Allowing the host committee more time to secure site and services that are optimally priced while still commensurate with the needs of the WSC and, again, coming from prosperity rather than deprivation. <p>I appreciate that this would bring challenges of its own. In this scenario, GSR and ISR terms of three years become less advantageous, as an individual would attend one or two WSCs rather than three. The body would need to consider how this might be addressed, e.g., four-year terms or mentorship of new reps by experienced ones. It would also assume that every rep can commit to two years of committee work and that chairs would either serve for two years or that new leadership would be decided by the committee at the halfway point without an in-person meeting. Given current technologies, in which videoconferencing is easily available to those with decent Internet access, doing effective work from a distance is a norm that can be used to committees' advantage over the two-year span. (Note: Most videoconferencing apps or online services have the option of participation by telephone for those whose Internet access is not adequate.)</p> <p>Group: Elmhurst Serenity in Solvency, Elmhurst, IL, USA Based on D.A.'s financial situation and the expense of sending GSR's and ISR's to the World Service Conference, the WSC should only be held every 2-3 years.</p>
<p>18-38</p>	<p>WSC Literature Committee</p>	<p>There seems to be some confusion about what constitute "outside issues" in D.A. I am concerned that this is compromising D.A.'s stated primary purpose of "not incurring unsecured debt." Instead of identifying as debtors and focusing on recovery from debting, many members are instead "committed to" prosperity, abundance, visions, and other measures of material success and accomplishment. These outcomes may in fact happen in recovery, but they are not our primary purpose in D.A. Our D.A. Conference-Approved literature should reflect this.</p> <p>We are not trying to recover from a lack of abundance or prosperity, nor are we here to fulfill our "visions." ("A vision without solvency is a delusion.") These pursuits should be considered outside issues, or symptoms, of debting. D.A. meetings</p>

		<p>and Conference-approved literature should focus on the spiritual problem of debting and the spiritual solution in recovery by using our 12 Tools and by working the 12 Steps.</p> <p>We are seeking relief from the use of unsecured debt – our disease is not a lack of wealth, success, accomplishment, fame, or other forms of “cash and prizes.”</p> <p>Additionally, there are other 12 Step fellowships that can provide relief from many of the symptoms or manifestations of debting – including those that are dedicated to recovery involving some of the symptoms of debting - such as underearning, compulsive spending, cluttering, gambling and workaholism.</p> <p>It seems that many members in D.A. are veering away from our primary purpose by focusing on just about anything (and everything) but recovery from debting. Could D.A. Literature Committee provide clarity on these issues and ensure that any new Conference-Approved literature does not include any additional pamphlets or excessive attention to the symptoms of debting and/or pursuits that are not related to our primary purpose to stop incurring unsecured debt? The 12 Step fellowships dedicated to serving members with those concerns may already have wonderful literature available. D.A. should not have to speak to every symptom a recovering debtor may experience.</p> <p>Thank you for your service.</p>
<p>18-39</p>	<p>WSC BDA Committee</p>	<p>Some B.D.A. members state that use of a credit card, charge card or other forms of unsecured debt are not considered debting in B.D.A. Should the use of a credit, charge, or other forms of unsecured debt be considered an “outside issue” for B.D.A. members, or part of the normal course of “doing business?”</p> <p>The B.D.A. pamphlet, in part, says, “As it states in our Third Tradition, ‘the only requirement for D.A. membership is a desire to stop incurring unsecured debt.’ This applies to both professional and personal debt. It is understood that paying bills for goods and services rendered according to agreed-upon terms does not constitute debting.”</p> <p>Can (should?) B.D.A. include the use of credit or charge cards and payments as part of “agreed-upon terms,” and not be considered debting?</p> <p>In the normal course of business, there are certainly times when a B.D.A. member might need purchase goods or services and receives them according to standard business practices. The goods are ordered, received, judged to be satisfactory, the invoice is received and then paid. But is the use of a credit or charge card part of “paying bills for goods and services according to agreed-upon terms?”</p>

		<p>When using a credit, charge or store card, the goods and services have been taken without paying for them. Of course, the same is true for a business that receives goods “on approval.” But in D.A., the use of unsecured credit is the one thing we need to stop doing; indeed, it is our primary purpose.</p> <p>Several B.D.A. members have stated that because interest charges have not been incurred before the bill is due, it is not a debt. Most D.A. members who are not business owners would likely consider credit/charge card use to be debting (although this is not true in all locations throughout the D.A. recovery community).</p> <p>Is there a difference between using a credit card to pay for purchases or inventory, rather than receiving good “on approval,” and paying the invoice within the specified agreed-upon time?</p> <p>There are certainly instances when both D.A. and B.D.A. members receive goods or services according to “industry standards.” Examples might include paying water, electric, or cell phone bills after the company has assessed the usage or paying car or home insurance on a payment plan – (although some recovering debtors pay their bills a month or so ahead to avoid “owing” anyone or anything).</p> <p>Paying those bills with a credit card would probably not be a “solvent” option for a recovering D.A. member. Should it be different for B.D.A. members, for certain purposes?</p> <p>Using a credit or charge card in B.D.A. could be a “slippery slope” for some B.D.A. members. However, it can be difficult (but not always impossible) to rent a car without a credit or charge card. Additionally, debit cards are not always available or accepted in many countries outside the U.S. and debit cards do not necessarily offer the same protection against loss or damage that credit cards offer. Should that factor be considered when applied to B.D.A., or even in D.A.?</p> <p>Assuming the use of a credit card in business is really “necessary” – if the business does not have sufficient operating capital to fund these expenses before being reimbursed by their customers or clients - is the B.D.A. member operating a solvent business?</p> <p>Could the B.D.A. committee discuss these concerns in the WSC BDA Committee and with other B.D.A. members and provide feedback to the Fellowship?</p> <p>Thank you for your service.</p>
<p>18-40</p>	<p>GSB Literature Translations and Licensing Committee</p>	<p>Subject: Important Issues for Helping the Spanish DA groups grow Worldwide Helping with the Literature Accessibility</p> <p>A quien corresponda,</p>

		<p>Soy Paola M, Deudora Anónima, integrante, participante y servidora de los grupos de Solvencia, Conciencia y Prosperidad, vía Skype. Actualmente existe la posibilidad de crear a mediano plazo, un grupo presencial en la ciudad donde resido, Montevideo - Uruguay.</p> <p>El Número de uno de los Grupos a los que asisto es: 50.31.81</p> <p>En lo particular, los grupos por vía de internet han sido de extrema importancia, dado que en nuestro país no existe aún un grupo presencial, por lo cual, sin la existencia de los grupos por vía de internet, jamás habríamos tenido la oportunidad de acceder a la recuperación de tan grave enfermedad como lo es el gasto y la compra compulsiva, con las consecuencias que la misma conlleva.</p> <p>Los grupos por vía de internet, si no cuentan con la información en formato digital, es extremadamente difícil que se puedan llevar adelante y lo menciono con conocimiento de causa porque he estado en el servicio de la programación de la literatura, aún sin tener un grupo presencial de DA, aunque sí formo parte de otro grupo de 12 Pasos.</p> <p>En mi caso y en el caso de muchos compañeros más, si no contamos con la literatura, es MUY DIFÍCIL QUE PODAMOS RECUPERARNOS y además debemos pensar en la infinidad de deudores que no hemos atraído a nuestros grupos y que aún siguen sufriendo sin encontrar espacios de recuperación. En mi caso, si la literatura no hubiera sido gratuita por la vía de internet o si no hubiera sido por la solidaridad de otros compañeros, dado el estado de mis deudas, jamás hubiera accedido a la misma.</p> <p>Por lo anterior es que solicito que se tenga mucho cuidado a la hora de limitar nuestro acceso a la literatura que de tanto nos ha servido en el proceso de nuestra recuperación y que espero sirva de herramienta de recuperación de otros muchos deudores anónimos que aún no han llegado a DA.</p> <p>Desde ya, los saluda muy atentamente,</p> <p>Paola M</p> <p>English Translation:</p> <p>To whom it May concern, I'm Paola M, Anonymous Debtor, member, participant and servant of the Solvency, Consciousness and Prosperity groups, via Skype. Currently there is the possibility of creating a group in the medium term, in the city where I live, Montevideo - Uruguay. The Number of one of the Groups I attend is: 50.31.81</p>
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		<p>In particular, the groups via the Internet have been extremely important, since in our country there is not yet a face-to-face group, so, without the existence of the groups via the Internet, we would never have had the opportunity to access to the recovery of such a serious illness as it is the expense and the compulsive purchase, with the consequences that it entails.</p> <p>The groups via Internet, if they do not have the information in digital format, it is extremely difficult to be carried forward and I mention it with knowledge of cause because I have been in the service of programming literature, even without having a group of DA, although I am part of another group of 12 Steps.</p> <p>In my case and in the case of many colleagues, if we do not have the literature, it is VERY DIFFICULT THAT WE CAN RECOVER AND we must also think about the infinity of debtors that we have not attracted our groups and who still suffer without finding spaces for Recovery.</p> <p>In my case, if the literature had not been free through the internet or if it had not been for the solidarity of other colleagues, given the state of my debts, I would never have accessed it.</p> <p>Because of the above, I ask that you be very careful when limiting our access to the literature that has served us so well in the process of our recovery and that I hope will serve as a recovery tool for many other anonymous debtors who have not yet arrived at DA.</p> <p>Of course, greet them very carefully, Paola M.</p>
<p>18-41</p>	<p>GSB Literature Translations and Licensing Committee</p>	<p>Hola,</p> <p>Soy una Deudora Compulsiva desde España, me gustaría saber cómo podríamos conseguir literatura escrita (folletos, libros...) para las personas que deseamos poder comprarla.</p> <p>Saludos, Remei</p> <p>English Translation:</p> <p>Hello, I am a Compulsive Debtor from Spain, I would like to know how we could get written literature (brochures, books ...) for people who want to buy it.</p> <p>Regards, Remei</p>
<p>18-42</p>	<p>WSC Literature Committee</p>	<p>Brooklyn Tools for Abundance Group 296, Brooklyn NY</p> <p>Consider changing "Him" and "His" to God in the DA Steps and Traditions.</p>

<p>18-43</p>	<p>WSC Fellowship Communications Committee</p>	<p>Brooklyn Tools for Abundance Group 296, Brooklyn NY</p> <p>Does D.A. have a policy about OPEN or CLOSED meetings? Can the WSC provide some guidance?</p>
<p>18-44</p>	<p>WSC Literature Committee</p>	<p>Brooklyn Tools for Abundance Group 296, Brooklyn NY</p> <p>Writing a pamphlet on how to work the D.A. tools as a couple and as a family.</p>
<p>18-45</p>	<p>WSC Literature Committee</p>	<p>Diane E, Apache Junction AZ, USA.</p> <p>I have a few, somewhat related issues and concerns for the 2018 DA WSC in August. The latest issue of the DA Focus showed both a persistence of addressing a few issues that don't seem to be reaching fruition as publishable pamphlets or other written material – the Health Issues, Disorganization or Clutter/Chaos Issue, and even the proposed Annual Business Planner. They all seem stuck, which to my mind and experience could indicate that they are not what we need to address or spend our limited funds to produce. Those Committees and individual members who are wanting these publications in DA might be directing our time, financial and precious focus toward what I find Outside Issues, not related to debting.</p> <p>My experience is short in DA, my first 12-Step Program, and for the first year I attended phone meetings of various types, including one about clutter and debting, which seemed perfect for me. Unfortunately, I did not hear much recovery in that approach, lots of recycling of misery. Later I did attend several meetings of Clutters Anonymous, which was a great relief and definitely want to revisit and use those resources in the future. My primary daily need is to use the Steps, Tools and support of DA, which I have found in working and re-working to a deeper and deeper spiritual, program-oriented, recovery.</p> <p>That experience also is necessary because of the business failures and huge debt I incurred before finding DA. I somehow cannot wrap my head around the need for an Annual Business Planner in DA when there are so many resources available in the Financial planning industry. Why are our limited resources necessary to pay for this expense, plus the time for committee and GSB consideration of this issue when we should be digging deeper into the Spiritual connections of debting and recovery?</p>
<p>18-46</p>	<p>WSC Fellowship Communications</p>	<p>Southern California GSR Regional Area Group (RAG)</p> <p>The Southern California GSR Regional Area Group would like the WSC Fellowship Communications Committee to address the issue of group sponsorship, i.e. G-sponsorship. At present, the process would benefit from being more straight-forward. Many groups</p>

		<p>have no idea what G-sponsorship is, and those who have tried to become or utilize G-sponsors are often unable to connect.</p> <p>We suggest letting the concept of G-sponsorship evolve from a top-down tool, wherein the flow of support goes in only one direction, to a tool of lateral support wherein every registered meeting sponsors another meeting, and is, itself sponsored. What a great way to foster unity and connection among the meetings! It is our practice in our individual recovery to both sponsor and be sponsored; it makes sense to mirror that process at the group level. Not only would this keep strong meetings strong, but it would also address the issue of supporting new meetings and underserved areas, and fostering international connection within the fellowship. If it became tradition for every group to sponsor and be sponsored, G-sponsorship would no longer be an obscure, under-utilized tool, rather a regular part of a healthy meeting's regime.</p>
18-47	GSB Communications Committee	<p>Group: Currency of Hope #693 Newtown Square, PA USA Linda Y.</p> <p>The overall process for D.A. conference wide calls needs to be included in DAMS. Process for format and documentation of call content, details of approval, DA-GSB eNews blast, and how to manage technical aspects on the day of the call were issues that arose this year for the committee and caucus that I served on. Three different liaisons provided different information.</p>
18-48	WSC Fellowship Communications	<p>Simple Abundance Group #496 Lima, PA, USA Pat B.</p> <p>How does someone buy an airline ticket or rent a car at the airport when cash or credit is accepted and debit cards are declined/rejected? Simple Abundance Group #496 Lima, PA, USA Pat B.</p>
18-49	WSC Conference Committee	<p>Simple Abundance Group #496 Lima, PA, USA Linda Y.</p> <p>Could not copy 2018 WSC Registration Packet forms using Libre 5, a Microsoft program. Could not type my information into these forms. Could print out form, hand write into them, scan and send them via USPS mail or attachment or email.</p> <p>Suggest that registration forms, spending plan, guest form, and John H. Scholarship form be included in an appendix of the 2019 WSC Registration. These forms need to be formatted to allow typing information onto them to simplify the registration process</p>

		and saving completed forms to an electronic or paper filing system.
18-50	GSB Nominations Committee	<p>Please consider creating 1 or 2 Trustee At-Large positions on the General Service Board. Regional representation limits for Board members is a good idea in concept, however such limits are typically only implemented in other Fellowships on Boards at maximum capacity. The D.A. Board is usually at 2/3 capacity. It's rare for a Board for an organization with less than 50,000 members to establish regional limits that further reduce Board eligibility. For this reason, I would ask the Board to consider creating 1 or 2 At-Large Board Member positions that could come from any region until the day there is a reliably full Board every year. Maybe the At-Large position could phase out if certain parameters are met, such as a larger estimated membership or a maximum capacity Board. To date, these regional limits are chiefly an issue for California in which resides an estimated 20% of the D.A. membership. The regional limit does allow for 20% representation of California members on the Board, which is fair. But if there is not a full Board, maybe this limit can be lifted for reasons stated above in order to help the Board fully function. In other Fellowships, there are Boards that have been weighted to one region and there have been no noticeable repercussions. There was a Board in another Fellowship where half the members were from one region (Florida), yet the Trustees from that region didn't vote as a group and as far as anyone could tell, they didn't strategize to do so and were committed to serving the Fellowship as a whole. This was a Fellowship that was slightly larger than D.A., and it was helpful to have as many qualified members serving on their Board of Trustees as were willing. Thank you for your consideration.</p>
18-51	GSB Nominations Committee	<p>Please consider allowing GSRs or ISRs serving a second term to be eligible to serve in 1-year terms as ACMs while simultaneously serving out the remainder of their term as voting members of the World Service Conference. Currently anyone serving as an Appointed Committee Member (ACM) is not allowed to do any other service position in D.A. during their 3-year term. There are other 12-step Fellowships that allow their representatives/delegates to their World Conference to serve as non-Board members of Board committees at the world level, and this policy seems to work out fine with no negative repercussions. Of course, it's always important for Board Committees to find ACMs with specific skillsets, such as writers/editors on Board Literature committees, an attorney on Legal, an accountant on Finance, a magazine editor on Communications, an IT person on Technology, and a Human Resources person on Office. It can be difficult for smaller Fellowships like D.A. to find members willing to serve who possess these specialized skills, and it seems like creating an unnecessary obstacle to reduce the pool of candidates by barring those who do service at the World Conference level, and who are typically the most attentive and willing candidates for Board Committee work. In addition, Board Committee work is a</p>

		<p>natural progression and training ground for GSRs and ISRs who are interested in possibly joining the Board of Trustees, and to allow members in active service at the world level provides the Board with a good way to interact with potential Board members in person at the annual Conference.</p> <p>While Board Members cannot serve in other D.A. service positions to avoid conflict of interest issues or any perception of conflict of interest, this concern is perhaps less of an issue for ACMs provided they serve on Board Committees not associated with their Conference Committee work. Other Fellowships often require trusted servants on Board committees to sign annual documents keeping confidentiality and recusing themselves from any conflict of interest as a way of addressing this issue. Terms for non-Board members of Board committees vary in other Fellowships. Sometimes the term is one year, with a maximum of 6 years served. This allows a Board committee to be able to fill their ACM slots with the best available assistance at hand. I hope D.A. can consider these issues again from this perspective. Thank you for your consideration.</p>
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