

# Issues & Concerns

## 2020 World Service Conference

### Virtual Conference

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.

<b>General Service Board Committees</b>	<b>World Service Conference Committees &amp; Caucuses</b>
GSB: 20-14	WSC Business Debtors Anonymous: none
GSB Audit/Legal Affairs/Long-Range Planning: 20-07	WSC Conference: 20-08, 20-15
GSB Communications/Information Technology: 20-02, 20-05	WSC Fellowship Communications: 20-09, 20-10, 20-12
GSB Conference Support: 20-13	WSC Hospitals, Institutions and Prisons: none
GSB Finance: 20-01, 20-03, 20-04	WSC Intergroup Caucus: none
GSB International: none	WSC Internal Operations: none
GSB Literature Publications: none	WSC International: none
GSB Literature Translations and Licensing/International: none	WSC Literature: 20-06
GSB Nominations: 20-16, 20-17	WSC Public Information: 20-11 (with GSB PI)
GSB Office: none	WSC Resource Development:
GSB Public Information: 20-11 (with WSC PI)	WSC Spiritually Sustainable Earning Caucus: none
	WSC Technology: none
	WSC Underserved and Under-Represented Outreach Caucus: none

<b>20-01</b>	<b>Assigned to GSB Finance Committee</b>
<p><b>Issue &amp; Concern:</b> I am writing on behalf of the Debtors Anonymous group in Eugene, Oregon. We would like to open a group bank account, but are unclear about how to make this happen. The Treasurer's Manual says that we should apply for an EIN using the SS-4 form provided by the IRS, but this filling out this form requires a Social Security number, and the whichever member of the group provides their social security number would be responsible for paying taxes on the donation income. We can apply for tax-exempt status, but we have to go through a legal process to do that as well, and it is not clear what the steps are. Do you have a step-by-step guide on how to go about setting up a group checking account that addresses these issues? Thank you, Alison, Eugene, OR</p>	
<p><b>Response:</b> Alison, Thank you for your Issue and Concern regarding setting up a group bank account. While Debtors Anonymous does not offer guidelines on the process for applying for tax-exempt status, there is a brochure available on the IRS website detailing the process. The brochure is titled, "APPLYING for 501(c)(3) Tax Exempt Status" Publication 4220. The brochure details the why and how for applying for tax-exempt status. We hope this information is helpful. Thank you, GSB Finance Committee</p>	
<b>20-02</b>	<b>Assigned to GSB Communications &amp; Technology Committee</b>
<p><b>Issue &amp; Concern:</b> Video teleconferences held through the pandemic with zoom can be automatically recorded to the cloud. Does this respect Tradition 12 of anonymity? St. Louis, MO</p>	
<p><b>Response:</b> Thanks for your issue and concern. Regarding Tradition Twelve, we feel that virtual meetings pose similar risks to in-person meetings as far as preserving the need for anonymity. As long as proper precautions are maintained in setting up videoconference calls, it is possible that Tradition Twelve may be observed with videoconference meetings and, per Tradition Four, meetings are autonomous to decide these issues unless it affects D.A. as a whole. We recommend that 12-step meetings conducted on videoconference not be recorded unless speakers have given their permission for audio recordings of their shares only.</p>	
<b>20-03</b>	<b>Assigned to GSB Finance Committee</b>
<p><b>Issue &amp; Concern:</b> We would like to know when you can contribute to the Seventh Tradition online, from Spain. We believe that it is a problem that is related to our Skype group. The fact that we have online meetings, we are concerned that with the great attendance of members, between 10 to 20 people daily, we cannot contribute, to return what the DA program has generously given us. Thank you very much everyone for the service. (En español) Nos gustaría saber cuando se podrá contribuir a la septima tradición en linea, desde España. Creemos que es un problema que va muy relacionado con nuestro grupo por Skype. El hecho de que hacemos reuniones en linea, nos preocupa que con la gran asistencia de miembros, entre 10 a 20 personas diariamente, no podamos contribuir, para devolver lo que tan generosamente el programa de DA nos ha regalado. Muchas gracias. Tarragona, D.A. Grupo Solvencia por Skype en Español</p>	

**Response:** Thank you for your Issue and Concern regarding making Seventh Tradition contributions online from Spain. Contributions can be made online through the Debtors Anonymous website on the Contribution Page. Contributions can be accepted through this page from Spain. Contributions may also be made through Transferwise from Great Britain, Australia and New Zealand. Members from those countries may contact the General Service Office for instructions for making contributions through Transferwise. We hope this information is helpful.

Thank you, GSB Finance Committee

20-04

**Assigned to GSB Finance Committee**

**Issue & Concern:** There is a big problem with setting up payment options and banking for both our DATIG group and for online tele-meetings. In order to have a Paypal account, the group needs a tax ID number and a bank account. Since we do not have that, accounts are being set up using individuals' Social Security numbers and personal information. Then if that treasurer changes, it is extremely difficult to change the information without closing out both the PayPal account and the banking account and doing the same all over again.

How can groups function in regard to money for expenses in an increasingly virtual world without using individual members' personal information? Sending in checks is no longer a realistic option. Do we give up on 7th tradition collections for virtual meetings? How can we be self-supporting and operate in integrity? Jeanne S -DATIG Chair, DATIG (D.A. Telephone Intergroup)

**Response:** Jeanne, Thank you for your Issue and Concern regarding payment options and banking. Please note that the General Service Board does not utilize Paypal as a payment option. Contributions can be made online through the Debtors Anonymous website on the Contribution Page. We understand the requirement for Social Security Numbers to establish a bank account however this is the institution's requirement for establishing an account. If establishing a bank account is not an option, a suggestion may be that group members establish recurring payments online through the Debtors Anonymous Contribution Page.

Thank you, GSB Finance Committee

20-05

**Assigned to GSB Communications & Technology Committee**

**Issue & Concern:** Hi - PLEASE allow group literature purchases to be done via debit card. This is already allowed for DA contributions and the current process is extremely time-consuming and inexpensive, e.g. print out the order form, fill it out, get a check, mail the check, etc.

Thanks, Sonny L, Group literature person  
Greenwich Friday Night D.A./New Hope Group 643

**Response:** Thanks for your issue and concern. This is a priority project for CommTech and, as soon as we work out the logistics, we will be implementing an online literature store that accepts debit cards.

20-06

**Assigned to WSC Literature Committee**

**Issue & Concern:** Please consider a pamphlet on how to work with owing money to the IRS including the coverage of health insurance or owing money when you denied your own health

care and there was an IRS penalty.  
Ann

**Response:** Thank you for submitting Issue and Concern #20-06 to the 2020-21 Literature Committee. The members of the Literature Committee will endeavor to address your concerns to the best of our ability while seeking the wisdom of a loving Higher Power as expressed in our group conscience.

We appreciate your suggestion of publishing a pamphlet about the IRS and how it can affect Debtors in the United States. This issue involves only one country in this World Wide Fellowship, therefore we have decided not to create literature differentiating solvency between American debtors and those worldwide.

Abiding by our Twelve Traditions, Tradition 10 reads: Debtors Anonymous has no opinion on outside issues; hence the D.A. name ought never to be drawn into public controversy. The IRS and health insurance are outside issues and are best discussed with the DA member's sponsor, PRG team, and Higher Power.

The Literature Committee believes that approving concepts for Debtors Anonymous literature needs to firmly abide by the Twelve Steps, Twelve Traditions, and Twelve Concepts. Thank you for your submission.

20-07

Assigned to GSB Audit & Legal and Long Range Planning Committees

**Issue & Concern:** I am concerned about (compromises in) the safety of members in DA meetings, Intergroups, and other service-related gatherings. This relates to members who do not/are unable to follow our unity tradition, which interferes with member retention and well-being for individuals, groups and larger fellowship areas. As a concerned member, I and others co-created a Safety (Unity) Committee with our local Intergroup. We designed and conducted a 10 question anonymous online survey to ask questions of our local members about their experiences of safety concerns in DA (plus some demographic data questions). We asked about ageism, sexism, financial harms, emotional harms, sexual harms, and oppression related to and racialized identity and LGBTQX status. We included advice from the DA General Service Board about safety, by sharing the GSB-published "Safety Statement" (also titled "Debtors Anonymous Guidelines for Safety and dealing with Inappropriate Behaviors in meetings and person to person"). We did this by handing out copies, sharing the link to this statement on the Debtors Anonymous website, and emailing the document and link to members. Our survey was very successful. We had 71 local DA members complete the survey. The resulting data and comments were shared (with some protection of anonymity) with Intergroup. The results were enlightening. Though our problems were lower than what is typically reported in the general public, we had concerns in every area. As a result of the survey and the raised consciousness, two crimes against members were reported to the police that our fellowship had known about for years, but not known how to handle. Our local Public Information Committee and Intergroup Service Rep then created a "Focus Group," which was a fellowship-wide meeting to invite members of minority groups to talk about their experiences and brainstorm improvement ideas together. It was a powerful experience, and resulted in helpful suggestions to promote inclusion (for example inviting people to share their gender pronouns by adding language to meeting formats) and better reach newcomers. If there is interest, I can see if our local Intergroup approves us to share the Safety Survey questions to the WSC, committees, or any local DA Intergroup or fellowship that might want to learn about and replicate our efforts. I can share

how we developed our report, what we chose to keep anonymous out of respect to members, and how we intended to give feedback to members about whom multiple concerns were named. Thank you for consideration about Safety/Unity in Debtors Anonymous. I support the DA GSB do more to share its "Safety Guidelines" with members; it's hard to find on the website unless you know where to look, but it is very helpful guidance for members and groups. <https://debtorsanonymous.org/download/safety-guidelines/?wpdmdl=2658>

**Response:** Thank you for raising this issue and drawing attention to the "Safety Guidelines" document created by GSB Audit and Legal Committee and approved by the GSB in May 2019. It is important that meetings maintain a safe environment for members, and that members understand that belonging to a 12-step program does not shield anyone from the consequences of harmful or illegal behavior. We appreciate hearing about your process to explore these issues at your meeting and welcome any information you would like to share with us. Please consider writing an article for *the DA Focus*, our service newsletter. We will continue to discuss the safety of D.A. meetings and to consider how to raise awareness of the "Safety Guidelines" document on the website at <https://debtorsanonymous.org/safety>

20-08

Assigned to WSC Conference Committee

**Issue & Concern:** I would like to see any member attend the world service conference. I understand those members would not be able to vote. It would give more people exposure and ability to get excited to volunteer and be active.  
Hudson Valley D.A., Michael

**Response:** The WSC Conference Committee appreciates the sentiment of the 20-8 concern as a way to get members inspired to do service at the world level. However, the Committee finds that such non-voting attendance is not feasible, nor perhaps advisable with regards to DA Traditions and Concepts. Fellowship Day offers all DA members the opportunity for participation during the WSC. The Convocation is a closed business meeting where voting members have the *responsibility* to be fully informed of facts and their own group's or intergroup's voice and conscience regarding issues before the Conference, and the *right* to have a full and frank discussion with other delegates to the WSC allowing for the Fellowship conscience of DA as a whole to emerge and be expressed.

20-09

Assigned to WSC Fellowship Communications Committee

**Issue & Concern:** Many of us are now calling in to virtual meetings. I'm concerned that some people have cell phone service that charges for the Free Conference Call calls. One fellow DA told me a recent meeting used \$8.00 of her service.  
Do you have any recommendations?  
Also, is there a DA policy regarding the use of Zoom (specifically the differentiation between using a personal or a business account)? Thank you! Lynne

**Response:** Thank you for you Issue and Concern.  
For Fellowship-wide calls, we publish access here:  
<https://debtorsanonymous.org/call-in-access/>  
This includes online access to information which is free.  
It may be necessary for you to download an app to access the call via the internet.

The instructions can be found at the link above.

Debtors Anonymous has no opinion on the use of Zoom or does not differentiate between using personal or business accounts. It is up to each group, if they elect to offer meetings through Zoom, to determine the process and specific Zoom account requirements. Additionally, to implement and manage the account.

Please refer to Tradition Four. Each group should be autonomous except in matters affecting other groups or D.A. as a whole.

20-10

Assigned to WSC Fellowship Communications Committee

**Issue & Concern:** We ask all GSB and WSC Committees (and Caucuses) to better understand the similarities between phone, online, and face-to-face meetings and the distinctness but not separateness of BDA. As the phone and online DA and BDA communities grow, we interact mostly like face-to-face groups, except with the use of modern technology. We're suggesting normalizing the phone and online meetings, rather than making notes and statements that separate us from the rest of the fellowship.

Ironically, our suggestion about BDA is exactly the opposite. We think BDA should be mentioned specifically and distinctly in both our in-reach and outreach initiatives and materials throughout the DA and BDA fellowship. Our experience is that BDA may possibly be the largest opportunity for growth of the fellowship. Our home group's weekly BDA meetings and monthly BDA workshops, for instance, average attendance in the high 30s, low 40s. Our group participation over the course of any month, where most members attend every other week -- we have 10 core group members who attend every week -- reaches attendance in the high-60s, low-70s. We simply encourage more mention of BDA whenever possible. The more BDA groups and members feel seen and a "part of" the greater whole, the more likely we will be to contribute time, money, service, and outreach.

Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

**Response Part 1:** Thank you Bob A from the Sunday BDA phone meeting for submitting your Issue and Concern.

The members of the Fellowship Communications Committee will endeavor to address your concerns to the best of our ability while seeking the wisdom of a loving Higher Power as expressed in our group conscience. As you point out, online and phone D.A. and BDA are growing. The WSB and WSC Fellowship recognize phone and online meetings equally, along with the face-to-face type in a 'Word to Newcomers' and other current Conference-approved literature. Telephone and Internet meetings are essential especially during the pandemic. At the same time, for many debtors face-to face meetings forge a deeper connection due to the physical presence of other recovering debtors in a shared, neutral space away from personal life.

**Response Part 2:** BDA is recognized as an integral and distinct part of D.A. at the World Service level with its own committee. As a result, the following pamphlets have been issued: BDA, BDA tools, BDA newcomers packet, and a BDA Step Study Guide, separate from the D.A. Step Study Guide, is forthcoming. Other literature for BDA is in the pipeline including BDA Annual Business Plan. D.A. is a constantly evolving organization, which while recognizing BDA on multiple levels resets priorities annually based on the Fellowship as a whole. The Fellowship recognizes BDA, and fully supports the growth and expansion of BDA, as it provides critical support and resources to the business owning debtor who still suffers. The Fellowship Communications

Committee acknowledges the long, rich history that D.A. and BDA members have shared over the decades with a common desire to stop debting one day at a time and a common purpose to help the still suffering debtor. It is our belief that our Fellowship has been made stronger by including both D.A. and BDA.

20-11

**Assigned to WSC and GSB Public Information Committees**

**Issue & Concern:** We would like to see more direct leadership of the fellowship's Public Information efforts from WSC and GSB PI to groups and Intergroups. GSO is still collecting names of PI reps as part of registration and re-registration of groups and Intergroups. We would like to see those names used to connect group and Intergroup PI reps with WSC and GSB. Perhaps a monthly or quarterly teleconference with lots of time for Q&A?  
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

**Response:** The WSC PI committee has discussed this issue and we are looking at ways to outreach to local PI committees and Intergroups worldwide. This is still at the early stages of discussion. Additionally, our PI training subcommittee has prepared a draft letter to be read out at local meetings encouraging members to take part in PI work in their local areas and help spread the word to the debtor who still suffers. We hope that this will be issued sometime in the first half of 2021.

20-12

**Assigned to WSC Fellowship Communications Committee**

**Issue & Concern:** We ask the GSB and WSC to encourage groups and Intergroups to buy and distribute conference-approved literature — at least pamphlets, if not books — at no cost to members. We would like to see our DA and BDA fellowship move forward into more generosity with our newcomers. We believe this would also move the onus of funding our literature back to our members, and group and Intergroup treasuries, and remove the burden of "buying our solution" from newcomers. As an example, two of our group's long-term members have made provision of DA books (12, 12, and 12 and Currency of Hope) and both BDA pamphlets to newcomers who request them. The financial obligation is minimal, and the newcomers keep coming back and participating in our meetings and activities. We provide 2-3 books and 5-6 pamphlets per month at an average monthly cost of approximately \$60. These are dollars gratefully spent.

Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

**Response:** Thank you Bob A from the Sunday BDA phone meeting for submitting your Issue and Concern regarding supporting members and newcomers with gifts of literature. According to Tradition 4, each group is autonomous, and may decide whether to purchase literature for newcomers through its 7<sup>th</sup> Tradition or other funds. We note that D.A. provides many pieces of literature for free on the website, as well as free recordings, and two free publications, the *Ways & Means* and *the DA Focus*. While we recognize the value of your idea, it is up to each meeting to purchase literature for newcomers as they see fit. We believe that the best way to attract other groups to the idea would be to share it in an article for *Ways & Means*, the D.A. Magazine, and we suggest you propose such a piece to the editor.

20-13

**Assigned to GSB Conference Support Committee**

**Issue & Concern:** We would like to see an opportunity for GSRs and ISRs to interact with new GSB members before they are elected at convocation. To add this element to the WSC schedule, perhaps one half of the Open Forum time could be repurposed for the GSB Nominations Committee to introduce GSB candidates and for the candidates to briefly introduce themselves, their service histories, their reasons for wanting to be board members, and their interactions with the GSB and WSC thus far. Bottom-line, we think the delegates voting at convocation should have the opportunity to know who they're voting for or against. The additional benefits of the above might be more transparency about the nominating process, engagement of the fellowship, and more GSB Trustee volunteers.  
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

**Response:** In Debtors Anonymous, we trust our trusted servants to choose good candidates to present to the Conference. How do we do this?  
Any interested party, including but not limited to, any past or present GSB Trustee, any D.A. member, D.A. group, D.A. Intergroup, or collection thereof, may nominate a candidate. All members of D.A. and friends of D.A. are encouraged to suggest possible candidates to serve as Class B Trustees. For more information on how to nominate a candidate, please see page 114 in the 2020 DAMS.  
New Trustees officially begin their service when they are ratified at the annual World Service Conference. Ratification is a confirmation of the GSB's decision.  
The GSB reviews each candidate's qualifications carefully. The review process includes interviewing each candidate extensively by telephone.  
The GSB chooses for candidates who have:

- a history of consistent and effective D.A. service,
- a willingness to serve D.A. as a whole,
- and the ability to work well in the context of the spiritual group conscience process.

There is very limited time at the World Service Conference and, even if half the Open Forum time were devoted to "getting to know" the new candidates, the Fellowship could not vet the candidates in the same depth as the GSB Nominations Committee interview process.  
At face-to-face WSCs, one of the luncheons is devoted to "Getting to know the GSB" where delegates are invited to join GSB trustees at their lunch table and ask questions. There is also an Open Board Meeting session at the face-to-face and virtual WSC, providing an opportunity to observe the GSB at one of the board meetings.  
The GSB Conference Support Committee will further consider ways in which delegates might have a chance to become familiar with new GSB members.

20-14

Assigned to GSB

**Issue & Concern:** We think the GSB makes too many decisions on our behalf, undermining the service triangle and the 12 Concepts. There are times we're feeling governed, and we've noted lots of confusion about the difference between initiatives that are conference-approved and GSB-approved. We would like to see our GSRs and ISRs engaged in decision making on a more regular basis. We understand that it might be unwieldy to engage all GSRs and ISRs, but what about engaging the Committee and Caucus Chairs? Or some other representation of the fellowship? Perhaps quarterly WSC mini-convocations by phone and/or videoconferencing?  
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)



**Response:** The GSB thanks you for bringing your Issue & Concern to the Fellowship. We understand that delegates can feel governed at times and we have heard this loud and clear this year with the influx of so many delegates new to World Service. There has also been confusion about policies and approval processes that pre-exist all current GSB members and yet are not communicated clearly in any document. We all know from experience that even long-time policies spelled out in the D.A. Manual of Service can be confusing and all too easy to overlook. The Concepts endow the GSB with fiduciary responsibility to administer the business of the D.A. non-profit, which includes managing the website, eNews announcements, and overseeing World Service programs to ensure they adhere to the Twelve Traditions. “The D.A. groups have delegated complete administrative and operational authority to the General Service Board. . . .” (Concept Two), “The Conference acknowledges the primary administrative responsibility of the Debtors Anonymous General Service Board.” (Concept Six), “. . . the Trustees have legal rights, while the rights of the Conference are spiritual . . .” (Concept Seven), “The Debtors Anonymous General Service Board of Trustees assumes primary leadership for larger matters of overall policy, finance, and custodial oversight . . .” (Concept Eight), “. . . At the world service level, the Board of Trustees assumes primary leadership for DA as a whole. . . .” (Concept Nine). We’ve heard from members who are upset that their proposals have not been approved or have been approved with modifications, giving an impression that the GSB is governing the work of delegates and other members. It can be helpful to consider if a request requires the GSB to act within their purview, such as posting on the website or sending an eNews announcement. The GSB manages these administrative resources; the GSB does not manage D.A. members. At all levels, we can observe Concept Three allowing the “Right of Decision” of members in service to perform the duties of their position as they see fit unless exerting this right is outside their purview or requires any member acting within their purview to take an action not already defined in their service position.

The best way to have a voice in board decisions is for members with suitable service experience to apply to volunteer at the board level as a trustee, an Appointed Committee Member, or a Project Contributor. There are many unfilled service positions at the board level (<https://debtorsanonymous.org/service>). Until the board receives greater volunteer support or—in an ideal world—receives the funds to hire additional staff, any proposal to convene mini-Convocations or navigate group conscience decision-making involving multiple committee and caucus chairs would be unmanageable in all practicality. This would place an undue burden on the board’s ability to perform the present work it takes to administer the world operations of Debtors Anonymous.

<b>20-15</b>	<b>Assigned to WSC Conference Committee</b>
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**Issue & Concern:** General Service Board (GSB) members are not welcome at World Service Conference (WSC), within the service structure, after six years of service, yet there are GSRs and ISRs who have been to 10 ... 15 ... 20 conferences. We think GSRs and ISRs should be encouraged to the same six-year (and sometimes seven) conference limit and strongly discouraged from additional years of registration. If they want to stay engaged, they can volunteer to be an ACM, or Board member, or become a service sponsor to new GSRs at home.  
 Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

**Response:** The WSC Conference Committee takes the 20-15 concern expressed to heart and recognizes the importance of rotation of service. One issue to be resolved is one member

representing different groups and intergroups at different times due to lack of available members for world service. We also recognize the importance of members with world service experience to the DA Fellowship. We are working on proposals that will address both concerns.

20-16

Assigned to GSB Nominations Committee

**Issue & Concern:** We think we're using up our most motivated service volunteers too quickly. We would prefer to see a service progression, encouraging members to focus on individual and group service for the first five years of solvency, Intergroup and WSC service for five years and beyond, and ACM and GSB service for ten years and beyond. It would still be up to each member and group to make their own decisions but revising the suggested qualifications could start us on a path to greater health and recovery at each level of the service structure.  
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

**Response:** Thank you for submitting an Issue & Concern for the goodwill of the D.A. Fellowship. The GSB Nominations Committee recognizes that the service structure in Debtors Anonymous would benefit by such a service progression recognizing, as stated, that groups are autonomous in electing their representatives. We can look to the wisdom of other 12-step fellowships to see the benefits of such a progression. For example, members serving at the world level in Alcoholics Anonymous typically have 20 years or more of sobriety, and this much time in program gives a special vantage point that can help to inform the group conscience. Of course, the relatively smaller size of the D.A. Fellowship might be the biggest obstacle to implementing recommendations for such a progression at this stage of our growth. Since we are an anonymous program and we do not keep data about our membership, many 12-step fellowships calculate their size by multiplying the number of listed meetings by 15 (with the recognition that members can attend multiple meetings). Currently the D.A. website lists 695 total meetings which would mean an estimated 10,000 members. We have not had a full GSB for many years, and we have received word that many GSRs have left their service position early this year before the end of their term. So while we think the suggestion is a good one, we believe it is premature for these factors.

20-17

Assigned to GSB Nominations Committee

**Issue & Concern:** We think we're not focused enough on the Steps in our service structure. We don't think it's enough to "be actively working the 12 Steps of DA." For all service positions beyond the group level, we believe the nominees should have completed all 12 Steps in DA. We think "having had a spiritual awakening" should be the minimum baseline for IR, GSR, and ISR representation of groups at Intergroups and WSC.  
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

**Response:** Thank you for submitting an Issue & Concern for the goodwill of the D.A. Fellowship. The GSB Nominations Committee concurs that the having worked the Twelve Steps of Debtors Anonymous provides a healthy baseline for serving beyond the group level. All groups are autonomous in electing their representatives, but this doesn't preclude including reasonable recommendations in the D.A. Manual of Service. As you state, the recommendation currently is for members in world service to "be actively working the 12 Steps of D.A." and the GSB Nominations Committee will submit a revision to this recommendation in the 2021 DAMS to "have worked the 12 Steps of D.A. with a sponsor."