

The 2020 Debtors Anonymous World Service Conference

34th Annual Report

Virtual Conference
with support by the New York Area Host Committee

2020 Convocation Minutes, General Service Board Reports,
Committee Reports and Caucus Reports

August 15-16, 2020

Anonymity

This report contains names of delegates who attended the 2020 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 2021 Conference.

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PART 1: Motions by Committee/Caucus
Virtual World Service Conference, August 15-16, 2020 Motions

Business Debtors Anonymous

No Motions

Conference Committee

- The Conference Committee moves that the 2021 World Service Conference scheduled to take place in the Greater New York area continue as planned. Motion Carried
- The Conference Committee moves that the 2020 World Service Conference authorize making remote participation available to any voting delegates eligible to vote remotely pursuant to GSB policy who are unable to attend at any face to face World Service Conference. Motion Carried
- The Conference Committee moves that the 2020 World Service Conference accept the United Kingdom Intergroup bid to host the 2022 World Service Conference in the Greater London area. Motion Carried

Fellowship Communications Committee

No Motions

Hospitals, Institutions, and Prisons Committee

No Motions

Internal Operations Committee

No Motions

International Committee

- International Committee moves that the month of January be dedicated annually as “International D.A. Awareness Month” and that the International Committee be authorized to develop appropriate programs. Motion Carried

Literature Committee

- Literature Committee moves that the WSC approve publication of the D.A. Step Study Guide. Motion Carried
- Literature Committee moves that the WSC approve publication of the BDA Step Study Guide. Motion Carried
- Literature Committee moves that the WSC approve the concept for a PRG guide/outline. Motion Carried
- Literature Committee moves that the WSC approve the concept for a Vulnerability and Visibility pamphlet. Motion Carried
- Literature Committee moves that the WSC approve the concept for a pamphlet on the theme of Race and Debt. Motion Recommitted to Committee

Public Information Committee

No Motions

Resource Development Committee

No Motions

Technology Committee

No Motions

PART 2: Recommendations by Committee/Caucus
Virtual World Service Conference, August 15-16, 2020 Motions

Business Debtors Anonymous

No Recommendations

Conference Committee

- The Conference Committee recommends that the GSB Conference Support Committee create and translate into multiple languages a special email to serve as a cover letter to the WSC Registration Packet and on the website to generate interest from non-English speaking locations.

The Conference Committee recommends that the GSB authorize the committee to curate a *Ways & Means*® issue to state the joys and benefits of World Service and WSC participation.

- The Conference Committee recommends that the GSB Conference Support Committee provide an explanation in the Registration Packet of what the Registration Fee pays for.
- The Conference Committee recommends that Debt-Anon continue to be invited to host a Track/Room at D.A.'s WSC Fellowship Day. Feedback from D.A. delegates and attendees has been highly positive.
- The Conference Committee recommends that the GSB Conference Support Committee consider D.A. WSC times of 11 am - 5 pm Eastern Time U.S. Delaying the start time of the WSC until 11:00 am Eastern Time U.S. would be more attractive for delegates in the Pacific Time Zone and encourage more participation from that region.

Fellowship Communications Committee (FCC)

- The FCC recommends to the Conference Committee that a GSR Mentorship Program be developed.
- The FCC recommends the GSB incorporate a weekly GSR announcement into the meeting format (DAMS) Debtors Anonymous Manual for Service.
- The FCC recommends to CommTech (GSB Communications / Information Technology Committee) to develop and implement a D.A. podcast to be launched on platforms such as Apple and Spotify.
- The FCC recommends to CommTech (GSB Communications / Information Technology Committee) to include Zoom platform for Fellowship-Wide Calls.
- The FCC recommends to Literature Committee (LitCom) and Tech Committee to develop a digital document for recording numbers.
- The FCC recommends to Tech Committee to create a solvency day counter to be embedded on the website.
- The FCC recommends to Tech Committee to develop a live-chat option on the website to address questions or needs.
- The FCC recommends that the GSB develop and integrate a sponsorship hub for members; a system for connecting potential sponsors and sponsees.

Hospitals, Institutions, and Prisons Committee

No Recommendations

Internal Operations Committee

- The Internal Operations Committee recommends that the General Service Board (GSB), in conjunction with the GSB Office Committee, commits to relocating the General Service Office (GSO) to a tier-one city with a strong D.A. presence by expiration of the current lease in October of 2022. Defining and implementing the vision of a new office space will provide the GSO with increased capability to meet the growing needs of the D.A. Fellowship.

International Committee

- International Committee recommends that WSC Literature Committee update and expand D.A.'s "Awareness" pamphlet to include information on the sorts of mobile financial debiting systems prevalent in Africa, Asia, and other parts of the world. The purpose for this is to bring more clarity and awareness for debtors in other countries, whose avenues to incurring debt, might be quite different from those in North America or Europe. The pamphlet would include common pitfalls debtors face regularly in nations where the banking and economic systems present different challenges and therefore, different red flags.
- International Committee recommends that the WSC Public Information (PI) Committee and GSB PI work with WSC International Committee to create relevant radio/TV opportunities to carry the message to countries where the internet is less accessible, with backup information and access to D.A.

Literature Committee

- Literature Committee recommends that the GSB release a statement on why the pronouns issue has not yet been resolved.

Public Information (PI) Committee

- The PI Committee recommends that every D.A. meeting make a special point of welcoming newcomers, that time be set aside to welcome new members at each meeting as part of the meeting format and that newcomers are given newcomer packs, either printed or digital depending on circumstances, contact information for other members, and guided towards the "Getting Started" part of the website.
- We further recommend, where resources allow, that the new person greeter be established as a trusted servant position, duly elected at the meeting's business meeting. We feel that these measures will assist newcomers through their first crucial few months in the program.

Resource Development Committee (RDC)

- RDC recommends that all meetings, including phone and online meetings, make a 7th tradition announcement to cover group meeting expenses and the service bodies of D.A.

- RDC further recommends that all General Service Representatives (GSRs) announce to their groups the various electronic methods for making individual and group contributions to World Service.
- RDC recommends that groups consider creation of a service position known as “Temporary Sponsor.”
- RDC recommends to the GSB that the DAMS be amended to include the description of a Temporary Sponsor in the following or similar language: Many groups find it appropriate to establish a service position, known as Temporary Sponsor. When a newcomer arrives in the group, the Temporary Sponsor is available to serve as a temporary sponsor for the newcomer – to invite the newcomer to work the Steps of Debtors Anonymous, to show the newcomer how the temporary sponsor has worked the Steps, and generally to introduce the newcomer to Debtors Anonymous. Typically, this is only for a limited period of time, until the newcomer obtains a more permanent sponsorship relationship. The service position has regular rotation at a frequency voted on by the group. Depending on group size, some groups have more than one individual filling this role at any given time. Some groups prefer to have one male member and one female member serving as Temporary Sponsor.
- RDC recommends to the Board that they publish a monthly simplified report of the D.A. finances including spending actuals, plan, and ideal plan all together in columns, via a monthly email, and on the D.A. website.
- RDC recommends to the Board and to the Technology Committee to put links to purchase electronic literature and paper literature, and links to download free literature and service literature all on the same page on the website, on a page simply called "Literature."
- RDC recommends to the Board and Technology Committee to create an electronic literature order form on the website that calculates the total including any shipping or sales taxes and creates a way to pay for this literature online.

Technology Committee

No Recommendations

Intergroup Caucus

- Intergroup Caucus recommends to the GSB that the link to the document “Intergroup Service Handbook” also be listed on the “free downloads” literature page on the www.debtorsanonymous.org website.
- Intergroup Caucus recommends to the GSB that the two documents, “Intergroup Service Handbook” and “Chapter 3: Intergroup Service” in the DAMS
 - i. Be integrated to become one document (because some info is in one and not the other and vice versa);
 - ii. Be updated to reflect current best practices; and
 - iii. Be revised for readability.
- Intergroup Caucus Recommends to the GSB that the D.A. website have a specific and dedicated page for Intergroup information purposes, tools, and understanding.

Spiritually Sustainable Earning Caucus

No Recommendations

Underserved and Under-represented Outreach Caucus (UUOC)

- UUOC recommends that D.A. continue the discussion with A.A. about using more inclusive, gender-free language in the D.A. Twelve Steps and Twelve Traditions.
- UUOC recommends that the Literature Committee participate in gender-neutral language review in our D.A. literature across Fellowship.
- UUOC recommends that every member of the WSC and D.A. as a whole to explore the intersection of racism and debting, the effects on individuals and groups, and how we can grow into a D.A. that better works for the thriving of all.
- UUOC recommends that the Literature Committee develop further literature for underserved populations, such as Indigenous, Asian, immigrants, LGBTQ, seniors, and the disabled, among others.

PART 3: 2020 Convocation Minutes

Convocation Opening

The 34th Annual Debtors Anonymous (D.A.) World Service Conference (WSC) was called to order by the General Service Board (GSB) Chairperson, Michalene R., on Saturday, August 15, 2020, and the meeting was opened with the Serenity Prayer.

Chairperson Announcement

An announcement regarding keeping D.A. safe for all members was made by GSB Chairperson, Michalene R. with emphasis on treating each other with respect, as 100% equals, whatever our race, creed, or politics. D.A. must always be a safe place for all suffering debtors.

General Announcements

General housekeeping announcements were made. Emphasis was on how to use the technology for questions and for voting.

Seventh Tradition Announcement

Contributions can either be made through the website or by mailing them to the office. Contributions can be made online using international currencies. John H. Scholarship contributions must be mailed in, but an online option is coming.

Conference Charter

The Debtors Anonymous Conference Charter was read by Sharon S.

Parliamentary Procedure Training

The GSB Chair, Michalene R. introduced Michael Malamut. He is a professional Parliamentarian and has been assisting the Debtors Anonymous Fellowship since 1998. He gave an overview of motions, recommendations, and parliamentary procedure as it is practiced in the United States (U.S.). It is practiced differently in other parts of the world that have parliaments, but the U.S. does not have a parliament and the practice is a bit different as a result. Meeting procedures in the United States were derived from colonial legislatures that in turn derived their meeting procedures from the procedures of Parliament in England. For many years D.A. has used the procedures that are outlined in *Robert's Rules of Order*.

Under standard rules of fairness, the proponent for the motion always gets to speak first so that they can frame the argument for everyone else. The most important way of getting something done is to make a main motion. The main motion is how the Conference can adopt a particular position on something by approving or adopting the main motion by substantial unanimity. The committee is the proponent, so the committee gets to speak first, the committee Chair usually speaks first but sometimes another member is designated by the committee if they know a lot about the motion at hand. The main motion is the lowest rank because it is the lowest level that can be brought forward to the Conference.

The next level in rank is an amendment to the main motion to make a change to the main motion. Slightly higher ranking after an amendment is to commit or postpone.

Commit means to send something back to the committee. The motion is considered good but not quite ready. The committee needs to consider it some more. It can be sent back to the committee overnight for motions that come before the body today or it can be sent to the committee tomorrow or even if it is appropriate today, to study and come back next year.

To postpone is only if there is not quite enough time to discuss something today. The committee does not need to rework it and it is added to the calendar the next day for a particular time on the agenda. The difference between commit and postpone is that commit is when the Conference wants the committee to work on it and postpone is for more time on the agenda to bring it back again. It cannot be postponed to the next years' meeting. Postpone is for the current Conference to adjust the time needed for discussion of the motion.

Previous question is a technical term in the more informal, more modern way of saying it is to close debate. Close debate or previous question mean the same thing.

We can recess if the recesses in the agenda or called by the Chair don't seem to be working for people. A recess can be asked for, and this rarely happens to adjourn before the scheduled time even though there is current business pending. Point of Order is used if the rules are not being followed. A Point of Order can be raised at any time and it will be directed to the Chair. If necessary, the Parliamentarian and the Chair may

feel the need to discuss it. An appeal is made if the ruling on the Point of Order is not to the liking of the body—in certain circumstances, it can be appealed. An appeal is a debatable matter. Keep in mind that there are time constraints so, if time constraints occur, the appeal may not be debatable.

Suspend the rules is a very powerful way of getting around the rules if the rules are getting in the way of doing the business the way the body wants to do it. It takes two-thirds vote. It's not debatable. Ordinarily, someone will only do it if they sense there is a strong mood in the body to get around the rule that is posing an impediment. Requests are used for many things such as to ask to change the volume or to get information also called a Request for Information or Point of Information. It is a request or question rather than a statement. Statements are considered part of debate.

Reconsider is something that can be done if the body has made a decision and people feel that it has been done improvidently or, for some reason, people acted quickly because we had limited time. The Twelve-step way of doing things with the Twelve Concepts, this is also called an appeal. It's a different form of appeal from the parliamentary appeal but when a motion has been adopted by a majority and a member of the minority feels that they have not been adequately heard, and some additional discussion would help sway or change the vote, that person can stand up after the motion and exert the right to appeal to the body to change its decision. That's a special way of reconsidering that is done in the context a Twelve-step Fellowship.

Delegate Questions for the Parliamentarian:

Question: What is the procedure for open discussion without a motion?

Answer: Well, there is some, but we have limited time and on our adopted agenda, we don't have time allowed for open discussion without a motion. Under *Robert's Rules of Order* under any business meeting, there's no place for that. Open discussion without a motion should only take place during a recess because it's open and it's informal. In a caucus, I am not talking about your organized caucuses. I am talking about a caucus outside the main meeting when a group of people get together or in a very small group where you can try to use the debate

to focus together to get the wording for a motion, which works in relatively small groups, but in a large group like this, it's very difficult to do.

Question: How will someone who wants to reconsider be recognized?

Answer: We only have the blue hand raising and cannot interject. That's a technical question and a technical person will have to answer it.

Question: When can you submit an amendment to a motion and when is it too late?

Answer: You can submit an amendment to a motion during debate provided that the Chair has recognized you and in this context you should have the wording written out so that you can send it as a message to the Chair and the relevant tech people. It's too late after the motion has been adopted, you can no longer amend after the motion has been adopted. It has to be done while a motion is still on the floor.

Question: What about friendly amendments?

Answer: There's no such thing as a friendly amendment to a committee motion. Let me tell you about friendly amendments because people always ask about them and, in this context, there is no such thing because all motions are made by committees. Committees cannot meet to agree to whether this proposal is friendly or not. Instead, what we can do is what is considered a general consent proposal, a proposed modification so someone has a proposed amendment that they think is absolutely common sense, everybody in the body who hears this will say, yes, of course. This clarifies everything and it doesn't change the meaning at all and everybody's going to be happy with it. You can ask for a general consent to make that change. If a single person says I don't agree to that change then you have to make it as a formal motion but we don't do friendly amendments because we are working all from committee motions in this case and so that's the process.

Question: Somebody asked about the group conscience in a D.A. meeting and in the context

of the Convocation, which is much larger than a group, that's where we talk about obtaining substantial unanimity.

Answer: If we get substantial unanimity, that is close enough under the Conference Charter and the Twelve Concepts to count as a group conscience. That's the way we do it in the Conference.

Conference Agenda

The 2020 World Service Conference Agenda was adopted unanimously.

Voting Procedures

Michalene R., GSB Chair, went over voting procedures in this virtual environment.

Delegate Questions on Voting Procedures

Question: I just wanted to be sure we are 134 attendees that can vote, so the majority vote is going to be 90 persons, but then I heard it was 68 so I don't know if I heard correctly.

Answer: It is the difference between substantial unanimity and majority. We pass motions based on substantial unanimity. Two-thirds of the group will vote in favor of it, that's when we will pass it. However, if there is something procedural, we go with the majority vote. So those are the differences—one is a two-thirds vote and one is 50% plus one.

Approval of 2019 WSC Minutes

There was a motion to approve the 2019 World Service Conference minutes. There was a second. The vote was conducted with a Zoom poll. The motion was approved. *[Motion Approved: 116 Yes, 1 No, 10 Abstain]*

Question: I wanted to ask you, last Saturday and Sunday we had like a hundred forty-four people that could vote, that means we are missing ten people and if they just show up right now, they cannot be included in the voting?

Answer: The only way they can get on here is if they got the unique link which means they are eligible voters. So whatever number you see on the bottom, we subtract the five non-voting members and we do our substantial unanimity and our majorities. So yes, they do get to vote.

Question: I am just already not clear. Are we voting by our blue hands or are we voting by the poll that appears on our screen?

Answer: We are voting with the polling.

Question: Sorry to be a stickler, so then when do we raise our blue hand?

Answer: You raise your blue hand when you want to talk about the motion. You raise your blue hand when you want to be a voice of the minority. You raise your blue hand when you have questions, Points of Order. All of those things. If you want to talk and be called on individually, you'll raise your blue hand. If you want to vote, you'll do it through polls. It's confusing to us too, believe me. This is our first time doing something like this.

Question: Are we voting on motions and recommendations or only on motions?

Answer: Just on motions. Recommendations are not binding, and they are just read.

Question: Can you talk a little about what happens to the life of a recommendation once it's made?

Answer: What happens is, depending on who the recommendation is made to, someone on the board takes those, sometimes they are given to the committees, and then at the end of the year they report back out on what has been done with them.

Committee and Caucus Reports, Motions, and Recommendations (in order of presentation at the Conference)

Internal Operations Committee (IOC)

Chair: Mark I.
Vice Chair: Kim G.
Secretary: Ronna J.
Treasurer: Kathleen I.
Members: Bert C., Melody P., Patricia E.,
Peter A., Piper N., Robert E.
GSB Liaison: Paul M.

Goals for this year are as follows:

Support the General Service Operations and General Service Board's Office Committee.

Three sub-committees are the Office Policy and Procedure Manual sub-committee, the Telephone sub-committee and the General Service Office Relocation sub-committee.

The Office Policy and Procedure Manual sub-committee is simple. The Procedure manual has been started for the General Service Office and it's their plan to continue with that and with any luck bring that to completion by the end of the Conference year.

The Telephone sub-committee is working on two things. One is to establish an international phone line so that our international members can call in and it be free of charge. The second thing is to establish a volunteer program for the telephone hotline response so that way we can have our phones answered 24 hours a day, 7 days a week. That's the ultimate goal and we'll see how far that gets this Conference year.

The General Service Office Relocation sub-committee is following up on last year's committee. They reached out to several Intergroups to find out if they would like to host our General Service Office in their cities and they will them if they expressed interest. They are going to continue to research and develop a vision for relocating the General Service Board's office and they are going to do that in conjunction with the General Service Board Office Committee.

IOC has one recommendation for this Conference.

The Internal Operations Committee recommends the General Service Board (GSB) in conjunction with the General Service Office Committee commits to relocating the General Service Office to a tier one city with a strong D.A. presence by expiration of the current lease in October of 2022. Defining and implementing the vision of a

new office space will provide the GSO with increased capability to meet the growing needs of the D.A. Fellowship.

Resource Development Committee

Chair: Diana B.
Vice Chair: Ceilia M.
Secretary: Jeff N.
Treasurer: Eric CP
Members: Dianna D., Edward K., Jane A., Maia W., Mike L., Phil M., Sarah F.
GSB Liaison: Sharon S.

The mission of the Debtors Anonymous Resource Development Committee (RDC) is to create revenue for D.A. including:

(a) increasing 7th Tradition contributions and clarifying the use of 7th Tradition funds,
(b) Encourage member participation in service at all levels and

(c) Increase awareness within the Fellowship about the importance of self-support in D.A. at the level of group, Intergroup and World Service. Our goals that we accomplished last year included a commitment to the service of sponsorship. We had four Fellowship calls for the year, three of which were focused on sponsorship and one on helping Treasurers get a handle on what that means to do their job for small meetings and large meetings.

We have three communications that go out every year, one having to do with John H. Scholarship contributions, the other has to do with the annual anniversary in April, and the third which is new has to do with any income tax benefits they might get by contributing to the Fellowship prior to December 31st if they are a United States income taxpayer.

Generally, for the last three years, each year of the first two of our goals was to increase contributions 20% year to year, which we accomplished but, this year because of the pandemic, we are thrilled and happy to report that we are within 1% of where we were last year. It's been exciting to see the commitment to self-support that individuals and groups stepped up and made this year during the global pandemic. Our goals for next year are still a work in progress but the focus is still on our commitment to sponsorship and our commitment to helping treasurers and groups learn how to manage their 7th tradition contributions and manage them as efficiently as possible and help them whenever possible with the issues having

to do with electronic contributions. RDC has four recommendations: (five were presented)

1. Resource Development Committee recommends that all meetings including online and phone meetings, make a 7th Tradition announcement to cover group meeting expenses and the service bodies of D.A. RDC further recommends that all GSRs announce to their groups the various electronic methods for making individual and group contributions to the World Service organization.
2. RDC recommends that groups consider the creation of a service position known as “Temporary Sponsor.” RDC recommends that the DAMS include the description of a Temporary Sponsor in the following or similar language, we are open to flesh out this language a little bit but this is sort of where we are starting. “Many groups find it appropriate to establish a service position known as a Temporary Sponsor. When a newcomer arrives in a group, the temporary sponsor is available to serve as a temporary sponsor for the newcomer, that is to invite the newcomer to work the Steps of Debtors Anonymous, to show the newcomer how the temporary sponsor has worked the Steps, and generally to introduce the newcomer to D.A. Typically, this is only for a limited period of time until the newcomer obtains a more permanent sponsorship relationship. The service position has a regular rotation at a frequency voted on by the group. Depending on group size, some groups will have more than one individual filling this role at any given time. Some groups prefer to have one male member and one female member serving their group as a temporary sponsor.” Again, focused on service and in specific on the role of sponsorship and temporary sponsorship being added as a group position.
3. The RDC recommends to the Board that they publish a monthly simplified report of the D.A. finances including their ideal spending plan and the actual spending they have done in that time frame, so spending actual, spending plan, and ideal spending plan all together in columns via a monthly email and on the D.A. website. This speaks

to our responsibility for transparency and 7th Tradition funds.

4. RDC recommends to the Board and the Technology Committee to put links to purchase electronic literature and paper literature and links to download free literature and service literature all on the same page on the website, on a page simply called “Literature.” Right now, there are various ways we can access literature on the Debtors Anonymous website. It is a little scattered. We are hoping to pull all these together for ease and efficiency of access.
5. RDC recommends to the Board and the Technology Committee to create an electronic literature form on the website that calculates the total due, including any shipping or sales taxes, and facilitates a way to pay for this literature online.

Conference Committee (CC)

Chair: Tracey O.
Vice-Chair: June D.
Secretary: Deb G.
Treasurer: Lolly A.
Timer: Starr H.
Members: Gillian W., Kathryn G., Paul W., Thomas F.
GSB Liaison: Karma K.
2021 Host Committee Chair: Maureen C.

The Conference Committee discussed the five recommendations that came from the outgoing Conference Committee and two Issues & Concerns. A lot of discussion was about how to increase participation and interest and knowledge about what the World Service Conference is about. There was only one bid for the 2022 Conference Committee and that was from the United Kingdom (UK) Intergroup and there is a motion related to that coming forward. The Conference Committee has three motions.

CC Motion 1: That the 2021 World Service Conference scheduled to take place in greater New York area continue as planned.

Background: This was added by suggestion of the General Service Board so that we know we are going forward hopefully face-to-face, it is planned as a face-to-face. Again, if we have to make a decision to make it virtual, we may have to make that decision. This is just to say we are still in New York, still going ahead and if possible, it's going to be as planned which was face-to-face.

Michalene R., GSB Chair, stated: This motion comes from a Committee and does not need a second.

CC Motion #1 Questions for clarification:

CC Motion #1 Question #1: Will there still be in country remote participation?

CC Motion #1 Answer #1: That will be a different motion that will be discussed.

CC Motion #1 Question #2: Similarly to the previous question, there has been some discussion amongst the delegates about having a hybrid with remote participation both within the US and international and I am wondering if that is under consideration or is considered part of this motion?

CC Motion #1 Answer #2: That is in another motion and this does not take that into question. It's probably going to be either as planned in person or virtual.

CC Motion #1 Question #3: Has there been a previous motion in the GSB or anywhere or a previous decision without a motion that makes this motion here necessary? Wouldn't we normally always—I know there's a pandemic—but would we normally always be planning for the next year so I'm just curious why this is a motion?

CC Motion #1 Answer #3: This is just sort of a reaffirming motion because we had a two year contract and so, because we knew there were going to be questions that came up, we wanted to make sure that everybody understood that there was already a contract in place for this one.

CC Motion #1 Question #4: The Chair mentioned a bid for the London Conference.

How are the bids made? Who decides where we're going to go and is it too late to change?

CC Motion #1 Answer #4: That's one question for motion #3 but very quickly, details go out asking Intergroups and other groups to bid on it and the only one that was received for 2022 was the London, UK so we vote on them two years ahead of time to allow for contracting and etc. but we'll talk about that more when we get to the third motion.

CC Motion #1 Pros and Cons:

Michalene R., GSB Chair: We will take two pro and two con on this motion. Would anyone like to speak in favor of it or against motion one?

CC Motion #1 Pro #1: I believe since we have already paid the \$5000, we have a two year contract with the hotel, it's in the best interest of our finances as well as all the people who have

done amazing work that we go ahead with New York as planned.

CC Motion #1 Pro #2: I think the great state of New York has done an amazing job—especially the city in this time of Covid. It's a place where, however the Conference unfolds next time, if some of it is in-person the Fellowship can feel confident that they'll have things in place—all of the things about the continuity of the contracts we already had. And just as a pat on the back for the New York committee who managed to, at the last minute, put everything together to pull this off. I think celebrating New York by doing it there is absolutely the right decision.

CC Motion #1 Con #1: I am all for trying to do in person in New York if possible, I just want to push back on the wording of “continue as planned” because our pre-pandemic of what was planned and we can have a remote participation trial and like our whole notion of that is completely different. Let's learn from this completely virtual Conference to go in knowing it's going to be a hybrid meeting, right? I think we should start from that premise that it's going to be a hybrid—best-case scenario we are going to have a hybrid meeting. It might have to be completely virtual but best-case scenario is some people can meet in person, it's going to be a hybrid meeting, and let's build that framework in from the beginning so we're planning and thinking through everything knowing that it will be a hybrid virtual and in-person meeting.

No one else spoke to the Con position.

Vote: CC Motion #1 passed. *[Motion Approved: 108 Yes, 12 No, 10 Abstain]*

CC Motion #1 Minority Opinion:

CC Motion #1 Minority Opinion #1: I just want to fully support what was said that at this point we can no longer plan to go forward to continue as planned. I think, there is no realistic way to think there's going to be a safe way for people from all over the country to travel and gather in one year and then secondly, we see this is the way of the future, we need as much participation from our Fellowship as possible and the only way that's going to happen is a Conference that is really built around participation in a virtual sense even if we're able at some point to go back to having in person meetings.

Michalene R., GSB Chair, asked the Parliamentarian to address this issue. Michael M., Parliamentarian stated:

There is a constraint in the Conference Charter that says that there is a bias toward face-to-face meetings, that meetings have to be face-to-face,

and only members who cannot attend may attend virtually under a policy established by the Conference and the board. So today because of Covid and the emergency requirements that are everywhere, the actual meeting site is in the Chair's living room and that's where the physical location is and nobody else can attend personally. That's how we comply with the Charter. By next year, we don't know what the situation is going to be like, but the Conference Charter requires that those who are able to attend, attend in person and not virtually. So what "able to attend" means is up to the board to establish as a policy with guidance from the Conference but you cannot actually vote to have a hybrid meeting because that's contrary to the Conference Charter.

Vote to reopen discussion failed, the motion stands.

CC Motion #2: The Conference Committee moves that the 2020 World Service Conference authorize making remote participation available to any voting delegate eligible to vote remotely pursuant to GSB Policy who are unable to attend any face-to-face World Service Conference.

Background: This was before Covid. We had a trial for remote participation before. Our Committee felt that we wanted to continue it. We wanted to authorize to make remote participation possible in any future Conference. We purposely were saying not putting limits on it because we don't know if it's possible to have a hybrid meeting or what the expenses are—we are just saying we're going to try to make remote participation available. It doesn't mean it's necessarily going to be available.

CC Motion #2 Questions and Clarification:

CC Motion #2 Question #1: The dichotomy is this—it was part of the movement to change the Charter to require this sort of motion at each World Service Conference for the following year and there is real concern about making it a hybrid Conference generally and my hope is that if we are capable of meeting in person that the remote participation continue to be limited as a policy in the past to those who are outside continental North America. I do not believe our default should be a hybrid meeting, it should be an in-person meeting. This has been an incredible job by the New York Host Committee, by the board, by the Conference Committee, Conference Support Committee to bring an incredible Conference together under trying

circumstances and I applaud what you have done but we lose so much by not being in person and when the default becomes doing it hybridly more groups are going to save the money and attend hybridly and we're going to lose the person-to-person Conference. I will vote in favor of this because I know we need this policy to authorize the board to permit remote participation next time, but I am in opposition to just broadly create a hybrid Conference.

CC Motion #2 Answer #1: This is going to count as one of the against. This was just supposed to be for questions and clarifications.

CC Motion #2 Question #2: I think you mean 2021 not 2020. This is 2020, we're already doing it.

CC Motion #2 Answer #2: No, it's to authorize. The 2020 World Service Conference is authorizing this.

CC Motion #2 Question #3: I just want to make sure I understand that the people who will be attending remotely would still be paying the fees. They'd still be GSR and having to pay for the Conference so it's not like it's a freebie or something. I want people to realize that that is the case. Correct?

CC Motion #2 Answer #3: That's correct. There would be a fee.

CC Motion #2 Question #4: When the aspect of what it would cost when the Chair was speaking about that, I wondered, does this motion belong first in another committee or something before it comes to us to vote here? I'm not sure of the procedures but that was just my thought, in like the Finance Committee or something.

CC Motion #2 Answer #4: The reason I brought up the cost of things was because ultimately, the board will make some decisions about things. We are just authorizing the possibility of having remote participation with this motion.

CC Motion #2 Question #5: Was it a Charter or an article or whatever—but why the bias that's embedded in our rules towards in-person meetings?

CC Motion #2 Answer #5: It's in the Charter and the reason behind that would have been the group conscience at that time.

CC Motion #2 Question #6: It seems that the wording of this would contradict the current Charter that says we have to be in person, we're contradicting ourselves.

CC Motion #2 Answer #6: I might somewhat agree with that on the particular wording, our committee tried to make it purposely just to allow remote participation without putting restrictions one way or another, without limiting

or granting access to all because in the Charter, I agree, it encourages in-person participation so that's why the wording is "who are unable to attend" is there.

CC Motion #2 Question #7: Without any definition to include persons overseas versus down the street?

CC Motion #2 Answer #7: Again, we originally debated having something that said non-host country or non-host country participants and we tried to make it broad, so we weren't going to get stuck on that.

CC Motion #2 Question #8: Maybe it's in the details, but does this assume that the consideration will be that the expense of registration will be for the Conference? Not for meals, not for the GSB to attend, just really for the Conference cost? There's so much loaded into this one that it really ends up being hard to vote on when it's so general.

CC Motion #2 Answer #8: A registration fee would be covering the cost of the Conference and it's generally in person. It will be the cost of the in-person Conference that will be divided out among all participants whether they are remote or not—that includes the meals and transportation for the GSB, if that's your question.

CC Motion #2 Pros and Cons:

CC Motion #2 Pro #1: I'm speaking in favor of the motion. I think anything that can move us toward a hybrid situation is great. I don't know how all of the details are exactly going to be worked out but I feel like we should try to make it for as many people to attend and participate as possible and I don't think we should control how they prefer to participate. If they want to go virtually, great. If they want to go in person, great. I think there are values to each, and each should be allowed to decide for themselves. Again, the top priority is making it possible for as many people as possible to attend the Conference, thank you.

CC Motion #2 Con #1: I'm looking at this and it just sounds like, it's kind of a pain for the organizing committee to have to organize both a Conference in person and online. This is a volunteer organization and I just find that it's a great pie in the sky deal that needs to be thought out better but I feel like it puts an undue burden on the Conference Committee just having to think of every possible logistic.

Vote: Motion passed. [Motion Approved: 115 Yes, 10 No, 11 Abstain]

No one spoke for the Minority Opinion.

CC Motion #3: The Conference Committee moves that the 2020 World Service Conference accept the United Kingdom bid to host the 2022 World Service Conference in the greater London area.

CC Motion #3 Questions and Clarifications

CC Motion #3 Question #1: Is there usually more than one city that's considered for the World Service Conference? The UK sounds great but—the plane ticket. Is this the way this works—that just one city is considered? Do you get bids from other cities? It just seems like an awfully large expense. I only represent one telephone meeting, that's going to be another \$800 to \$1000 dollars on top of the Conference and everything else so, is that the only option we have or is there some way to look for more? Is that how it works?

CC Motion #3 Answer #1: In answer to that question, we accept as many bids as we accept. If this Conference votes this down, then we will put it out for more bids. In the bid process, the UK was very aware of the concerns on this. I live in New York and we had a Conference in California, and they were saying that the plane flight differential between New York to California and New York to London was about the same. The hotel price and all the other costs are about equivalent to what we had in Los Angeles and what we would have in New York. It's not going to be the same for everyone. It is going to be slightly higher on plane cost but we don't know. But that was definitely looked at and the bidding committee looked at it and we decided that it was reasonable and that's why we put that forward, but this Conference can absolutely vote it down and we would have to put out the bid for more.

Michalene, GSB Chair stated: To specifically answer the question, it was put out several times and this was the only bid.

CC Motion #3 Question #2: Maybe I'm thinking too much in the future but I'm thinking, how many delegates are from the United States? Is it the overwhelming majority because with the Covid situation there's going to be passport and foreign country issues.

CC Motion #3 Answer #2: So, part of the reasoning behind the bid was to increase participation. It is a worldwide Fellowship, so to increase participation from Europe and open it up to the world. So, yes, the majority by vast amounts are from the United States at the moment, and pursuant to the previous motion, perhaps the people who can't get there due to

passport reasons or Covid restrictions will be able to participate remotely.

Michalene, GSB Chair stated: If Covid is still going on there, nobody's going to be going anywhere, so don't forget that.

CC Motion #3 Question #3: Our current GSB policy for remote participation is only participants outside the continental United States would be eligible for that. If the 2022 World Service Conference were in the United Kingdom, would it be possible to have that policy allow for remote participation from the continental United States since it's no longer on the same continent as the Conference?

CC Motion #3 Answer #3: I think the previous motion was designed to override that policy essentially.

CC Motion #3 Pros and Cons

CC Motion #3 Pro #1: I speak in favor of this motion. Those of us who've been around a bit for this process for some years have been hoping and praying that the United Kingdom would make this bid to host the World Service Conference. It's a big deal for D.A. internationally to have this Conference be held for the first time outside of the United States. I'm thankful that the UK Intergroup has bid this. There may be some additional costs but we should be so incredibly thankful that this will help spread the worldwide reach of Debtors Anonymous and I'm heartily in favor of this motion.

CC Motion #3 Pro #2: I am in favor of this. There was a feeling at the Conference last year from a lot of other places in the world of "hey, we're here too." Because we are so lucky to have the abundance of so many meetings in America that not everyone does, and then this year is the first year we have been able to have so many people from around the world, it seems like the natural progression to actually have it outside of this country to make it maybe more of an opportunity for people in other countries. It's a worldwide Fellowship, it's not just a United States Fellowship.

No one spoke in opposition to the motion.

Vote: Motion passed. [Motion Approved: 132 Yes, 3 No, 4 Abstain]

No one spoke for the Minority Opinion.

The Conference Committee had five recommendations.

1. The Conference Committee recommends that the GSB Conference Support Committee create and translate into multiple

languages, a special email to serve as a cover letter to the WSC registration packet and on the website to generate interest from non-English speaking locations.

2. The Conference Committee recommends that the GSB authorize the committee to curate a *Ways & Means*® issue to state the joys and benefits of World Service and WSC participation.
3. The Conference Committee recommends that the GSB Conference Support Committee provide an explanation in the registration packet of what the registration fee pays for.
4. The Conference Committee recommends that Debt-Anon continue to be invited to host a track or room at D.A.s WSC Fellowship Day. Feedback from D.A. delegates and attendees has been highly positive.
5. The Conference Committee recommends that the GSB Conference Support Committee consider D.A. WSC times of 11am-5pm EST US, delaying the start time of the WSC to 11am EST US would be more attractive for delegates in the Pacific time zone and encourage more participation from that region.

Under Served and Underrepresented Outreach Caucus (UUOC)

Chair: Monisha R.
Vice-Chair: Yanick T.
Secretary: Liz W.
Treasurer: Dianna D.
Members: Darleana M., Deborah O., Jackie A., Katherine D., Kimberley S., Lenore M., Linda M., Mary Ellen C., Maurice D., Nathaniel C., Peter A., Peter H., Rivka R., Robert E., Ruby S., Sacha Y., Sean T.
GSB Liaison: Matthew E.

The mission of the UUOC is to support the Fellowship in carrying the message of Debtors Anonymous to the debtor in underserved populations and locations. We coordinate with World Service Conference committees and caucuses by developing best practices for doing that work and sharing it with D.A. as a whole. We have five subcommittees. The first subcommittee is on anti-racism addressing the legacies of racism that affect members of D.A. and we would like to see this be a committee in the future. We are going to be discussing that

this year. This subcommittee will be addressing historic dismissing and silencing of BIPOC members of D.A. using Tradition Ten which is “D.A. has no opinion on outside issues, hence the D.A. name ought never be drawn into public controversy.” The subcommittee will also be working with the Literature Committee closely to create a D.A. pamphlet addressing racism, re-language ADOS to descendants of enslaved African people, examine how debting affects black communities, and investigate what keeps undocumented workers from coming to D.A. Our next subcommittee is the Gender-Neutral Literature Review subcommittee. This subcommittee will review gender language in D.A. literature and resources and partner with the Literature Committee to ensure consistent use of gender language, for example pronoun changes from she/her/hers, he/his/him and replacing with they/them/theirs.

The third subcommittee is People Living with Disabilities and Health Issues who will continue the work of creating a questionnaire for D.A. members with disabilities, where a change of wording here could be more inclusive of members with different physical and mental abilities.

The fourth subcommittee is going to continue the project of mapping, which is continuing demographic work from existing data, surveys, and maps of the previous caucus members.

The fifth subcommittee is D.A. Awareness Spreading the Word Outreach. This subcommittee is dedicated to developing literature, actions, and strategies in order to support an inclusive, thriving vision of D.A. We’re going to be sharing D.A. resources with Indigenous peoples, Native Americans, Asians, and other racial minority groups and getting D.A. literature and resources to financially challenged communities through libraries and schools. One of the other agendas on this is to reach out to the LGBTQ and other minority groups as well and spread the word of D.A. So those are some of the examples of what we’re going to be working on this year and our recommendations are:

1. UUOC recommends that D.A. continue the discussion with A.A. about using more inclusive gender-free language in the D.A. Twelve Steps and Twelve Traditions.
2. UUOC recommends Literature Committee to participate in gender neutral language review in our D.A. literature across the Fellowship.

3. UUOC recommends every member of WSC of this Conference and D.A. as a whole to explore the intersection of racism and debting, the effects on individuals and groups, and how we can grow into a D.A. that better works for the thriving of all.
4. UUOC recommends Literature Committee to develop further literature for underserved populations such as Indigenous, Asian, immigrants, LGBTQ, seniors, and people with disabilities, among other minority groups.

Fellowship Communications Committee (FCC)

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|--------------|--|
| Chair: | Anne M. |
| Vice-Chair: | Zeborah T. |
| Secretary: | Tamala S. |
| Treasurer: | Kate E. |
| Members: | Julia B., Deborah O., Deniese R., Joe F., Karen S., Marilyn Sue P., Sandra A., Tammy M., Vivian B. |
| GSB Liaison: | Bill D. |

The mission of our committee is to facilitate communication and promote collaboration among the debtor who still suffers, the D.A. membership, the World Service Conference committees and caucuses, the General Service Office, and the General Service Board. We also oversee Sponsor-a-Group and Promise Six Day. This past year our committee was very active. Our most exciting initiative was to institute Promise Six Day. Promise Six tells us that “isolation will give way to fellowship, faith will replace fear.” Our idea was to invite the worldwide Fellowship to get together in some informal way to break out of isolation. The pandemic brought this to a whole new level allowing virtual gatherings through the day and throughout the world. Creative innovations were a talent show, a scavenger hunt, visioning together, as well as focused meetings with members being able to attend several gatherings during the day. We hope that as GSRs we’ll spread the word about next year’s Fellowship Day and have fun thinking up new ways to break out of isolation together. We also curated an issue of *Ways & Means*® with the focus on fellowship. I invite you all to read it, and it includes a road map of D.A. resources. One of our subcommittees was Sponsor-a-Group with the intention of giving support to new

groups who were trying to form. We have developed a Sponsor-a-Group Starter Kit, which is available online. In doing this work, we came to see that there were several members seeking help in finding sponsors. We have brought this need forward in one of our recommendations this year. This year we have almost doubled in size. We have a committed look and enthusiastic committee looking forward to serving the Fellowship with innovative ideas. Our main objectives this year are to expand our Promise Six Day initiative, to continue to provide efforts to support new groups with Sponsor-a-Group and to expand this to include Sponsor-an-Intergroup. To develop measures to connect GSRs, we are excited to inspire our year with the theme: Serving to Connect Voices of Fellowship Around the Globe. We have eight recommendations:

1. The FCC recommends to the Conference Committee that a GSR mentorship program be developed.
2. The FCC recommends the GSB incorporate a weekly GSR announcement into the meeting format.
3. The FCC recommends to Comm Tech to develop and implement a D.A. podcast to be launched on platforms such as Apple and Spotify.
4. The FCC recommends to Comm Tech to include Zoom platforms for Fellowship-wide calls.
5. The FCC recommends to Lit Com and Tech Committee to develop a digital document for recording numbers.
6. The FCC recommends to Tech Committee to create a solvency date counter to be embedded on the website.
7. The FCC recommends to Tech Committee to develop a live chat option on the website to address questions or needs.
8. The FCC recommends that the GSB develop and integrate a sponsorship hub for members—a system for connecting potential sponsors and sponsees.

Public Information (PI)

Chair: Sean T.
Vice-Chair: Jill P.
Secretary: Juhli C.
Treasurer: Anna H.
Members: Sabina A., Liz W., Charlotte R. Lauri I., Karinda R., Karen M., Ellen S., Dora P., David J.

GSB Liaison: Tom R.

Report includes the work that we plan to do this year, also gives a summary of what the PI Committee is about and what our mission is. First, some of this is actually carried forward from the previous committee and some is new business. Increase our efforts to reach out to Helping Professionals health fairs, mental health fairs, addiction counseling conventions, conferences, health clinics, treatment centers, financial counseling institutions, and suicide prevention. Also, to increase information services where services are listed—clearing houses, places where A.A. is listed, AARP, municipal and senior services, again suicide prevention. We also plan to continue as usual with our main business focus which would be media outreach and media packets. We have somebody who has a connection with the Wall Street Journal and some other outlets and newspapers, TV, radio, media, and contact forms. We also want to encourage D.A.'s PI work so we want to continue with the media PI training and the quarterly PI calls. We want to help address individual, group, and Intergroup difficulties with PI outreach to increase interest in PI by use of Fellowship calls and gratitude days focusing on Tradition Eleven and Tradition Twelve. Creating a private PI Facebook page to support PI reps like people doing PI work at their local level or a public PI page with basic information. We also want to address trainings how to greet and support the newcomer and also we plan to possibly do Fellowship wide calls on the subject and stories for *Ways & Means*®. Create a service piece, make beginner outreach part of our meeting format. This is going to be part of our recommendation which I am about to read out to you. We also want to work with other caucuses and committees such as the EEOC, the International Committees, and the other ones as appropriate. We want to outreach to universities. Many debtors start out their addiction when they get their first credit card in college and we may work with a committee on that one. That's basically our work. I'll also read a suggestion and concern because it feeds into our work that we are going to be doing during the year. Sunday BDA group 968 – Bob A. would like to see more direct leadership of the Fellowship's Public Information efforts from WSC and GSB PI 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 being used to connect group and Intergroup PI reps with World

Service Conference and GSB perhaps a monthly or quarterly teleconference with lots of time for questions and answers. So, a resolution committee has decided to put that on their agenda to have a subcommittee to discuss having these quarterly calls on how we can outreach to PI people and across the Fellowship. We'll also be responding to the person who raised that issue to that effect. We have one recommendation. I will read it out here. This comes from a suggestion by one of our members.

1. The PI committee recommends that every D.A. meeting make a special point of welcoming newcomers, that time be set aside to welcome new members at each meeting as part of the meeting format and that newcomers are given newcomer packs, either printed or digital depending on circumstances, contact information for other members, and guides toward the "getting started" part of the website. We further recommend, as resources allow, that a New Person's Greeter be established as a trusted servant position duly elected at the meeting's business meeting. We feel that these measures will assist newcomers for their first crucial few months.

Just briefly, I know a lot of meetings do this already, maybe your meeting does a lot of this stuff, but some meetings don't, so we want to see that as top of the agenda for everybody going forward.

I am also excited to hear about the RDC's creating a position for Temporary Sponsors. That would be nicely in step, so I am happy to work with the RDC on that as well. So, one-minute left. I think that's it. Thank you to the committee who has volunteered. It's a really dynamic group and I really look forward to work with all of you.

Michalene R., GSB Chair stated: I have asked certain people to take us out with the Serenity Prayer in several languages and then we will complete with English at the end.

The Serenity Prayer was said by Beatriz (Spanish), Sin (Portuguese), Shalini (Swahili), Sean (Gaelic), Jill (Welsh), then all said the Serenity Prayer in English.

Convocation adjourned until Sunday morning.

Convocation Opening – Day Two

The Sunday morning session was called to order by the General Service Board (GSB) Chair, Michalene R., on Sunday, August 16, 2020. The meeting was opened with a moment of silence followed by the Serenity Prayer.

General Announcements

General housekeeping announcements were made. In total 504 people registered under the Debtors Anonymous track and an additional 53 registered under Debt-Anon, so 557 people registered for Fellowship Day this Conference. The GSB Chair, Michalene R., thanked the Host Committee for providing a wonderful Conference experience. She also thanked Derek and Marcia for their technical support throughout the Conference and also Tom B. for his support. Michalene R., GSB Chair, stated a reminder: when we are in D.A., we are here for D.A. and not here for promoting ourselves or anything else. We are going to put together guidelines for future years so that doesn't happen. I also want to say from the Board, we're sorry that happened during the talent show. If that's the biggest mistake we had all weekend, we did wonderfully.

So, the next thing I want to do is send out an amends to the whole group. Last night after doing a whole lot of other things I got a set of slides from the Intergroup Committee and I sent those out to everybody because I was asked to. That really violates protocol. We should not be providing anything until after it happens and unfortunately the slides that are in there have their original recommendations but not as they were set up to be read today so, just so you know, and I don't want to be unfair to any other committee either so, that was my mistake and I hope you will accept my amends for that. The next thing I want to do is, introduce Teresa. I think many of you heard that on Friday, we have a new Office Manager. I know a lot of us talk with the Office Manager from time to time, but we don't see their face except once a year. Since Teresa is brand new, Teresa could you just say something so that you could come to the top so everyone sees you and can wave to you? The new General Service Office Manager, Teresa H. introduced herself: Hi everybody, good morning, good afternoon, if it's Monday somewhere, hi. I'm Teresa, I'm the new Office Manager, just completed two weeks officially in the office as the Office Manager and just so excited to be part of it, this Conference, it's

brought me to tears a few times just to see everybody's commitment to service and if I could do like a quarter of the commitment to people as people have been here, I will be happy. It's just been great and yesterday, Friday, just to listen to all meetings of the General Service Board while it was doing business and it still brought me to tears because everybody was just so obviously committed to the Fellowship and everything was for the sake of the Fellowship and just very grateful to be part of this in this capacity. Thank you.

Supplemental Parliamentary Procedure Training

Michael Malamut, Parliamentarian, stated: So yesterday, we established that substantial unanimity was two-thirds of those present in the room. That's what you said it was going to be and that's what we're using for substantial unanimity. That means that on matters of substance such as the literature approvals that are up for consideration today, we need a two-thirds vote of the registered delegates in the meeting at that time. That means an abstention would count as effectively a 'No' vote on that issue as to determine substantial unanimity. That's because that's how we established substantial unanimity at the beginning of the meeting. That's the way it is done in the Twelve Step movement. Substantial unanimity is established at the beginning of the meeting and sometimes particular items are broken out for higher or lower amount constituting substantial unanimity and then you go forward in the meeting knowing up front what that's going to be, but there's no straightforward rule that it's always the same. As far as procedural motions while we're dealing with those substantive motions like amendments or should it go to a committee, those matters are simple majority vote. The Yeas have to outnumber the Nays in order for a procedural motion to pass.

Quorum is based on the number of people who have registered to attend the business meeting, not the Conference as a whole but who have registered to attend the business meeting. Registering to attend the business meetings means you came into the Zoom meeting and you asked to come into the Zoom meeting for this purpose and technically, if you leave the call you should still be counted toward the quorum number so it's not the maximum number of people that are logged in at any one time but, once you're on the role of the meeting you count

toward the quorum. At the beginning of the meeting, it's equivalent to the number of registered delegates who are at the meeting and then it may, the quorum, may go up as new people come in. The quorum can never go down after the meeting starts.

Delegate Questions for the Parliamentarian:

Question: Just to be sure, the abstain will be a valid vote, it will be a non-vote, maybe I misunderstood.

Answer: Michael M., Parliamentarian, let me try and explain then. When you are voting on substantive motions like an approval of literature, that has to be approved by substantial unanimity. In this meeting, we have determined substantial unanimity is two-thirds of the people present in the room. That means that a 'No' vote or an Abstention are both considered effectively 'No' votes because you need two-thirds of the people in the room or in the meeting to say 'Yes.'

Traditions and Concepts

The Debtors Anonymous Twelve Traditions were read by GSB Trustee Bill D. and the Twelve Concepts were read by GSB Trustee Roger H.

Committee and Caucus Reports

Hospitals, Institutions and Prisons (HIP)

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|--------------|---|
| Chair: | Roger D. |
| Vice-Chair: | Yanick T. |
| Secretary: | Laura L. |
| Treasurer | Seana A. |
| Members: | Beverly C., Elizabeth T., James F., Kathrine D., Maurice D., Peter H., Stephanie M. |
| GSB Liaison: | Bob D. |

The HIP Chair gave the report: In this lockdown situation we can't actually reach out to the people we had been reaching out to before in the same way that we did before, so we are a creative and ever changing committee that is looking for new and creative ways of getting the message out.

Last year we made some inroads into several facilities including some local jails, treatment centers and after Covid our first Zoom panel in a women's treatment center, Claire Women's Alcohol and Drug Treatment Center in Los Angeles, and we're just starting to work with

Intergroup to get the message of HIP out to the rest of the Fellowship.

This year, we are a bigger committee because, one of the benefits of having more people attend the World Service Conference is that there are many more people on committees and more of the Fellowship work can get done this way. Since we can't bring HIP panels into facilities at the moment, we can bring literature and literature can be very powerful. We can bring literature so that's what we'll be doing. We'll be requesting literature from the office having it mailed out to where our HIP reps are. Our HIP reps are in Washington, New York, Kentucky, San Francisco bay area, Washington state, Chicago, North and South Carolina and New Jersey.

We will be reaching out to facilities in all of those places and we will be also reaching out to other committees, caucuses, and Intergroups to let people know about some of the things we have planned and that we have a HIP can that we're thinking of passing out at our meetings for raising money for our literature purposes. Some of the facilities we are reaching out to are: National Young People in Recovery Hospitals, Veteran hospitals, Mount Sinai in Brooklyn, New York Community Hospital, New York City Health, New York Presbyterian, Wyckoff Hospital, chaplains, probation officers, transitional houses, Center for Women and Families, domestic violence shelters, San Francisco Chronicle's Homeless Project Safe House, San Francisco Loaves and Fishes Sacramento, Women Escaping Violence in Sacramento, California Partnership to End Domestic Violence in Sacramento, Family Promises in Sacramento, County Jail Sacramento, and local universities to say a few.

Tech Committee

Chair: Cris F.
Vice-Chair: Roxy K.
Secretary: Adam F.
Treasurer: Stephanie M.
Members: Bryan Z., David L., Kimberley S., Lenore M., Linda M., Roger S.
Board Liaison: Rob B.

The Tech Committee Chair especially recognized the incredible work witnessed from our General Service Board and our liaisons. It's unbelievable the amount of work they do for us. We have four Tech Committee members from the East Coast, and we have four Tech

Committee members from the West Coast and two from the Midwest.

The description of what the Technology Committee is from the DAMS: "The Technology Committee is composed of delegates who have experience and/or interest in leveraging technology to grow D.A. The D.A. Tech Committee focuses on harnessing technology to improve D.A.s resources, facilitate communication within D.A., and reach out to the debtor who still suffers. The committee advises the Conference and the GSB, as well as providing hands-on technical expertise where applicable."

We have to keep in mind that's our job and not to take on more than that.

Last year our biggest task was to put a new face on the old website. The overall goal was to come up with a whole new website but for starters, we just knew we needed a new platform for it. The Chair recognized the work of our Webmaster., a Project Contributor from the New York City area. In particular, the 'Find a Meeting' function our website now has—it would have been difficult to update all of our meetings had we not come up with a new platform for our website. It's been almost seamless in our ability to respond to the Covid-19 pandemic.

A couple of other things we did: we managed to upgrade the computers in the General Service Office at a very reasonable cost. Some of those machines were over eight years old and some of us remember Windows 95 that was operating there. Another goal we had last year that I can mention was to revamp the website and although we've only put a new skin on it, there is much more to do on this. We also did significant work on vetting and finding a translation tool so that we could get our website translated into the non-English language.

The Tech Committee recommends the following actions for the August 2020 to July 2021 World Service Conference.

1. We want to audit how the D.A. website can best serve the Fellowship. Goals and methods may include investigating ways to accept donations from around the world, that means more methods. Identifying a long term website strategy, surveying the Fellowship and Intergroups to get recommendations for other website improvements (and as we noted yesterday during some of our reports, many of the other committees and caucuses made

- recommendations that the Tech Committee work on certain things).
2. Our second recommendation is that we create a process to implement translations of the D.A. website into non-English languages for D.A. worldwide, in collaboration with other D.A. World Service Conference Committees, Caucuses and the General Service Board. So again, our job on the Tech Committee is to implement these translations not to actually make them. We will need help from other people.
 3. Our third recommendation is to develop best practices for transitioning virtual and face to face meetings into hybrid meetings and to share those practices with the Fellowship.
 4. Our fourth recommendation is to determine best practices for digital communication, data storage, and technology use within the General Service Board World Service Conference and the Fellowship. Possible examples may include, and these are possible, not for sure, advising committees and caucuses to place all documents and notes in their shared Google Drive and also suggesting a common folder structure and file naming convention standards.

Michalene R., GSB Chair explained that the items were an internal workplan for the internal use of the committee rather than recommendations for the Board or other committees which would be considered external to the committee. They were not listed as recommendations on the slides because they were internal to the Tech Committee.

Literature Committee (LitCom)

Chair: Ruby S.
Vice-Chair: Mary Jane B.
Secretary: Nathaniel C.
Treasurer: Lisa B.
Members: Deborah K., Edie F., Fati L., Helen O., Herb M., Jackie A., Jeanine C., Joanne L., Julia H., Kellie L., Leslie G., Mary Ellen C., Michael K., Michael S., Michelle M., Mirian Z., Nikki S., Peter S., Rivka R., Taylor D., William M., Sacha Y.
GSB Liaison: Tom B.

The Literature Committee Chair expressed gratitude for being here and said a few words on “D.A. Voices from the Black Community.” Last

year, this issue and concern was examined, and it was voted on by substantial majority to become a booklet. We decided, as a subcommittee that because this is the first time a pamphlet of this kind had ever been done in D.A. (it had been done in other Twelve Step programs but not in D.A.), the pamphlet would be divided up based on the outline for *A Currency of Hope*. There’s an introduction, there’s the Traditions, the Steps, and the Tools and for the section on Black voices, we divided it up into BADOS, that’s Black American Descendants of Slaves, Blacks from the Diaspora, and Blacks from Africa. The Chair thought of this as just a very small thing, as just a very simple thing for D.A. but, it ended up having global impact. We are receiving submissions from all over the globe and we’ve had emails, interests, and communications. We worked last year with UUOC and we were instrumental in some meeting startups in the UK for Black people for the very first time and we have a Black submission from the UK and from an indigenous person from Australia. The gentleman who’s started a D.A. meeting there requested permission to make a submission because he wasn’t sure if he would be acceptable as a Black, Indigenous person from Australia. To be clear again to the new incoming Conference, the voices pamphlet is not an instructional tool on racism, it was merely done to establish a platform so Black voices could be heard within D.A.

It had come to my attention when I was a first year GSR that a lot of Black people did not stay in D.A. because they felt unsafe, I investigated and asked them why they felt unsafe, they said because they didn’t hear their stories so they were ashamed or embarrassed or frustrated or whatever the reason was, they didn’t feel it was a safe place to talk about their experiences and the reason for this is the Black experience is very much tied up in debt, in terms of race due to issues of inheritance, lack of access to capital, and when Black people come into the meetings and they don’t hear their story, they feel they are not free to tell the truth, so they’ll keep it up for a little while then they’ll leave.

So, hopefully, this pamphlet will be effective, will continue to be effective in allaying those apprehensions.

What we want to accomplish: Black voices proposes to establish a quarterly column in one or both D.A. publications. We believe this action will put a spotlight on the pamphlet “D.A. Voices from the Black Community”. Hopefully, the column will encourage participation by Black

fellows and interest by all members of the D.A. Fellowship. Secondly, we recommend a series of Fellowship-wide calls throughout the year 2021. This will give us the opportunity to enhance a sense of unity and raise awareness that D.A. is a welcoming place for the Black debtor. I want to take a few minutes to let newcomers know what the Literature Committee actually does.

All D.A. Conference approved literature begins in the Literature Committee. Members participate in all levels of the literature creative process, including generating ideas for new D.A. literature, working closely with members of GSB Lit Service, reviewing drafts of D.A. literature, and bringing motions to approve draft literature to Convocations to become Conference-approved literature. The Literature Committee also reviews and develops works-in-progress from previous years forming a subcommittee. We formed a subcommittee this year for the daily reader book, also known as the book of meditations. This committee will continue to solicit reviews and edit submissions that are made by the Fellowship-at-large. The Literature Committee submitted five motions and one recommendation.

Lit Com Motion #1 That the WSC approve publication of the D.A. Step Study Guide

Background: Basically, all that happened was when the D.A. Step Study Guide was submitted, we only outlined parts one, two, three, and four due to legal constraints. So, it was a simple up and down vote. The whole purpose of this motion is simply to move the process forward so it can go to the printers and get approved by the GSB and go to the printers.

Lit Com Motion #1 Questions and Answers

Lit Com Motion #1 Question #1: Do the World Service Conference, the delegates, do they actually have a chance to look at the publication before we review it or have we passed that procedural step?

Lit Com Motion #1 Answer #1: My understanding of that is that everything that needs to be done for the D.A. Step Study Guide has been done. Yes, almost ten years, it's been reviewed and reviewed by almost everyone, by different committees and so we as the Literature Committee move to just move the process forward because the D.A. program, we need a Step study guide. It's long overdue. I hope that answered your question.

Lit Com Motion #1 Question #2: I just had a question, I'm not really familiar with the Step

study guide, I was wondering if you could give an overview kind of about what it is and how it's different from our Twelve, Twelve, and Twelve book.

Lit Com Motion #1 Answer #2: It's just that, it's a more in-depth Step study guide. That's basically all I that I know of it. I was not on the subcommittee for the Step study guide. I was on the subcommittee for the BDA daily reader so I could give you more detail on that, but the D.A. Step Study Guide is just simply that. I would assume if you've seen Step study guides from other Twelve Step programs, it would follow the same model.

Lit Com Motion #1 Question #3: I was at a meeting where an adopted Step study guide that originated from Southern California against my protestations, that it is not Conference-approved, so I am wondering if this was submitted by Southern California to be approved or if it originated within the Literature Committee itself?

Lit Com Motion #1 Answer #3: It did originate with the Literature Committee and was written within the committee and was approved by the board, yah, it's nobody else's, it's just ours. All D.A. Conference-approved literature begins in the Literature Committee. It all begins in here. Lit Com Motion #1 Question #4: So on the Lit Committee, we were able to review the four Steps that were being shown and I believe that's what we were looking at and when you are not on the Lit Committee and you are in the meeting today, as the WSC, motion one, all us delegates, I'm just sort of curious on what it means for people to vote on something they haven't seen? It seems unusual to me and so I trust that since it's been vetted for ten years and reworked, I'm just curious about this process of us all voting on something and many people who haven't seen it and correct me if I'm wrong, ok?

Lit Com Motion #1 Answer #4 (GSB): So, we trust our trusted servants, every time we have literature that is to go up for a vote. We have done this in the past with *A Currency of Hope*, with the Twelve and Twelve and Twelve and with other documents, part of it is that we're trying to protect our copyright so we don't want drafts out there in the world and that's part of our fiduciary duty, on the board, to protect the copyrights. It's also a lot of how we do votes at the Conference. Things go through committee, they go through various support committees, this one went through a writer. There's lots of processes, lots of checks and balances and by the time it gets to the Conference it's in a completed

state and we ask our delegates to trust our trusted servants per the Concepts, and it's a kind of a right of decision thing. The committees have the right of decision to be able to develop a document and then the Conference is approving the work they've done rather than reading the actual text which, I don't know if you've been to a Conference where we are approving just a small statement, that can take an hour with the wordsmithing and so we feel we would never get anything approved if everyone was reading and wordsmithing the entire document.

Lit Com Motion #1 Question #5: My question is number five. The concept of the pamphlet, so there's nothing really written yet. You're just asking to develop a concept.

Lit Com Motion #1 Answer #5: We're just on motion one now. That will be a good question when we get to that. Actually, we'll get it in two and three. Yes, this is one of the things a committee does is bring up concepts that would be developed in the pamphlets,

Lit Com Motion #1 Question #6: Thanks so much everyone on Lit Comm for your service. I'm always blown away at this process and I really want to know, if and when this gets approved, this motion, how soon is the publication that we could actually see that for our meetings?

Lit Com Motion #1 Answer #6 (GSB): I think it takes anywhere from three to six months, it has to be formatted, various things have to happen on the committee, but usually it's been about six months that we've been able to get our approved books to the Fellowship.

Lit Com Motion #1 Pros and Cons

Michalene R., GSB Chair stated: Ok. Is there anyone that wants to speak in opposition to this motion?

Lit Com Motion #1 Con #1: What about the Big Book way of doing the Steps? I've worked it many, many ways, but I find that using the Big Book of Alcoholics Anonymous is the most thorough.

Lit Com Motion #1 Pro #1: So, I am going to vote to move this forward but I would like to share with the Fellowship that I did read the first several, the first four chapters and I would like to point out that this Step study guide, as critical as it is, does not define debting. It does not give detailed examples of what debting is and so I think that this is a resource for the still suffering debtor. I think the still suffering debtor needs clarity on what debting is. I think the text on the D.A. website and the FAQs where it says that

unsecured debt or any form of debt that is not backed up by collateral, that's helpful, but the still suffering debtor needs more clarity. He or she needs to know that paying bills late is debting and using unsecured credit cards is debting and so even though our Fellowship has been in existence for several decades, it was only last year that we approved the concept for a pamphlet called "What is Solvency," so I would just like to point out that I would strongly, strongly beseech the board, that with approval of this publication that in tandem, the board should prioritize and expedite the creation and review of the pamphlet "What is Solvency" because together, those are the two resources the still suffering debtor needs to begin his or her process of recovery.

No one else spoke to the Con position.

Vote: Lit Com Motion #1 passed [Motion Approved: 126 Yes, 4 No, 6 Abstain]

Question: I was trying to ask a question before the vote so that's why my hand was up but the solvency that was referenced, maybe it's just my part of the country that I'm in but I guess there's still some discussion of what is solvency in terms of late bills, and does there have to be intent behind that, do you have to intentionally pay late, does a mistake affect your solvency and so my question is so is that solvency pamphlet a done deal or is that being evolved with the study?

Answer: That's a different topic. They are being developed separately, that is completely separate. They are not being developed together.

Lit Com Motion #1 Minority Opinion:

Lit Com Motion #1 Minority Opinion #1: Ok, I have a problem, you know, there's a lot of these Step study guides around and I've had a problem with all of them and that is that basically the Twelve Steps are phrased in a way that says, we did this, we admitted we were powerless over alcohol, that our lives had become unmanageable. It's all, we did this too, and this is our experience and if you want what we have, please join us. Never does it say, you gotta do this, you gotta do that or give advice in the second person singular, you should do this, you should do that. I have a problem with being told what to do and I think it's been avoided quite consistently in this Step study guide but there are places where it crops up as a directive rather than an example of what we did to achieve and maintain our solvency, so I would suggest that, I abstained because I think it should be passed but

I think it should be revised, the language should be revised to say what we did not what you should do. Thank you, that's it.

Lit Com Motion #1 Minority Opinion #2: I abstained, just sitting here, I looked up whether or not A.A. had a Step study guide and I could not for the life of me find Conference-approved A.A. literature on a Step study guide and I like to look to them as peers and guidance kind of on the original Twelve Step work and similar to Jerome, I think it's important for us to understand that the Twelve Steps are a Step study guide, it says right there what to do and so I am concerned about if it becomes Conference-approved then does that mean people are going to think this is the only way to do it based on this book, you know, that a certain group of people read. I trust that it's going to be a well written book. I just am concerned about making it a Conference-approved literature thing.

Lit Com Motion #1 Minority Opinion #3: I'm so reluctant to share because I did share this in the committee. I'm in the committee, the Literature Committee and I did have exception to the second person "you." It sounded accusatory to me in some of the questions and I would prefer it say, do I consider my behavior rather than do you consider your behavior. I had real exception with that so, thank you.

Minority opinion was heard. The motion to reopen discussion failed. Motion #1 passed.

Lit Com Motion #2: That the WSC approve publication of the BDA Step Study Guide.

Michalene R., GSB Chair stated: This comes from a committee and does not need a second. Background: The BDA Step study guide is the same situation as motion number one. All we got was four parts and it was an up and down vote. We did not have the right to wordsmith or do anything to the pamphlet at all, just whether or not it should be moved forward in the process. So, it's exactly like the D.A. Step study except it is geared towards BDA, for those who are newcomers and may not know, it's Business Debtors Anonymous. That's what BDA stands for and that's it, all we did was pass it on. We passed it with a 79% yes majority.

Lit Com Motion #2 Questions and Clarifications

Lit Com Motion #2 Question #1: I know a lot of people who go to BDA also go to D.A. so does that mean they have to do both Steps as Steps?

Lit Com Motion #2 Answer #1: BDA requested that they have their own, that's why it was done

this way. I want to remind people that D.A., like other 12 Step programs, are not authoritative. We do not demand that anyone do anything. These are merely suggestions that help heal and recover in D.A. You are not compelled to do this and the literature doesn't necessarily create ideas out of the ether. We get Issues & Concerns from the Fellowship and we do our best with the guidance of our Higher Power to give the best answer we can possibly come up with.

Lit Com Motion #2 Question #2: My question is, how does this Step study guide differ from the Step study guide we just approved other than it's got a different label on it? If it's different, does it suggest that there are, that this Conference is approving one way to work the Steps over here versus another way to work the Steps over there? I'm confused why this Fellowship would need multiple Step study guides.

Lit Com Motion #2 Answer #2a: This outline concept of the study guide is merely an answer that was given to the Literature Committee from the Fellowship itself. We didn't just make this up. We just did our best to answer people from BDA, particular challenges that they faced. For example, if you are a business owner, you might have a different relationship with the IRS than a regular citizen. You may have different feelings about which Tool that can profit you most. So, we just made up an outline at their request. We are not forcing anybody to do anything. These are not mandates.

Lit Com Motion #2 Answer #2b (GSB): I would also like to add that in 2007, this convocation asked to have both a D.A. Step study guide and a BDA Step study guide so this is the completion of what was approved in 2007.

Lit Com Motion #2 Answer #2c (GSB): And let me just clarify that the BDA guide does not mention the IRS. The questions and the actions are very different from the D.A. Step study guide. They are two separate documents for recovering from debting and for recovering from business debting.

Lit Com Motion #2 Question #3: Was it the same writer? I am assuming we're hiring writers now, even if it's different information, was it the same writer for the BDA study guide and the regular D.A.? That's my question.

Lit Com Motion #2 Answer #3 (GSB): Yes, it was the same writer and just so that you know the 2007 motion specified that they wanted D.A. and BDA separate sections, so that we were only following the guidance from that original motions and yes, it was the same writer but then

there were several BDA members specifically that edited, did two heavy edits.

Lit Com Motion #2 Question #4: This is just for my own information. It seems to me that the separateness of BDA and D.A. has been questioned as an underlying issue. I've heard someone, I won't say names, that they were uncomfortable with separating the two so, I wondered if there was a broader discussion above these points here about authorizing BDA to do as they see fit.

Lit Com Motion #2 Answer #4 (GSB): I don't think this was in any way about BDA doing as they see fit. This came from the Convocation. It was done in two parts. One of the considerations with making it two documents is the idea that every D.A. member may not want to spend the extra money for the printing of two Step study guides if they are not in BDA. So that's part of it. I think that these discussions need to be had at another time. I think we should stay focused on whether or not we want to move this Step study guide forward or not. Either we want to see BDA receive the Step study guide they requested, or we decide that they shouldn't receive it. The BDA Fellowship which is a distinct but not separate part of our Fellowship asked. It's for small business owners and people who are often self-employed and what the editorial team did was hone that down so they were getting at questions that would really help business owners to think about what the Steps would mean for them and their business. I would also like to add about this one and the overall Step study guide is that one of the things in D.A. is that we often say there aren't enough sponsors available and I think these guides will help sponsors feel more confident about sponsoring and I think that can only be a good thing. And we can translate them into any language or other people can so this is a big moment and I also want to say that it's been thorough, so this has been going on since 2007, that's thirteen years' worth of this discussion in committees, now how many people is that, at least one hundred fifty people have actually read the whole thing.

Lit Com Motion #2 Pros and Cons

Michalene R., GSB Chair asked for anyone who wanted to speak in the negative on this motion. There were none. In the interest of time, since there was no opposition to the motion, the vote was taken and passed with substantial unanimity.

Vote: Lit Com Motion #2 passed [Motion Approved: 130 Yes, 3 No, 5 Abstain]

Lit Com Motion #2 Minority Opinion

Lit Com Motion #2 Minority Opinion #1: I voted no because I don't think the Steps are different whether one is a business owner, an hourly worker, a homeless person. The Steps are the Steps and how we work the Steps has nothing to do with the Tools or anything else extrinsic matters. I don't think we need two Step study guides, that's why I voted no.

No one else spoke for the minority opinion. Minority opinion was heard. The motion to reopen discussion failed. Motion #2 passed.

Lit Com Motion #3 That the WSC approve the concept for a PRG guide outline.

Michalene R., GSB Chair stated: This comes from a committee and does not need a second. Background: The essence of this PRG outline guide is to just provide the suggested nuts and bolts to having a PRG. Many newcomers especially, who come to D.A. appear to be, you know, confused about what they need to do, to do a PRG and we discussed how this PRG guide outline would look different than the little PRG booklet that we have and in it, it's just a simple guideline, nothing complex, one or two, maybe three pages that a newcomer can look at, do this, do that, do the other, get a sponsor, do your numbers, whatever and the majority of the people at the meetings thought it was a good idea if newcomers had this handy tool to help guide them in their recovery.

Lit Com Motion #3 Questions and Clarifications

Lit Com Motion #3 Question #1: It's just a question on something that was just said which I thought was true and that doesn't this exist? Isn't there already a PRG pamphlet of some kind and are we talking about replacing that or updating it?

Lit Com Motion #3 Answer #1a: Think of it sort of like a one day at a time bookmark or a Promise bookmark. It's just another form of a pre-existing thing without having to purchase an entire booklet. If my memory serves me correctly, the booklet also, that we have right now, is like you keep your numbers in it and all of that, this is not what this is. This is just simply a list of things that a newcomer needs to do to get started on the path of using the Tools of the program in doing a PRG, that's it. Just a handy-dandy tool, nothing complex.

Lit Com Motion #3 Answer #1b (GSB): This is a guide for how to do different PRGs. There is a non-Conference approved PRG guide in

Southern California and the author of that guide sold it to the Southern California Intergroup.

They do not want to bring it to the World Conference. The author suggested to the board that the board create a new version of a guide and this is just something that people can refer to for instructions for how to actually give a PRG.

Lit Com Motion #3 Question #2: Did the committee consider, or would they consider simply amending the existing PRG pamphlet to include these suggestions?

Lit Com Motion #3 Answer #2a: The current one that we have — I don't know how far that is used throughout D.A. I do know, in the past, certain groups in certain areas have used non-Conference approved tools such as the Tools Game and now it is officially a part of D.A.

Lit Com Motion #3 Answer #2b (GSB): Certain groups in certain areas have used non-Conference approved tools such as the Tools Game. The Tools Game has a copyright by someone and it is not part of D.A.

GSB Chair: If this is an amendment, you can suggest it as an amendment and that would go to the Conference to consider.

The delegate did not make a request for an amendment.

Lit Com Motion #3 Question #3: I was at the meeting when we made this motion. I am now on the Lit Committee and it was my understanding that it was not something shorter than the pamphlet but, was more detailed than the pamphlet and to speak to somebody's question, my understanding of the pamphlets is that they give like the idea and sort of the ambience if you will of things and then there's like keeping your numbers or clarity on your numbers, let's say is maybe a pamphlet and then there's the numbers booklet that is Conference-approved that has more details. So, I think that the way this would be different, if I understood what was going on in the meeting, it would not be shorter than a pamphlet, nor replace the pamphlet but be more detailed and have more options of ways to do it with Steps, with bullet points, I don't want to say Steps because that's confusing. That's my question for clarification. Am I right that it's more involved than the pamphlet which I'm fine with?

Lit Com Motion #3 Answer #3: When writing any concept, we find out how long or how short it's going to be through the writing itself. My understanding was that it would be more detailed, and we also did not think it would replace anything. It was in addition to but, more

detailed, but I don't recall the length being discussed.

Lit Com Motion #3 Question #4: My question is similar to the other. When you said there was discussion in the Lit Committee during this past week about the concept, and I am just wondering whether part of that discussion was whether to combine or integrate so, that we would have one pamphlet for PRG with what we have existing, the existing PRG pamphlet?

Lit Com Motion #3 Answer #4: No, we did not discuss that. We did not discuss amending preexisting PRG literature, nor did we discuss replacing PRG literature. I want to remind everybody; they have not formed the subcommittees yet. We are voting on the concept. We are not voting on a final document or anything else so that would come further on in the process.

An amendment to this motion was made and seconded to include it in the current PRG pamphlet.

Lit Com Motion #3, Amendment #1 Pros and Cons

The amendment to the motion is considered a Pro. Michalene R., GSB Chair asked for one Con in the interest of time before voting on the amendment.

Lit Com Motion #3 Amendment #1 Con #1: I'm speaking in opposition to the amendment, not to the original motion. The original motion is for a concept. I think form should be dealt with later. We're just talking about a concept right now.

A vote was taken on the amended motion: That the WSC approve the concept for a PRG guide or outline to be included in the PRG pamphlet. The amendment did not pass. Michalene R., GSB Chair asked for those who would speak for the minority opinion.

The vote for the original motion was taken. **The motion that the WSC approve the concept of a PRG guide or outline passed. [Motion Approved: 116 Yes, 18 No, 3 Abstain]**

Lit Com Motion #3 Minority Opinion

Lit Com Motion #3 Minority Opinion #1: Along with what was said earlier, it sounds like we are getting to the point where we're micromanaging how someone works their Steps, does their PRGs. There's a pamphlet that explains how this is. There's people to talk to in meetings about how they like to put it together, like the idea someone talked about earlier about starting to micromanage about how someone defines solvency. I'm against this because I think there's

already enough information out there and experience, strength, and hope in the groups without us making an exact, follow it this way for every little thing.

Lit Com Motion #3 Minority Opinion #2: I believe we have a very adequate PRG pamphlet. I think we're creating more work, time and money and extra literature, effort in concept and dollars and that is needed to well serve the Conference.

Vote to reopen discussion failed. Motion #3 passed.

Lit Com Motion #4 that the WSC approve the concept for a vulnerability and visibility pamphlet.

Michalene R., GSB Chair stated: This motion comes from a committee and does not need a second.

Background (LitCom member): This is specific to BDA although I think it could be to D.A. as well. Vulnerability like posting on social media regarding businesses, fear of visibility, examining what does that look like in D.A.

Looking actually at the root, debting in business, so often when people are sharing this comes up: I feel invisible. I don't know how to ask for help. Sometimes shame comes up when people are in PRGs because it's that whole thing about being seen. One thing that has come up is: well doesn't underearning address this now? Well, I was in the What You Deserve meeting in London before it became UA and I would say the difference, for example in my own business which is doing really well, an ongoing concern that I've had and many people I know in BDA is about promoting on social media, saying this is what I'm doing, this is who I am. So it's not actually about underearning, it's about putting oneself out there. It's not just about the numbers any more than Alcoholics Anonymous is just about the booze. It's about the root issue, the invisibility issue and I think there is an enormous space to develop, I think in the future it could go beyond being a pamphlet to actually being some kind of booklet literature like *Living Sober* about what is at the heart of it because I think the debtor not being able to get a business off the ground is actually secondary to this root cause and I do think BDA doesn't really go into this and says it's a UA issue, but I say no, you can still be prosperous and have this at the root. So, I am proposing we have some literature that actually guides people about what they can do, to work with that, to take on their vulnerability, to be more visible in what they do. I think it could be an amazing tool.

Lit Com Motion #4 Questions and Clarifications

Lit Com Motion #4, Question #1: I was on the Spiritually Sustainable Earning Committee for a couple of years and that kind of grew out of the underearning pamphlet and not really wanting to identify as an underearner but more of a positive approach on how can I become a more spiritually sustainable earner. I didn't want to make it a pro or a con, as much as I just wanted to talk about whether or not this could be looked at as how to become less vulnerable and more visible as opposed to having to identify with being vulnerable and invisible.

Lit Com Motion #4 Answer #1: I think that's also possible. This is what we're learning to be able to show up in the marketplace, in the world, as instruments of the divine. What blocks that is low self-esteem, fear of judgement, fear of being attacked, fear of being criticized, fear of having no likes on Facebook or whatever and that is the disease, that is at the root of this flipping thing. If we could just get a pamphlet that encourages that. Of course you'd feel like that, because when you're trying to do things in your own strength, you're going to feel small and afraid and vulnerable.

Lit Com Motion #4, Question #2: My question is more about process rather than just this piece. When we talk about, we're just approving a concept, and it sounds like it's no big deal, but what's the next step before we're approving a publication? It seems like there is a middle step there—what is the process from concept to publication?

Lit Com Motion #4, Answer #2 (GSB): This is approving a concept for a pamphlet and that's what needs to be approved, the specifics of that do not need to be approved at this time. What happens is that if a concept is approved, then it will go back to the World Service Conference Literature Committee and a subcommittee will be formed to address everything that will be approved this year and things that might be left over from last year or years before. The subcommittee will work on it and then propose an outline to the whole Literature Committee and then the Literature Committee will vote on it and it usually happens at the end of the year, because the subcommittee spends time working on it all year on these outlines and then it will go to the Literature Committee and then it goes to the General Service Board Literature Publications Committee, and then it goes to the board and then if it goes through that then we start looking for writers, these are either volunteer or paid

writers. So, as you can see, it's a long process from here even to the start of the writing. Lit Com Motion #4, Question #3: I would just like a list from yesterday; the list of other pamphlets that we have been working on, that was entered as outlines last year because I think this concept might kind of overstep some of the other pamphlets that we worked on this year and it wasn't mentioned in your report. I am actually against this concept because I think we have covered so much of this stuff, talking about what's solvency and all this kind of thing and I think this can be part of a different pamphlet that we already have in the works but I don't think we need another pamphlet for that. I am just asking that these other pamphlets be put in our chat so we can see what is actually in the process right now, with that I'll pass.

Lit Com Motion #4 Pros and Cons

Michalene R., GSB Chair, in order to save time, she asked for those who would speak for the Con position first because if there is no one in the Con position, then the vote can be taken more quickly.

Lit Com Motion #4, Con #1: I wish to speak against this motion for the creation of a concept for this literature. I am powerless over debt; my life is unmanageable. To me it appears that this motion will create a division of this group is especially powerless or this group has special unmanageability as opposed to the general concept of I'm powerless over debt, my life is unmanageable, my solution comes through working the Steps. I fight this battle of feeling less than, visible, invisible. I find the solution comes through the Steps. I don't need something, some special guide that the Steps cover all of that in recovery, so I will vote against it, the concept.

Lit Com Motion #4, Con #2: I am against the concept for two reasons. First of all, I believe people are unaware of literature that is in process right now, in different stages, that address these issues across the board, they are being addressed. That's one reason. So, it is covered in a lot of literature that is moving forward at this time. The second reason is, I don't see a clear reason or I don't see clarity that these issues of visibility and vulnerability, those issues have for me and for people in our groups are handled between the sponsor, the sponsee, the GSR people, through the sharing at the meetings. It is that primary purpose of sharing at the meetings and fellowship, that these changes at the level of fear and anxiety over placing oneself forward and of

course the Tools bring it up, the Steps bring it up and I just think, it's already covered in the program as is, so I don't approve it as a new concept. Thank you.

Lit Com Motion #4, Pro #1: I am in favor of a concept. My problem is, I don't know how we have voice on this concept before it goes into next year to voice, to print or whatever the case may be but I would like to have voice without joining a committee and waiting until next year to vote on to print. Thank you.

Lit Com Motion #4 Vote was taken. The motion did not pass. [Motion Failed: 79 Yes, 47 No, 5 Abstain]

Lit Com Motion #4 Minority Opinion #1: As a recovering debtor, business owner and underearner, I am speaking for the pamphlet. I've been a business owner since 1994 and while working the Steps and the Tools helped me achieve visibility, however, a pamphlet like this would really enhance any program. It's not just a matter of speaking about it with your sponsor, there are many, many people around the world who don't have sponsors yet. I think this is a very important issue for people in their recovery is addressing the visibility and the vulnerability. We are kind of being debtors in allowing the amount of literature that can be produced out there. I think there can't be a limit to the amount of literature and pamphlets that should be provided to people. That's all I have to say about it.

Lit Com Motion #4, Minority Opinion #2: I am for this because this by no means takes away from the foundation of us being debtors. It doesn't take about from us doing our Steps to do our work, it's just an added piece of support and education. You know, my sponsor always talks about fear, insecurity and self-centered fear. That's what this piece of literature will address, that's it. There's no harm in us bringing to light the different variations of trauma and fear that we have around being visible as a result of our addiction. This is just as additive, and I just request that people that voted against this really think about this idea of let's not be unabundant here. It is totally ok to have massive amounts of literature addressing our fear, doubt, and insecurity. Thank you.

Vote to reopen discussion was taken and it passed. Discussion of Motion #4 was reopened. Lit Com Motion #4, Question #4: I'd like to address the idea that it's a positive, so not the identification of vulnerability and visibility but the recovery of vulnerability and visibility so,

it's in the "I" form and it's also in the positive sense of what we do to recover and I'd like to know if that concept is put forward into the literature. Thank you.

Lit Com Motion #4 Answer #4: I think your question, correct me if I'm wrong, the question is whether or not the positive aspects of being vulnerable. Yes, I think that was discussed, one of the things proposed was, correct me if I'm wrong that part of the pamphlet would be to examine what does visibility look like, how it is to the debtor to show up and be visible and be supported within the Fellowship as you go out into the world. This is totally toward the positive motion to devise solutions for people to step up, to be able to ask for help, to be able to be visible. See, what I find with people coming early into the Fellowship, some of them are very fearful about the big leap to becoming God consciousness and trusting that. This, I see as a bridge base, of course. I know that it's about the Higher Power, however, when you're new or your facing a new project in BDA or whatever, these things come up so to have an interim pamphlet saying we suggest that possibly you could try this. These are just suggestions. These are things that have helped previous members in the past. Ultimately, it's holding hands with your Higher Power but that can sound a bit ethereal to a newcomer and I just think it would be an incredible bridge and yes, positive, positive, positive. Thank you.

Lit Com Motion #4 Pros and Cons after discussion reopened

Lit Com Motion #4 Con #3: Two issues, number one, you know, when we come into D.A., I didn't have much money as a newcomer and then there's all these pamphlets that are recommended and it all adds up. That's one issue, it could be overwhelming, and number two the other issue is sure, I had vulnerability issues and visibility issues but when I came in, I wasn't ready to deal with that. I started looking at that when I started working the Fourth Step in particular and to be hit with well this is what's normal, I'd probably turn around and walk out. I just wanted to stop debting and I was willing to do anything but, this is something that comes deeper, for me as I work, so that is why I say no.

Lit Com Motion #4, Con #3: This concept doesn't sound like Twelve Step work. It sounds to me like psychology. That's all I have to say.

Lit Com Motion #4 Pro #3: I'm going to speak strongly in pro for this. I am in other older fellowships and there's just an abundance of

literature. There's just a ton of literature that gets written over the years. The other thing is our primary purpose is to help the debtor who still suffers and I think a lot of different people have a lot of different needs and I don't see why we should limit the way we help those people. Also, I've seen in other fellowships, there's all this literature and some of it's a big hit, some of it isn't but it's all there and the fellowship itself can sort of figure out over time, which is the most valuable, so I personally have gotten a ton of value out of concepts of vulnerability and visibility and looking at how that shows up and I personally would love to read a pamphlet on this topic.

Lit Com Motion #4 Pro #4: This is my first Conference and this was a hard vote for me because I think my feeling initially was resistance and then I thought about all of my home group members and I thought of people in my home group that have talked about these issues and they're not really my issues so I probably wouldn't pick up this pamphlet but I think I'm here to vote for my group and I can think of people that talk about this week after week they talk about their business and their struggle with putting themselves out there and I feel like I'm voting yes for my group because I'm here to represent my group and you know, I might not ever read this pamphlet if somebody in my home group reads it and gets something out of it then I think that's worthwhile.

Vote was taken after reopening for discussion.

Motion #4 passed. [*Motion Approved: 91 Yes, 43 No, 3 Abstain*]

Lit Com Motion #5 that the WSC approve the concept for a pamphlet, on the theme of race and debt to address how debt and privilege affect all non-white racial groups.

Michalene R., GSB Chair stated: This motion comes from a committee and does not need a second.

Background (LitCom member): The reason for this motion is that we believe that racism affects one's ability to earn and underearning leads to debting. In the interest of time, I've prepared a statement. This pamphlet is in alignment with the D.A. Tool of awareness as it acknowledges the legacies of oppression and exploitation that affects many debtors today. For instance, anyone who has been impacted by redlining, the symptom of feeling different when buying things on credit than when paying cash lands in a completely different way. There are individuals with a desire to stop incurring unsecured debt

who identify as Black, Indigenous or person of color. These historically marginalized identities have a complex relationship with money and debt. Many of us wish for these parts of ourselves to be included in the center of our D.A. recovery rather than be falsely cast aside as an outside issue. A pamphlet that speaks to the heart of recovery for debtors from marginalized communities is akin to reading the First Step in the D.A. Twelve, Twelve and Twelve. I know for myself that it was qualitatively different to read words that speaks directly from a place of clarity about the disease of debting rather than superimposing debt over the word alcohol. Please consider that for a marginalized person that we are constantly doing this. Throughout all of the recovery fellowships, the power of an addict to recognize themselves in the solution is tantamount to a spiritual experience. A pamphlet on the complicated role that debt plays with race, shows that our Fellowship has the potential to offer relief to those affected by systemic oppression. Please see this piece of literature as an opportunity for our Fellowship to heal the resource guarding that accompanies this disease which shuts out marginalized communities. As Promise Seven states, we will recognize that there is enough, our resources will be generous, and we will share them with others and with D.A. Thank you.

Michalene R., GSB Chair stated: It is my understanding that we have a Point of Order. Lit Com Motion #5 Point of Order #1: I wish to point that this motion is out of order in that it is directly violative of the Tenth Tradition of Debtors Anonymous in that it injects outside issues into the policy of Debtors Anonymous. I would commit the entire essay on the Tenth Tradition that is set forth in the Twelve, Twelve and Twelve but in particular, the next to final paragraph on page one hundred six of the Twelve, Twelve and Twelve that specifically cautions us to avoid the subtler manifestations of injecting outside issues into our sharing because it is violative of the Tenth Tradition. The motion is also in violation of the First Tradition in that it drives division rather than unity and finally it is violative of the Twelfth Concept of World Service in that we are cautioned as a Conference to avoid inciting any public controversy as set forth in the Twelfth Concept, therefore, I believe this motion is out of order. If the Chair overrules that, then I have a ranked motion that I wish to bring on this motion, specifically this motion.

Michalene R., GSB Chair – I have been very well informed by my Parliamentarian that a

Point of Order needs to be written in the chat first so if you could, and I to have a talk before we go any further, so Michael M., Sharon and I, could we be put into whatever room that you have for us to have a discussion.

The Point of Order was added to the chat. Michalene R., GSB Chair, Sharon S., 1st Vice-Chair, and the Parliamentarian go to a breakout room.

There was a suggestion to have a serenity moment and the Serenity Prayer was said. Michalene R., GSB Chair stated: We are back. So, we have had a little counsel with the Parliamentarian and this, as Chair, is my ruling. We believe that legitimate concerns have been raised about this concept, however, we do believe that there are some amendments that people are wanting to bring forward and so we are going to wait on any further ruling until we've heard those amendments and we see where this comes out. We are going to continue discussion. My understanding is there are people here who have possible amendments. If everyone could lower their hand and the people who have an amendment, please raise their hand and we will discuss those.

Lit Com Motion #5 Amendment #1: My amendment is that that the motion stops. It would just read that the WSC approve the concept for a pamphlet on the theme of race and debt. Period, end of motion. The reason for this and as the former chair of the Underserved and Underrepresented Outreach Caucus, I was very honored to be a part of, with our caucus, a lot of work, a lot of important work in underrepresented debtors and I do feel that this is important. I feel that if we make this amendment, we found in our work last year that the most effectiveness was when it was focused on inclusivity and I feel if we stop after the theme of race and debt, it is in the spirit of inclusivity, no one is being specifically excluded and we can trust the very capable Lit Com committee and subcommittee to work on it with respect and with connection with their Higher Power on how this could proceed forward but it is not specifically excluding anyone in the initial motion and I feel that's really important and we did a lot of work on this last year so I felt very moved to say something and I'm grateful that it's coming up and I'm grateful we're being respectful and listening to each other. So, that the WSC approve the concept for a pamphlet on the theme of race and debt. Period, end of sentence. Thank you.

Michalene R., GSB Chair – There is a second for the amendment to the motion. So, now do I open for discussion on an amendment?

Michael M., Parliamentarian – We have very limited time...

Michalene R., GSB Chair – So, if we could have the poll please? All in favor of the amendment to this which will change it to that the WSC approve the concept of pamphlet on the theme of race and debt. *[Motion Approved: 114 Yes, 17 No, 5 Abstain]*.

The new motion is that the WSC approve the concept for a pamphlet on the theme of race and debt.

Lit Com Motion #5 Amendment #1, Pros and Cons

Amended Motion #5, Con #1: I voted against this because while I think race and debt is a great issue, and having been a non-Japanese in Japan, I believe that depending on where you live, race can be a disincentive to getting ahead in your life even if you are recovering and it affects you in discouragement. There's a lot of interplay between recovery from debting and facing obstacles so, I think race and debt is interesting but, I think in this current climate and out of the years I've evolved, I want to be fairly proactive and say look, no matter what society you're in, when I'm in Israel, when I'm in Russia, when I'm in Japan, if you have black skin or darker skin, even in the African American community, the darker your skin, it seems to be a universal prejudice, people feel uncomfortable. I don't want people to walk into our meeting where we have white people and have them not know enough to help reach out to people who are darker. So, I think that issue of race is important, but I also think that whiteness and non-whiteness is important.

Amended Motion #5, Con #2, Point of Order #2: I guess at this point, I'm going to move to commit and with that said, I just submitted a second Point of Order that, as amended now, this is duplicative of a concept for literature that we approved in the last Conference if I'm recalling correctly. I mean this is the same thing that we approved just race and debt, I mean as amended that's what we did last year, so I move to commit.

Michael M., Parliamentarian – We are really out of time. *[Note: The Agenda with allotted time for each committee/caucus was distributed and approved at the start]*. I think the position of those that want to vote immediately or otherwise has been adequately expressed but if somebody

really wants to speak, against the motion to commit, I think it would be appropriate since someone has spoken in favor. *[Note: This sentence suggesting a Con to the motion got lost or misheard by the Chair who was speaking simultaneously on Zoom. Verbatim transcript of this motion available upon request]*.

Michalene R., GSB Chair – And motion to commit means it will go back to the committee for next year. Michael, this is simple majority, correct?

Michael M., Parliamentarian – Yes, it's a procedural motion. It doesn't stop us from considering this matter ever. It just means it will come back next year if it's approved.

The motion to commit was seconded and a vote was taken to commit the motion back to the Literature Committee. *[Motion Approved: 63 Yes, 60 No, 12 Abstain]* The motion to recommit passed so the motion was recommitted to the Literature Committee to bring back next year. *[Note: the vote to commit was revisited at the end of Convocation]*. Michalene R., GSB Chair thanked the Literature Committee Chair and the committee for all of their hard work.

Spiritually Sustainable Earning Caucus (SSEC)

Chair: Ed K.

Vice-Chair: Jeanine C.

Secretary: Helena K.

Treasurer: Kelly L.

Members: Alex A., Bryan Z., Ceilia M., Darby W., David J., Dianna D., Grant F., Herb M., Jacquelyn J., James F., Jeff N., Joan N., Julia B., Karinda R., Laura L., Lauri I., Maia W., Peter S., Rebecca C., Roger S., Shalini G., Sin A., Stephanie M., Tammy M., William M., Zeborah T.

GSB Liaison Bill D.

The Chair expressed his gratitude for the Conference and especially for the talent show on Saturday. He gave a special thanks to the outgoing Chair Lolly A. Our mission statement, the Spiritually Sustainable Earning Caucus 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 Twelve Steps and using the Twelve Tools of Debtors Anonymous. So that's our vision statement and

this year our caucus does not have any recommendations, however, we do have an energized and focused group of debtors that are ready to roll up their sleeves and do the following proposed service work. Two subcommittees have been formed and more to follow as needed. The action items as follows: we're going to continue the Fellowship-wide calls, possibly three or four calls this year. Topics include retirement, thrive not just survive, earning prosperously, and visions. Next, we'll be writing submissions for the daily meditation, hopefully, that submission deadline has been extended. We'll be submitting stories for our big book and we are looking to curate an issue of *Ways & Means*® and the daily meditation, big book and *Ways & Means*® all have a focus on spiritually sustainable earning. Next for the literature is to develop an outline for an expanded version of a numbers guide to include multiple streams of income. So that's something we'll likely collaborate with. We are also looking to develop a spiritually sustainable meeting format, similar to what BDA has done, with a focus on earning. Next, we'd like to continue to work with Lit Com on the development on the earning pamphlet that's already in the works and a lot of energy has been put into that last year and we're looking forward to bringing that forward and then to continue to collaborate with all the World Service Conference committees and caucuses. Not all of us know how to earn. If we do know how to earn, it may be in an unsustainable way.

International Committee (IC)

Chair: Amina Z.
Vice-Chair: Oscar B.
Secretary: Kristin B.
Treasurer: Jeanne F.
Members: Alex A., Emmanuelle D.,
Jeffrey B., Joan N., Mario S., Monisha R.,
Shalini G., Sindai A.
GSB Liaison: Roger H.

The International Committee was created in 2011 and the mission is to exchange information and develop initiatives to support the growth of D.A. internationally. So, for the last nine years this group has been a caucus and this year 2020 is the first year it has become a committee and so that's incredible news and so obviously huge thank you to our GSB liaison. It was brought to my attention today that Alexandra from New York was part of the board for seven years,

really helped spearhead this caucus into what it is today and then eventually became a committee. She was doing outreach and was pretty relentless at a time where I think the caucus was not as hot an issue for D.A. Also special thanks to GSB board members for being extremely supportive all of last year in helping to develop the caucus into a committee. We spent several months trying to understand what we stood for and what we wanted to accomplish so we asked ourselves what will make us a successful caucus this year for us both personally and for the group. How can we best assess and respond to the needs of the non-US D.A. members during our time together? Where were some of the top activities that we wanted to participate in? What we came to and what we accomplished included working with the tech group investigating technologies and options for translation. We tested a website plugin that supports volunteer translation widgets. We worked with the European fellowship to create a bridge between Europe and America, working with the European Intergroup. We had a foreign language call, we had several, we had one other Fellowship-wide call. So, we're really, really, proud of the work that we did and this year we feel especially honored actually to have an international group. We are leading the first year of being a committee. This year our members include Alexandra A. from the US, myself from the US, Emmanuel D. from France, Jean F. from the US, Jeffrey B. from the US, Joan N. from the US, Kristen B. from the US, Mario S. from Argentina, Wanisha from the US, Oscar from the UK, Shellini G. from Kenya, Sindai A. from Brazil, Roger who is our fantastic GSB liaison. I think Roger responds to emails faster to emails that anyone I have ever met in my life, so thank you Roger for that and Marcello O. as our guest member and translator. Some of the, I don't want to call them activities, but recommendations we have for this upcoming year and there's a lot so I'll try to speak slowly to cover all of these. We have no motions at this time. We thought we had motions but they're all just recommendations. These are not in any specific order.

1. We have decided that we'd like to host two listening calls with members outside of the U.S. to better understand how we can best support our non-U.S. based members. So, what's a listening call? We collaborated on the idea of having listening calls last year and we had them and shout out to Michalene, Sharon, Tom, and many others

- that supported the call. It was essentially an opportunity to deeply listen to the other groups across the world and see where we can best bridge the gap and support them and what we found is that some of our non-U.S. based groups feel a bit isolated. Had we not had the listening sessions, we, I think would not have had as clear of a sense on how to best serve them and so that's exactly what we plan to continue this year. It has been meaningful for us, so we're excited about that.
2. We'd like to host a New Year's Day marathon for newcomers of D.A. recovery covering all time zones. So that means on the first of January, we hope to have an extended marathon covering global time zones.
 3. Host two international fundraising events to support debtors in countries in need. We haven't decided specifically what the fundraiser will look like, but we were inspired because we, the San Francisco Intergroup held a fundraiser and we generated almost twenty-three hundred dollars and we got tremendous support globally. So, we thought what an amazing opportunity for us to do that.
 4. Create a virtual monthly international meeting covering all time zones. This was derived out of a need and a desire to connect with our international fellows and so hopefully we can establish a monthly meeting.
 5. Visit virtual international meetings and identify ourselves as service holders at the International Committee and see what support they might need and thanks to Zoom and one of the blessings from the pandemic is we have so many Zoom meetings now so we think this could be really fabulous.
 6. Check to see if D.A. is active in India and other developing countries for obvious reasons, we'd like to bridge that gap.
 7. Look at additional literature distribution platforms to make easily accessible literature for countries in regions where access is limited. One of the main themes that came out of our brainstorming session virtually last week was this idea of providing resources and access. I think you'll see that as a big theme for the international group this year.
 8. Work with the WSC PI Committee and GSB PI to create relevant radio, TV to carry the message to countries where Internet is less accessible.
 9. Dedicate the month of January 2021 and thereafter for D.A. international awareness month. Embrace debtors across the globe, worldwide Fellowship.
 10. Create a list of D.A. members that are willing to sponsor internationally to include if they are fluent in any language other than English. The purpose of this is to capture details from debtors in underserved areas and countries in areas where there are no longer meetings and link them up to a group to support them in starting a meeting. I also envision us working with several other committees specifically with SCC and EOC.
 11. Update and expand D.A.'s "Awareness" pamphlet to include the sorts of financial debting systems prevalent in Africa, Asia, and other parts of the world. So we hope to work with the Literature Committee to focus on that and the purpose of that would be to bring more clarity and awareness for debtors in other countries whose avenues to create debt might be rather different from those in North America or Europe. The pamphlet would include common pitfalls debtors face regularly in nations where the banking and economic system present different challenges, therefore, different red flags. So, I know that we have nine minutes left but that's it as it relates to all the work that we want to do. We believe it's ambitious, but we are super committed to having a kick ass year, specifically because this is the first year that we are a committee. So, we want to like give it our all.
- Michalene R., GSB Chair thanked the International Committee Chair and stated that before the next committee gives their report, a motion and a second to reconsider the final literature motion to commit to the Literature Committee was made. If time is available, at the end of the Conference before three o'clock, this will be done.
- Michael M., Parliamentarian stated that there were people that kept that study alive to be brought back next year voting no on the motion

to reconsider and voting no on a subsequent motion to commit. It will be explained what they mean at the time, if they have time to do them but Lit Com was already out of time at that point so we're going to get the rest of the business done that was on the agenda adopted and then take it up again after the other business has been completed.

Business Debtors Anonymous (BDA)

Chair: Darleana M.
Vice-Chair: Helena K.
Secretary: Sandy S.
Treasurer: Kelly L.
Members: Beatriz R., Constance E., Darby W., Grace S., Ingrid S., Jacquelyn J., James W., Jerome S., Judy B., Kelly S., Michael B., Natasha K., Nicole R., Orion Cy S., Rebecca C., Sandra M., Susan J.
GSB Liaison: Josie P.

The BDA Committee had no motions to bring before the World Service Conference. They also had no recommendations to bring before the Conference. The BDA Committee agreed to some of the business of Business Debtors Anonymous last year. The unfinished business was to create a committee to review the retreats for BDA workshops and have a discussion around that, to continue the Step guide committee, to continue the committee on the four Fellowship calls, to continue the work on the BDA stories, articles to submit to the *Ways & Means*® Committee. The committee also agreed to establish an abundance committee which will explore ideas and possibilities to support existing and new business debtors in abundance versus deprivation in their business. There were no Issues & Concerns and that concludes the report.

Intergroup Caucus

Chair: Paul W.
Vice Chair: Gill W.
Secretary: Lisa B.
Treasurer: Roxie K.
Members: Beatriz R., Jeffrey B., Jerome S., Joe F., Michael S., Sarah F., Thomas F.
GSB Liaison: Tom R.

The Intergroup Caucus is a very diverse caucus this year from all over the world. Our purpose, our statement of purpose is the Intergroup Caucus is composed of primarily of ISRs but also GSRs and Trustees who have experience with local Intergroups. The main function of this

caucus is to create tools and resources to better understanding of the role of Intergroup in the overall organization structure of D.A. The Intergroup Caucus serves as source for both new and existing Intergroups. The Intergroup Caucus also continues in the efforts to regionalize D.A., that's what we're working on. One of the big things that came up this year was this whole better understanding the role of Intergroup. Our recommendations:

1. The recommendation to GSB is that the link to documents Intergroup handles be listed on a free download of the literature page on the Debtors Anonymous website.
2. To the GSB, two documents, the Intergroup service handbook and chapter three on Intergroup service in the DAMS be integrated and become one document because some of the information in one are in the other and vice versa so we want some clarity on that. Update and reflect current best practices, be revised for readability.
3. Recommend that the GSB and D.A. website have a specific dedicated page for Intergroup information purpose, tools and expand the understanding.

Finally, our action items are:

1. Specifically define the Intergroup role in the overall organization structure of D.A.
2. We support the new and existing Intergroups into coordinating with the tech team, with the Tech Committee especially in regards of using Zoom and how to do that.
3. Discussion and inquiry into how D.A. group members requesting to set up Intergroups may be able to reach our Intergroup Caucus. The Intergroup manual suggests contact. How does that happen?
4. What are the roles and functions of our caucus in the world service office?
5. The Fellowship-wide Zoom meetings of all interested Intergroups on quarterly, biannual meetings that we'll record and available to replay the audio.

Michalene R., GSB Chair stated that a motion from the International Committee was missed earlier.

The Chair from the International Committee read the motion: that the WSC adopt a motion that the month of January be dedicated annually as International D.A.

Awareness month and that the International Committee be authorized to develop appropriate programs to it.

Michalene R., GSB Chair stated that the motion comes from a committee and does not need a second.

There was no opposition to the motion. The vote was taken, and it passed. *[Motion Approved: 121 Yes, 4 No, 6 Abstain]*

Minority opinion was heard.

IC Motion Minority Opinion #1: There are actually two clauses in this motion. One of which is to designate January as D.A. International awareness month and the other is to authorize the International Committee to undertake projects with respect to that designation. Isn't the International Committee already authorized to do this kind of thing? We should vote on the first half but not the second half.

The vote to reopen discussion did not pass. IC Motion stands.

Renewal of Trustees

Josie P. was elected to serve a second, three-year term as a Class A Trustee of the Debtors Anonymous General Service Board and sworn in.

Thomas R. was elected to serve a second three-year term as a Class B Trustee on the Debtors Anonymous Service Board and sworn in.

Ratification of New Trustees

Matthew E., Paul M., Roger H. and Rob B. were elected to serve a three-year term as Class A Trustees of the Debtors Anonymous General Service Board and sworn in.

Karma K. was elected to serve as a Class B Trustee of the Debtors Anonymous General Service Board and sworn in.

Michalene R., GSB Chair, stated: The next thing on the agenda is two minutes for me to say farewell to all of you. Many of you have sent me wonderful emails, chats and messages and thank you very much to all of you. I have to get through the rest of this agenda without crying so all I want to tell you is that I love you, each and every one of you and it has been an honor as a non-debtor to not only serve as a Class B Trustee for Debtors Anonymous but to serve the last two years as your Chair and wow, this has been interesting today so, alright, thank you very much. Thank you.

We are now going to do the board. We are going to do them as a slate, so I will read the names and then we are going to do the voting. So, motions for Officers of the GSB:

1. That the GSB elect Sharon S. to serve as the Chairman of the Debtors Anonymous General Service Board, to serve as the Chairperson of the corporation Debtors Anonymous General Service Board, Inc. for the 2020 and 2021 Conference year.
2. That the GSB elect Tom B. to serve as Vice Chairperson of the Debtors Anonymous General Service Board and to serve as Vice President of the corporation Debtors Anonymous General Service Board, Inc. for the 2020-2021 year.
3. That the GSB elect Josie P. to serve as the second Vice Chairperson of the Debtors Anonymous General Service Board and to serve as second Vice Chair of the corporation, Debtors Anonymous General Service Board, Inc. for the 2020-2021 Conference year.
4. That the GSB elect Thomas R. to serve as Treasurer of the Debtors Anonymous General Service Board and to serve as Treasurer of the corporation, Debtors Anonymous General Service Board, Inc. for the 2020-2021 Conference year.
5. That the GSB elect Paul M. to serve as the Assistant Treasurer of the Debtors Anonymous General Service Board and to serve as Assistant Treasurer for the corporation, Debtors Anonymous General Service Board, Inc. for the 2020-21 Conference year.
6. That the GSB elect Roger H. to serve as Secretary of the Debtors Anonymous General Service Board and to serve as Secretary of the corporation, Debtors Anonymous General Service Board, Inc. for the 2020-21 Conference year.
7. And that the GSB elect Rob B. to serve as the Assistant Secretary of the Debtors Anonymous General Service Board and to serve as the Assistant Secretary of the corporation, Debtors Anonymous General Service Board, Inc. for the 2020-21 Conference year.

The slate for Officers of the GSB was approved. *[Motion Approved: 138 Yes, 0 No, 3 Abstain]*

General Service Board Officers

Sharon S. - President
Tom B. – 1st Vice President
Josie P. – 2nd Vice President
Thomas R. – Treasurer
Paul M. – Assistant Treasurer
Roger H. – Secretary
Rob B. – Assistant Secretary

Motion to Extend Conference

Michael M., Parliamentarian, stated that somebody moved to extend the meeting for another thirty minutes so that we will have time to address the reconsideration of the Motion to Commit the last Literature Committee concept motion. So, the Motion, having been made, we're now at the end of our time period. It has certainly been seconded given the large numbers of comments received requesting that from. It takes a two-thirds vote to extend the meeting because we have an Adopted Agenda saying we end at three o'clock.

The vote to extend for thirty minutes did not pass. Another motion was made and seconded to extend the meeting for 15 minutes. This motion passed. The meeting was extended from 3:05pm to 3:20pm.

Michael M., Parliamentarian stated: The issue is at this point, the motion to reconsider the Motion to Commit. A Motion to Reconsider takes a simple majority vote in favor, in other words it's a procedural motion, abstentions do not count and one vote more in favor means we do reconsider the Motion to Commit. Keep in mind, we've only got fifteen minutes left of this entire meeting and it may make more sense to keep this motion alive in the committee which is where it is now to be brought back next year. However, if you vote, the consequence of voting yes to reconsider, means that the motion to commit could possibly be defeated and we would have no other time to either vote up or down on the concept. That's the consequence of a yes and a no vote. I tried to explain it as best I can, given the limited time that we have left. A yes vote is a simple majority, pass, we will reconsider. We will then vote to commit or not again. If the motion to commit is readopted, the Lit Com will bring back, the same or a revised concept next year which they can do anyway as a new motion, if they want to. On the other hand, a no vote on the motion to reconsider means for sure Lit Com will bring it forward next year and is required to report on its recommendation because that's

where it sits now. If we do vote to reconsider, I will then explain what your vote means on the motion to commit.

Michalene R., GSB Chair explained: Right now, we have said we are sending it back to committee for next year. There was a request to reconsider that. There were people that didn't know what they were voting on. So what we're going to do is vote now on whether or not we are going to reconsider that commitment. In other words, you want to reopen discussion on whether to commit or not.

The vote was taken and the motion to reconsider committing the motion did not pass. *[Motion Failed: 58 Yes, 70 No, 9 Abstain]*

The Literature Committee will report on its recommendations next year.

Transfer of the Gavel

Michalene R., GSB Chair asked Maureen to come forward. She stated: Maureen is going to hand off the gavel from this year's committee to next year's committee which should be amusing. Maureen stated: Thank you Michalene, thank you Rob. So, last year, it was handed to me and I said, oh I guess next year, I will hand it to myself. So, I don't know what I'm supposed to do specifically but yay, I am happy to do this. It went well this year and however it turns out, we'll do it that way next year. Thank you. The gavel was transferred to the current Host Committee for the Conference next year. They are hosting the Conference again.

Michalene R., GSB Chair stated: Thank you Maureen. Alright, I'm glad we have a couple of minutes in adjournment because we are again going to hear the Serenity Prayer in other languages.

Eric CP said the Serenity Prayer in American Sign Language while Michalene R., GSB Chair, said it in English.

The Serenity Prayer was then said by Emmanuel (French), Julia from New Zealand (Maori), Amina (Farsi), Ingrid (German), Sandi (Italian), Dora from Brazil (Portuguese), Mario from Argentina (Spanish).

Everyone said the Serenity Prayer in English and many statements of gratitude were made. The Conference adjourned.

End of Section

PART 4: Report from the Chair of the General Service Board 2019-2020 Fiscal Year End Report

As I come to the end of this “interesting” year, and the end of my time as a the Chair of the General Service Board, I find myself full of gratitude for the many things I have been able to be a part of over the past two years. The accomplishments of this Fellowship and this Board are not mine, but the small part I have been able to play in accomplishing some of these things and the ability to watch all the rest has been an experience I would not have wanted to miss.

Among the accomplishments of the 2019-2020 Board of Directors of Debtors Anonymous and the Fellowship of Debtors Anonymous, I include the following:

- The incredible ability of the Fellowship to transfer in-person meetings to on-line meetings to insure the still suffering debtor can find Debtors Anonymous as close as a phone call or mouse click away.
- The new and improved Debtors Anonymous website. Now the ability to find resources and find meetings is much easier with drop down menus that are more visible and easier to use.
- The improvement in communications between the General Service Structure and D.A. worldwide.
- The placement of most of the Debtors Anonymous pamphlets into electronic format so that they are more easily available to the debtor still suffering. In addition, because they are purchased from a site that is extremely popular around the world, the existence of Debtors Anonymous itself is becoming more visible to those who have not heard of the program but may need it desperately.
- Repayment of over 75% to the Prudent Reserve (over the past 2 years) for funds that were needed for Fellowship expenses in 2016 and 2017.
- The Board voted to set the Prudent reserve to an amount equal to 9 months of proposed spending per the approved Spending Plan. Funding will continue until achieved. The current level is 7.5 months of spending under the 2020-2021 proposed spending plan.
- The Donation page on the Debtorsanonymous.org web site can now accept donations and John H. donations in many different currencies from members all over the world.
- The launching of on-line literature sales is due any moment.

Many other wonderful projects are detailed in the reports from the committees and I encourage you to read all the work being done by the GSB and WSC committees.

These past five years on the Board have led me to understand how important Servant Leadership is, “putting the interest of others ahead of your own.” As I prepare to step down as chair and leave the Board, I wanted to share some of my thoughts about this topic and my experience with it.

Because of circumstance, I have had the opportunity to participate in things that were new and exciting for Debtors Anonymous, but also some significant challenges. For the first time in five years we are looking for an office manager. At the same time, we are looking at whether a physical office or a virtual office is the best way for the office to be managed. Issues of how to best provide literature sales to the Fellowship. How to carry the message to the still suffering debtor, when Debtors Anonymous may be as anonymous to them as the solution to their debting problems. The Pandemic and the response necessary to keep the Fellowship moving forward has been a fascinating and spiritual experience.

Here is my view of your Fellowship, coming from a non-Debtors Chair:

Debtors Anonymous is a Fellowship of people trudging the road to happy destiny. It is a critical asset for those who suffer from compulsive debting, which is a life-threatening disease. It is filled with saints and sinners. It is filled with controversy and harmony. The Traditions help us instill into our groups solutions so that concerns can be handled more easily. And finally, the joy and growth that comes from being of service needs to be more fully demonstrated to members, so they understand that “carrying the message” has many meanings, all of them important, all of them manifestations of the 12th Step.

So how do I summarize all this? Debtors Anonymous, like any 12 Step program, is right where it is supposed to be.

Each of us wakes up each day with opportunities. The opportunity to be a member among members. The opportunity to share what we have been so freely given, not just with other members, but with family, friends and colleagues. The opportunity to practice the principles of patience, tolerance, kindness and love with those around us. And the opportunity to do the opposite of all of those. I hope as I have crossed paths with many of you, I have demonstrated one of those positive principles. If not, I hope to have another opportunity so that I can make amends.

Near the end of the “How it Works” section in Chapter V of the *AA Big Book*, it states:

“We are not saints. The point is we are willing to grow along spiritual lines. The principles we have set down are guides to progress. We claim spiritual progress rather than spiritual perfection.”

Because of all of you and because of service I am a better person today than I was when I started this journey 5 years ago. I have had the honor of working with people who love this Fellowship and show it every day in their actions. I am very grateful to have had these experiences. I am grateful for the friendships I have made. I am grateful for the quiet moments when I got to know you as more than just members of this Fellowship. Thank you all, I will pray for you as my road trudges in a different direction.

In Love and Service,
Michaelene R., Chair of the General Service Board

PART 5: Annual Report from the Finance Committee
Fiscal Year 2019 – 2000

34th Annual Debtors Anonymous World Service Conference Virtual
August 8-9, 15-16, 2020

5.1 Finance Report

Introduction

My name is Tom R., and I am a friend of D.A. I have the honor and privilege to serve as chair of the General Service Board Finance Committee, and as board treasurer. The GSB Finance Committee is grateful for the opportunity to serve the D.A. Fellowship.

This year's committee members were: Tom R., Chair; Josie OP, Secretary, Michaelene R., and Jackie D., Appointed Committee Member.

The GSB Finance Committee is involved in creating the Income and Spending Plan, overseeing the bookkeeper and accountants, paying the bills, reporting financial information to the Fellowship, making recommendations on revenue, expenses, pricing, and Cost of Goods Sold. The committee meets monthly via conference call and usually in person at the two annual face-to-face meetings. It provides quarterly reports for the D.A. Focus.

Finance Committee Actions During the Conference Year

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

- Defined the Prudent Reserve as nine months of operating expenses for the General Service Board.
- Moved \$20,000 into the Prudent Reserve.
- Moved an additional \$6,000 into reserve for development of the Debtors Anonymous Basic Text.
- Moved \$3,000.00 into reserve for the potential office move.
- Continually reviewed the balance in the main checking account and made recommendations to the board on transferring funds into the prudent reserve.
- Developed Action Items for the committee to work on throughout the year, including improving our processes regarding our literature inventory, and educating the Fellowship on our finances, and the importance of contributions.
- Continued to monitor income and spending, online contributions, and the prudent reserve on a monthly basis.
- Reviewed and forwarded to the GSB the Year End Contribution Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the John H. Scholarship Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.

- Reviewed and forwarded to the GSB the Annual Anniversary Appeal from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Prepared a draft service piece “Your Seventh Tradition Contributions Carrying the D.A. Message Beyond the Home Group.”
- Reviewed the tax return and financial statements for FY 2019-2020 as prepared by our accounting firm.
- Prepared the Income and Spending Plan for FY 2020-2021.

The Finance Committee is very grateful for the Fellowship’s attention to the financial status of the Fellowship. I’d like to begin this section of the Finance Committee report with an overview of this past fiscal year, which ended on June 30, 2020, then summarize the FY 2019-20 Income and Spending Plan.

How We Ended the Fiscal Year

The GSB Finance Committee is pleased to report that the income and Spending Plan for 2019-2020 ended with a positive balance of \$18,383.72. Considering that the plan presented at last year’s WSC anticipated a \$1,654.00 balance, the difference is the result of cost containment by the Board and increased donations from the Fellowship as a whole. It must be noted that due to sustained contributions, \$17,000 was transferred from our operating checking account back into the prudent reserve. In attachment 2, you will note that the total bank account balance on June 30th was higher than at this same time last year. This results in a decrease of the Total Assets of the Fellowship by \$9,227.04 under fiscal year 2019.

Contributions

For the fiscal year, group and individual contributions received were \$126,480.74 or 6.32% under the plan, and 1.01% under the same period in the previous fiscal year.

Effective August 1, 2018 the Fellowship was provided the option of making group and individual contributions online through the D.A. website. For this fiscal year, \$27,759.76 in contributions were made online, representing 21.94% of all contributions received.

Broken down, group contributions were 22.11% under the same period last year, and individual contributions were 16.04% over the same period last year. On behalf the of entire D.A. Fellowship, the Finance Committee thanks the D.A. groups and individual D.A. members who have contributed to D.A. during the last year. Those contributions were an essential part of improving the financial health of the Fellowship.

Literature Sales

The Fellowship has received \$11,304.07 in electronic literature sale profits.

For the fiscal year, literature sales accounted for \$63,240.07, or 43.59% under the plan, and 29.56% under the same period in the previous fiscal year.

Expenses

For the fiscal year, expenses for the Board, bookkeeping, operating the General Service Office, and WSC Committee and Caucuses were \$152,158.48 or 19.65% under the plan, and 1.29% over the same period in the previous fiscal year.

Fiscal Year 2020-2021 Income and Spending Plan

As members of the GSB Finance Committee, we are responsible for developing an Income and Spending Plan for each incoming fiscal year. A proposed Income and Spending Plan for FY 20-21 was forwarded to the board for approval. It was approved. The Income and Spending Plan considers continued contributions at the level we been seeing this year, careful consideration of moving funds into the prudent reserve to meet our goal of nine-month operating expenses, providing services for the Fellowship, and maintaining a balanced spending plan. The approved Income and Spending Plan for FY 20-21 is presented here.

The Income and Spending Plan for FY 2020-2021 includes:

- Income based on current group and individual contribution levels
- Income based on increased literature sales
- A match in Committee and Caucus Expenses
- Incremental return of funds to the prudent reserve
- A winter F2F for the General Service Board
- Funds for professional website maintenance

Prudent Reserve – Status and Board Actions

Debtors Anonymous and other Twelve Step groups maintains a prudent reserve. As a home group treasurer in another Twelve Step Fellowship, we maintained a prudent reserve at an amount of operating expenses as agreed upon by the group conscience.

The Board has been creative in ways to bring in more income while at the same time serving the Fellowship.

- The Board Has made more literature available electronically, including the Newcomer Packet, Newcomer Packet BDA, seventeen of the pamphlets in one book, and single pamphlets. By making D.A. literature available through Kindle, we increase the availability of literature through different media to reach the Fellowship.
- At the World Service Conference last year, we had USB drives available with all three radio Public Service Announcements, the full-length D.A. Welcome Video from the D.A. web site, and the thirty second versions of the D.A. Welcome Video in English and Spanish. The USB drives were distributed to GSRs and IGRs, with the remainder sent to the General Service Office for sale. All have been sold. The GSB Public Information Committee has ordered an additional 250 USB drives, many of which will be made available to the incoming P.I. and H.I.P. Committees, with the rest to be available for sale from the General Service Office.

These are wonderful P.I. tools to get the information out to the public that Debtors Anonymous is here.

The current balance in the prudent reserve is now up to over seven months operating expenses. These are steps in the direction of building the prudent reserve up to a nine-month operating expense level. The Finance Committee periodically assesses the balance in the main checking account and will make recommendations on transferring funds into the prudent reserve until the nine-month expense level.

Recommendations for next year's committee:

1. That the GSB Finance Committee continue to assess the balance in the main checking account and make recommendations to the board on transferring funds into the prudent reserve until the nine-month goal is reached.
2. That the GSB Finance Committee continue to monitor actual income and expenses against the approved Income and Spending Plan.
3. That the GSB Finance Committee through its board liaison continue working closely with the WSC Resource Development Committee.
4. That the GSB Finance Committee continue developing and tracking action items throughout the year.

5.2 Fiscal Year 2019-20 Plan vs. Actual

Debtors Anonymous General Service Board, Inc.
Income and Spending Plan vs. Actuals:
FY 2019-2020 Income and Spending Plan - Profit and Loss
July 2019 through June 2020

| | Actual | Plan | Over Plan | % of Plan |
|--|----------------------|----------------------|-----------------------|---------------|
| Income | | | | |
| Conference Related Income | \$ (582.82) | | | |
| Literature Sales | \$ 463.29 | | | |
| Audio Visual | \$ 0.00 | \$ 0.00 | \$ 0.00 | 0.00% |
| Books | \$ 19,452.40 | \$ 45,000.00 | \$ (25,547.60) | 43.22% |
| Electronic Books | \$ 11,304.07 | \$ 8,000.00 | \$ 3,304.07 | 141.30% |
| Pamphlets | \$ 24,936.22 | \$ 46,000.00 | \$ (21,063.78) | 54.20% |
| PSA Sales | \$ 63.00 | \$ 100.00 | \$ (37.00) | 63.00% |
| Shipping Literature Sales | \$ 7,021.09 | \$ 13,000.00 | \$ (5,978.91) | 54.00% |
| <u>Total Literature Sales</u> | \$ 63,240.07 | \$ 112,100.00 | \$ (48,859.93) | 56.41% |
| Member Contributions | | | | |
| Groups | \$ 44,498.63 | \$ 55,000.00 | \$ (10,501.37) | 80.90% |
| Individuals | \$ 81,982.11 | \$ 80,000.00 | \$ 1,982.11 | 102.47% |
| <u>Total Member Contributions</u> | \$ 126,480.74 | \$ 135,000.00 | \$ (8,519.26) | 93.68% |
| Sales of Product Income | \$ 2,525.60 | \$ - | \$ 2,525.60 | |
| z Interest | \$ 560.28 | \$ 700.00 | \$ (139.72) | 80.04% |
| <u>Total Income</u> | \$ 192,277.87 | \$ 247,800.00 | \$ (55,522.13) | 77.59% |
| Cost of Goods Sold | | | | |
| Audio Visual Duplication | \$ 0.00 | \$ - | \$ 0.00 | 0.00% |
| Book Production and Printing | \$ 4,396.62 | \$ 10,000.00 | \$ (5,603.38) | 43.96% |
| Cost of Goods Sold | \$ 351.56 | \$ - | \$ 351.56 | 351.56% |
| Inventory Shrinkage | \$ 470.66 | \$ 100.00 | \$ 370.66 | 470.66% |
| Kindle Formatting | \$ - | \$ 800.00 | \$ 0.00 | 0.00% |
| Pamphlet Production and Printing | \$ 7,496.71 | \$ 15,000.00 | \$ (7,503.29) | 49.97% |

| | | | | |
|---|----------------------|----------------------|-----------------------|---------------|
| Shipping & Postage | \$ 8,342.29 | \$ 13,000.00 | \$ (4,657.71) | 64.17% |
| Shipping Supplies | \$ 750.24 | \$ 500.00 | \$ 250.24 | 150.04% |
| Trademark Registration and Renewal | \$ 0.00 | \$ 0.00 | \$ 0.00 | 0.00% |
| Translation Services | \$ 744.38 | \$ 4,000.00 | \$ (3,255.62) | % |
| | | | | |
| <u>Total Cost of Goods Sold</u> | \$ 22,552.46 | \$ 43,400.00 | \$ (20,847.54) | 51.96% |
| | | | | |
| <u>Gross Profit</u> | \$ 169,725.41 | \$ 204,400.00 | \$ (34,674.59) | 83.03% |
| | | | | |
| Expenses | | | | |
| Archival Expense | \$ - | \$ 200.00 | \$ (200.00) | 0.00% |
| Bank Charges | \$ 1,871.62 | \$ 500.00 | \$ 1,371.62 | 374.32% |
| Board Related Expenses | | | | |
| Discretionary/Other | \$ 3,105.04 | \$ 2,000.00 | \$ 1,105.04 | 155.25% |
| F2F Board Mtg_Car Rental | \$ 0.00 | \$ 500.00 | \$ (500.00) | 0.00% |
| F2F Board Mtg_Lodging | \$ 5,783.03 | \$ 10,000.00 | \$ (4,216.97) | 57.83% |
| F2F Board Mtg_Per Diem & Meals | \$ 7,025.54 | \$ 8,000.00 | \$ (974.46) | 87.81% |
| F2F Board Mtg_Travel | \$ 7,449.08 | \$ 6,000.00 | \$ 1,449.08 | 124.15 % |
| Liaison Visit to GSO | \$ - | \$ 3,000.00 | \$ (3,000.00) | 0.00% |
| Other (from P&L Stmt) | \$ 490.00 | \$ | \$ 490.00 | 490.00% |
| | | | | |
| <u>Total Board Related Expenses</u> | \$ 23,852.69 | \$ 29,500.00 | \$ (5,647.31) | 80.85% |
| | | | | |
| Bookkeeping, Accounting & Legal | | | | |
| Bookkeeping Services | \$ 12,092.50 | \$ 14,000.00 | \$ (1,907.50) | 86.37% |
| CPA - Tax and Review | \$ 4,360.00 | \$ 4,000.00 | \$ 360.00 | 109.00% |
| Legal Services | \$ 645.00 | \$ 2,000.00 | \$ (1,355.00) | 32.25% |
| Web Related Services | \$ 683.63 | \$ - | \$ 683.63 | 683.63% |
| | | | | |
| <u>Total Bookkeeping, Accounting & Legal</u> | \$ 17,781.13 | \$ 20,000.00 | \$ (2,218.87) | 88.90% |
| | | | | |
| Depreciation & Amortization | \$ 720.91 | \$ 500.00 | \$ (220.91) | 144.12% |
| Dues & subscriptions | \$ 105.85 | \$ 100.00 | \$ 5.85 | 105.85% |
| Fraudulent Charges | \$ 0.00 | \$ 0.00 | \$ 0.00 | 0.00% |
| Insurance | \$ 2,181.96 | \$ 2,200.00 | \$ (18.04) | 99.18% |
| Internet | \$ 1,632.36 | \$ 1,300.00 | \$ 332.36 | 125.56% |
| John H. Scholarship | \$ 1,164.88 | \$ - | \$ 1,164.88 | 1,164.88% |

| | | | | |
|-------------------------------------|---------------------|---------------------|----------------------|----------------|
| Expense | | | | |
| Licenses, Permits & Regulatory Fees | \$ 70.00 | \$ 500.00 | \$ (30.00) | 14.00% |
| | \$ 5,875.96 | \$ 4,600.00 | \$ 1,275.96 | 127.73% |
| | | | | |
| Office Expense | | | | |
| Fellowship Mailing from the Board | \$ 0.00 | \$ 0.00 | \$ 0.00 | 0.00% |
| Office Supplies GSO | | | | |
| Office/Equipment Upgrade | \$ 3,646.43 | \$ 4,500.00 | \$ (853.57) | 81.03% |
| Office Rent and Real Estate Taxes | \$ 14,959.08 | \$ 16,000.00 | \$ (1,040.92) | 93.49% |
| | | | | |
| | \$ 18,605.51 | \$ 20,500.00 | \$ (1,894.49) | 90.75% |
| | | | | |
| Payroll | | | | |
| Salary & Hourly Wages | \$ 68,003.00 | \$ 76,000.00 | \$ (7,997.00) | 89.47% |
| Taxes - Soc Sec | | | | |
| Medicare Futa Suta | \$ 5,717.01 | \$ 6,350.00 | \$ (632.99) | 90.03% |
| Payroll Service Fees | \$ 1,553.40 | \$ - | \$ 1,553.40 | 1,553.40% |
| | | | | |
| Total Payroll | \$ 75,273.41 | \$ 82,350.00 | \$ (7,076.59) | 91.40% |
| | | | | |
| Office Move Reserve | \$ 3,000.00 | \$ 3,000.00 | \$ 0.00 | 100.00% |
| | \$ 3,000.00 | \$ 3,000.00 | \$ 0.00 | 100.00% |
| | | | | |
| Postage | \$ 0.00 | \$ 1,000.00 | \$ 0.00 | 0.00% |
| Printing and Copying | \$ 412.19 | \$ 1,000.00 | \$ (587.81) | 41.29% |
| Telecommunication | \$ 2,811.65 | \$ 3,300.00 | \$ (488.35) | 85.20% |
| Temporary Labor | \$ 0.00 | \$ 1,000.00 | \$ 0.00 | 0.00% |
| Utilities | \$ 845.01 | \$ 1,300.00 | \$ (454.99) | 65.00% |
| Trademark Registration and Renewal | \$ 714.00 | \$ 0.00 | \$ 714.00 | 714% |
| Web Related Services | \$ 114.00 | \$ 1,800.00 | \$ (1,686.00) | 6.33% |
| | \$ 4,896.85 | \$ 9,400.00 | \$ (4,503.15) | 52.09% |
| | | | | |
| Outreach Expense | \$ 1,593.72 | \$ 2,000.00 | \$ (406.28) | 79.68% |
| PI Outreach Expense | \$ 109.58 | \$ 2,000.00 | \$ (1,890.42) | 5.47% |
| Prudent Reserve | | | | |
| Replacement | \$ 10,000.00 | \$ 10,000.00 | \$ 0.00 | 100.00% |
| WSC Committee & Caucus Expense | \$ 2,297.81 | \$ 5,300.00 | \$ (3,002.19) | 43.35% |

| | | | | | |
|------------------------------------|--------------|----------------|---------------|----------------|---------|
| | | \$ 14,001.11 | \$ 19,300.00 | \$ (5,298.89) | 72.54% |
| | | | | | |
| <u>Total Expenses</u> | | \$ 152,158.48 | \$ 189,350.00 | \$ (37,191.52) | 80.35% |
| | | | | | |
| <u>Net Operating Income</u> | | \$ 17,566.93 | \$ 15,050.00 | \$ 2,916.93 | 116.72% |
| | | | | | |
| Other Income/Expense | | | | | |
| Income John H | | | | | |
| Contributions WSC | | | | | |
| 2019 | \$ 4,679.65 | \$ | | | |
| Expense John H. Fund | | | | | |
| Paid Expenses | \$ 198.69 | \$ | | | |
| | | | | | |
| Net John H. Fund | \$ | \$ | | | |
| | | | | | |
| Other Income/Expense | | | | | |
| Income World Service | | | | | |
| Conference | \$ 75,930.23 | \$ 56,500.00 | | | |
| Expense World Service | | | | | |
| Conference | \$ 79,594.40 | \$ (56,500.00) | | | |
| WSC Board Car Rental | \$ | \$ | | | |
| WSC Board Lodging | \$ | \$ (7,000.00) | | | |
| WSC Board Per Diem & | | | | | |
| Meals | | \$ (396.00) | | | |
| WSC Board Registration | | \$ - | | | |
| WSC Board Travel | | \$ (6,000.00) | | | |
| | | | | | |
| Net World Service | | | | | |
| Conference Expense | \$ | \$ (13,396.00) | | | |
| | | \$ | \$ | | % |
| Net Net - Operating & | | | | | |
| Other | \$ 18,383.72 | \$ 1,654.00 | \$ 16,729.72 | 1,111.47% | |

5.3 Balance Sheet as of June 30, 2020

| Debtors Anonymous General Service Board, Inc. | | |
|--|---------------------------|--------------------------------|
| Balance Sheet | | |
| As of June 30, 2020 | | |
| | Total | |
| | As of Jun 30, 2020 | As of Jun 30, 2019 (PP) |
| ASSETS | | |
| Current Assets | | |
| Bank Accounts | | |
| Bank of America Accounts | \$ (108.97) | |
| 1. Main Checking | | |
| 1a. Operating | \$ 52,410.32 | \$ 57,116.32 |
| Total 1. Main Checking | \$ 52,410.32 | \$ 57,116.32 |
| 2. Unrestricted Savings | \$ 31,222.66 | \$ 13,085.65 |
| 3. WSC Checking | \$ 5,560.00 | \$ 33,606.44 |
| 4. John H. Checking | \$ (15,142.51) | \$ (7,796.20) |
| John H. for WSC 2018 | \$ 3,130.48 | \$ 3,130.48 |
| John H. for WSC 2019 | \$ 12,416.14 | \$ 12,416.14 |
| John H. for WSC 2020 | \$ 4,805.70 | \$ 119.50 |
| Total 4. John H. Checking | \$ 5,209.81 | \$ 13,085.65 |
| 5. Intl Payment Checking | \$ 142.64 | \$ 198.13 |
| Total Bank of America Accounts | \$ 94,436.46 | \$ 111,876.46 |
| EverBank Reserves Account | \$ (3,874.58) | |
| 5b. Basic Text Reserve | \$ 20,000.00 | \$ 19,000.00 |
| 5c. Step Study Reserve | \$ 13,000.00 | \$ 8,000.00 |
| 5e. Prudent Reserve | \$ 67,755.65 | \$ 71,803.72 |
| 5z. Interest Earned | \$ 4,626.03 | \$ |
| Total EverBank Reserves Account | \$ 101,507.10 | \$ 102,959.83 |
| Office Petty Cash | \$ 11.56 | \$ 11.56 |
| Total Bank Accounts | \$ 195,955.12 | \$ 214,847.85 |
| 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 | \$ 8,000.00 | \$ 5,483.46 |
| Inventory Asset-1 | \$ | \$ 0.00 |
| Inventory On Hand | | |
| Audio-Visual Materials | \$ 0.00 | \$ 0.00 |
| Books | \$ 12,253.15 | \$ 14,734.07 |
| Pamphlets | \$ 21,249.36 | \$ 18,454.63 |
| Total Inventory On Hand | \$ 33,502.51 | \$ 33,188.70 |
| NSF Checks Receivable | \$ 1,538.26 | \$ 1,531.67 |
| Prepaid Board Meeting Expenses | \$ 7,116.98 | \$ 7,116.98 |
| Prepaid Expense | \$ 4,794.61 | \$ 4,794.57 |
| Undeposited Funds | \$ 0.00 | \$ 0.00 |
| Total Other Current Assets | \$ 63,292.21 | \$ 54,615.38 |
| Total Current Assets | \$ 259,234.33 | \$ 269,450.23 |
| Fixed Assets | | |
| Office Equipment | \$ 7,137.96 | \$ 5,429.19 |
| zAccumulated Depreciation | \$ (8,352.02) | \$ (8,190.02) |
| Total Fixed Assets | \$ (1,214.06) | \$ (2,760.83) |
| Other Assets | | |
| Intellectual Property | | |
| Copyrights & Trademarks | \$ 6,883.06 | \$ 6,883.06 |
| zAccumulated Amortization | \$ (6,147.39) | \$ (5,588.38) |
| Total Intellectual Property | \$ 735.67 | \$ 1,294.58 |
| Rent Security Deposit | \$ 300.00 | \$ 300.00 |
| Website Development Costs | \$ 15,985.88 | \$ 15,985.88 |
| Total Other Assets | \$ 17,021.55 | \$ 17,580.46 |
| TOTAL ASSETS | \$ 275,042.82 | \$ 284,269.86 |

| | | |
|---|----------------------|----------------------|
| LIABILITIES AND EQUITY | | |
| Liabilities | | |
| Current Liabilities | | |
| Accounts Payable | | |
| Accounts Payable x | \$ 0.00 | \$ 0.00 |
| Total Accounts Payable | \$ 0.00 | \$ 0.00 |
| Other Current Liabilities | | |
| Accrued Salaries | \$ 3,260.46 | \$ 3,260.46 |
| Mass. Dept of Revenue Payable | \$ (136.58) | \$ (165.74) |
| Massachusetts Department of Revenue Payable | \$ (49.13) | \$ 46.36 |
| Payroll Liabilities | \$ 590.64 | \$ 527.22 |
| WSC Conference Registration | \$ 3,844.51 | \$ 33,024.45 |
| Total Other Current Liabilities | \$ 7,509.90 | \$ 36,692.75 |
| Total Current Liabilities | \$ 7,509.90 | \$ 36,692.75 |
| Total Liabilities | \$ 7,509.90 | \$ 36,692.75 |
| Equity | | |
| Fund Balance | \$ 137,666.37 | \$ 137,666.37 |
| Opening Bal Equity | \$ (9.48) | \$ (9.48) |
| Retained Earnings | \$ 111,491.31 | \$ 89,154.72 |
| Net Income | \$ 18,383.72 | \$ 19,371.11 |
| Total Equity | \$ 267,531.92 | \$ 246,182.72 |
| TOTAL LIABILITIES AND EQUITY | \$ 275,041.82 | \$ 282,875.47 |
| | | |

5.4 Fiscal Year 2020-21 Income and Spending Plan

| Debtors Anonymous General Service Board, Inc. | |
|---|---|
| FINAL GSB FY 2020-2021 | |
| INCOME & SPENDING PLAN | |
| | |
| | Final GSB FY 20/21 Income & Spending Plan (12 Months) |
| INCOME | |
| Billable Expense Income | |
| | |
| Literature Sales | |
| Audio Visual | 500.00 |
| Books | 30,000.00 |
| Electronic books | 10,000.00 |
| ePamphlets | 3,000.00 |
| Pamphlets | 30,000.00 |
| Print on Demand Literature from Amazon | 2,000.00 |
| PSA Sales | 25.00 |
| Shipping Literature Sales | 9,000.00 |
| Total Literature Sales | \$ 84,525.00 |
| | |
| Member Contributions | |
| Groups | 50,000.00 |
| Individuals | 80,000.00 |
| Total Member Contributions | \$ 130,000.00 |
| | |
| Miscellaneous Income | |
| z Interest Income | 700.00 |
| | \$ 700.00 |
| | |
| TOTAL INCOME | \$ 214,525.00 |
| | |
| Cost of Goods Sold | |
| Audio Visual Duplication/PSA Duplication | |
| Book Production and Printing | 10,000.00 |
| Inventory Shrinkage | 100.00 |
| Kindle Formatting | 800.00 |
| Pamphlet Production and Printing | 15,000.00 |
| Production Costs | |

| | |
|---|----------------------|
| Shipping & Postage | 10,000.00 |
| Shipping Supplies | 1,000.00 |
| Trademark Registration & Renewal | 2,800.00 |
| Translation Services | 3,000.00 |
| | |
| <u>Total Cost of Goods Sold</u> | \$ 42,700.00 |
| | |
| GROSS PROFITS | \$ 171,825.00 |
| | |
| EXPENSES | |
| Archival Expense | 200.00 |
| Bank Charges | 1,000.00 |
| | \$ 1,200.00 |
| Board Related Expenses | |
| Discretionary / Other | 1,000.00 |
| F2F Board Mtg. Car Rental | |
| F2F Board Mtg. Lodging | 6,000.00 |
| F2F Board Mtg. Per Diem & Meals | 2,400.00 |
| F2F Board Mtg. Travel | 3,000.00 |
| Liaison Visit to GSO | 3,000.00 |
| GSB Travel for GSB Site Selection | 3,000.00 |
| Other (from P&L Stmt) *Incl. Inter. Travel | 2,000.00 |
| WSC Board Car Rental | 0.00 |
| WSC Board Lodging | 0.00 |
| WSC Board Per Diem and Meals | 0.00 |
| WSC Board Registration | 0.00 |
| WSC Board Travel | 0.00 |
| <u>Total Board Related Expenses</u> | \$ 20,400.00 |
| | |
| Bookkeeping, Accounting & Legal | |
| Bookkeeping Services | 13,000.00 |
| CPA - Tax and Review Services | 4,400.00 |
| Legal Services | 2,000.00 |
| <u>Total Bookkeeping, Accounting & Legal</u> | \$ 19,400.00 |
| | |
| Depreciation & Amortization | 500.00 |
| Dues & subscriptions | 200.00 |
| Fraudulent Charges | |
| Insurance | 2,200.00 |
| Internet | 1,800.00 |
| Licenses, Permits & Regulatory Fees | 250.00 |

| | |
|--|---------------|
| | \$ 4,950.00 |
| Office Expense | |
| Office / Fellowship Mailing from the Board | |
| Office Supplies GSO/Equipment Upgrade | 1,500.00 |
| Office Expense | 2,000.00 |
| Office Rent & Real Estate Taxes | 16,000.00 |
| | \$ 19,500.00 |
| | |
| Payroll | |
| Salary & Hourly Wages | 80,600.00 |
| Taxes - Soc Sec Medicare Futa Suta | 6,350.00 |
| Payroll Service Fees | 1,550.00 |
| Total Payroll | \$ 86,950.00 |
| | |
| Office Move Reserve | 3,000.00 |
| | \$ 3,000.00 |
| | |
| Postage | 500.00 |
| Printing and Copying | 500.00 |
| Telecommunications | 3,000.00 |
| Temporary Labor | 500.00 |
| Utilities | 700.00 |
| Web Related Services | 1,000.00 |
| | \$ 6,200.00 |
| | |
| | |
| Outreach Expense | 2,000.00 |
| PI Outreach Expense | 1,000.00 |
| Prudent Reserve Replacement | 2,125.00 |
| WSC Committee & Caucus Expense | 5,000.00 |
| | \$ 10,225.00 |
| | |
| | |
| TOTAL EXPENSES | \$ 171,825.00 |
| | |
| NET OPERATING Gross Income Less Total Exp | \$ - |
| | |
| OTHER INCOME/EXPENSE | |
| Income John H. Fund Contributions WSC 2020 | |
| Expense John H. Fund Paid Expenses | |

| | |
|---------------------------------------|-------------|
| | |
| Net John H. Fund | \$ - |
| | |
| OTHER INCOME/EXPENSE | |
| Income World Service Conference | |
| Expense World Service Conference | |
| | |
| Net World Service Conf Expense | |
| | |
| | |
| NET NET_OPERATING + OTHER | \$ - |
| | |
| | |

PART 6: 2019 – 2020 GSB Committee Reports

6.1 GSB Audit and Legal Committee

The Audit Committee and Legal Affairs Committee combined in 2018 to become the Audit and Legal Affairs Committee. In addition, during 2019-2020 the committee met in conjunction with the GSB Long Range Planning Committee because of low membership on the General Service Board.

The audit portion of the committee engages an independent accounting firm to conduct a review of the General Service Board's annual financial statements and meets with that firm to receive and discuss their report. The committee will confirm and assure the independence of the independent accounting firm. It will discuss any weaknesses in internal controls, whether there were any adjustments not recorded on the books, whether the Corporation is following the most appropriate and best accounting principles, and whether or not management conducts itself with the highest level of integrity.

The Legal part of the committees work is involved in the registration, maintenance, and defense of D.A.'s intellectual property, copyrights, and trademarks. This includes all D.A. logos, literature, and service material, whether in print or other media. The committee works in cooperation with the Literature Publications Committee of the GSB to address copyrights and infringement, preparation of "work for hire agreements," and many other contract issues for the GSB. The committee also reviews all contracts prior to signature by the Board Chair.

During the 2019-2020 fiscal year, the committee applied for and received copyrights and updates. The committee worked with intellectual property attorney to review comments and look at final review of a license for literature and trademarks. Once step study guides are completed, copyright documentation will be submitted.

In addition, the Audit portion of the committee completed the annual review of the financial health of the Fellowship, and everything was considered favorable by the CPA. Annual reviews were done of written policies. Board members had a review of the Board policies at the Face to Face meeting in February. It was determined going forward that Board members will sign on annual release form for all written and recorded materials done within each fiscal year.

Recommendations to next committee: Submit copyright documentation for new literature as approved. Continue working with the Intellectual Property attorney on Trademark issues. Complete annual review of the financial accounting and get all board members to sign appropriate policy documentation.

6.2 GSB Communications and Technology Committee

The Communications and Technology Committee (CommTech) of the GSB is a combination of the former Communications Committee and Information Technology Committee. CommTech oversees the creation and online publication of the quarterly recovery magazine *Ways & Means* and the quarterly service 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 the creation, maintenance, enhancement, and content of the D.A. website, including Fellowship-wide call audio recordings; monitors and administers the database of 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. It is also 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.

Bill D. and Tom B. were the co-chairs, and Matthew E was secretary. Bill D. served as the GSB liaison to the WSC Info Tech Committee and Tom B. as the liaison to the WSC Fellowship Communications Committee.

Projects and Topics Addressed during the Conference Year

Website:

- Redesigned the D.A. website: Project Contributor (P.C.) Jeffrey F., in tandem with WSC Tech Com, recommended a new template which the GSB approved. Jeffrey worked several months on completing the redesign, which addressed numerous requests from the Fellowship over the past few years including drop-down menus, an editable home page, and easier usability
- Redesigned the Meeting List directory search to integrate numerous functions, including maps, date stamps of meeting re-registrations, and the ability to search meetings by day, time, and type
- Added pages for FCC's Sponsor-a-Group program, Issues and Concerns, and LTL translation procedure
- Added Fellowship Day speaker audio recordings to the website for the first time at debtorsanonymous.org/podcasts

Response to Covid-19:

- Worked with P.C. Jeff and the GSB to immediately respond to Covid-19 in mid-March 2020 by publishing a GSB announcement on the home page, programming the ability for meetings to temporarily modify their listing to include videoconferencing, teleconferencing, or other instructions, and publishing a modified guide contributed by a D.A. member for how meetings can quickly get set up with videoconferencing

General Service Office Equipment Update:

- Working with WSC Techcomm, CommTech recommended to the GSB that it purchase new office computer systems including keyboards and monitors,

which were installed in April

Online Contributions and WSC Registration:

- Based on recommendations from WSC Tech Com and the GSB CommTech PC, the GSB investigated and approved the transfer of vendors to one that much more easily accepts international contributions and WSC registration payments at a reduced cost to the Fellowship
- Reported the monthly online contributions total to GSB Finance Committee and WSC Resource Development Committee
- Worked with P.C. Jeff to create an online store to manage WSC online payments for the first time, as well as 2020 Fellowship Day payments

Electronic Literature:

- CommTech did the footwork necessary to enable English pamphlets to be available for electronic access via computer, tablet, and smartphone
- *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous* and *A Currency of Hope* continue to be available both in Print on Demand and electronic formats
- Ten essential pamphlets in Spanish continue to be available in electronic format

Google Drive:

- After the GSB Google Drive was accidentally deleted in August 2019, CommTech recovered all files uploaded by the main account, gained approval for a free Google for NonProfits account with security features including automatic file ownership, and migrated all GSB and WSC files as well as domain emails to Debtors Anonymous Shared Drives on G-Suite

Ways & Means and D.A. Focus

- For the past two years, CommTech has regularly published both *Ways & Means* and *The DA Focus* quarterly. This year, the WSC Business Debtors Anonymous Committee, WSC Fellowship Communications, and WSC Underserved and Under-Represented Outreach Caucus have curated issues of *Ways & Means*, bringing a much wider understanding of the function of WSC to the Fellowship at large. The *DA Focus* has also recently received a fresh redesign
- Distributed paper copies of *Ways & Means* to the D.A. European Regional Intergroup Convention

In addition, CommTech

- Added 2019 Fellowship Day shares in languages other than English to our YouTube channel to make them more available for groups and Intergroups
- Sends out eNews communications as requested by GSB and WSC Committees and adds those events and flyers to the website
- Worked with Project Contributor Sherri H. in the ongoing creation of a CommTech Handbook
- Maintains an encrypted list of usernames and passwords for all website

- accounts maintained by individual GSB trustees and the GSO
- Initiated a naming convention system for GSB files to make them more easily searchable
- Standardized the system for GSB committee teleconference meetings so that numbers and passwords do not “belong” to an individual and become lost.

Recommendations for Incoming Committee:

1. Complete the CommTech Committee Handbook
2. Maintain regular schedule for publishing the magazine and newsletter
3. Investigate audio versions of *A Currency of Hope* and *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous*
4. Provide support to WSC Lit Com and GSB Lit Pub in their efforts to publish a Daily Meditation Reader
5. Complete development of online store for literature purchasing on the D.A. website
6. Support other GSB and WSC committees and caucuses with their technology and communication needs.
7. Work with WSC Tech Com to create a D.A. app
8. Continue to explore alternative platforms for hosting Fellowship recordings

Respectfully submitted,

The 2019-2020 GSB Communications and Technology Committee (CommTech)

6.3 GSB Conference Support Committee

Tom B. (Chair), Matthew E. (Secretary), Michaelene R.

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).

The Conference year started out as any other. We were making plans with the New York City Area Host Committee for the 2020 World Service Conference, which was to be held in the New York City area. We all reviewed numerous hotels and settled on the Marriott in Newark, New Jersey—a 20-minute train ride to the heart of Manhattan. It was the only affordable option in the area, and we negotiated a contract for the next two years locking in the rates. We released the Registration Packet in early March, which was clearly wishful thinking in retrospect.

Then Covid-19 changed everyone's plans. It took us until early May to reach an agreement with the hotel. We had an impossibility or *force majeure* clause but the hotel wasn't willing to invoke it for an August event on their end. It was financially important us to work out an agreement before committing to a virtual Conference. At one point the contract they presented stipulated if we didn't meet our guarantee in 2021, we'd have to pay all guarantee fees for 2020 as well, possibly amounting to \$150k. That was not agreeable, but it did seem an honest lapse of communication between departments on their end—like many businesses they were operating with a reduced staff. We finally reached a deal to pay a \$5000 fee, which will be used toward costs for the 2021 hotel fees. 2021 is a bridge we have yet to cross.

The Board unanimously approved a virtual World Service Conference (vWSC), and we got to work making that happen with the combined efforts of the Host Committee and the WSC Conference Committee. The vWSC will take place on Zoom over the course of two weekends in the first two weeks of August. Registration fees have been set at \$200, and we were able to award scholarships to fund all 15 applications received, including ten for delegates from groups outside the U.S. — Argentina, Brazil (2), Ireland, Kenya, New Zealand (2), Spain, and the UK (2). Fellowship Day, with speaker panels, keynotes, and a talent show and dance party open to all D.A. members, will take place on Zoom on August 15. Debt-Anon plans to participate by hosting its own speaker panels.

After reviewing dozens of applications and interviewing nine candidates, we have hired two videoconferencing specialists who will help set up and run the vWSC as well as train volunteers. We are currently in the process of designing a tech script with the specialists as well as Zoom protocols to impart to attendees. Due to the streamlined schedule, reports will be confined to the electronic binder this year except for the Chair's and Treasurer's reports. Due to the virtual format, GSRs and ISRs will need to select a Committee upon registration and, to this end, CSC hosted a pre-Conference Orientation Fellowship-wide call where all WSC committees and caucuses gave a report of their activities. The work of GSRs and ISRs throughout this year has been impressive. Another Fellowship-wide

call is scheduled for July 25 to give delegates an overview of the virtual World Service Conference.

In other news, we added the audio recordings of 2019 Fellowship Day to the D.A. website for the first time—in the past, CDs of the recordings had been offered for upwards of \$100. We attempted to contract with the outside vendor who made all of our Fellowship Day recordings pre-2018, but they have gone out of business and have not responded to our inquiries. Minnesota Intergroup voted to donate the 2018 Fellowship Day recordings, and we are in the process of securing our Assignment of Rights release forms from the speakers.

We have received one bid to host the 2022 World Service Conference—UK Intergroup submitted a bid to host in the London area. The Conference will be voting on this bid at the upcoming 2020 vWSC.

One carry- over recommendation to next year's CSC is to seek a Project Contributor to finish revising the Host Committee Handbook.

Thank you for reading our report, and we look forward to seeing some of you at the 2020 WSC.

6.4 GSB Finance Committee

34th Annual Debtors Anonymous World Service Conference
August 8-9, 15-16, 2020

This year's committee members were Tom R., Chair; Josie OP, Secretary, Michaelene R., and Jackie D., Appointed Committee Member.

The GSB Finance Committee is involved in creating the Income and Spending Plan, overseeing the bookkeeper and accountants, paying the bills, reporting financial information to the Fellowship, and making recommendations on revenue, expenses, pricing, and cost of goods.

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:

- Defined the Prudent Reserve as nine months of operating expenses for the General Service Board.
- Moved \$17,000 into the Prudent Reserve.
- Moved an additional \$3,000 into the Prudent Reserve for development for the Debtors Anonymous Basic Text.
- Continually reviewed the balance in the main checking account and made recommendations to the board on transferring funds into the prudent reserve until the nine-month goal is reached.
- Developed Action Items for the committee to work on throughout the year, including improving our processes regarding our literature inventory, educating the Fellowship on our finances, and the importance of contributions.
- Continues to monitor income and spending, online contributions, and the prudent reserve on a monthly basis.
- Reviewed and forwarded to the GSB the Year End Contribution Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the John H. Scholarship Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the Annual Anniversary Appeal from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Prepared a draft proposed service piece "Your Seventh Tradition Contributions: Carrying the D.A. Message Beyond the Home Group" and forwarded to the GSB Literature Publications Committee for editing and formatting.
- Reviewed the tax return and financial statements for FY 2019-2020 as prepared by our accounting firm.
- Prepared the Income and Spending Plan for FY 2020-2021.

Recommendations for next year's committee:

1. That the GSB Finance Committee continue to assess the balance in the main checking account and make recommendations to the board on transferring funds into the prudent reserve until the nine-month goal is reached.
2. That the GSB Finance Committee continue to monitor actual income and expenses against the approved Income and Spending Plan.
3. That the GSB Finance Committee through its board liaison continue working closely with the WSC Resource Development Committee.
4. That the GSB Finance Committee continue developing and tracking action items throughout the year.

Thank you for allowing us to serve you.

Respectfully submitted,
Tom R., Chair-GSB Finance Committee

6.5 GSB Literature Publications Committee

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 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 BDA. The Committee will also look for writers for other WSC Conference-approved writing projects once the WSC Literature Committee has developed the outlines. Two outlines for pamphlets approved for publication are “Couples and D.A.” and “Relapse and Recovery.”

Six new pamphlet concepts were approved at the 2019 WSC in Los Angeles and the 2019-2020 WSC Literature Committee has been working on outlines for each of them. The concept for a book of “BDA Stories” was also approved.

The Literature Services Committee’s primary project this year has been to review and edit the final drafts of the Step Study Guides for D.A. and BDA. These drafts, along with comments and editorial suggestions, were forwarded to WSC Literature and the WSC BDA Committees for their review and feedback.

The Literature Services Committee also interviewed and contracted with a new writer of the Basic Text after the original writer resigned. This was accomplished, and the Basic Text project has resumed. The Committee has also been collecting submissions to be considered for inclusion in the “Member Stories” section of the Basic Text.

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 Reader (“Meditation Book”), and the six new pamphlets mentioned above.

The Literature Publications Committee has been contemplating the development of an outline for a piece of service literature on underserved and underrepresented members. Several Pamphlets (or service pieces) 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.

After the approval by the 2019 WSC of the “Voices from the Black Community” pamphlet concept, Lit Pub discussed whether this may also be a good approach to capture the “voices” of the experiences of diverse D.A. members. With the UUOC Caucus, we

will identify how to approach this in a number of pamphlets or service pieces, rather than attempting to group all diverse experiences in one pamphlet.

Additionally, a member of the GSB Literature Publications Committee serves as the GSB liaison to the WSC Business Debtors Anonymous Committee. The BDA Committee addresses 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 BDA. The BDA Committee has also hosted several Fellowship-wide calls over the 2019-2020 WSC year. They have been also working on the development of the “BDA Stories” book.

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 *A Currency of Hope*, 2ed. are both available for purchase as downloads. There is also an opportunity for members in several countries to obtain 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.

This spring, the GSB Communications and Technology Committee (CommTech) arranged for the D.A. pamphlets to be formatted for electronic versions which are now available for purchase. Lit Pub assisted with this process.

Lit Pub continues to work with the GSB, Literature Translations and Licensing (LTL), and the 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.

Finally, GSB Lit Pub continues to evaluate the best ways to make our literature available and accessible to meet the needs of all D.A. members. With the GSB, we are looking at many possibilities, including literature fulfillment centers, print-on-demand, self-publishing, and other options.

6.6 GSB Literature Translations & Licensing Committee and International Committee

This year LTL/I has been Bill D, Chris S., ACM, Josie P. Chair, Paul M. secretary, and Rody D, PC. Michaelene is our liaison with legal and Chair of International.

All our members have donated their time and energy generously to furthering communication and development of non-US D.A. They have been supporting the fellowship structure and the translation of Conference Approved Literature.

We have been helped in the work by the International Caucus and the wider fellowship this year and have gained further understanding of the needs of translators and licensors of our Conference Approved Literature. We are grateful for the collaborative energy of the non-English speaking fellowship around the world. Connection has been key to this.

We have translated some of the necessary legal documents into French and Spanish. More languages will be added as our spending plan allows.

D.A. literature needs to carry our trademarked logo around the world, but local cover design can be proposed—like translation—by the fellowship and verified/agreed by the GSB on behalf of D.A. as a whole.

We have made the translation process more prominent on the Website. See <https://debtorsanonymous.org/fellowship-services/translation-process/> although our attempts to make this more readable and accessible are taking longer than we had hoped. It's about how to 'systematize' a verification process that is human and HP-driven. Writing a simplification without jargon has proved challenging. On the D.A. Board we work towards the clarity the fellowship needs. We are continually making reference to what other fellowships do. We are so grateful for their support.

D.A. as a whole retains copyright in both English and translated CAL and we hope to be able to complete a licensor/licensee negotiation by the time this report goes to print.

Josie O. P.
Chair LTL/International

6.7 GSB Long Range Planning Committee

As stated in the Composition, Scope, and Procedure document for the GSB Long Range Planning Committee, *“The Long Range Planning Committee facilitates the GSB’s long-term efforts to carry the message of recovery to the suffering compulsive debtors around the world and to support compulsive debtors in recovery.*

It develops strategies and action plans to help D.A. remain an effective Fellowship so that D.A. as a whole 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. ”

This document as a four-part report is an attempt to describe the journey that the LRPC has taken in the last conference year. First, What LRPC has done this year. Second, the opportunity to research what other 12-step fellowships are doing. Third, the impact of the Corona virus has had on the global fellowship. Fourth, the need for a long-range strategic plan.

What LRPC has Done This Year.

1. **“Ask the General Service Board” phone forums** –The LRPC organized four phone forums during the 2019-2020 Conference year. The first was on September 15, titled “WSC 2019 Recap”. The second was held on November 17, 2019, and presented the topic “Three S’s – Sponsorship/Solvency/Service”. The third forum was held on Sunday, March 22, 2020, and presented the “D.A. Literature, Literature Translations and Licensing”. The final forum for the year is scheduled for July 19, 2020, and will feature a presentation and discussion on “D.A. Finances.”
2. **Distilling the Operating Vision as expressed by the WSC**— Building on the work done by last year’s LRPC towards strategic planning and using the wisdom of recommendations and motions presented by the 2019 WSC, a one-page summary of the fellowship’s Operating Vision was developed. The three over-arching categories encompassed in the vision are Creating Cohesive Presence, Carrying Recovery Message, and Implementing Effective Operations. As an effort to move towards realizing the vision, the committee examined both underlying challenges to the vision as well as potential practical solutions to address the challenges.
3. **Renewal of the February Face to Face for General Service Board**—LRPC provided practical support towards the renewal of an actual mid conference year face to face meeting of the GSB. This event occurred in New York City, February 6-9.

4. **Meet the GSB in NYC**—In conjunction with the February face to face meeting of the GSB, the committee organized, with the help of the WSC host committee, a “Meet Your GSB” event in NYC on Saturday, February 8th.
5. **Liaison with WSC Caucuses**—One member liaised with the Intergroup Caucus. And another member liaised with the Spiritually Sustainable Earning Caucus.
6. **Taking another look at D.A. Archives**— The committee began work with the Communication Committee Technology Committee to create a means by which D.A. archived materials can be featured and accessed electronically by the fellowship.

The Opportunity to Research What Other Fellowships are Doing

On December 3, 2019 Debtors Anonymous along with other 12-step fellowships were invited to attend a *Day of Sharing* at the Alcoholics Anonymous General Service Office in NYC. The gathering was held in the conference room of the A.A. GSO at 475 Riverside Drive, NYC, NY. Fellowships represented, aside from A.A. and D.A. were Al-Anon Family Groups, Cocaine Anonymous, Heroin Anonymous, Narcotics Anonymous, Overeater’s Anonymous, and Sexaholics Anonymous. The primary topics for the *Day of Sharing* included Literature Licensing and Translation and Use of Technology with Literature. It was a pleasure to represent D.A. at this event. The day was full and informative. The staff at the A.A. GSO were incredibly welcoming. In addition to the morning and afternoon sessions that focused on the main topics for the day, participants were invited to tour the A.A. GSO facility at the conclusion of the day.

Though this was not officially an LRPC activity, it happens that the two representatives of D.A. who did attend were on the long-range planning committee. Some observations from this event that have relevance to our need for a long-range plan include the following:

1. Some of the challenges we face with literature licensing and translation are part and parcel of the world we live in today. While the spread of the D.A. message and fellowship to different parts of the globe is not new, and the effort to translate conference-approved literature is not new, the giant leaps in communication technology over the last decade seems to have raised everyone’s expectations about how fast literature translation and licensing process should be.
2. The profound importance of our General Service Office and the need for all the services it does and can supply to the fellowship. Out of all the fellowships represented that day, D.A. is not the youngest but it is the smallest GSO with only 1 one full time employee and 1 half time employee.

The Impact of the CV-19 Pandemic on the Fellowship

The Covid-19 global pandemic has changed things for everyone: not just D.A. and not just people in 12-Step programs. But in addition to the upheaval the pandemic has

caused, it has also shined a light on some opportunities that may not have been apparent before the pandemic.

1. Making the shift from a face to face event to a virtual event for the World Service Conference.
2. On the local level, meetings are changing from face to face to telephone, online and hybrid events.
3. Closing the D.A. General Service Office temporarily allowed for a thorough review of our current situation as well as clarified what might be some priorities for when, if, and where we can relocate the General Service Office in the future.
4. The economic crisis world-wide, as a result of the pandemic, has triggered an interest in what the D.A. fellowship can offer to individuals who may have never considered such an option before.

More Than Ever the Need for a Long-Range Strategic Plan

Our first tradition tells us that our personal recovery depends on D.A. unity. Though as the fellowship grows and many of our time-honored ways of doing things may be called into question, it can feel like our unity is also called into question. Clearly the world is changing. Our primary purpose though, to carry the message to the still suffering debtor is not changing. Nevertheless, our primary purpose seems to be needed now more than ever. A long-range plan that helps us, as our scope of service for LRPC indicates, *develop strategies and action plans to help D.A. remain an effective Fellowship* is also needed now more than ever. The challenge for the next year for LRPC is to facilitate a practical long range plan that honors the history of the fellowship, recognizes the implications of the current situations, provides enough stability for the fellowship to focus on its primary purpose, and carries the fellowship into the future.

Submitted by Susan A.

6.8 GSB Nominations Committee

The Nominations Committee is concerned primarily with identifying, developing, and nominating potential trustee candidates to the D.A. General Service Board (GSB). The committee maintains a “watch list” of candidates who may be interested in becoming involved in service as a GSB Trustee, an Appointed Committee Member (ACM), or a Project Contributor (PC).

Among the activities worked on by the Nominations Committee:

- Potential candidates for Trustee were notified to determine interest in general service at the Board, ACM, or PC levels.
- “Watch list” indicating interest in GSB, ACM, or PC service was updated. Contact was established with all members who had expressed interest at some point, as well as potential Class B trustee applicants. This resulted in several trustee and ACM applications. Several potential Class A trustee applicants wanted to be contacted again in several years.
- We also started recording applicant interviews.
- We created and implemented the GSB Class A trustee and ACM applicant credit card questionnaire.
- We recommended a GSB discussion to look at forming a Policy/Procedures Committee tasked with tracking approved motions from the GSB and Convocation related to policy.
- 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. Two additional Class A applicants are being interviewed at the time of this writing.
- Continues to develop the new service opportunity of “Project Contributor” and welcomed members in that role on several GSB Committees.
- Addressed an issue in the *Bylaws* concerning rotation of service of outgoing and incoming Board members and modified a section at 3.3 regarding Terms of Class A and Class B Trustees. Nom Com brought a discussion topic to the GSB regarding the possibility of modifying: “*Class A Trustees resigning before six (6) years are not eligible to reapply to the Board. [rev. 2/12].*” This discussion is ongoing.
- Addressed an issue in the *Bylaws*, Section 3.5 Regions, which addresses regional limits of Class A trustees. After discussing the fact that nine of the fourteen regions made GSB service available to members in North America, it was determined that D.A. would be best served by having no regional limits.

- Discussed and presented proposals to modify some aspects of ACM service; got accurate dates of service for all current ACMs
- Nom Com members prepared and presented a Board Development Topic for F2F in February 2020.

Recommendations for 2020-2021 Nominations Committee:

- Continue to update the Trustee Manual, incorporating suggestions from the GSB F2F in February 2020.
- Update the “watch list” of members who may be interested in service as Trustees, ACMs, or PCs. Continue to contact 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,

2019-2020 Nominations Committee

6.9 GSB Office Committee

The scope of the GSB-Office Committee, acting in both a managerial and advisory capacity, oversees the smooth workings of the General Service Office.

This conference year the Office Committee was engaged in five areas of activity:

- Upgrading equipment in the Needham, MA office—This included the installation of new Chromebook computers with the help of the GSB Information Technology Committee and WSC Technology Committee. In addition, a new office telephone was purchased, and a new air conditioner was installed.
- Massachusetts Executive Order due to the Corona virus —The office committee responded to the governor of Massachusetts executive order to close non-essential businesses due to the Corona virus. While many normal GSO operations were limited during the stay at home order the GSO was able, with the help of volunteers from the General Service Board, and from the fellowship at large, to continue to offer services on a limited basis. This included answering inquiries on the GSO telephone lines, and emails. Meanwhile our part time office helper while practicing stringent recommendation for wearing a mask and sanitizing the environment for her work area was able to retrieve mail and send out literature orders.
- Human Resources —The General Service office has undergone some employee changes. In October 2019, a part time helper to the office manager left her position. After a search we were able to replace her in December of 2019. In May of 2020, the office manager completed his tenure at the GSO. This has provided the Office Committee an opportunity to do a thorough review of the GSO functions to date, and to plan for quality improvement measures for the future. In an effort towards quality improvement the Office Committee proposed a call for service for an Appointed Committee Member to work with the Office Committee. This announcement was approved by the GSB and posted on the D.A. Website in May of 2020.
- Potential Office Relocation—In conjunction with the WSC Internal Operations Committee the Office Committee has begun to form a plan for the relocation of our General Service Office. In June 2020, the Office Committee hosted a zoom presentation from the IOC relocation sub-committee's chair that summarized the sub-committees excellent and intense work completed this year.
- Literature Order fulfillment —As the fellowship is expanding its mechanisms of carrying the message through literature, the Office Committee in cooperation with the Information Technology committee and Long Range Planning Committee have begun to see that very soon the fellowship will have more efficient ways for literature to be bought and sold both through the GSO, including online ordering and payment options.

It has been an active year for the Office Committee. The committee wishes to express their gratitude for the many hours expended by other GSB committee members as

well as WSC committees such as Technology Committee and Internal Operations as well as members of the fellowship to assist with phone coverage during the pandemic. In anticipation of many changes for the fellowship as well as changes in the General Service Office we look forward to finding a new office manager and continued development of plans to relocate and re-imagine the General Service Office as a world-wide headquarters. This of course will not happen overnight. It will take planning, hard work and a tolerance for setbacks.

Respectfully submitted,

Susan A., Office Committee Chair

6.10 GSB Public Information Committee

34th Annual Debtors Anonymous World Service Conference

August 8-9, 15-16, 2020

This year's committee members were Tom R., Chair; Sharon S., Secretary, Bob D., 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 at the two annual meetings. The committee provides quarterly reports for the D.A. Focus.

The Committee:

- Worked closely with the WSC Public Information Committee and its board liaison.
- Responded to numerous public information requests from the public and from the media.
- Reviewed and forwarded the WSC Public Information Committee service piece "Problems with Money and Debt? D.A. Can Help" to the board for approval. The approved service piece was distributed to the WSC Public Information Committee and GSB Comm Tech Committee for posting on the D.A. website.
- Media Contact Training was held on May 2, 2020 by a Fellowship-wide call conducted by our Appointed Committee Member, Siobhan K.
- Worked with a vendor to complete production of the audio BDA Public Service Announcement, which was approved at the 2019 World Service Conference.
- In partnership with the WSC Public Information Committee, reviewed and made revisions to the Debtors Anonymous Public Information Manual.

Recommendations for next year's committee:

1. That the GSB Public Information Committee complete review and revisions to the Debtors Anonymous Public Information Manual.
2. That the GSB Public Information Committee complete production of the audio BDA Public Service Announcement.
3. That the GSB Public Information Committee continue responding to public information requests from the public and from the media.
4. That the GSB Public Information Committee continue to schedule Fellowship-wide Calls on Media Contact Training at least once a year.
5. That the GSB Public Information Committee through its board liaison continue working closely with the WSC Public Information Committee.

6. 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

PART 7: 2019-2020 WSC Committee and Caucus Reports

7.1 WSC Business Debtors Anonymous Committee

This year's BDA committee had a phenomenal year with members who worked ceaselessly to put on and create BDA content. Every member was generous with their time, dedication, and skills, contributing significant efforts to drive several BDA-related initiatives.

Big thank you to all of our committee members throughout the year: Mary Jane W. (vice chair), Kate E. (treasurer), Jenny N. (secretary), Kelly L., Helena K., Jerome S., Ed K., Linda P., Sadie H., and Josie P., board liaison.

Our committee focused on several areas of business. In addition to drafting responses to six *Issues and Concerns* relating to BDA, the committee:

- Put on **FOUR** fellowship-wide calls regarding BDA topics with experience, strength, and hope from BDA members. Titles of the calls included the following: “A Spiritual Approach to Growing Your Business” (July 2019); “Living the Promises” (January 2020); “Overcoming Fears in Business” (April 2020); and most recently, “Developing and Expanding Your Abundant Vision” (June 2020). The sub-committee has uploaded to Google Drive a flyer template to advertise the calls as well as a script for leading the calls to support the incoming BDA committee.
- Collected **10+ stories** from BDA members as content for the first quarter *Ways and Means*, the D.A. Basic Text that is currently being written, and for a book similar to *A Currency of Hope* that will only have stories of BDA experience, strength, and hope (the concept for such a book was approved last year at the 2019 conference).
- Created **several resources needed** to run a BDA retreat. Tremendous work was put into creating a retreat with BDA workshops and within only eight months, a retreat was planned. It was to be held in a space in New Orleans, a chef was going to cater it, an ecstatic dance teacher was going to lead a dance session, and several participants registered. COVID hit, unfortunately, and the retreat had to be canceled, but the committee created resources so that future members can easily recreate the flow, including a flyer to advertise the retreat, a spreadsheet to track registered participants, and a detailed registration form.

It is our hope that next year's incoming committee takes full advantage of all the work this committee has generated and produced.

Finally, coming up on July 12, 2020 the committee will have reviewed and voted on the BDA step study guide that is currently in process.

7.2 WSC Conference Committee

Introduction

What a year! As in previous times, the Conference Committee met monthly to discuss issues related to the Debtors Anonymous World Service Conference (WSC) including our charter, format, host committee, location, and other logistics. We put emphasis this year on engaging small or underrepresented groups and encouraging more participation from around the world.

However, due to the exigencies of the Covid-19 pandemic, our Committee shifted focus in March to wrestle with the possibility, and now reality, that our 2020 WSC would be held in a virtual space instead of in person at the Newark Airport Marriott Hotel. Ironically, this online WSC has opened up accessibility to exactly those small, underrepresented, and international groups our Committee had been seeking to attract. Thankfully, our incredibly dedicated GSB Liaison, Class B Chair of the Board Michaelene Reilly, and the GSB Conference Support Committee, negotiated hard to arrive at an elegant solution with the hotel. This allows us to offer participation in the 2020 WSC at a mere whisper of the usual spending plan.

In addition, we have an exceptionally well-organized and flexible 2020 Host Committee chair, Maureen C. Once it became apparent that the Conference would be virtual, she urged her disappointed yet game leadership team to get creative. It has been an absolute joy to work with Maureen this year, and I know her team has special treats in store for us to boost the “fun” part of Conference in lieu of how that naturally occurs when we are meeting in person.

Many thanks to all of our devoted and hard-working Conference Committee members: M. Tracey O. (chair), Mike M. (vice chair), Karen S. (secretary), Susan L. (treasurer), June D., Lolly A., Maureen C. (2020 WSC Host Committee chair), and Michaelene R. (GSB liaison).

Projects and Topics Addressed During the Conference Year

- Replied to Issues & Concerns regarding high cost of Conference attendance, participation from small groups, distribution of John H. funds, and inclusion of Spanish-speaking groups.
- Subcommittee on Small Group Representation (chaired by Mike M.) looked at the geographic representation of previous WSC registrants and ways to engage small groups that might not be able to swing the cost of attendance on their own.
- Successfully requested an addition to the current WSC Registration Packet that allows GSRs to acknowledge other meetings/groups that they may be representing. This relatively simple addition to the Registration Form lets us get a truer picture of which groups are supporting and communicating with

D.A. as a whole, and lets those groups participate financially and spiritually in D.A.'s collective group conscience.

- Translation of Registration Packet and website information on Conference registration into other languages starting with Spanish as a means of reaching international groups, and using Conference Committee funding request to do it.
- Briefly looked at current allocation rules for John H. Scholarship Fund and reached out to Resource Development Committee to shore up donations to the Fund and discuss service piece on raising funds to send a GSR to WSC.
- Use and cost of audiovisual and internet services during the Conference.
- Discussion of Conference implications for a potential bid from London for 2022.
- Ways to continue, expand, and enhance remote participation for non-host country registrants –
looking at tech expertise needed, costs, possible need for translation, and other logistics.
- Potential to generate interest in world service with a *Ways & Means* issue dedicated to the magic of Conference attendance and the family of D.A. fellows we join doing service at this level.
- Worked through logistics and energy level requirements of a virtual WSC and supported a GSB suggestion to split it into two weekends with a week in between for extra committee/caucus meetings if needed.

Recommendations to the Incoming Committee

- Consider a motion to make remote participation a permanent part of the WSC for non-host country registrants.
- Consider a motion to accept a bid from the U.K. Intergroup to host the 2022 WSC Conference in the Greater London area.
- Consider creating and translating into multiple languages a special email to serve as a cover letter to the WSC registration packet and on the website. Because the Conference itself is conducted in English, keep the packet in English, but reach out via email in multiple languages to generate interest from non-English speaking locations.
- Consider adding language to the Registration Packet that clearly states the spending plan for the Registration Fee for the WSC. Participants would like to explain to their groups exactly what their registration fee is paying for.
- Consider curating a *Ways & Means* issue on joys of Conference attendance and world service.
- Use the experience of the Virtual Conference to encourage Remote Participation.
- Look at joint projects with Fellowship Communications, Resource Development, and International committees to generate interest and increase participation at WSC.

The members of the Conference Committee thank the 2020 delegates for this opportunity to be of service to Debtors Anonymous.

In love and service,
M. Tracey O., Chair
2019-2020 WSC Conference Committee

7.3 WSC Fellowship Communications Committee

FELLOWSHIP COMMUNICATIONS COMMITTEE (FCC)

The Fellowship Communications Committee facilitates communication and promotes collaboration among the debtor who still suffers, the Debtors Anonymous membership, the World Service Conference committees and caucuses, the General Service Office, and the General Service Board, and oversees Sponsor-A-Group. (rev. 2019)

Chairs: Rody D.

Vice Chair: Bert C.

Secretary: Anne M.

Treasurer: Alexia I.

Board Liaison: Tom B.

Amina Z., Nicole R., Vivian B.

The 2019-2020 Fellowship Communications Committee was committed and dedicated in carrying out its primary objective **to carry the message to the debtor who still suffers** with a theme of **Together We Get Better**.

We kicked-off with seven members and by the end of the term six remained. Of the original seven members, two served on the committee during the previous year bringing continuity and context to complete significant recommendations and works-in-progress. Tom B., our board liaison, provided us with unwavering support and insightful guidance.

These were our sub-committees and what our team accomplished this past year:

Promise Six Day - Chair: Alexia I. with Anne P., Nicole R., and Rody D.

- With our theme *Together We Get Better* in mind, the idea of D.A.'s International **Promise Six Day** was born. We presented this as a motion at convocation and it was approved to take place annually on the 4th Saturday in April. This event counted with the participation of most of our committee members.
- Promise 6: Isolation will give way to fellowship; faith will replace fear. The concept behind **Promise Six Day** was to break out of isolation—a big part of our debilitating disease and it started with the intention to be as simple as asking a Fellow to meet for coffee on April 25, 2020. We focused on getting the word out about Promise 6 Day by keeping all of the committees and caucuses informed so GSRs would bring the info back to their Regional Area Groups, meetings and members.
- Home sheltering offered us the opportunity for fellowship on a global scale. Gatherings via Zoom were held in Argentina, Brazil, Los Angeles, Montreal, NYC, Santa Monica, Spain, and the UK. A large gathering was also held over the phone.

- The creativity behind these Promise 6 Day gatherings was overwhelming. From a cooking class to a scavenger hunt to show and tell to a talent show to a dress up party, we were blown away by the effort and energy put into these events.
- We proposed to the Board that Promise 6 Day be included under FCC's responsibilities in DAMS moving forward. Additionally, we submitted a Promise 6 Day who, what, why, where, and when for consideration in DAMS.
- It was a huge success! We look forward to Promise 6 Day continuing to grow in scope and reach.

Sponsor-A-Group - Chair: Nicole R. with Alexia and Rody

- As a priority in our agenda, we decided to “land” the Sponsor-A-Group (S.A.G.) program. Last year FCC drafted the now Board approved S.A.G. Starter Kit and all the information available on our website. With a solid structure, our priority was to find meetings that were willing to sponsor groups. Meetings in NYC and LA signed up.
- However, it was not so easy to find groups looking for sponsorship. Covid-19 slowed everything down as home-sheltering created a new source, Zoom meetings, offering options for the debtor searching for meetings. This took us back to analyzing how we could serve our Fellowship.
- While Zoom meetings grew and diversified nationally and internationally, the International Caucus was also reaching out into the International Community. What has surged is two clear needs:
 - Meeting sponsorship for new meetings opening internationally: Kenya, New Zealand, Australia, UK, Portugal, Russia, to name a few.
 - Individual sponsorship from fellows who still do not have access to local meetings.
- S.A.G. regularly monitored incoming emails sent to sponsoragroup@debtorsanonymous.org responding to all inquiries.
- S.A.G found it productive to work closely with the I.C. and the Underserved and Under-represented Outreach Caucus U.U.O.C., an initiative of I.C. that has proven effective. This effort is working on a proposal to submit to the Board for approval before the 2020 WSC.
- This collaboration has offered a new perspective for FCC and the role it can play as the Fellowship's facilitator and communicator.

Ways & Means 2nd Quarter Edition - Chair: Vivian B., with the help of Anne M., Nicole R., Rody D., Alexia I, Bert and Amina

- FCC collected and curated the 2nd Edition of D.A.'s Ways & Means. It was a labor of love, inspired by our theme: Together We Get Better. We pivoted in the middle of production to also include stories from members about their experiences staying at home during the epidemic. It was a rewarding experience to cull stories and design elements from our members.
- This was an effort that involved the whole committee.

Quarterly Committee and Chair Meetings - Chair: Rody D. with Board Liaison: Tom B.

- As the HUB or GLUE that keeps the committees and caucuses informed of their activities, FCC continued to facilitate quarterly meetings with the Committee and Caucus Chairs.
- It was a fruitful year with no one missing a meeting. Having this connection with all of the chairs has been one of the highlights of my D.A. recovery.

Issues and Concerns

- FCC responded thoughtfully to seven issues and concerns.

Recommendations:

- The FCC can play a crucial role in connecting the Fellowship's Committees and Caucuses so they can work together on projects that can receive inter-committee and caucus support. For example: Sponsor-A-Group has already started a collaboration between FCC, IC and UUOC.
- That collaboration has resulted in a proposal that was submitted for the Board's review –
 - **Online D.A. Sponsorship Hub:**
We propose an online sponsorship hub to connect D.A. newcomers and fellows to potential sponsors. We imagine a database where D.A. sponsors from various countries, communities, and languages list themselves as ready to sponsor someone in the D.A. program. The database is not public; it is accessed only by D.A. GSRs who help administer the sponsorship hub.

In early 2020, Covid-19 in all its tragedy also presented us with a silver lining. Among other things, we experienced how technology can help us reach the debtor who still suffers, especially, in remote places. Our need to connect and the fact that we were able to do so thanks to Zoom meetings, clearly helped me understand how ***together we do get better***. My biggest surprise, however, was witnessing how vast our reach can really be. I would like to thank the fellows who made this such a special year: Alexia, Amina, Anne,

Bert, Nicole, Vivian and Tom, our Board liaison, it has been an honor, and so much fun, working with you.

In faith and in gratitude,

Rody D.

FCC Chair 2019-2020

7.4 WSC Hospitals, Institutions and Prisons Committee

July 1, 20020

On my way home yesterday, I saw crowds gathered and a couple of news vans parked across from the Hollywood and Vine station. I was informed that a man had jumped on the train tracks, ending his life.

“I am really sorry that he thought that was the solution,” I shared with one of the onlookers. I said a quick prayer and went home.

This is one of the many reasons why I joined Debtors Anonymous. I do not want to end up like this fellow. I am tired of hearing about people feeling so overwhelmed that death is their only solution. I have been in many situations where I felt hopeless, but because of God and Him guiding me through life and in this program I was able to trudge on.

My struggles are not over, But being in D.A. has and is giving me hope to keep on keeping on. Right now with all the uncertainties in the world, more than ever people need to know that there is hope and they can find it through this wonderful program.

Like I have mentioned, I have many ways to go. I have been and still am homeless. I have faced so many hardships and setbacks and never wanted to throw in the towel. I pray by next year my desire of seeing more blacks and minorities in D.A. will come true. More than ever, D.A. must reach out to the black communities and other minorities that are struggling and facing homelessness because of the pandemic. Because I have been through hell and back and am still rising, It did not overcome me. I overcame it by the Grace of God. I am one of the faces people need to see and hear to know that they too can become an overcomer.

I took some time off last year and this year to take care of some personal things. Below is the Vice Chair’s report on what we were able to accomplish so far.

Grateful to be of service,

Yanick T., Chair, HIP Committee

HIP REPORT - 2019 - 2020

This has been a mind-blowing year for HIP— both ground-breaking and then ground-falling as we re-examined our role as the HIP Committee during the pandemic of Covid-19 with shelter-in-place orders around the country. In spite of a rough year for HIP we were able to accomplish:

HIP has now had several D.A. panels taking place in several facilities across the country!

After a year and a half of research, applications, background checks, and orientation we were able to find the right contacts and get two D.A. panels into Men's Central Jail (MCJ) in downtown Los Angeles.

Before the pandemic we had started on a SoCal D.A. regional recruitment program with the goal being to build a database of fellows who were willing to be of service in this

manner and meet the stricter approval process. In addition to the minimal D.A. requirements, prisons and jails have lengthy applications and background vetting that they need to do. We were getting ready to distribute our recruitment flyer through the SoCAL D.A. Intergroup when the pandemic hit. No longer (at least for now) were we needing this type of recruitment. No longer (for now) are we allowed to enter any outside facilities.

As a committee we re-examined the nature of HIP and began reaching out to educational and religious institutions as well. We looked again at hospitals and bankruptcy courts as a valuable location for our services.

As a committee we reread and "noted" small errors in the HIP Starter Kit.

We revisited the idea of every intergroup having a HIP rep and started a recruitment process for developing that by working with the Intergroup Committee. We are currently working on a flyer that we will share with WSC Intergroup Committee.

We re-initiated the idea of passing the HIP Can. HIP raises funds from individual meetings and from GSB to purchase literature. With the help of the GSB, we purchased and distributed over \$700 worth of literature this year. That literature went to places in need all over the country. We continue to pass around the HIP can in several meetings as an additional means of raising money for flyers and more literature on a local level.

Currently, HIP members in Los Angeles have initiated the first D.A. Zoom panel inside a women's prison.

With the pandemic in full throttle, and prisons being some of the hardest hit, no one is allowed inside the prisons or jails. Our members have requested and distributed literature to a woman's facility outside of L.A. and due to those efforts were able to organize the first ever D.A. Zoom panel in a women's prison!

Currently we are in the process of re-establishing our mission and what HIP means in a time when no one has access to face-to-face meetings and no one can find us unless they stumble across it. Does Zoom open more possibilities for newcomers? Can D.A. be of service during this time of crisis?

We are interfacing more frequently with members of other committees. For example, a flyer for an HIP rep at all Intergroups, a renewed Public Information outreach in So CAL, and possibly some crossover with UUOC.

Thanks for letting me be of service,

Roger D.
Vice Chair, HIP Committee

7.5 WSC Internal Operations Committee

Chair: Patricia T
Vice Chair: Chris S
Secretary: Kim G
Treasurer: Pat E
Member: Bob E
Gordon M
Howie S
Paul M (to GSB mid-year)
GSB Liaison: Susan A

The IOC worked closely with the GSB Office Committee on the following projects during this program year:

1. Pat T., the current chair and Chris S. current vice chair have finished their terms of service.
2. Physical Improvements to the General Service Office (GSO) in Needham, MA.
 - a. We gathered bids from local subcontractors to replace the suspended T-bar ceiling grid and ceiling panels in the GSO. We later decided not to invest any more money into the office until it is determined what we will do about relocation of the GSO.
 - b. Susan was assigned the task of procuring an air conditioner for the office. Windows in the basement space are not suitable for standard window-mounted air conditioners. A stand-alone type of AC unit is what's needed according to Pat E., and she says that lack of air conditioning makes for unacceptable working conditions. Pat E. recommends getting a stand-alone unit of some kind, reminding the committee that the equipment can be used in a future office space or sold later if not needed.
 - c. New computers are in place and have been hooked up.
 - d. Phone system: Susan says progress has been made on setting up a system for help-line calls. Research was completed in 2018 into an international 800-number resulted in an estimated \$33/mo. cost to maintain a separate service number. The GSB stated there might be other options.
 - e. It is not known if Allan purchased a new fire extinguisher as promised. Susan will check on this.
3. Long-Term Planning for Relocation of the GSO.
 - a. Relocation of the GSO has been under consideration by the GSB and IOC since 2005, and the lease has been renewed repeatedly because of lack of planning for this undertaking, not from lack of interest.
 - b. IOC, GSB, GSB Office Committee, and the GSB Ad-hoc Committee have reviewed information received from Request for Expression of Interest (RFEI) to the D.A. Intergroups to gauge their interest level on relocating the GSB to their region. There is widespread interest for taking on the GSO in many areas

- c. The IOC has been working with the GSB, GSB Office Committee, and the GSB Ad-hoc Committee. The IOC wrote recommendations to outline the needs for the relocation of the GSO. Current lease runs until October 2022.
 - d. Suggested that the Office Committee recommend to the GSB that funds be set aside each year for a possible office move in 2021 or early 2022.
 - e. The GSB Office Committee is looking forward to receiving a report from the IOC Office Relocation Subcommittee on their findings to date.
 - f. IOC committee members received a draft of a report on findings and progress of the IOC Office Relocation Subcommittee. The intention of the report is to update the Fellowship and to respond to those Intergroups and/or committees who have formally expressed interest in hosting an office relocation. He suggests that the report could be published as an article in the Ways & Means or some other D.A. publication.
4. Fundraising for Relocation:
- a. Pat T. suggests that fundraising agenda be put in the hands of the new 2020 IOC. IOC assumes no need for immediate action without any action on the relocation.
5. Archives:
- a. The ability to find a student to help archive information and artifacts was researched, but we are unable to support an intern because their work would need to be supervised by a degreed archivist.
 - b. Howie and Bob had completed a cursory inventory and will provide an assessment of work on the archives process and provide a recommendation to the new (2020) IOC committee as to what work remains to be done.
 - c. Pat E. says she will be part of next year's IOC committee and that she would like to work on cataloguing the records and might make a trip to Needham to do the work.
 - d. Pat E. says she'd like to have a conference call with Howie and Gordon to wrap up this year's work on archives projects.
6. Office Policy Procedures Manual
- a. Worked with the Office Committee on a Policy and Procedures Manual for the GSO. This work is on-going and is being led by Office Committee member, Susan A.
 - b. Susan's draft of the Office Manager job description will be used as the basis for an Office Manager
 - c. Position search and the job definition can be incorporated into the new office manual.
 - d. The Office Committee is working to stabilize office functions in the absence of a full time Office Manager.
7. Telephone Network for Calls from the Debtor Who Still Suffers
- a. Thanks to COVID-19, volunteers are manning the phones from various locations

- b. A training protocol for D.A. members who would volunteer for this service work and scripts for answering the calls was written by this committee in 2018.
8. Quantity of number of GSO employees :
 - a. Susan says from the perspective of the Conference and the Fellowship that it is absolutely appropriate to say what are the priorities that we need to look at in order to staff the GSO. Susan says that in her imagined version of a fully functioning GSO in the coming year that the office would require at least one full time Office Manager and two substantial part time staff along with at least one Appointed Committee Member. Bob says, based on his observations during his extended visit to the GSO that we need a manager, somebody who does shipping, somebody who does accounting or bookkeeping and somebody on the phone. Those can be part time positions. Susan says that she and Michaelene while managing the office remotely spent an inordinate amount of time on problem solving basic practical office function problems—like a broken phone, etc. Also, there is plenty of work in simply processing literature orders. Susan says that given current and projected office functions, the current staffing model is unsustainable. There is simply too much to do! She says that it would be unwise for the Fellowship to shrink from costs of staffing a properly functioning office. All strongly agree that it is crucial to complete the revision to the Office Manual. Pat E. asked, “What if we staffed the office with two 30 hr/wk managers with overlapping schedules?” Susan said she had made that proposal at one time and that it’s a great idea.
9. Website accuracy:
 - a. Website meeting and other listing updates are being pursued by the Tech Committee. The IOC is highly interested in this, as the GSO is constantly using these websites to disseminate information to callers. Susan says Project Contributor Jeff has been assigned to work on updating and maintaining an accurate meeting list. There’s a lot going on—many calls from people looking for phone meetings or hybrid meetings. Chris asks, Isn’t the Intergroup Caucus working on meeting list updates? Answer: yes. Susan says the re-registration of group meetings is going on and that groups are scrambling to get meetings registered along with changes in format and new meeting details. Many face-to-face meetings are being converted to phone, hybrid, or ZOOM meetings. Susan says that the departure from pure face-to-face format to hybrid, phone or Internet mediated formats is a complex question and that someone who has any experience or expertise would be an invaluable resource to bring to the Conference. Bob says that his experience with A.A. meetings trying to create hybrid meetings with Zoom hasn’t worked very well. Bob says that because his groups have switched to hybrid meetings, 7th Tradition contributions have gone way down. People just don’t seem to make the effort to make contributions. Susan says that individual contributions to the Fellowship sent directly to the GSB have gone up. Doesn’t have the details but that the fall in revenue has not been as bad as anticipated. Kim says that as treasurer of his now Zoom formatted D.A. meeting he has encouraged

members to make 7th Tradition contributions via bank transfers and/or mailing checks to the group treasurer.

10. Online literature :

- a. The Board has made the decision that people can make lit orders online. It has not been implemented yet but that Susan hopes that it would be—hopefully before the conference.

Ending notes:

Susan A, GSB liaison, says that in terms of accomplishments of the IOC, we actually have had IOC members of the committee travel to Needham—a fact important to mention in the Committee’s report. And, that, though the information provided may seem minimal that it actually wasn’t minimal. Pat T. mentions that the inventory that Bob E. did of the Office while assessing the situation in Needham was amazing. The committee thanks Bob for his exemplary work while visiting Needham. Pat. E. suggests that the committee laid a lot of groundwork for future action. Susan agrees and says that just because you can’t necessarily see the finished product it doesn’t mean that there hasn’t been important groundwork that has been put in place for focused action in the coming year.

7.6 WSC Literature Committee

Committee Officers

Chair: Curt P., Vice Chair: Jeanne M., Secretary: Amy O., Treasurer: Mary Jane B.

Committee Members: Anna Holmes H., Charlotte R., Cynthia S.(partial year), Fati L., Gill W-B., Stuart F., Julie T., Jorge M., Kellie L. (partial year), Leslie G., Peter S., Ruby S.-G., Tammy M., Taylor D.

GSB Liaison: Sharon S.

LitCom Statement of Purpose

D.A. Conference-approved literature begins with the Literature Committee. Members participate in all levels of the literature creative process, including generating ideas for new D.A. literature, working closely with members of Literature Services, reviewing drafts of literature in process (given to them at the Conference by Literature Services), approving final drafts of D.A. literature, and bringing motions to approve draft of literature to Convocation to become Conference-Approved Literature.

Committee Report

LitCom 2019-2020 presented seven new pamphlet concepts to the Convocation. The concepts originated from topic suggestions submitted via Issues & Concerns contributed by members worldwide, as well as suggestions made by GSRs and ISRs in attendance at the 2019 World Service Conference in Los Angeles. Each of the new concepts that were presented to the Convocation were approved by a substantial majority. The members of LitCom then formed seven new subcommittees which met at least monthly throughout the program year to craft outlines and draft content as a guide for each concept's further development by GSB Literature Publications (LitPub) and Literature Services (LitServe) Committees.

LitCom also continued to review and develop works-in-progress from previous years, forming a subcommittee for the "D.A. Daily Reader" book (formerly titled "D.A. Daily Meditations"). This subcommittee continued to solicit, review, and edit submissions that were made by the fellowship at large.

In our June meeting, LitCom reviewed and approved the writer's draft for the "D.A. Step Study Guide" and "BDA Step Study Guide." These two books have been in development for years, and the BDA Committee is also reviewing the BDA version. Additional edits were suggested by LitCom for LitPub's consideration in creating final drafts of both. Those versions will then be passed along to 2020-21 LitCom to continue the process of seeking approval by the Convocation for publishing.

Here is a brief synopsis of the considerable work accomplished by each of the subcommittees:

"Action Plan" D.A. pamphlet (Subcommittee Chair: Mary Jane B., Members: Cynthia S., Peter S., Taylor D.)

Created an outline for the “Action Plan” pamphlet which was submitted for review in May and for approval by the Literature Committee as a whole in our upcoming July meeting.

“Earning” D.A. pamphlet (Chair: Gill W-B., Member: Jorge M.)

This subcommittee worked closely with members of the Spiritually Sustainable Earning Caucus (SSEC) to develop an outline and draft content based on input gained from several fellowship-wide calls about the topic of earning held by the SSEC during the program year.

“D.A. Voices from the Black Community” D.A. pamphlet (Chair: Ruby S-G., Members: Fati L., Jeanne M., Julie T., Leslie G., Stuart F.)

Content for this concept is being gathered through an innovative crowdsourcing process that requests either written or recorded responses from black debtors. These contributions have been solicited through notices distributed via e-newsletters, e-mail blasts, intergroups, and personal outreach efforts by individual members. The notices were translated into French, and the subcommittee is exploring additional languages. Early in the year, they reached out to the Underserved and Underrepresented Caucus for input. Thus far, responses have been submitted from the US and Kenya, and the subcommittee is in the process of reviewing and curating the submitted content for inclusion in the pamphlet.

“Dealing with Prosperity” D.A. pamphlet (Chair: Fati L., Members: Curt P., Peter S., Tammy M.)

The approach the subcommittee has chosen for this concept is to treat the topic from several perspectives, i.e. blocks to prosperity that can be addressed through working the D.A. program, as well as dealing with shame or guilt when prosperity is achieved. An outline and draft content have been submitted for a vote in the July meeting to continue development.

“Relapse and Recovery” D.A. pamphlet (Chair: Anna Holmes H., Members: Charlotte R., Curt P., Gill W-B.)

This concept has been developed using the Steps and Tools of D.A. to address prevention of relapse and returning to recovery after a relapse has occurred. A narrative outline with draft content has been submitted in July for a vote to proceed to the next step in development.

“Retirement” D.A. pamphlet (Chair: Charlotte R. , Members: Curt P., Ruby S-G.)

This subcommittee has developed a narrative outline and draft content that addresses the issues of preparing for retirement, living in retirement, and recovery in retirement using the principles of the D.A. program. In the June LitCom meeting, this approach was approved for further development.

“What is Solvency?” D.A. pamphlet (Chair: Stuart F., Members: Anna Holmes H., Cynthia S., Fati L., Jeanne M., Gill, Kellie L., Leslie G., Tammy M.)

By tackling this important topic, the subcommittee hopes to bring additional depth and clarity to a subject that is at the very core of the D.A. fellowship, and that is no small task. “Daunting” would be an appropriate adjective. Nevertheless, they have completed substantial work, and we believe that the sheer momentum of their considerable efforts and thoughtful treatment will carry this concept forward toward further development and approval.

“D.A. Daily Meditations” book (Chair: Amy O. Members: Anna Holmes H., Jeanne M., Julie T., Leslie G., Peter S., Ruby S-G., Tammy M., along with several project contributors and our GSB liaison Sharon S.)

As mentioned above, this book-in-progress was carried over from previous years. A number of calls for submissions have been made via e-newsletters, the D.A. website, and e-mail blasts. The subcommittee has been working tirelessly to review, edit, and curate more than one hundred submissions for potential inclusion. To date, 50 of the 365 five daily readings required for the book have been finalized and compiled .

Recommendations to the Incoming Literature Committee:

1. We ask that you honor the work done by the long line of LitComs who have preceded you by continuing to work on the projects currently in the queue and as assigned by the GSB. The concepts are just that —concepts. They will only bring much-needed guidance and clarity to still-suffering debtors worldwide if you are resolute in helping them along the way. This important work depends entirely on the willingness to keep each concept moving ever closer toward completion.
2. We challenge you to collaborate, innovate, and find new ways to solicit ideas and input from our wonderfully diverse fellowship. Reach out to include the voices of those who are underserved and unrepresented, not just the loudest voices in the room.
3. When things get complicated, mired in minutiae and downright prickly, please pause, take a deep breath, and listen carefully to what your Higher Power and the other person are saying. Openness of heart, mind, and spirit will help your overcome any obstacles every time.
4. Finally, we’d like to pass along the wisdom of Amy O., our Secretary, my mentor and the LitCom Chair who preceded me, who said, “Don’t forget to laugh and enjoy the gifts of service!”

Many, many thanks to our GSB Liaison, Sharon S. She has been tireless in her service, patient beyond all reason, and wise beyond words. I have been personally privileged to serve on this year’s LitCom with a group of people whom I genuinely respect and love. They’ve been my colleagues, collaborators, co-conspirators, and teachers, and I will be forever grateful to have been in their midst.

Yours in service,
Curt P., 2019-20 WSC Literature Committee Chair

7.7 WSC Public Information Committee

The Purpose of the PI Committee

The Public Information Committee works to carry the message of D.A. to the still suffering debtor by interacting with the media, helping professionals, the general public, and the D.A. Fellowship at large, in person, on the telephone, and through written information. The Public Information Committee utilizes the Debtors Anonymous Public Information Handbook and other D.A. Service Literature available to the entire D.A. Fellowship as a tool for outreach efforts, and supports and trains Regional PI Committees (PICs) and PI Representatives (PIRs) as guided by the Twelve Traditions of Debtors Anonymous (D.A. Manual for Service, page 63)

Revision of PI Manual

The Debtors Anonymous Public Information Manual with 2020 revisions as submitted by the WSC Public Information Committee was distributed to the GSB Public Information Committee on April 6 for review. The GSB PI Committee is currently reviewing the proposed revisions against the 2013 version of the Public Information Manual to provide any comments by the next GSB PI Committee meeting. The committee proposes to forward the document to the GSB for consideration of approval.

Sub Committee for PI Rep Training

Committee Members: Susan, Lisa, Roslyn, Chris, Gerry

PI Training and Media Contact training were held via Fellowship Wide Calls as described below.

Many outreach actions were carried out by members during the quarter including organizing special focus groups, speaking about D.A. at organized events, and outreach to radio and TV stations. Members brought their outreach into their local areas and reported back to the committee, inspiring other members with ideas for PI outreach work. Tables and booths were set up at conferences and much interest was shown. Our attitude is that we are the face of D.A. and it is up to us to see opportunities for reaching out to the debtor who still suffers. Leaving cards at pet stores or grocery stores, is not just up to the PI reps; it is also the responsibility of each individual member to carry the message.

Some examples of outreach opportunities taken by our members:

One of our members, Gerry, saw a 10 second post on a news station on TV - which said AA was hosting Zoom meetings. She sent an email to that television station as a “news tip” saying “if they are familiar with AA are you aware there is a DA?”.

Another member, Susan reached out to an organizer of the Bankruptcy Trustee Committee to spread the word about D.A.. The possibility of having a D.A. presence at one of the Bankruptcy Trustee Committee conferences in the future is being explored.

Our member in Ireland, Sean, reached out to several community radio stations, which he had reached out to last year, with up to date information on zoom meetings available and to check in with them to see if they are still announcing D.A. details on their community announcement slots. He was invited to do an interview with two radio stations. He also reached out to the suicide prevention services again and approached the regulatory organization for psychotherapists in Ireland who said they would be happy to tell their members about D.A.. He also reached out to a psychotherapist who specializes in behavioral addictions.

Roger in Canada reached out to the 211 emergency website and also to a website in Ontario that feeds into other helping professionals such as counselors and therapists spreading the word about D.A.. He also noted a huge increase in attendance at the Canada meetings now that they are being held on Zoom. He has spread the word about this and made this great resource available to many members worldwide. This has also brought in members to the fellowship from areas where D.A. does not exist.

Fellowship-Wide Calls Sub Committee

Committee Members: Jeanne; Gerry; Roger; Maia

During this Quarter, the PI committee presented the following Fellowship Wide Calls:

Public Information Representative Training (Sunday June 7, 2020)- New Projects Gathering Insights on Reaching out to the Debtors that Still Suffer

(Speakers: Rosyln R., Gerry L., Matthew K., Susan G.; Moderator: Maia W.)

Individuals shared their public outreach experiences in using creative ways to carry the message to people about D.A..

This call was open to all D.A. members who wished to carry out PI work in their local areas or beyond. The call is available to listen to again on the website, and listening to the call retrospectively counts as having done this PI training.

Moderated by Maia. Susan spoke about her focus groups that were held in Seattle with the LGBTQ community and with people of color; Matt K reported on a project called “From Calamity to Serenity” which used a Zoom meeting’s breakout rooms; and Gerry and Ros spoke about their experience, strength, and hope and about their experience of some of the resources they have used in Public Information. There was a half an hour after the speaker portion of the meeting for questions from callers.

GSB-PI Media Contact Training (Saturday 2 May 2020)

(Speakers: Maureen C., Sharon S.; Moderator: Siobhan K.)

The purpose of this call was to train D.A. members who may wish to respond to inquiries from the media about D.A. Training and was open to all D.A. members, both those who wish to learn how to respond to requests by the media for information about D.A., and members who would like to learn more about how to discuss D.A. with people outside of the Fellowship.

Outreach During COVID-19: D.A. Local Action & Global Impact (April 19, 2020)

(Speakers: Maia W., Gerry L., Roger H., Shalina G.; Moderator: Sean T.)

Individuals shared their public outreach experiences in these challenging times and what that can look like now. 4 Speakers from around the world (Roger-Canada, Shalini-South Africa, and Maia and Gerry USA) shared their experience, strength and hope and afterwards callers were given the opportunity to ask questions or share further. The focus was on how Covid-19 has affected people's financial life, the movement of many meetings to Zoom and other stresses being faced by compulsive debtors. Mention was also made of the special focus groups in the northwest United States for the LGBTQ and black communities. The call was a great source of comfort and support to many debtors who are experiencing tough challenges during these difficult times. There was great participation at the meeting in terms of contributions from callers and readings. One of the organizing members described the call as "going back to our roots," as we reminded ourselves that the principles of D.A. are what we need to help us grow and recover.

7.8 WSC Resource Development Committee

The DA RDC is four fellows strong, each with their own talents and drive to serve the Fellowship: Barbara H., Ceilia M., Michael L., and Diana B. Lynn S. resigned since our last Fellowship Committee Chair meeting.

SERVICE

Michael L. spearheaded the committee's focus on increasing Sponsorship activity Fellowship wide, and will present his draft of a Temporary Sponsorship Guide at this month's RDC meeting.

RDC scheduled FOUR Worldwide Fellowship calls this fiscal year, one more than last year. Three calls were themed around sponsorship, one on finding a sponsor, and two on being a sponsor. The last WW Fellowship Call, scheduled for July 18 at 3pm, is being developed now but will focus on the Role of the Meeting Treasurer.

REVENUE

With respect to revenue, the RDC's goal for 2019-2020 is an aggressive 20% contribution increase on the shoulders of the same growth the last two fiscal years 2017-18 and 2018-19.

Our ability to meet this aggressive goal has been realistically tempered in the face of the global Covid-19 pandemic. We are happy to report that, as a result of the committee's past efforts in defining and expanding the Fellowship's gift policy and the implementation of an online contribution method for US bank debit card holders, after a sobering contribution dip in March, individual contributions have increase substantially. May 31, Fellowship aggregate YTD contributions are less than % or \$972 below the last fiscal.

More specifically:

As of 5/31//2020: (Note D.A. Fiscal Year July 1, 2019 to June 30, 2020)

May Contributions 2020:

| | | | |
|--------------|-----------|--------------|------------------------|
| Groups: | 4,039.52 | LY: 2,768.06 | Change: + 46% Increase |
| Individuals: | 7,141.76 | LY: 6103.09 | Change: +17% Increase |
| Aggregate: | 11,181.28 | LY: 8871.15. | Change: +26% Increase |

Fiscal YTD Contributions, July 2019 to May 31, 2020:

| | | | |
|--------------|------------|----------------|-------------------------|
| Groups: | 41,085.01 | LY: 48,480.27 | Change: -15.25% Drop |
| Individuals: | 73,116.46 | LY: 66,693.02 | Change: +9.6% Increase |
| Aggregate: | 114,201.47 | LY: 115,173.47 | Change: -0.8%% Decrease |

*****Great news- only \$972 or under 1% below the 2018-2019 Fiscal Year. *****

This year we considered programs that might inspire Fellows to organize their contributions to give monthly and consistently. With the contribution of Lynn S., RDC submitted a Lucky 7 flier (for fellows to contribute \$7 a month x 12 or \$84/year) to D.A. directly. This flier is currently before the GSB for approval.

COMMUNICATION

RDC is responsible for editing Fellowship communications pertaining to John H. scholarships and the Annual April Anniversary Appeal. This year we added a Tax Benefit Announcement re: Giving Tuesday, the Fellowship's status as a 501(c)(3) not-for-profit corporation, and the potential, for fellows who are US taxpayers, of certain individual federal tax benefits for contributions made by 12/31. This Announcement was distributed in late November and again in December.

END NOTE

Lastly, the RDC is reviewing the DAMS content and intends to submit its recommendations for edits and content pertaining, in part, to the role of the GSR and regional GSR groups and adding a comment regarding Promise 7 and sharing abundance/Thrive with 5 to the suggested meeting Treasurer's announcement.

7.9. WSC Technology Committee

Committee members

Chair: Juhli

Vice-chair: Dave L.

Secretary: Peter A..

Treasurer: Rosemary

Board Liaison: Bill D.

Members: Faith, Diane W., Stephanie, Cris, Tim

For the 2019 - 2020 term, leveraging the technology of the fellowship was more crucial than ever before. With the fellowship's necessity to be 100% virtual starting in March, I am ever grateful to our wonderfully committed members, and the wisdom and guidance of Info Tech (GSB's Information Technology Committee) and project contributor (ACM). The committee did not have any motions at the 2019 WSC and had seven recommendations which we worked on throughout the year.

Recommendations

1. ***Undertake revising the website beginning with incremental improvements and planning for a long term strategic redesign including an interim update with multilingual functionality.*** The website was launched on a new platform improving its functionality this spring, and we are currently working on the multilingual functionality. The plug-in is on the site, but the translations need to be vetted and approved by multilingual members/
2. ***Improve accessibility and purchase of literature online.*** There are now 17 pamphlets available through Amazon, as well as both editions of *A Currency of Hope* and the D.A. 12x12x12
3. ***Improve online donation capabilities including text donations and non-US currencies.*** There has been a successful international (Canada /US) literature purchase, but we have not tried online international contributions through the website yet.
4. ***General Service Board (GSB) purchases two new computers for the D.A. office.*** The new computers were purchased and installed this spring. The computers had not been updated in several years, and this was a necessary upgrade to improve speed of computers and reliability of the machines.
5. ***Investigate new platforms for Podcasts.*** We did some investigation into this recommendation. The incoming Tech Committee may want to continue this work in the '20 - '21 term.
6. ***Invest in and/or investigate methods to improve and move to automating meeting registration. Ensure that all D.A. worldwide meetings are accurately represented and captured on the D.A. website.*** We have worked on this, and there is now a way to register from the website, although the information still needs to be manually input.
7. ***Investigate D.A. website's ability to synchronize with other Intergroup databases.*** There is still more work to do for this recommendation.

8. ***Translating the website.*** We have found a means, and now we need to vet the translations.

Issue and Concern:

There was one issue and concern submitted to Tech Comm regarding website management for groups and intergroups. As each group is autonomous, there is no website template. This was passed on to the Intergroup Caucus, and they conducted a survey of intergroups and their systems.

Suggestions for next year's committee:

Redesign and audit of the website. Much of our focus was moving the existing website to the new platform and it updated the look, but not the content of the website—other than adding a map function to the “find a meeting” tab with thanks to efforts from the UUOC. Find a new platform to house the audio recordings of fellowship wide calls (podcasts) to improve searchability.

Consider the feasibility of a virtual office.

Survey how much literature is bought physically & how much is bought digitally.

Throughout this year I have been inspired by this committee for their commitment and service. Thank you for trusting me as your chair and demonstrating the strength of teamwork. The power of combined efforts to leverage our individual talents to support the still suffering debtor is very meaningful work, especially during a time of such global crisis. I have learned valuable lessons from you all. All the best to the incoming committee.

Yours in service,

Juhli
Chair, TechComm

7.10 WSC Intergroup Caucus

Participating Members: Cris F., Roger H., Jerome S., Lisa B. GSB Liaison: Sharon S.

As there were no carry over caucus members from WSC 2018-19, this caucus chose to withdraw the WSC 2019-20 motion request to the Conference Committee to become a committee. After a year of work on intergroup issues, the Intergroup Caucus recommends continuing as a caucus.

Recommendations for this caucus to consider from the WSC-19

1. Ensure that Intergroup websites display the same meeting information as the GSO website. Refer to the Tech Committee. Recommendation #2 below could serve to alleviate this issue.
2. Provide an automated link on the meeting (re)registration page that sends the updated information to both the GSO and affected Intergroup. Refer to the Tech Committee.
3. Assign every meeting to an intergroup with the option of choosing a particular intergroup. *Tradition Four allows each group the autonomy to NOT join an intergroup, or which intergroup to join.*

In the fall of 2019, a survey was sent out to 35 Intergroups using the point of contact information from the GSO. There were responses from ten intergroups. Seven intergroups returned the completed survey (20%). The actual survey and consolidated response will be sent out via eNews. Most intergroups provided similar services and hosted similar events. Many intergroups share struggles with website maintenance, member participation, and volunteers. Specific requests for assistance include:

1. Can you correct our call-in number on the main D.A. website?
2. Can you clarify: if meetings are in person but people can call in, do we need to list them on those two meeting lists on the main D.A. website?
3. Help in filling vacant positions
4. Help us get organized. Could D.A. establish a domain that all groups and intergroups could use to share data and resources?
5. Get the Fellowship in general to understand that any service work will enhance recovery and that Intergroup participation is very rewarding.
6. Our biggest challenge is getting members to volunteer for positions
7. Bear with us until we get going again.

Issues and Concerns for this caucus to consider from the WSC-19

The Tech Committee referred one item to the Intergroup Caucus, concerning website platforms and standardization. The survey results did not shed any light on this concern. Refer back to Tech Committee

Notes to hand off to the incoming WSC-20 caucus--Topics presented at the end of our term of service.

- HIP committee suggested the Intergroup Caucus ask each intergroup to appoint a HIP representative.
- BDA is negotiating potentially creating a BDA Intergroup. Discussions with the GSB are currently in process.
- Topic of discussion for next year's caucus: Regionalization efforts wording be removed from Intergroup Caucus description in the DAMS or clarification be provided from GSB.
- Recommendation for next year's Intergroup Service Representatives (ISR) delegates be required/strongly suggested that part of their service requirement be to join the Intergroup Caucus.
- Refer to the wsc.intergroup.caucus@debtorsanonymous.org email address (which gets forwarded directly to the Caucus Chair and the Board Liaison) in eNews messages and announcements.

7.11 WSC International Caucus

Introduction

The International Caucus met monthly to “exchange information and develop initiatives to support the growth of D.A. internationally,” as it states in our mission when founded by the action of the 2011 WSC. In the ensuing nine years, the Caucus has gathered stories, histories, translations, and contacts from global members, as well as suggesting and encouraging technology and literature efforts that help reach and resonate with suffering debtors around the world. After August’s conference, the caucus will formally move to be a committee.

In 2019-20, we consisted of a small but dedicated group of Caucus members and an amazingly supportive GSB liaison who variously lived outside the U.S., had traveled extensively overseas, and/or had regular contact with non-U.S. debtors through D.A. phone meetings.

Caucus members: Amina Z O. (chair), Tracy O. (vice-chair), Stuart F. (secretary), Rody D., Peter A., Jeanne F., Kristin HL., Bert C, and U.K.-based GSB liaison: Josie P.

Projects and Topics Addressed During the Conference Year

- Our mission statement:
 - What we stood for and what we were trying to accomplish this year
 - A discussion of why we joined this caucus.
- We asked the group the following questions and got very specific about what they wanted from the caucus for the conference year. The questions were:
 - What will make a successful caucus this year? For you personally and for the group?
 - How can we best assess and respond to the needs of the non-US D.A. members during our time together?
 - What are the top three activities you’d like to participate in for the Caucus?
- After 2-3 meetings, we established the desire to hear more from non-US debtors. We created an international telephone meeting we referred to as a listening session
- Translation of the DebtorsAnonymous.org website
 - Worked with Tech Comm to investigate options and requirements for translation
 - Tested a website plug-in that supports volunteer translation of pages
- Outreached to the European Fellowship to create a bridge between North America and Europe, particularly working with the European Intergroup
- Had one worldwide fellowship phone meeting in the Spanish language

We believe the sessions we had helped bridge a gap between the USA and Debtors in other nations and we are energized to continue the momentum.

Recommendations to the Incoming Caucus

- Continue the international phone calls we have come to know as listening sessions
- Focused working with FCC and UUOC on Sponsor a Group and Sponsorship generally for International Groups
- Continue working with Tech committee to enable translations of DebtorsAnonymous.org website
- Work with LTLC (Literature Translation and Licensing Committee) to encourage and promote the translation of D.A. literature
- Continue the development of both an international contact list and an update of global D.A. contacts
- Support and encourage GSB in locating translators and translation reviewers
- Host more Fellowship-wide calls in many languages with debtors speaking from outside the USA.
- Collect and record D.A. stories and histories from around the world
- Review the website for ease of finding the information helpful to international and remote D.A. members
- Continue offering international calls in many languages

In love and service,

Amina Z.

Chair 2019-20 International Caucus

7.12 WSC Spiritually Sustainable Earning Caucus

SSEC members have been dedicated and creative, working hard to uphold our mission: “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.”

Members 2019–2020: 8 plus our GSB liaison:

Chair: Lolly A.

Vice-Chair: Roger D.

Treasurer: Jeanine C.

Members: Alexia I., Ed K., Jeanne, Peter S., Susan L. (*Secretary rotating*)

Liaison: Bill D.

This service year the Spiritually Sustainable Earning Caucus hosted three fellowship-wide calls:

- “Bringing Balance to ^[T]_{SEP} Our Spiritually Sustainable Earning” on 10-13-19
- “Roundtable Discussion: What Does Spiritually Sustainable Earning Mean to YOU?” on 2-16-20
- “Earning During Changing Times—Rock, Roll ‘n Earn” on 6-14-20

Members of the SSEC have been participating on the Earning Pamphlet Subcommittee with members of Lit Com, chaired by Gill W-B. Together we created an outline.

In the three years since its inception, SSEC members have explored the question, “What is Spiritually Sustainable Earning?” The answer continues to evolve, and may encompass a combination of several elements. Here are some possible definitions:

- For some, spiritually sustainable earning is producing an income in alignment with their Higher Power’s will, while being of service to others.
- A combination of elements including the commitment to being of service in earning, taking actions toward our vision, multiple streams of income, a saving plan, work/life balance, earning abundantly doing what we love, “Progress not Perfection,” and “God is my employer.”
- The willingness and commitment to earn according to our Higher Power’s will for us, while continuing to take actions toward our vision.
- “I receive an abundant income doing what I love while being my true self, in alignment with HP’s will”
- Earning that helps to sustain your spirit, mind, emotions and body, bringing a greater sense of work/life balance.

- It is the type of earning we were called to, to have a happy, joyful and free life for ourselves, doing HP's will in our lives, and for helping others to do their HP's will in their lives.
- We came to believe that our Higher Power is our Employer. With the idea of a new Employer, there is now a pathway to an abundant life filled with integrity, prosperity and joy. The feeling of "lack" is diminishing. Starting to have the sense of "enough" money, time, love and joy. With an understanding that we're imperfect people, we work the D.A. program to the best of our abilities. We have a belief of being spiritually connected to our source. Spiritually Sustainable Earning is a new tool for recovery on a sustainable level with our earning.

Recommendations for next year's SSEC:

- Continue to host fellowship-wide calls on the topic of SSE.
- Liaise with LitCom; form a subcommittee to further the Earning pamphlet, as needed.
- Write and submit stories for Ways & Means, D.A. big book, or other literature in process.
- Discussions on how best to assist D.A. members with earning issues in the D.A. program.
- What would we like other committees & caucuses to consider in light of the SSEC?

It has been a distinct honor to serve on this wonderful caucus for three years. Thank you for allowing me to be of service!

In gratitude and service,

Lolly
SSEC Chair 2017-2020

7.13 WSC Underserved and Under-represented Outreach Caucus

Final Report June 2020

The purpose of the Underserved and Under-represented Outreach Caucus is to support the Fellowship in carrying the message of Debtors Anonymous to the debtor in underserved populations and locations. We coordinate with World Service Conference committees and caucuses by developing best practices for doing that work and sharing it with D.A. as a whole.

Carrying the message to underserved populations

The UUOC has created a survey for debtors from diverse groups. We compiled 20 questions which will be sent in an E-news blast. The answers to these questions will help the UUOC know what recommendations to put forward to the World Service Board and the convocation at conference to best support the needs of all our fellows.

The UUOC is compiling a survey for debtors with disabilities which will be sent in an E-news blast. The answers to these questions will help the UUOC know what recommendations to put forward to the World Service Board and the convocation at conference to best support the needs of our fellows with disabilities.

The UUOC is hosting a Fellowship Wide Call on July 12, 2020. This call will be an opportunity for the fellowship to hear wonderful speakers from our first podcast recordings and a Q and A with the speakers afterwards. The three speakers include a debtor who is gay, a debtor who is an immigrant from Mexico, and a debtor who is transgender and made her transition in recovery. These are the first of what we hope will be many more podcast recordings from the incredibly diverse groups within our fellowship.

The UUOC has curated stories for the August issue of the Ways and Means. The entire issue will be dedicated to giving a voice to debtors in our fellowship who come from different areas, ethnic groups, sexual orientations, genders, ages, and some who face challenges with physical disabilities. We look forward to sharing their beautiful stories of experience, strength, and hope with our fellowship.

One of our members has done extensive work in carrying the message of D.A. to the LGBTQ community in Ireland.

Several of our members have done extensive work in carrying the message of D.A. to underserved populations in Los Angeles.

Members of the UUOC have supported the World Service Office in answering the phone line during these trying times to make sure we are there when the still suffering debtor reaches out.

Literature Grant

The UUOC applied for and received a literature grant from the World Service Board. That literature is being used by members of our caucus to support new meetings starting up in locations where there are few meetings and literature is more difficult to come by. Some literature will be sent to Kenya and New Zealand, for example. It is also being used to distribute to debtors in under-represented areas.

Carrying the message to underserved locations

A member of our caucus is continuing work on a mapping project. This project will show locations of D.A. meetings all over the world.

The UUOC has members carrying the message to their home countries of Ireland and Canada where there are fewer meetings.

Our caucus has a member who has helped support and increase the number of meetings in her hometown of New Orleans.

A member of our caucus is helping to support a new meeting being started by a debtor who is a Nigerian immigrant and is starting a meeting in the United Kingdom for People of Color.

Members of the UUOC carried the information of D.A. meetings everywhere in the world, being able to attend the World Service Conference virtually this year. We also shared on meetings that we attended all over the world about the scholarship that was available for any meeting to apply for. The John H. scholarship was awarded to 15 meetings.

The UUOC is working with the FCC, the International Caucus and the IOC on sponsorship for debtors in areas with few meetings.

It has been an honor for all of the members of our caucus to carry the message to debtors in underserved and under-represented areas and to make a difference for them in whatever ways we could.

7.14 WSC Host Committee

Much has happened since I wrote the January report earlier this year. Some is the same. Our theme is the same—Trusting Our Traditions—and I have studied them more deeply. Most of the same twenty Host Committee members continue to meet monthly and now weekly. Some has changed. The major change is that the conference is now virtual. Some committees have gone away due to that, some have stepped up considerably, and some are still working out what their role is. Pieces are still falling into place, and I wish I could write a ‘final report’ in two months but at this point with the conference about five weeks away, Zoom experts have been hired and will begin training the Host Committee and Zoom Hosts and Chairs for Fellowship Day on August 15th and the Committee and Caucus meetings on August 8th and 9th. Michael M. has been working hard as the Talent Show Chair, and Maureen P. has been working hard as the Hospitality Chair. Her team has developed a NYC welcome video which is still in the approval process.

Chris S. has been working hard as the Fellowship Day chair developing the schedule and getting speakers and now chairs and Zoom hosts. I have asked two excellent long term members, Carolyn from Vermont and Carol B. from Portland, Maine to be the keynote speakers. The food people Sarah and Kris are now working on hospitality. Charlie, Audrey, and Dana have been there since the beginning and I am grateful for their commitment, wisdom, and skills. Siobhan as John H. Scholarship chair just ‘distributed funds to 15 applicants, of whom 10 were international. It will be interesting to see what the turnout is for delegates and Fellowship Day.

The bottom line is that the conference carries the message to the debtor who still suffers, and I think that will happen. It has been a fantastic experience to work with everyone on the Host Committee, the Board’s Conference Support Committee of Tom B., Michaelene and Matthew and Board member Sharon, the Conference Committee led by Tracey O., the NY GSR Committee, and NYC Intergrroup.

At last night’s Host Committee meeting, at the beginning of the meeting, we read the last paragraphs of Concept 9 and it rang so true: “In our groups we come to know each other remarkably well. After all, we have gone through a life-changing experience together in joining D.A. and working its program. The still, quiet voice often becomes apparent as the voice of wisdom if we listen and continue to love each other. As we grow, experience leads to strength and hope.” Thank you for the opportunity to do service.

Maureen C., Chair

PART 8: 2020 WSC Committee and Caucus Minutes

8.1 WSC Business Debtors Anonymous Committee Minutes

Sunday, August 9th, 1st Committee meeting:

Attendance: (Sorry, I didn't have a way of capturing all the names of who attended. Approximately 5 members who signed up for the BDA committee weren't on this call.)

Josie facilitated the hand-off to vote for new officers for 2020.

New Officers elected:

Chair: Darleana

Recording Secretary: Sandy S

Vice Chair: Helena

Treasurer: Kelly L

The White Board Scribe: Sandy M (for brainstorming session on the WHITE BOARD/zoom)

Timekeeper: Grant

Procedural:

To accept the examples in the DAMS for our groups etiquette and behavior as a committee for 2020: APPROVED

Overview:

- Read the list of unfinished business from last year
- Consider continuing to work on the items /Unfinished Business from BDA 2019 committee
- Discuss Motions/Recommendations
- Leave with Action Plan
- Prepare short report to present to Convocation with our action plan for 2020
- Set monthly call to meet with committee (sub committees meet separately) ,

Unfinished Business from last year: Do we want to continue doing this?

1. Retreat for BDA workshop: Robust discussion on whether BDA committees are able to create workshops directly for members. The question is whether we want to continue this work and present to convocation for a vote. Decision to research this; the newly formed subcommittee will make a recommendation. APPROVED. SUBCOMMITTEE to research the retreat idea and present recommendations to the committee: Chair/Ingrid, Michael, Constance, Helena, Kelly L.
2. Step Study Guide: We need to vote on our final approval (although the work has already been done) Do we want to move it forward? Motion passed to forward the guide to the world service committee for final approval: APPROVED.

3. Four fellowship calls - Last year Kelly L. was involved and there were 3 members; they offered 4 calls a year BDA topic. The motion was to continue the fellowship outreach/calls on a quarterly basis. APPROVED.
SUBCOMMITTEE Fellowship Calls: Chair/Kelly L., Grace, Michael, Nicole, Grant
4. BDA stories articles to submit to the Ways and Means Committee for 1 edition year so that BDA has a voice in the fellowship. APPROVED.
SUBCOMMITTEE Fellowship Calls: Chair/Helena, Sandy S., Kelly S., Kelly L.

New Business:

5. Literature: There was some BOA literature created and it's somewhere in the pipeline. These are pieces (conference approved concepts) from years ago. Josie, although not a member of the subcommittee has agreed to try and track down the literature and hand off to committee APPROVED.
SUBCOMMITTEE Literature- Chair/Michael, Judy, Kelli, Helena
6. Discussion about supporting underserved and under representative BOA groups - specifically Spanish members. Motion to create a subcommittee to support the underserved and underrepresented in BDA. APPROVED.
SUBCOMMITTEE Underserved/Under representatives- Chair/Nicole, Ingrid, Darleana, Sandy M., Beatrice

Agreed to meet on Thursday, August 13th at 3pm EST to finish up business for today.

Next Steps:

Complete Action Plan

Finalize and confirm our monthly meeting

8.2 WSC Conference Committee Minutes

Chair: Tracey O.

Vice Chair: June D.

Secretary: Deb G.

Treasurer: Lolly A.

Timer: Starr H.

Members: Gillian W., Kathryn G., Paul W., Thomas F.

GSB Liaison: Karma K.

2021 Host Committee Chair: Maureen C.

1. The Conference Committee moves that the 2020 World Service Conference continue making remote participation available at the face to face World Service Conference.
2. The Conference Committee moves that the 2020 World Service Conference accept the United Kingdom Intergroup bid to host the 2022 World Service Conference in the Greater London area.

Recommendations:

1. The Conference Committee recommends that the GSB Conference Support Committee create and translate into multiple languages a special email to serve as a cover letter to the WSC Registration Packet and on the website to generate interest from non-English speaking locations.
2. The Conference Committee recommends that the GSB authorize the committee to curate a Ways & Means issue to state the joys and benefits of World Service and WSC participation.
3. The Conference Committee recommends that the GSB Conference Support Committee provide an explanation in the Registration Packet of what the Registration Fee pays for.
4. The Conference Committee recommends that Debt-Anon continue to be invited to host a Track/Room at DA's WSC Fellowship Day. Feedback from DA delegates and attendees has been highly positive.
5. The Conference Committee recommends that the GSB Conference Support Committee consider DA WSC times of 11 am-5 pm Eastern Time U.S. Delaying the start time of the WSC until 11:00 am Eastern Time U.S. would be more attractive for Delegates in the Pacific Time Zone and encourage more participation from that region.

8.3 WSC Fellowship Communications Committee Minutes

August 9, 2020 Meeting Minutes
10:00 a.m.-2:00 p.m. ET

Fellowship Communications Committee (FCC)

The Fellowship Communications Committee facilitates communication and promotes collaboration among the debtor who still suffers, the Debtors Anonymous membership, the World Service Conference (WSC) Committees and Caucuses, the General Service Office, and the General Service Board (GSB), and oversees Sponsor-A-Group and Promise Six Day. (Rev. 2020)

FCC Members: Anne M. (Chair), Zeborah T. (Vice-chair), Tamala S. (Secretary), Kate E. (Treasurer), Julia B., Deborah O., Deniese R., Joe F., Karen S., Marilyn Sue P., Rody D., Sandra A., Tammy M., Vivian B., Bill D. (GSB Liaison)

Chair: Bill D. **GSB Liaison:** Anne M. **WSC Committee Meeting Scribe:** Julia B. **Recording Secretary:** Tamala S. **Timekeeper:** Vivian B. **Tech support:** Corey M.

1. Opening readings: DA Twelve Steps, Twelve Traditions, and the FCC Mission.
2. Introductions: Bill D. GSB Liaison read the WSC Committee statement of purpose, member rotation, recommended terms of service (Debtors Anonymous Manual for Service (DAMS), and shared his role as GSB Liaison: offers experience, strength, and hope, is a non-voting member, acts in the role of GSB communicator for issues/concerns to and from the GSB, submits requests for approval from the GSB for committee motions, recommendations, and actions, and facilitates articles and reports submitted to the *DA Focus, Ways, and Means*® publication. Bill D. also provided an overview of the process that was needed to transition from the traditional WSC structure to a virtual conference due to the pandemic.
Committee members introduced themselves by name, home group, other committees/caucuses they are on, and history of prior WSC service experience. Corey M. was introduced as the volunteer meeting technical support.
3. Bill D. read the FCC Statement of Purpose (DAMS). Rody D. requested clarification from the approved 2020 recommendation to include oversight of the Promise Six Day. Bill D. follow-up.
4. Bill D. suggested following Robert's Rules of Order. We then reviewed the proposed agenda and FCC scope/actions implemented from 2019 FCC, 2020 FCC Issues/Concerns submitted prior to 4/1/20 and assigned by the GSB, and process/timeline for FCC submission of motions/recommendations at the WSC Convocation. Bill D. then reviewed the proposed meeting agenda provided in the

WSC 2020 Committee Caucus Starter Kit, review of the FCC Chair scope of responsibilities, and facilitated the FCC election process for the Committee Chair service position.

5. Elections: Committee members volunteered/nominated and were approved by unanimous consent for the following service positions: Chair- Anne M. Anne then assumed the Chair position from Bill D. to facilitate the election of the additional service positions. Vice-chair-Zeborah T. Secretary- Tamala S. Treasurer-Kate E.
6. WSC Committee meeting scribe: Julia B. volunteered for this role and created meeting notes on a Google doc. with shared screen viewing.
7. A recommendation was made and accepted to create the FCC procedure/etiquette guidelines and review/respond to the GSB Issues/Concerns assigned for 2020 at the first monthly meeting following the WSC.
8. Reading of the 2019 WSC FCC Final Report including recommendations presented at last year's Convocation was completed by Rody D. past FCC Chair, 2019-2020.
9. Group discussion-review of previous committee work and consensus was reached to include further expansion and WSC engagement for Promise 6 day and S.A.G. sponsorship. Additionally, the Committee identified the importance of exploring opportunities to integrate with other WSC Committees on an ongoing basis to advance communication and promotion of Committee actions and collaboration of Committee integration of projects/events.
10. Review of the three FCC WSB assigned Issues/Concerns submitted prior to 4/1/20 was completed. By group consensus it was decided that these issues will be reviewed/processed for response/recommendation at the first meeting following WSC.
11. To further explore opportunities for the FCC 2020 actions / recommendations / motions to be submitted at Convocation, Rody D. facilitated a multistep visionary process with the Committee. Julia B. created the visual document which identified several key concepts the group wanted to see incorporated into the upcoming Committee actions, including in order of priority by consensus- Sponsorship, Inclusivity/Diversity, Newcomers, Connection, World, Podcast, Promise 6 Day, GSR communications, Intergroup, and Togetherness. Document can be found in Google docs. FCC shared drive.
12. A Google doc was created of the Committee visions work product to date. Anne M. Chair, reviewed the remaining Committee deliverables and timeline to complete. It was determined by group consensus that additional meeting time was needed. The greatest majority of members identified availability for a 1-hour meeting on Tuesday, August 11, 2020, 11 a.m.-12 p.m. ET.
13. The meeting was closed with the Serenity Prayer.

Group Discussion, Recommendations, Motions

Topic: Review FCC WSC agenda items/tasks, timeline, and deliverables.

Due: Friday, 8/14. 11:00 a.m.

Identify FCC motions/recommendations to be presented at WSC Convocation 8/15-16
Accountability: Anne, Chair; Tamala, Secretary
Deliverable: FCC WSC 2020-2021 Motions /
Recommendations to Bill D. GSB, bill.d.gsb2016@debtorsanonymous.org
wsc.fcc@debtorsanonymous.org

1. **Motion:** Schedule additional meeting time to complete the FCC WSC agenda items/tasks.

Outcome: Passed by unanimous decision.

Next meeting was determined by group consensus and will be held by Zoom on Tuesday, 8/11, 11 a.m.- 12:00 p.m. ET.

Corey, Tech support volunteered his service and availability for this meeting.

Next Meeting: August 11th 11 a.m. - 12:00 p.m. ET

Next steps:

1. Committee members are to review the design/vision brainstorming notes provided by Julia, scribe link posted in the Chat room.
2. Collate items and draft suggestions for FCC theme.
3. Identify 3 Big Ideas you would like to see the FCC consider at our next meeting for motions/recommendations to be submitted at the WSC Convocation.

August 11, 2020 Meeting Minutes 11:00 a.m.-1:00 p.m. ET

FCC Members: Anne M. (Chair), Zeborah T. (Vice-chair), Tamala S. (Secretary), Kate E. (Treasurer), Julia B., Deborah O., Deniese R., Joe F., Karen S., Marilyn Sue P., Rody D., Sandra A., Tammy M., Vivian B., Bill D. (GSB Liaison)

Absent: Deniese R., Tammy M.

WSC Committee Meeting Scribe: Julia B., **Timekeeper:** Kate E., **Tech Support:** Corey M.

Update: By group consensus through email communications on Monday, August 10, 2020, it was determined that more meeting time was needed and therefore the previous time for this meeting was extended from 1 hr. to 2 hr. An additional meeting was scheduled for Thursday, August 13, 2020 from 11:00 a.m. to 2:00 p.m.

1. The meeting was opened with the WE version of the Serenity Prayer.
2. Anne M., FCC Chair, opened the meeting by reviewing the agenda and the objectives for the meeting. An emphasis was placed on the required objectives and deliverables for the FCC from the WSB including FCC report, agenda, meeting minutes, actions/goals, theme, and recommendations/motions with review/approval by the GSB liaison, by Friday, August 14, 2020, prior to 11:00 a.m. to be presented at the WSC Convocation.

3. Group vision/brainstorming session- prior to the meeting, Anne M. requested assistance from Corey M. to facilitate the group brainstorming/visionary process resulting in key words, concepts, and member preference of statements to identify the FCC mission, theme, and scope of action items for the year. At the end of the session by group consensus it was decided to take the current work product from the session and prior to the next meeting identify the top three “Big Ideas” which can then be developed into FCC actions, recommendations and motions to be presented at the WSC Convocation.
4. The group brainstorming session slides were created by Corey M. and sent out to the members by Anne M. for continued work prior to our next meeting on Thursday, August 13, 2020, 11:00 a.m. to 2:00 p.m.
5. The meeting was closed with the Serenity Prayer.

Group Discussion, Recommendations, Motions

Topic: Review FCC WSC agenda items/tasks, timeline, and deliverables.

Group discussion and brainstorming session to identify FCC actions, recommendations and/or motions to be presented at the WSC Convocation 8/15-16.

WSC FCC Report and agendas: Anne M., Chair.

WSC FCC minutes-Tamala S., Secretary

Deliverable: FCC WSC 2020-2021 Motions/Recommendations to Bill D. GSB,

bill.d.gsb2016@debtorsanonymous.org

wsc.fcc@debtorsanonymous.org

Next Meeting: August 13, 2020 11 a.m. - 2:00 p.m. ET

Proposed agenda:

1. Overview of deliverables: FCC actions, theme, Recommendations/Motions to WSC
2. **Due: Friday, 8/14 at 11 a.m.**
3. Determine schedule for ongoing FCC meetings.

August 13, 2020 Meeting Minutes

11:00 a.m.-3:30 p.m. ET

FCC Members: Anne M. (Chair), Zeborah T. (Vice-chair), Tamala S. (Secretary), Kate E. (Treasurer), Julia B., Deborah O., Deniese R., Joe F., Karen S., Marilyn Sue P., Rody D., Sandra A., Tammy M., Vivian B., Bill D. (GSB Liaison)

Absent: Deniese R., Tammy M.

WSC Committee Mtg Scribe: Julia B., **Timekeeper:** Sue P., **Tech Support:** Corey M.

1. The meeting was opened with the WE version of the Serenity Prayer.
2. Anne M., FCC Chair, opened the meeting by reviewing the agenda and the objectives for the meeting; timeline of the deliverables to be submitted from the FCC to the WSB including: FCC report, agenda, meeting minutes, actions/goals, theme, and recommendations/motions with review/approval by the GSB liaison,

by Friday, August 14, 2020, prior to 11:00 a.m. to be presented at the WSC Convocation.

3. Anne M. requested that Vivian B. present an overview of the various FCC subcommittees and actions from the previous year.
4. Bill D. provided an overview of the process to bring Recommendations and Motions to the WSC Convocation.
5. Anne M. and Julia B. shared the collated document from the member submission of recommendations for FCC actions, subcommittees, recommendations and motions for the group to consider. By group consensus it was determined that the prior FCC work/approved motions, Promise Six Day and Sponsor-A-Group would be continued by FCC Subcommittee for further development and global advancement. The opportunity to explore International inclusivity and support for both initiatives was widely supported by the group.
6. 2020 FCC Subcommittees, Recommendations, and Motions:
The committee completed a detailed process to aggregate and prioritize the collated document of actions to identify additional subcommittee formation needs and issues/recommendations and motions to be submitted to WSB and WSC Convocation. The following actions were approved by the FCC for Subcommittees:(additional committee members will be added)
 - a. Promise Six Day- Deborah O., Tamala S., Anne M., Kate E.
 - b. Sponsor-A-Group- Zeborah T., Deborah O., Sue P., Vivian D.
 - c. Sponsorship Hub- Vivian D., Joe F.
 - d. Connecting GSRs- Zeborah T., Deborah O., Julia B., Kate E. (audit), Tamala S. (audit), Sue P.
7. WSC Convocation Recommendations:
 - a. GSR mentorship program development submitted to Conference Committee for consideration.
 - b. Create a D.A. Podcast to be launched on social media platforms submitted to GSB Comm Tech.
 - c. Include Zoom platform for Fellowship Wide Calls submitted to GSB Comm Tech.
 - d. Develop a digital recordkeeping document submitted to Literature committee and Tech committee.
 - e. Create a solvency day counter submitted to Tech committee.
 - f. Develop process to incorporate a live chat opportunity to address immediate questions/needs and D.A. resources. (Tech committee)
8. WSC Convocation Motions:
 - a. Incorporate a GSR weekly announcement into the meeting format (DAMS).
 - b. Sponsor an Intergroup program development under S.A.G.
 - c. Develop a sponsorship Hub for members.

9. 2020 FCC Theme:

The committee reviewed the possible themes created during the meeting on 08.11. Anne M. sorted and categorized by the highest member inclusion during the group brainstorming session; Inclusivity, Connecting, Together, Unity. By group consensus the final theme was approved: ***Serving to Connect Voices of Fellowship Around the Globe.***

10. FCC Issues/Concerns:

The committee members reviewed the three Issues/Concerns assigned to FCC from WSB for 2020.

The following members volunteered to draft a preliminary response which will be submitted to all FCC members via email for review/comments prior to our next scheduled meeting:

- a. 20-09- Zeborah T., Tamala S.
- b. 20-10- Vivian D., Sue P.
- c. 20-12: Vivian D., Sue P.

11. FCC Committee Meeting Schedule:

By group consensus as identified by remaining members present and calendar polling doodle it was determined that the best day/time for monthly meetings is Saturday, 4 p.m. to 5 p.m. ET. Based on this information the next committee meeting will be held on Saturday, September 12, from 4 p.m. to 5 p.m. ET.

12. Anne M. thanked the committee members and Corey M., tech support, for all their work and dedication this week. She will continue to work with Bill D. to prepare the FCC report to be presented at WSC Convocation.

13. The meeting was closed with the Serenity Prayer.

8.4 WSC Hospitals, Institutions, & Prisons Committee Minutes

Chair: Roger D.

Vice Chair: Yanick T.

Secretary: Laura L.

Treasurer: Seana A.

Members: Beverly C., Elizabeth T., Maurice D., Peter H., Katherine D., Stephanie M.

GSB Liaison: Bob D.

Motions:

1. THAT HIP AWARENESS DAY SHALL BE A NATIONAL EVENT THAT TAKES PLACE ON THE 2ND SATURDAY IN JULY: JULY 10, 2021. THIS IS A DAY FOR REACHING OUT TO THE DEBTOR THAT STILL SUFFERS IN HOSPITALS INSTITUTIONS AND PRISONS.

8.5 WSC Internal Operations Committee Minutes

MEETING NOTES

August 9, 2020, 11am to 3pm EST

Committee members in attendance:

Paul M, Bert C, Kathleen I, Kim G, Mark L, Melody P, Patricia E, Peter A, Piper N, Bob E, Ronna J, Teresa H

Introductions of committee members:

Paul M- GSB liaison, has been to GSO, chaired this committee for 3 yrs

Kim G - 2nd yr on committee, was secretary last year, on Office Relocation committee

Teresa H – new Office Manager, been in DA for 7 years

Bob E – GSR, N. CA Chair, on IOC last year, worked on what to do about financial issues in office, visited GSO

Mark I – GSR, lives in city west of Pennsylvania, 5 years solvency, Intergroup Chair, 15 years in business of renovations, did proposal for new office

Kathleen I – BDA in LA, coordinated volunteers to answer GSO phone lines

Bert C – in DA 5 years, GSR for 1 month

Piper N - Goes on weekend to Woodland CA, GSR, 17 years in DA

Peter A – attends Thurs BDA in LA, 15 years in DA, went to WSC last year, worked on Tech Committee, 30 years in Tech, would like to see a virtual office

Melody P – business owner, 1st year GSR in LA, 5 ½ years in DA

Ronna J – ISR for DASWIG current secretary, Phoenix Sunday afternoon DA current treasurer, representing Wednesday BDA meeting, whom I thank for paying my registration to WSC, 5 yrs solvency

IOC procedures:

Paul M explained that commitment to WSC is for 3 years. He explained DA Service Manual has more information. Explained what IOC does, IOC supports GSO operations, works with liaison. After WSC responds to issues, each committee can choose to continue last year's committee work, vote on motions, establish action plan for year, set monthly calls. Meeting is being recorded and there will be a written transcript.

Nomination of Officers:

Chair: Mark I. Vice chair: Kim G. Treasurer: Kathleen I. Secretary: Ronna J. Motion made for the above Officers. Motion passed unanimously.

Issues and Concerns from 2019

According to 2020 WSC Issues and Concerns there are no issues from last year.

The following issues and action items were identified to be discussed at further meetings.

Long Term Planning – Office Relocation

- Motion made to have this as our priority. Motion passed unanimously.
- Prepare motion for relocation to convocation, due August 14 at 8am EST.
- Establish subcommittee/liaison to communicate with other committees

- Review previous subcommittees work
- Review 2019 actual and 2020 spending plan
- New location fundraising
- Consider virtual office space vs physical office or TBD
- Send response to groups expressing interest in relocation site

Office Improvements – Physical, Telephone, Manual

- Establish subcommittee/liaison to work with Office Manager
- Review this year's spending plan
- Request money for GSO
- Request some of \$3800 fund as needed
- Report that we requested funds on convocation report
- Need volunteers to handle some work
- Need more people to work in GSO
- Purchase frig and file cabinet
- Pay \$35 for International calls
- Phone system not resolved
- Office manual needs to be completed
- Pat E to research status of Online Literature

Website Accuracy

- Establish a subcommittee/liaison to work with committees involved

Archives

- Motion to keep off our agenda was made. Motion passed 6-3.

Next meeting

Tuesday (8/11/2020) and Wednesday (8/12/2020) at 8:00 pm EST

- Use same login as Sundays meeting
- Read spending plan, starts pg 59.
- Meeting adjourned at 3pm EST

MEETING NOTES

August 11, 2020, 8pm to 9pm EST

Committee members in attendance:

Paul M. (GSB liaison), Mark I. (Chair), Kim G. (Vice Chair), Kathleen I. (Treasurer), Ronna J. (Secretary), Bert C., Melody P., Peter A., Piper N., Robert E., Teresa H. (Office Mgr)

1. Called the meeting to order with the Serenity Prayer. Mark I. asked everyone for permission to record the meeting. Unanimous assent.
2. Melody P. agreed to be the timekeeper with 1 minute warning.

3. Motion to adopt agenda was unanimously approved.
4. Motion to accept the minutes was approved.
5. Office Manager Report by Teresa H.
 - Frig works now that it has been defrosted.
 - Called building maintenance to put up fire extinguisher
 - She receives more emails than phone calls
 - GSO to take on duties being done by GSB
 - Does not know what duties will be returned
 - She is working with the Office Committee
 - Discussion of expanding Patty's duties or hiring another part time employee
 - There is a backlog of donation responses
 - Discussed volume of calls a day from 1 to 7.
 - Need to address that calls are not answered on the weekends
6. Unfinished business
 - a. International phone calls are a must
 - Telephone service and capacity to answer phone calls needs to be addressed
 - Subcommittee formed to address issues
 - Kathleen I. and Piper N. to be subcommittee members
 - b. Office policy and procedure manual needs to be complete
 - GSB, Office Committee, previous subcommittee have all worked on issue
 - Motion to form a subcommittee was approved.
 - Subcommittee members are Kim G., Bob E. and Teresa H.
 - c. Existing employee role expansion
 - Part-time employee works on Literature 20 hrs week. She has capacity to expand her duties. See if willing or hire a new part-time person.
 - Office Committee and GSB would need to act on expanding hrs.
 - Need job description before hiring. Should be encompassed in office manual
 - Issue up to Teresa and GSB.
 - Do recommendations
 - d. Office scanner to digitize existing paper files.
 - Current job is tedious and scanner does not talk to chrome.
 - Scanner was expensive and is only 1 yr old. It has a lot of capabilities, maybe a laptop would suffice.
 - Paul M. to contact Tech Committee and get back to us.
 - Table discussion
 - e. Website group information accuracy.
 - Webmaster doing all updating and would like to have the GSO handle it
 - Last year thinking that Intergroup to track regional accuracy. Need someone responsible.
 - Maybe Intergroup Caucus could be responsible. Paul M. To see if they are working on it.
 - Mark I. to recommend to convocation that Intergroup Caucus handle it.

Next meeting

8/12/2020 at 8:00 pm EST

Meeting adjourned at 9pm EST

MEETING NOTES

August 12, 2020, 8pm to 9pm EST

Committee members in attendance:

Paul M. (GSB liaison), Mark I. (Chair), Kim G. (Vice Chair), Kathleen I. (Treasurer), Ronna J. (Secretary), Bert C., Melody P., Peter A., Piper N., Robert E., Teresa H. (Office Mgr)

1. Mark called the meeting to order.
2. We said the Serenity Prayer.
3. Mark asked permission to record the meeting.
4. Melody agreed to be timekeeper with 1 min. warning.
5. We adopted the Agenda.
6. Motion to approve the minutes. Approved as presented.
7. Paul M. GSB Office Committee liaison gives report.
 - The Office Committee members are Bob D., Carmea K., Roger H.
 - 2 of the 3 agreed with a physical office in tier one city
 - The Office Manager or Executive Director needs DA or 12 step experience
 - The GSB Office Committee must approve office relocation. It's a fellowship request that board must make happen.
8. Unfinished business
 - a. GSO relocation
 - I. Subcommittee members are Kim G., Melody P., Peter A., Kathleen I.
 - II. No need for Office liaison because Office Mgr is part of IOC
 - III. Discussion of IOC role in relocation. Role of IOC is to do research and develop ideas. IOC supports GSO and Office Committee. Paul M is chair of Office Committee this year.
 - IV. Motion to reconstitute last year's committee work with this year's subcommittee. Motion approved unanimously.
 - b. Scheduled regular monthly meetings on first Saturday of every month at 6pm EST, 3pm Pacific. Except for first Saturday in September and January meeting will be on 2nd Saturday.
 - c. Motion to have Teresa H., Office Manager, in IOC meetings. Motion approved with 1 descent.
 - d. Reviewed spending plan
 - I. Questioned increase in bank fees. Believed associated with Bank transaction fees for electronic processing. Possible increase in transactions. Finance Committee handles subcommittee can inquire.
 - II. Each line item is associated with other committees.
9. New Business
 - a. Motions and recommendations
 - I. Mark to come up with wording for recommendation to focus on relocation.

- II. No spending plan recommendations. Michaelene working on Office Manager job offer.
- III. Procedure manual is of upmost importance. Give to subcommittee

10. Adjournment with Serenity Prayer at 9:15 EST.

11. Each meeting will be held the first Saturday of each month at 6pm EST, 3pm Pacific. EXCEPT next meeting will be September 12, 2020 at 6pm EST. January's meeting will be held January 9, 2021.

8.6 WSC International Committee Minutes

The International Committee met on Sunday, August 9th and again on Tuesday, August 11th, 2020.

All members present on August 9th. On August 11, Kristen sent her regrets and Jeff took Minutes.

Office positions elected:

Chair - Amina Z. (San Francisco, CA)

Vice-Chair - Oscar B. (London, UK)

Recording Secretary - Kristin B. (Philadelphia, PA)

Treasurer - Jeanne F (Santa Cruz, CA)

Tech - Alex (Brighton, UK)

Meeting schedule for 2020-2021 - Second Saturday of the month at 08:15 a.m. PDT (UTC-7). Optional Conscious Contact at 07:15 a.m. PDT led by a volunteer. Committee decided to meet using Zoom during the year (Amina's account).

| Meeting Date | Volunteer to lead Conscious Contact |
|--------------------|-------------------------------------|
| September 12, 2020 | Monisha |
| October 10, 2020 | Kristen |
| November 14, 2020 | Shalini |
| December 12, 2020 | Emmanuelle |
| January 9, 2021 | Jeanne |
| February 13, 2021 | Amina |
| March 13, 2021 | Joan |
| April 10, 2021 | Mario |
| May 8, 2021 | Jeff |
| June 12, 2021 | Sindai |
| July 10, 2021 | Roger |

August 9, 2020 - During the first INT meeting, Roger H (GSB liaison) opened the meeting with the Serenity Prayer; 12 Steps and 12 Traditions were read. The members introduced themselves, Amina was asked to provide an overview of the work of the International Caucus from the 2019-2020 service year. Acknowledgement of the movement from a Caucus to a Committee. Roger explained some of the differences to

the group. Nominations were then held for the Committee positions. Roger turned over the meeting to Amina as the new Chair of the Committee.

Amina led the group to consider where Higher Power was calling the members of the Committee as possible 'visions' for the coming service year. Members took 15 minutes to brainstorm and then each member shared their thoughts. Following the sharing, the group decided to meet again on Tuesday, August 11th to discuss priorities for the year and to formulate Motions and Recommendations.

The committee has come together with these 19 Visions (consolidated list).

They are as follows:

1. Have a Fellowship-wide Unity Meeting.
2. Help to start a National Board (or Intergroup) in Brazil.
3. Have a virtual Marathon Meeting of DA Recovery to cover all time zones.
4. Have a weekly International DA Meeting to help get information to the Nairobi meeting.
5. Make a Motion for the fellowship to pay for an app or tech service that enables us to have real time translation in multiple languages for any fellowship wide calls.
6. Radio Public Information appearances in countries where the internet is not readily accessible with backup information and alternative access to DA.
7. Update pamphlet to include the sorts of mobile financial systems prevalent in Africa, Asia and other developing areas of the world.
8. Have a motion at Convocation to create a list of DA members that are willing to sponsor internationally and include if they are fluent in any language other than English.
9. Downloadable literature monthly/International Marathon Meeting.
10. Simultaneous translation at meetings as a radio presence.
11. For the seriously financially challenged, to have access to Zoom (Communal Zoom Areas, some sort of data purchase),
12. Committee members to support virtual meetings internally by attending.
13. Accessible literature outside of the Amazon platform, physical book purchase.
14. Inviting bilingual speakers to come forward and do service to bridge language barriers within DA.
15. Monthly International Meetings covering all time zones.
16. Easily accessible printable literature for poor countries. To capture details for loaners in countries/area where there are no meetings and linking them up to a group to support them in starting a meeting.
17. Visit International meetings and identify our service. Bring DA resources to financially challenged communities.
18. Check to see if DA is active in India.
19. How can we make the message reach other countries and for them to have contact with DA WSC?

August 11, 2020

The Committee discussed a concern from Sindai about her need for a translator to assist her in understanding the English discussions in the Committee and for the remaining sessions of the World Service Conference. Her sponsor, Marcelo, in Sao Paulo, Brazil is

available to assist. He has been involved in the current translation work of DA literature into Portuguese. Roger had an off-line discussion with Sharon, Tom B. and Michaelene to determine protocol and restrictions. This is possible. The translator would not have a vote and would be subject to the confidentiality rules as are other WSC members. Motion made by Joan to have Marcelo be a English/Portuguese translator for Sindai for the next service year and for the WSC Convocation. Monisha seconded. All in favor. Roger will work with Tom B, Derek (Zoom tech) and Marcelo to get this set up .

The Committee members were divided into two breakout rooms to discuss the visions presented and to sort them into priorities and to discuss possible motions and recommendations.

These are summarized in sections 3 and 4 of this document.

Motions:

1. Dedicate the month of January 2021 and thereafter for “International DA Awareness Month”
 - a. Sample Tagline: Embracing debtors across the globe - Worldwide fellowship starting in January.
2. Create a list of DA members that are willing to Sponsor internationally and include if they are fluent in any language other than English.
 - a. The purpose is to capture details for debtors in underserved areas and in countries/area where there are no meetings and link them up to a group to support them in starting a meeting
3. Update and expand DA’s Awareness pamphlet to include information on the sorts of mobile financial debiting systems prevalent in Africa, Asia, and other parts of the world. The purpose for this is to bring more clarity and awareness for debtors in other countries, whose avenues to incurring debt, might be quite different from those in North America or Europe. The pamphlet would include common pitfalls debtors face regularly in nations where the banking and economic systems present different challenges and therefore, different red flags.

Recommendations

1. Host 2 Listening Calls with members outside of the US to better understand how we can best support our non US based members
2. Host a New Years’ Day Marathon (For Newcomers) of DA Recovery covering all time zones
3. Host 2 International Fundraising events to support Debtors in countries in need
4. Create a virtual Monthly International Meeting covering all time zones
5. Visit virtual international meetings and identify ourselves as service holders at the International Committee and see what support they may need.
6. Check to see if DA is active in India and other developing countries
7. Look at additional literature distribution platforms to make easily accessible literature for countries/ regions where access is limited.

8. Work with the WSC PI committee and GSB PI to create relevant radio/TV opportunities to carry the message to countries where the internet is less accessible, with backup information and access to DA

8.7 WSC Literature Committee Minutes

Minutes for the inaugural meeting of the DA Literature Committee held during the 2020 World Service Conference

8 - 09 – 20, 8am Pacific 11am EST 4pm UK ?NZ

| | |
|-----------------|------------------------------|
| Present: | Helen O |
| Will | Edie F |
| Taylor | Deborah K |
| Rivka | Mary Jane B |
| Peter S | Fati |
| MirianZelene | Nikki S |
| Mike K. | Herb M |
| Michelle | Zoom Tech Charlie (no vote) |
| Michael S | Tom B, GSB Liaison (no vote) |
| Mary Ellen | Ruby |
| Lisa B | Joanne |
| Leslie | Nathaniel C |
| Jeanine C | |

Meeting began with introductions, origins, experience if applicable.

Agenda:

- Elections
 - **Chair: Ruby**
 - **Secretary: Nathaniel**
 - **Vice Chair: Mary Jane**
 - **Treasurer: Lisa**
 - **Scribe (for the day): Mary Ellen**
- Scheduling the monthly meetings
- Adopting a Meeting Format
- Choosing Projects
- Approval of Literature and Recommendations to the GSB

Elections:

- Chair: Leslie nominates Ruby, Ruby accepts nomination. Votes are cast, Ruby is approved.

- Secretary: Nathaniel volunteers, approved by acclamation
- Vice Chair: Mary jane Volunteers, approved by acclamation
- Treasurer: Tom B describes position, Ruby calls for volunteers, Lisa volunteers and clarifies the position. Lisa is approved by acclamation.

Tom B asks if the committee wishes to have a scribe, for today, using the whiteboard? Whiteboard feature is demonstrated.

- Mary Ellen volunteers to serve as scribe (whiteboard), approved by acclamation.

Agenda continues:

3 main orders of business:

“3 hours left today”

- Figure out monthly meeting time:
- Pick projects:
- Decide on motions and recommendations for convocation, including the Step Study Guides for DA and BDA

Ruby emphasizes the importance of reviewing issues and concerns (20-06) as well.

Moved into scheduling via the Doodle Poll

Most popular days and times () as we try to discern:

- first Friday of month, 5-7pm EST 13 people can attend
- Brief discussion about time zone conversions to accommodate UK and NZ as well as West and East Coast US.
- Discussion about the role of subcommittees which enable members to contribute if they can't make the monthly meeting
- Members who cannot attend may review recordings and minutes
- Now In Discussion, (First) Friday: 2pm PST - 5pm EST, 10pm UK, 9am NZ time
- Mary Ellen restates what times are being discussed: 2pm PST - 5pm EST, 10pm UK, 9am NZ time

Ruby suggests to consider instead **Saturday: 2pm, 5pm 11pm and 9am NZ**

- Group Checking doodle poll for availability

- Ruby proposes an interim meeting during the coming week, or decide today to send a temporary time format via email.
- Tom clarifies which Saturdays work best: the 1st, 2nd or 4th
- Helen asks if we take a vote on the discussed Saturday time
- Ruby asks for any additional questions:

Vote commences:

***Vote to hold the regularly scheduled LitCom Monthly Meeting on the 2nd Saturday
2pm Pacific - 5pm EST - 10pm UK - 9am Sunday NZ***

Motion carries.

Ruby says to make sure not to forget that the UK will change in October (Charlie the tech volunteer says it apparently won't be an issue in the chat)

UK is 5 hours ahead of us, Nikki is requesting clarification for the time scheduling
Mary Ellen asks if it would be necessary to establish the medium of communication, if this is a priority to get straight:

Ruby clarifies: We have options as a committee to choose exclusively Google Hangouts, Zoom, phone in, etc., leaves it to the group to choose the format, and lets people know if they are uncomfortable using the format they can dial in.

Tom B suggests focusing on motions and projects, and to determine the platform at a later time.

Ruby asks to move into reviewing the issues and concerns. Leslie calls for a break.

15 Minute break!

Procedural Discussion

Discussion of Mission, Purpose, and Purview of Literature Committee, Including Voting Procedure:

Some general discussion about the status of the Meditations project as group reconvenes from break:

- Tom B suggests that "if there were a subcommittee to write meditations, that would be helpful."
- Ruby thought the board had hundreds of submissions for meditation.

- Tom B notes that board members are editing what they have received, and they have about 2 months' worth of meditations so far.
- Tom notes that the Literature approval process is somewhat confusing. There is a list but the status of projects can be hard to determine in some cases.
- Helen asks if there can be clarification on if the Lit committee needs a subcommittee to
- Tom reiterates that it would be helpful to have a subcommittee to write meditations.
- Jeanine says that it would be great to have a subcommittee for it, as there are 365 meditations needed and the board only has 60 so far.
- Mary Jane notes that we are getting ahead of ourselves, aren't we supposed to be getting a motion to the floor?

Tom notes that the main agenda item this weekend is probably the literature approval and choosing projects if any concepts need to be raised at the WSC

Mirian: what is the major purpose of this committee? We only have one primary purpose:

Tom posts Committee's mission on screen:

LITERATURE COMMITTEE (LIT)

D.A. conference-approved literature begins with the Literature Committee.

Members participate in all levels of the literature creative process, including:

- *Generating ideas for new D.A. literature*
- *Working closely with members of Literature Services*
- *Reviewing drafts of literature in process (given to them at the Conference by Literature Services)*
- *Approving final drafts of D.A. literature*
- *Bringing motions to approve*

Tom asks if Ruby wants to have the group decide if we want to approve the drafts.

MirianZelene asks for clarification about who is submitting what to whom.

Explanation of Literature Approval Process over time: Tom B clarifies that Literature Services is the GSB's literature group. Step Study Guide was approved as a concept about 10 years ago, about 4 years ago the LitCom created an outline, the board hired a writer who wrote the two drafts, DA and BDA Step Study Guides; the writer finished a draft, the board reviewed it, sent to LitCom, LitCom sent it back to board with notes, and now the Board Literature Services group has sent it back to us for approval.

Discussion of Procedure:

- Tom B asks if the group wants to observe RR's and to what degree.
- Ruby proposes that because of the size of the group, we observe the Blue raise hand protocol for the group. Ruby notes that there is a copy of the protocol in the google drive for zoom etiquette. For right now for today we can do the minimum, raise hand and wait to be called on by chair.
- Ruby notes that the other thing to discuss is to decide how we are going to vote. Her experience is that a simple majority vote was the most effective.
- Ruby asks how we feel about a simple majority vote:
 - Mary jane asks to clarify do we mean a simple majority of the people on the committee, or only of people on the call.
- What's on the table: we vote by blue hand only?
- Tom lays out the available means of voting: Polls are available, blue hands may be difficult to use for voting since they are used for speaking in turn as well.
- Fati says there are several hands raised and wanted to make sure people are being seen.
- **Mary Jane makes a motion to vote by a simple majority of $\frac{1}{2} + 1$ of people on the call for voting monthly meetings.**
 - Seconded by Jeanine
 - Mary Jane restates that for each monthly LitCom meeting a vote of a simple majority wins the vote by one half of the people on the call plus 1.
- POI: are we gathering the votes by blue hand or green "yes" button?
- General discussion about the separate nature of "how the group votes" vs. "how votes are counted"
- Charlie demonstrates again the poll feature
- Jeanine proposes we use the poll today to vote on Mary Jane's motion on the floor
- Mary Ellen cites RR's on best practices to move forward the motion.
- Michael S wants to clarify the separate nature of the motion on the floor and the means by which a vote is taken
- Edie feels inundated by people jumping in and not being able to follow clearly States for points of order to just chat with the host if there is a point of order.
- Ruby agrees we can have a separate conversation on RR's of order.
- Tom B suggests that for procedural motions, we can just reach consensus, use the phrase "does anyone object?"
- Ruby: Ok so now we can vote on Mary Jane's motion:

Vote: "for each monthly LitCom meeting a vote of a simple majority wins the vote by one half of the people on the call plus 1"

Passes at 95% Yes 5% No

Ruby: we have 1.5 hours left

Tom B suggests that due to the time available, Tom suggests moving into the DA and BDA step study guides, then discuss what other projects you might want to work on. We may want to ask lit. concepts to give us permission to work on those projects

Step Study Guides:

- Fati suggests that we work on the DA step study guide first
- Helen raises concerns about the use of second person voice in the End of Step questions, and suggests it could be improved by switching to a different kind of gentler tone.
- Tom B weighs in, it is in our purview to approve yes or no and we can submit notes but not edits:
 - Right now just a yes/no vote as to whether to approve or not.
- Ruby asks if written comments are available. Ruby notes that last time when we went over the study guide we were able to attach commentary. An up or down vote is what is asked of us. Right now the group can't change anything but things
- Herb: in step 3 God as we understood Him, requests change to de-gender HP throughout both step study guides. Herb says he votes to approve but on the condition to degenderize the HP pronouns.
- Jeanine clarifies that there is no motion for approval yet, Jeanine moves to approve step study guide with suggestions.
- Ruby requests clarification as to what we are doing, are we in fact **reviewing** it?

- Taylor writes in chat (1:35 PM): ^[P]_[SEP]I would like to vote for approval of the DA step study guide only if the pronouns are changed to a neutral gender for HP. I apologize I have to jump of the meeting for a client. I will be back at 11:30am. thank you
- Tom notes that we cannot change the 12 Steps but if approval is granted by A.A. in the future to de-gender the 12 Steps as they are currently written, and if the Conference approves it, then this piece of lit would be updated to reflect that.
- Ruby suggests 25 minutes on the DA step study and 25 minutes on the BDA if needed.
- Ruby says we will take as many pros for this as we want:

Discussion of DA Step Study Guide:

Pros:

- MirianZelene: touches on the fact that they have only given us 4 steps of each guide, so what I want to think about the first tradition, if it will help anyone get out of debt, I want it to help someone as soon as possible. So for me, if this book can help someone to get out of debt that is the important thing. Our job is to approve or not approve, but the 12 steps have been done already. They only want to give us a piece to see that everything has been done in the same way. So do we want it to get printed or wait one more year or ten years?
- Mary Jane: I'd like the motion restated since we can't change the pronouns, since if we are unable to do that, progress not perfection. I am voting yes for this but want to take out the language of the pronouns.
- Jeanine: wanted to weigh in that I am in favor of producing this at this time, better to have an imperfect guide than wait for a perfect one. I am in favor of pronoun switching.
- Edie: I am in favor of getting it out there. I am the sister of a recovered addict and had a Kmart sign as his HP, keep my attitude right today. I'm very grateful just to have stuff out there
- Nikki: I ditto everything people are saying, we need to get it out now. When we're having to look at literature, can we also same see the same bit of literature when we're reviewing together. Pronouns, why can't we change those?
- Tom B, right now the vote is only to bring to conference as it is, and we have to be ok with no changes. Right now we don't have a legal right to change the pronouns (A.A.)
- Leslie: I want to make this personal, someone in my meeting who wants me to sponsor them, it will be harder for me to create a step study guide on my own. The need is urgent.
- Michelle: I am for publishing the guide as is, will be voting against the BDA step study guide, don't know if this is for our committee, the precursor to the steps is not debting, meaning I have to stop debting and then I work the steps, and have found working with step sponsees people often don't know they are debiting. In conjunction, I think it is important that we have literature about what it means to incur unsecured debt. Having a step study guide and being vague about the ways we are debting is necessary.
- Mary Ellen: I vote in favor of the motion of a Conference Approved step study guide for DA, getting it out Asap is good, can never be perfect.
- Mary Jane: confirming only steps 1-4 we received, but are voting on the complete guide

- Tom B we usually don't share the final version at all. We trust our trusted servants.
- Will wants to vote yes and differentiates that we can suggest changing the pronouns in the questions, but that we cannot change the pronouns in the steps.
- Rivka suggests a way to communicate transparently the provenance behind why the steps cannot be amended for pronouns, asks that we communicate that clearly for the board to make these changes for the debtor who still suffers.

Cons:

- No Cons

Vote takes place to approve *DA Step Study Guide*

Jeanine's Motion: to approve the DA step study guide as is to move along in the process.

90% Yes, 5% no, 5% abstain

Motion carries, it goes to the convocation for the conference, and Tom B notes that it is important for the board to consider the note about providing a footnote in the guide as to the pronouns and he will definitely carry that to the board.

Michelle asks if the minority vote wishes to speak.

Helen speaks for the minority against approval of the DA step study guide. As an editor, she thinks the whole text is too verbose. She was also glad it was approved.

Discussion of BDA step study guide:

Motion was made by Mirian to approve this BDA step guide to bring to convocation. Jeanine seconded it.

Discussion:

Pros:

- Jeanine: spoke in favor of this guide, BDA to me is a life saver, many people agree that the BDA principles also apply, running household like a business etc. in favor of approval because we have nothing
- Helen: I liked some of this material very much, 2nd step prayer for example, what if HP became my CEO etc.

- Edie: I am looking forward to this coming out because of Covid-19; retired as a flight attendant, maybe having my own business, and would be grateful for this resource
- Mary Jane: in favor of passing this on to convocation
- Nikki: BDA is my main fellowship and have taken sponsees through DA How method, and echo Mary Jane about the need for separate accounts for business and personal also.

Cons:

- Michelle wrote 15 pages of edits and suggestions, concern was there were several places in the doc where it didn't really describe how to do the steps, didn't provide format e.g. how to pray, how to meditate etc., did not fulfill purpose of how to do the step, doesn't know if it was corrected
- Miriam: "I will say that one of the cons, this pamphlet is going to be reviewed in a couple years and there will be a new edition.

Ruby: Any other cons?

Vote:

Motion is to approve the BDA 12 step study guide as is, to take to convocation and printing

71 % yes 15

5% no 1

24% abstain 5

Herb speaks for the minority. "If you're going to trust your people, how can I make a whole vote without seeing the whole document?"

Both Step Study Guides were approved to pass to convocation.

Moving on to projects we want to work on:

Ruby requests we put it to the committee if they want to revisit the issue and concern raised before us:

Issues and concerns from individuals or groups, we can decide to work on it or not:

Issue and concern is:

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.^[P]_[SEP]

- Ruby: Before we go into suggested projects, want to spend some time about the issue or concern. Where would it go?
- Mary Ellen: before this issue was talked about, had a questions/suggestion about how to make recommendations for the material we just approved?
 - Also had a question about the use of the word “denied” in the description of the concern.
 - Ruby asks for clarification on how the process works
 - **Tom B says All recommendations should be emailed to Tom re: the drafts of the step study guides.**
- Tom: The issues and concerns need to be answered by us (answered, as in either we will not take it up, or we will and try to make it into a pamphlet). If many are brought up, the committee can bring these up to the convocation. So this issue is for an IRS pamphlet piece, and to somehow make it applicable to all members.
 - If we want to create a concept for literature around it, that is up to us.
- Herb: I actually have something about a different piece of literature
- Edie: a bit confused on the issue, if someone could clarify, re: how IRS penalties work re: healthcare provisions
- Mary Jane: I believe it’s an outside issue, not in the best interests to even go there.
- Helen O: it doesn’t belong as a pamphlet, a PRG can be helpful in that way
- Mirian: wanted to reiterate our primary purpose as a lit. committee. Reads the primary purpose of the committee
- Mike: I do see it as an outside issue. D
- Fati notes that current projects in process include:
 - Dealing With Prosperity, Action Plan, Retirement, Earning, What is Solvency, Retirement, DA Voices from the Black Community, Relapse and Recovery are the pamphlets from last year.
- Lisa: I can speak to that, I believe that they are referring to the penalty for not being covered under Obamacare, if you don’t have some kind of coverage.
- Jeanine is for a PRG guide that is conference approved. There is an absolute need.
- Finished with Issue and Concern: what we did last year.
- Ruby: For new members who may not understand how the process can work, we try to give as many people as possible to express their grievances whether we agree with them or not. DA services then dispense concerns to whatever committee is appropriate, then review concern, then give participants a fair

hearing, if there is something we can do to be of service then we do so. If they cannot give the answer that we want they do a group conscience.

- Helen, do we need to take a vote on this Issue and Concern?

Vote takes place on whether to bring issue and concern to convocation, on whether to bring up the need for an “IRS Pamphlet”

75% no, 15% yes, 10% abstain

There will not be an IRS pamphlet

Joanne and Nikki speak to the minority vote, Joanne notes that the need for that kind of support is real, to navigate IRS issues

Ruby: anyone who voted “yes” interested in forming a subcommittee for

Joanne would like to submit language on how to respond to the issue, even for a small indication that the IRS is very powerful. Yes creditors are creditors and maybe by end of December I can submit something to amend the how to communicate with creditors pamphlet or something.

Nikki is happy to provide feedback.

Tom B clarifies, all you can provide is a response to the person who submitted, no text to add to pamphlet, noting that this committee did not approve to address the issue and concern

Suggestions to extend by 30 minutes or half hour and if we are stuck we can do additional meetings. Ruby suggests to extend by 15 minutes, ending at 3:15pm EST.

Now we move on to what was left over from last year:

Chat From Tom B, GSB Liaison to Everyone: (2:32 PM)

Literature Committee projects (current):

- Black Voices in D.A.—more as decided

Literature Services projects:

- D.A. Basic Text
- 12 Step Study Guide
- Daily Meditation Book
- Stories for Basic Text

- Health Issues pamphlet
- Newcomer/Beginners Meeting Format (Service Literature)
- Action Plan
- Relapse and Recovery
- Couples and D.A.
- Earning
- Retirement
- Dealing with Prosperity
- What is Solvency?
- Symptoms of Debting pamphlet

BDA projects:

- BDA Annual Business Plan Pamphlet
- BDA Clarity in Business Finance Pamphlet
- BDA Numbers Booklet
- BDA Detaching from Difficult Personalities Pamphlet
- BDA Stories: All literature projects in process

Tom B says if there are new projects we can do that, if there are new concepts, we have to get approval. We can also do an issue of Ways and Means magazine of our choice.

To be clear, the only project on the Docket is Black Voices in DA:

- Herb, requested status of earning pamphlet

Other ideas/suggestions:

- PRG pamphlet, Jeanine, not a pamphlet, a process outline for PRGs, a guide for how to give PRGs, and would love to see us continue subcommittee of meditation stories
 - Call it a PRG Process Guide, Manual for Service?
 -
- Meditation guide (Jeanine)
- Nikki: felt very passionate about the whole area of visibility
 - Literature about visibility/vulnerability/fear of being seen/asking
- Helen: Subcommittee for the meditation daily reader
- Rivka: one pager that has definitions, Terms of Reference
- Michelle: I realize we have a 2 pager on sponsor but if there was a fleshed out thing on sponsorship that would be great

5 Items in addition to the other work the committee was going to be doing (Black voices) and (Basic text stories) so right now nothing else to review.

1. PRG Outline Guide (Jeanine)
2. Nikki: Visibility/Vulnerability
3. Helen: Meditations for Daily Reader
4. Rivka: one page glossary
5. Michelle: Longer Sponsorship Pamphlet
6. Stories for DA Big Book
7. Black Voices from DA
8. Lisa: Let fellowship know why the ability to change pronouns is not immediately forthcoming.

Need votes for: PRG process guide

Vulnerability/Visibility,

Then two recommendations, glossary and pronouns

Herb made Motion to work on the PRG outline Guide:

Seconded by Helen:

VOTE:

Motion: We are voting on a motion to make a PRG outline to bring to convocation as a concept so that they can approve so we can begin working on it.

Motion carries:

Yes; 79%, No 11%, 11% abstain

Minority Vote: Deborah, voted no because I liked it being a more open framework that is passed down.

Request for clarification on how this is different from the PRG pamphlet? To clarify, the pamphlet is general information, the guide proposed is an outline step by step of how to conduct a PRG

Miriam: requests clarity on what we do for Black Voices, is that a book or a pamphlet? Are we collecting stories?

Ruby: it was voted on at convocation to create an outline for Black Voices from DA, and since it was the first time anyone was writing anything about Black People, we decided to make it stories based, in three sections:

- Black American Descendants of Slaves
- Black Diaspora: Caribbean, South America, Europe, Asia
- The African continent

Ruby: We will be reviewing the stories as a subcommittee. Ruby will begin cataloguing these stories in the google drive.

Helen asked how stories are being submitted for this pamphlet.

Mary Jane: Getting off track, are we deciding

Lisa: wanted to put out an e-news blast about why the pronouns have not been changed. Taylor also would like to support that recommendation being taken to the convocation.

Next Vote: Visibility/Vulnerability Pamphlet

Nikki clarifies, there is a fundamental distortion, people unable to ask for help, take vulnerable action like posting on social media regarding business, PRG may rec. Putting an ad up and the disease part says I am fearful of this visibility. It could be incredible to have either a pamphlet or a book about visibility and vulnerability; what does that look like to show up and be visible, get supported, etc.

Motion to extend by 15 additional minutes. No opposition.

Discussion:

Fati: love this idea and concept, makes a motion to take this to convocation to approve. Seconded by unknown.

Vote

56% yes, 22% No, 22% abstain

Voting commences: Passes

Vulnerability and Visibility Pamphlet concept to be submitted to Convocation

Recommendations:

- Glossary for newcomers
- Rivka makes **motion to make a recommendation to convocation to develop a glossary for newcomers**
- **VOTE:**
- **Results**
 - **Yes 94%**
 - **No 0%**
 - **Abstain 6%**

Pros: Miriam, lots of abbreviations don't always know the meaning

Next Recommendation: to let the fellowship know what the issue is with not being able to change pronouns

Motion: Lisa, **Would like to make a motion that we send out an Eblast to let people know why it is taking so long for pronouns need to be changed because of the copyright laws related to A.A.**

Taylor D:

Point of clarity, I would also just like to say that the A.A. is its own literature I do believe our DA literature is our own copyright and therefore I believe honestly that we should have the right to create our own path. Why don't we start with our own work and lead by example.

Will: I think it's a great idea to let people know and the fact that not everyone knows why is evidence of that.

Hear from people who are against the Recommendation:

Mary Jane requests to call the question:

Vote: to bring recommendation to convocation that the GSB release a statement on why the pronouns issue cannot resolve fast:

- **Results**
 - **Yes 94%**
 - **No 0%**
 - **Abstain 6%**

Deciding who will work on what projects:

Summary:

For Convocation there are four motions (approval of DA and BDA step study Guides, PRG guide literature concept, Invisibility/Vulnerability literature concept), two recommendations (glossary of terms and announcement re: pronouns), at least four subcommittees: Black Voices stories, Race and Debt, Basic Text stories, and Daily Reader meditation writing subcommittee.

Tom B suggests dividing into subcommittees via email

May need to retool the motions via email

Nikki asks for clarification on how the subcommittees will work:

Closing with the serenity prayer

ADDENDUM:

On Aug 13, 2020 there a vote was held via email to approve the following motion:

*"Literature Committee moves that the Conference approve a **literature concept** for a pamphlet on the theme of Race and Debt to address how debt and privilege affect all non-white racial groups around the world and in D.A., why so few black and brown bodies stay within D.A., the ways in which the Tenth Tradition is used to silence communities of color by treating race as an outside issue to debting, and how D.A. can embody anti-racist practices."*

The motion passed: 16 yes, 3 no.

8.8 WSC Public Information Committee Minutes

Chair: Sean T.

Vice Chair: Jill P.

Secretary: Juhli C.

Treasurer: Anna H.

Members: Charlotte R., David J., Dora P., Ellen S., Karen M., Karinda R., Lauri I., Liz W., Sabina A.

| Work to be done by the Committee during the coming year: |
|---|
| |
| Increase efforts to reach out to helping professionals (health fairs, mental health fairs, addiction counselling, conventions/conferences, health clinics, treatment centers, financial counselling/institutions, suicide prevention) |
| |
| Increase outreach to information services (where fellowships and services are listed, clearinghouses, places where AA is listed, AARP, municipal/senior services, suicide prevention) |
| |
| Media outreach (media packet, WSJ, PSA, newspaper, TV, radio, media contact forms) |
| |
| Encourage DA's PI work |
| Continue with media and PI training, PI manual, quarterly PI calls |
| Help address group, Intergroup difficulties with PI outreach |
| Increase interest in PI - fellowship wide calls (ex. topic: Tradition 11, Tradition 12, Step 12), gratitude days |
| Creating a private PI Facebook page to support PI reps and people doing PI work at their local level or a public PI page with basic information |
| Anna Holmes, Dora volunteered to work on this initiative |
| |
| "How to greet & support the newcomer" training or suggestions (fellowship wide call with speakers, stories for the Ways & Means, create a service piece, part of meeting structure) *Recommendation |
| |
| Work with UUOC, International Committee, or other committees and caucuses as appropriate |
| |
| Outreach to Universities, many debtors start their debting addiction getting their first credit card in college |

Recommendations

The PI Committee recommends that that every DA meeting makes a special point of welcoming newcomers, that time is set aside to welcome new members at each meeting as part of the meeting format and that newcomers are given newcomer packs, either printed or digital depending on circumstances, contact information for other members, and guided towards the “Getting Started” part of the website. We further recommend, where resources allow, that the new person greeter be established as a trusted servant position, duly elected at the meeting’s business meeting. We feel that these measures will assist newcomers through their first crucial few months in the program.

8.9 WSC Resource Development Committee Minutes

August 9, 2020 (to be considered/ approved by RDC)

OFFICER ELECTIONS:

CHAIR: Diana B elected chair

SECRETARY: Jeff N elected secretary

VICE CHAIR: Ceilia elected Vice Chair

TREASURER: Eric elected Treasurer

SCRIBE: Sarah and Jane

BUDGET: \$100.00. Sharon B., our Board liaison, will check if there is rollover of funds not used last year for our \$100 budget.

DISCUSSION: Regarding a 7th tradition for this committee. Generally, there is no 7th tradition taken within committees. GSO contributions cannot be earmarked to a specific committee.

Confirmation of regular RDC monthly meetings: 2nd Saturday by Zoom 2pm Eastern Time 11am PT, 8pm London, 1 hour 15 minutes (75 minutes). Chair, Diana will provide her Zoom account. The meeting will be recorded via audio only. Confirmed.

2020

Sept 12

Oct 10

Nov 14

Dec 12

2021

Jan 9, 2021

Feb 13

March 13

April 10

May 8

June 12

July 10

MOTION: Sarah moved we accept the four recommendations to discuss these four motions in our agenda. Motion **carried**. (These are four recommendations from the 2019-2020 committee for consideration by the 2020-2021 committee)

The committee decided to work on combining two of the recommendations in the following motion:

MOTION (Mike, second Jane): To Adopt the RCD recommendation: RDC recommends to the Conference that all delegates suggest that all meetings, including phone and online meetings, make a 7th tradition announcement to cover group meeting expenses and the Service Bodies of DA. RDC further recommends to the Conference that all GSRS announce to their groups the various electronic methods for making individual and group contributions to World Service. **Carried.**

MOTION and recommendation (Mike, Philip seconded): TO RECOMMEND: RDC recommends the Conference recommend to groups that groups consider creation of a service position known as “Temporary Sponsor.” RDC recommends that the DAMS be amended to include the description of a Temporary Sponsor in the following or similar language:

Many groups find it appropriate to establish a service position, known as Temporary Sponsor. When a newcomer arrives in the group, the Temporary Sponsor is available to serve as a temporary sponsor for the newcomer – to invite the newcomer to work the Steps of Debtors Anonymous, to show the newcomer how the temporary sponsor has worked the Steps, and generally to introduce the newcomer to Debtors Anonymous. Typically, this is only for a limited period of time, until the newcomer obtains a more permanent sponsorship relationship. The service position has regular rotation at a frequency voted on by the group. Depending on group size, some groups have more than one individual filling this role at any given time. Some groups prefer to have one male member and one female member serving as Temporary Sponsor. **Carried.**

DISCUSSION:

- ☐ add more to further the Temporary Sponsor description, e.g., Works with another (new) member for Approx. 30 days to: answer general questions, introduce them to other meetings, orient them to the literature, help them start writing down their numbers (using DA conference approved literature, e.g. “The Numbers: One Approach”), help them to set up a PRG (pressure relief group), help them to find a permanent sponsor with whom to work the steps.
- ☐ This motion would go to the Board for inclusion in DAMS. Our Board liaison will make sure the wording reflects our discussions as well.
- ☐ We will go forward with this motion, knowing it will be edited for the DAMS at a later date.

MOTION (Ceilia, seconded Jeff): Motion that we recommend: The RDC recommends to the General Service Board (GSB) that all General Service Representatives (GSRs) add to their 7th tradition announcement: In the spirit of abundance, we invite you to double your contribution to help our fellowship thrive. **Carried.**

MOTION (Sarah): Meet this Wednesday 6pm ET. (6 people yes Maia, Jane and Dianne D will vote separately or via email if a quorum is not reached). **Carried.**

MOTION to adjourn. **Carried.**

August 12 MINUTES (to be considered/ approved by RDC)

Meeting convened at 6:03pm

- Serenity Prayer
- Roll Call: Diana B. Jeff N., Sarah F., Philip M., Ceilia, Eric, Sharon S., Ed, Mike L. Not present: Diana D., Jane A., Maia,
- A quorum was present. 8 of 11
- **Committee purpose:** The mission of the Debtors Anonymous Resource Development Committee is to create revenue for DA including: Increasing Seventh Tradition contributions and clarifying the use of Seventh Tradition funds, Encouraging member participation in service at all levels, and Increasing awareness within the DA fellowship about the importance of self-support in DA at the level of group, Intergroup and World Service.
- **Check-ins, brief shares.**

NEW BUSINESS

Members brainstormed the following:

- Discussing guidance for paying rent during Zoom meetings, and for electronic contribution methods.
- Compile ideas for groups to raise funds for special 7th tradition initiatives across the fellowship or locally, e.g., for HIP day, for their GSR to attend WSC. See what existing ideas come from other committees and align with them, from groups within the worldwide fellowship, and also from other 12-step programs.
- Create service literature. RDC can create certain literature that does not need Literature Committee approval but is vetted by the GSB.
- Donation suggestions such as solvency date contributions. I pledge to donate \$XX for 3 years of abstinence/solvency.

NEW MOTIONS TO BE VOTED ON FOR WORLD SERVICE CONFERENCE:

MOTIONS (Ceilia, second Sarah):

RDC recommends to the Board that they publish a monthly simplified report of the DA finances including spending actuals, plan, and ideal plan all together in columns, via a monthly email, and on the DA website. **Carried**

MOTION (Ceilia, second Ed): RDC recommends to the Board and to the Technology Committee to put links to purchase electronic literature and paper literature, and links to download free literature and service literature all on the same page on the website, on a page simply called "Literature." **Carried**

MOTION (Ceilia, second Sarah): RDC recommends to the Board and Technology Committee to create an electronic literature order form on the

website that calculates the total including any shipping or sales taxes, and creates a way to a pay for this literature online. **Carried.**

MOTION (Mike, second Sarah) RDC moves that the Conference make the following suggestion to DA Groups: In this era of COVID lockdowns, Groups should consider the 6th Tradition (that Groups not finance any related facility or outside enterprise) and the 7th Tradition (that every Group be fully self-supporting, declining outside contributions) in consider their spending plans regarding rent and gifts for facilities. **Did not carry.**

ISSUES & CONCERNS: (not applicable to RDC)

While no issues and concerns were forward to RDC, we discussed issues surrounding electronic contributions to small groups, as it pertains to banking regulations, anonymity, and rotation of service (e.g., when a bank requires signatories). The national fellowship legally cannot collect money for groups and funnel it back to them. The WSC and the GSB do not give legal advice; the recommendation is to research what is appropriate in your jurisdiction.

8.10 WSC Technology Committee Minutes

August 9, 2020 Committee Meeting

Notes:

Rob B. started the meeting
Cris F. – elected Chair of Committee
Adam F. – elected Recording Secretary
Roxie K. – elected Vice Chair
Stephanie M. – Treasurer
Roger S. – Timekeeper

1. Rob B. – Start with the Serenity Prayer.
2. Rob B. – Introduction to committee and charter. Elect a chair. No one volunteered. Rob B. asked Cris F. if he would consider it. He agreed to be chair. Cris F. takes over leading the meeting.
3. Cris – went over etiquette from the starter kit.
4. Motion: (Lenore) Tech Committee meetings will be recorded until minutes accepted, then deleted. Members can download video recordings for personal use, with the understanding that they will not be shared beyond the meeting attendees. This motion was accepted.
5. Cris – let's look at issues and concerns from last year, see how many should carry over
 - a.
 - b. Translation– we need a process for doing it and approving it. Try doing a few languages at first from communities that are requesting them
 - c. Improve website
 - i. Audit website functions to see if it meets our needs
 - ii. Surveying membership on website functionality
 - iii. Actually doing the website improvements might be too big to do
 1. Audio file storage
 2. Synchronization of databases with local intergroups
 - d. Hybrid meeting recommendations for meetings
 - e. Concern about
6. Cris – 8 recommendations from last year
 - a. Improving Website
 - i. Motion (Lenore) – have a form on the website to get multilingual member volunteers to help with translation. Motion withdrawn by Lenore. We will come back to it
 - ii. Discussion. Website should be multilingual. We need processes to support that. The flow of the website. Lots of discussion last year, we need to look at notes from last year. Audit is probably a good idea.
 - b. Improve accessibility and purchase of literature online – only available via Kindle; *A Currency of Hope* (current version) not available on Kindle
 - i. Decision to use Amazon was based on selling DA literature there

- to prevent people from profiting on selling our literature online
 - ii. We can use another platform if we want in addition to Amazon
 - c. Improve DA's abilities to take donations online including other currencies
 - d. GSB Purchase two new computers for DA offices – Done
 - e. Investigate new platforms for podcasts and audio files
 - f. Investigate automating meeting registration, ensure all DA meetings are accurately represented.
 - g. Investigate DA's abilities to synchronize with other Intergroup databases
 - h. Translating the website – we have the means, we need a process to vet translations
7. Cris – concerns submitted by other committees
- a. Audit and redesign website
 - b. Find a new platform to host audio files
 - c. Consider the feasibility of a virtual office
 - d. Survey how much literature is bought physical vs. digital
8. Cris – What to work on this year?
- a. Google Drive best practices – Kimberley
 - i. For ourselves
 - ii. For other groups
 - iii. Transfer knowledge from year to year
 - iv. Video training for everyone
 - v. Backing up data in case something happens
 - b. Develop a DA app – Lenore
 - c. Recommendations and how-tos for groups for hybrid meetings – Roxie
 - i. Discussion. Should we mandate Google Meet? Can we use Google Groups? Can we give each group a DA email address via Google? How do we incent groups and also incent people to keep their information updated?
 - ii. How can we do this for the WSC Committees? / How can we suggest recommendations for all DA Groups? – Stephanie
 - d. Explicitly gather and communicate accessibility information on the D.A. website? – Kimberley
 - e. YouTube how-to training videos? – Lenore
Lit doesn't just have to be written!–Kimberley
9. Cris – Let's vote
- a. Follow protocol suggested in DAMS p. 118 to prioritize items (Adam).
 - b. Create Google Sheet to do voting (Adam)
 - c. First let's agree to items to vote on (Cris). Discussion. Items updated on spreadsheet.
10. Cris – Motion to extend meeting 15 minutes (Stephanie). Motion accepted.
11. Cris – Let's pick another meeting time. Tuesday, 11 August, 6pm Pacific Time. Motion accepted.
12. Cris – Let's all vote in the spreadsheet before the next meeting. Motion accepted.
- a. Adam will send out email with voting link and instructions
13. Cris – Motion to end meeting.
14. All – We version of the Serenity Prayer

**August 11, 2020 Committee Meeting
9-10:30 ET, (8-9:30 CT, 6-7:30 MT)**

Time set aside for meeting, 90 minutes

1. Call to order – 9:05
2. Moment of silence followed by serenity prayer (9:10 eastern)
3. Reading of Technology Committee Statement of Purpose from page 84 of the DAMS (9:05 eastern)
4. Volunteer reads the Twelve Traditions from page 7 of the DAMS (9:06 eastern)
 - a. We also picked a timekeeper – Bryan
5. Review of minutes from 8/9/20 committee meeting minutes, noting any inaccuracies (9:08 eastern)
 - a. Motion to approve – Stephanie, second: Bryan; minutes were approved.
6. Check in from members (9:14 eastern)
 - a. Members checked in.
7. Liaison report (9:19 eastern)
 - a. Discussion about Zoom recording, how recordings are accessed
 - b. Discussion about how we will continue meeting as the WSC Zoom links won't be available after the conference
 - c. No decision was made.
8. Review Doodle poll and finalize the yearlong schedule (9:24 eastern)
 - a. Third Wednesdays, 7am Pacific Time, 12 meetings
 - b. Adam F. will send out a calendar invite to the group
9. Determine priorities for 2020-21 (10:15 eastern)
 - a. Review WSC Tech Comm Priorities Spreadsheet and discuss results
 - i. Two subcommittees – proposal by Stephanie
 1. Website
 2. Tech support to the fellowship
 - b. Discuss subcommittees and gather interests from members
10. Complete WSC Tech Committee Reporting Form (10:25 eastern)
 - a. The committee formed a sub team of Cris F., Adam F., Kimberley, and Stephanie to complete this report. They will arrange to complete the form and get it to the WSC before the deadline on Friday.
11. Final thoughts, Serenity Prayer and adjourn. (10:30 eastern)

8.11 WSC Intergroup Caucus Minutes

8/8/20 Meeting Minutes

Next meeting- 2nd meeting at 8/9@ 6:30am PST via Zoom

Chair Nominations

Chair: Paul W.

Secretary: Lisa B

Co-Chair: Gill W.

Treasurer: Roxie K

Member At Large: Jerome

GSB Liaison: Tom R

Monthly Meeting for the next year. Group conscience: Weekends.

- Lisa read the Intergroup Caucus Year End Report WSC 2019-20
- Link to the Intergroup Caucus Google Drive
- I created a Google doc with our Caucus member roster that may be easier to access than the PDF 2020-2021 WSC INTERGROUP CAUCUS ROSTER
- I started working on our 2020-21 WSC INT Caucus Recommendations Note: According to the schedule: This report must be typed and submitted to gsb@debtorsanonymous.org before 11:00 a.m. U.S./Canada Eastern Time, Friday, August 14, 2020.

To Tom R.: Request from Lisa to be granted access to move/delete documents from the Intergroup google drive, so I can organize the drive into folders. As of right now I am only granted access to save all the docs I am creating in the main drive and I'd like to save them in the 2020-21 folder.

Recommendations and concerns discussion:

- Clarity around the wording in the Intergroup service manual in the DAMS. Make it simpler, shorter, and more accessible.
 - Intergroup Service Manual
 - Intergroup Service chapter in the DAMS page 58-62
- Getting members to recognize the value in Intergroup and World service
- How to involve small groups in larger groups and in other nations.
- Can we promote sponsor-a-group for intergroups?
- Look at promoting Intergroups using BDA principles
- Distribution of a way to share Best Practices to help groups understand the purpose of Intergroup and the value of doing world service.
 - Gather information on how Intergroups failed.
- Context or historic perspective of all DA meeting be assigned to an intergroup.

Tabled for monthly meetings: much discussion to be had about the BDA intergroup.

- Here at the links for the BDA Intergroup we discussed which were forwarded to

us by the outgoing liaison from the 2019-20 INT Caucus.

**WSC Intergroup Caucus
8/9/20 Meeting Minutes**

Opened with Serenity Prayer @ 6:30

Gillian read the minutes from yesterday's meeting

Agenda:

Find a date we will meet monthly

Recommendations

Roxie

How to share best practices and support strengthening intergroups

How to strengthen regionalization

Sarah maybe establish a subcommittee

Reading and reviewing

Pages in the chapter on intergroup in the DAMS

Intergroup service manual

Michael, Roxie and Sarah volunteered to be on that subcommittee

Jerome: Can we make a best practices pamphlet/document that can be distributed?

How does language and culture affect regionalization?

Joe: UK intergroup how to get support to groups

Note: service material does not have to go through the formal approval process.

Jerome defined the concept of regionalization and how historically the regionalization is directed mainly for the board member to represent each area.

Intergroup Regions WSC 2019-20

Meet again Wednesday 8/12 @ 1300 EST for 1.5 hours (Time zone converter)

Proposed 2020.[date] INTC Agenda format

Caucus Action plan:

Read the dams and intergroup service manual, access the google drive

INTC google drive

INTERGROUP SERVICE HANDBOOK

DAMS this is the 2019 version

Closed @ 745 PST with Serenity Prayer

**WSC Intergroup Caucus
8/12/20 Meeting Minutes**

2nd meeting at 8/9 @ 6:30 am PST via Zoom

Attendance

Chair: Paul W.

Co-Chair: Gill W.

Treasurer: Roxie K

Member At Large: Jerome

GSB Liaison: Tom R

Jeffrey B., Sarah F., Joe F.

Agenda

- 1. Opening**
- 2. Reports**
- 3. Secretary** - Minutes of previous meeting
- 4. Old Business**
 - a. Recommendations and concerns
 - b. Sub-committee report.
 - c. Complete Caucus report for Friday deadline.
- 5. New Business**
- 6. Closing**

Roxanne took minutes in Lisa's absence. Reminded people to use Google platform and make all documents shared and able to be edited. Also, please follow naming conventions.

Minutes were read and accepted.

Sarah F. reported about the sub-committee about the Intergroup Service Handbook and what is covered in the DAMS. (Full version of report.) **These are our recommendations.**

- 1. The sub-committee strongly suggests that the Caucus submit an official recommendation to the WSC that the link to the document "Intergroup Service Handbook" also be listed on the "free downloads" literature page on the *www.debtorsanonymous.org* website.**
- 2. The sub-committee strongly suggests that the IG Caucus recommend to the WSC that the 2 documents, "Intergroup Service Handbook" and "Chapter 3: Intergroup Service" in the DAMS**
 - a. be integrated to become 1 document (because some info is in one and not the other and vice versa)
 - b. be updated to reflect current best practices
 - c. be revised for readability
- 3. Recommend that the DA website have a specific and dedicated page for**

Intergroup information purpose, tools and understanding.

Motion passed that these two recommendations be forwarded to full WSC as the IG Caucus recommendations. A third recommendation was added from discussion of our action items (below).

Next Meeting: September meeting was established as fourth Sunday 11 am Eastern Time, September 27th (Tom's birthday).

Action Items:

1. Specifically define the role of intergroup in the overall organizational structure of DA.
2. We support the new and existing Intergroups, in coordination of Tech Committee, especially in regard to use of Zoom.
3. Discussion and inquiry into how a DA group/member requesting to set up an Intergroup may be able to reach out to the Intergroup Caucus. (Intergroup Service Manual suggests that contact. How does that happen. What is the role/function of our caucus to the World Service Office?
4. Fellowship wide Zoom meeting of all interested Intergroups on quarterly or bi-annual meeting that could be recorded and available for replaying it or an audio recording.

Meeting Closed at 2:30 ET.

8.12 WSC Spiritually Sustainable Earning Caucus Minutes

Minutes for first meeting, August 8, 2020

GSB Liaison: Bill D. opens meeting with instructions.

Possible Agenda Items: Issues and Concerns this year, none.

Previous year's caucus report, see p. 93 of binder

Elections Results:

Chair: Ed K.

Vice Chair: Janine

Secretary: Helena K.

Treasurer: Kelly L.

Scribe: Zeborah

Timekeeper: Celia

Minutes:

Possible Agenda Items from last year. Read 5 bullet points. Agreed to continue them this year. See p. 93 in WSC binder for last year's accomplishments

Last year's recommendations to us:

- Continue to host fellowship wide calls on the topic of SSE
- Liaise with LitCom: form a subcommittee to further the Earnings Pamphlet
- Write and collect stories for the Ways and Means, DA Big Book, or other literature projects
- Discussions on how best to assist D.A. members with earning issues in the DA program
- What would we like other committees and caucuses to consider in light of the SSEC?

Visioning this year's work for the Caucus together:

1. What does Spiritually Sustained Earning mean to you? Further defining.
2. Confirm deadline for Meditations donations. Bill D. confirmed they are still accepting. Let's send more for our group. See website for meditation book submissions.
3. Take a look at the Earnings Pamphlet
4. Big Book Stories can have up to 2500 words.
5. Fellowship wide calls, submit stories to Ways and Means
6. Phone calls were very well-received and attended.
7. What would we like other committees to do for us or connect on
8. Action Item: Daily Meditation Book Submit at least a dozen for underearner
9. What is the deadline for DA Big Book? Bill D. will check into it for us

10. Ways and Means: Write and Submit Stories
11. Start a Meeting
12. Change caucus to a Committee. More content about how to live an abundant lifestyle when we start earning.
13. Adjust virtual numbers spreadsheet and numbers pamphlet so it includes multiple revenue streams and retirement
14. Retirement pamphlet
15. Workshop around earning
16. Pamphlets: from Survive to Thrive
17. Podcasts for website: how to balance a checkbook, how to keep your numbers,
18. Signposts for SSE
19. Doodle Poll for meeting date
20. Reaching out to underearners
21. Basic text
22. Underearning and healthy boundaries
23. Interfacing instead of merging
24. Look into history of UA and DA

Zoom accounts: ask about \$100 budget for Zoom if Board will pay for groups to use
Alex volunteered to use hers. Ed said he would use his.

Subcommittee volunteers so far:

1. Fellowship wide calls: Chair: Maia Members: Celia, Jeff, Julia, Grant
2. Literature: Chair: Steffanie Members: Janine, Peter, Alex, Tammy

Date and time for committee meetings: 1st Sunday of the month, 3 pm EST, that's Sep 6.

SSEC Pre-Convocation Meeting Notes for August 13, 2020 4:15 p.m.

Meeting time length: 60 minutes max

1. **Serenity Prayer:** Opened with We version of Serenity Prayer
2. **Roll Call:** Chair, Ed K., Vice Chair, Jeanine C., Secretary, Helena, Treasurer, Kelly L., Members / Alex A., Bryan Z., Ceilia M., Darby W., David J., Dianna D., Grant F., Herb M., Jacquelyn J., James F., Jeff N., Joan N., Julia B., Karinda R., Laura L., Lauri I., Maia W., Peter S., Rebecca C., Roger S., Shalini G., Sindai A., Stephanie M., Tammy M., William M., Zeborah T.

Attendance: Ed K, Julia, Kelly, Jeff, Helena present

3. **Mission Statement read:** SPIRITUALLY SUSTAINABLE EARNING CAUCUS (SSEC) 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 Twelve Steps and using the Tools of Debtors Anonymous.

4. **Spiritual Timekeeper Volunteer Request.** Kelly volunteered
5. **Short Check-in.** Shares: 1 minute per person.
6. **Higher Power Check-in read:** *Tradition 2 States: For our group purpose, there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.*
7. **SSEC’s Recommendations for 2020-21 were read** (condensed version from 08-08-20 and 08-09-20.. white board(s) and minutes)

The following recommendations are a continuation of the work that has been done by the previous SSEC / current SSEC...and builds upon that work.

Fellowship Wide Calls (Subcommittee chair: Maia)

- Conduct 3-4 fellowship wide calls this year
- Proposed topics may include: Retirement, Thrive Not Just Survive, Earning Prosperously, Vision
- *Subcommittee duties: brainstorm and propose topics and bring those back to the caucus; coordinate speakers, asking for suggestions from other members; coordinate and implement the calls.*

Discussion : Need to find out to how to schedule a fellowship wide call
Ed will use his Zoom account in the interim till we could find an account

Writing Submissions (Subcommittee chair: Stephanie) Read:

- Submit stories for DA’s daily meditation reader (template on DA site; still accepting submissions) that have a focus on earning and SSE
- Submit stories for DA’s Big Book (2500 words; still accepting submissions) that have a focus on earning and SSE
- Curate an issue of “Ways & Means” with SSE focus
- *Subcommittee duties: encourage each member of the SSEC to submit a story to each or some of these publications; recruit members within the fellowship to submit stories for any of these publications (announce at meetings, develop a flyer, etc.); confirm deadlines with GSB for these submissions; act as liaison with LitCom as needed.*

Discussion : Several members discussed composing Meditations for book as a project
We can form new committees

Literature Item: Address the need for a more expanded numbers recording that includes multiple streams of income. This could be in printed or digital form.

Discussion: ED is on RDC and they will, along with other committees, help integrate new digital versions of literature. Earnings Pamphlet too.

Earning-focused DA meeting: assist DA members who may want to start a meeting with this focus; possibly develop a meeting format (similar to what BDA has done). Refer to draft of SSE meeting format in SSEC google drive. This may be a special “test” meeting with the possibility of becoming a regularly occurring format.

Discussion: Can we form a subcommittee to explore this? Roger D. did try to start a new meeting last year. A format may be in Google Drive. Put on next meeting agenda.

8. Any additional ideas / recommendations?

Get signposts from Google Docs last year’s version and continue to develop.

9. Ask everyone what they would like to focus on for the Service year 2020-2021?

Ed shared his version of a meditation he came up with last year.

How long will our next meeting be? An hour to an hour fifteen.

Thank you all for your inspiration, participation and hard work.

Our next SSEC meeting will be our 1st Monthly meeting.
Sunday, 09-06-20 at 3:00 pm EST
Zoom Meeting ID = 492-303-222 / Passcode = 709621

Agenda will be sent approx. 7 days prior to the meeting.

We version of The Serenity Prayer .

8.13 WSC Underserved and Underrepresented Outreach Caucus Minutes

Chair: Monisha

Vice-Chair: Yanick T.

Secretary: Liz W.

Treasurer: Dianna D.

Members: Darleana M., Deborah O., Jackie A., Katherine D., Kimberley S., Lenore M., Linda M., Mary Ellen C., Maurice D., Nathaniel C., Peter A., Peter H., Rivka R., Robert E., Ruby S., Sacha Y., Sean T.

UUOC 2020

Meeting at the WSC August 8, 2020, 3:00pm ET

- Serenity Prayer η 3:04pm
- Introduction from GSB Liaison η Matthew E.
- Elections
 - Meeting Chair:
 - Monisha elected by acclamation
 - Recording Secretary:
 - Liz elected by acclamation
 - Vice Chair:
 - Yanick elected by majority vote
 - Treasurer:
 - Diana D. elected by acclamation
 - Committee Scribe:
 - Jackie elected by acclamation
- Motion: Table the discussion of the format and agenda – Rivka, Deborah O. second
 - Passed by acclamation
- Caucus Report:
 - Matthew E. read UUOC 2019 WSC report and last year's recommendations
- Finding an ongoing meeting time:
 - Everyone to fill out Doodle poll before next meeting to help discussion
- Additional items:
 - Documentation from mapping exercise to see if there is useful information
 - Much of the data is lost or destroyed η Ruby to put group and Peter A. in touch with former board chair who compiled the data
 - Last year's caucus format
 - Found on Google Drive for the caucus

- Work through any technology issues
- How did last year's caucus decide on the agenda of the year's work?
 - Start from last year's work η read the *DA Focus* Q3 report before next meeting
 - Bring topics for next meeting η understand what people are passionate about and why they are on the caucus
- List of possible agenda items for August 9th, 9:30am caucus meeting:
 - Find ongoing meeting time
 - No 2020 issues and concerns
 - Consider continuation of last year's recommendations & recent unfinished business:
 - Highly visible inclusivity statement on DA website
 - Questionnaire of DA fellows living with a disability
- Serenity Prayer

UUOC 2020

Meeting during the WSC August 12, 2020, 7:00 PM ET

In attendance:

Monisha – chair

Jackie – Community scribe

Mary Ellen

Deborah O.

Sacha

Rivka- temporary secretary Sacha

Bob E.

Serenity Prayer

Linda Peter H. Sean T Darleana Lenore Yanick Peter A.

- Recitation of 12 Steps and 12 Traditions
- Schedule for ongoing meeting:
 - The second Sunday of the month @ 4pm EST is proposed. o Zoom hosting via Monisha.
 - Email being sent out to confirm (Mary Ellen).
- Possible Motion: DA makes an anti-racism statement: We actively encourage participation from _____ groups.
- Subcommittee created: Pro-noun and Gender Free Language o Will discuss language in the PRG Pamphlet
 - Possible Motion Put Forth - Sacha - We change the language in the PRG pamphlet to say “A pressure relief group usually consists of a man and a woman” - recommendation
- UUOC VISION for 2020/2021 + recommendations/motions for convocation ▪ Discussion about the proposed subcommittees and recs

- Monisha: Not everything we have in report needs to be stated at convocation - we have 3-5 minutes.
- Time spent revising our list of sub-committees (see VISION document on UUOC google drive)
- Before next meeting Friday: consider the language for a DA Anti-Racism statement we can put forward as a motion at convocation.
 - Linda will email group an example declaration.
 - Jackie will create a document in the share drive to drop in ideas for anti-racism declaration.
- We have ability to write a new service piece. We could put lots of our efforts here.

Recommendations

1. UUOC recommends that D.A. continue the discussion with A.A. about using more inclusive, gender-free language in steps and traditions.
2. UUOC asks Literature Committee to participate in gender-neutral language-review in our D.A. literature across Fellowship.
3. UUOC asks every member of the WSC and DA as a whole to explore the intersection of racism and debting, the effects on individuals and groups, and how we can grow into a DA that better works for the thriving of all.
4. UUOC asks Literature Committee to develop further literature for underserved populations, such as Indigenous, Asian, immigrants, LGBTQ, seniors, the disabled, among others.

PART 9: 2020 Issues & Concerns

2020 Virtual World Service 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.

NOTE: Any responses to Issues & Concerns submitted after April 1, 2020 will not be included in the final document posted on the D.A. website by January 2021.

| General Service Board Committees | World Service Conference Committees & Caucuses |
|---|---|
| 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 |

| ID | Assigned Committee | Issues & Concerns |
|-------|-----------------------|--|
| 20-01 | GSB Finance Committee | <p>Eugene, OR</p> <p>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?</p> <p>Thank you,</p> <p>Alison</p> |
| 20-02 | GSB CommTech | <p>St. Louis, MO</p> <p>Video teleconferences held through the pandemic with zoom can be automatically recorded to the cloud.</p> <p>Does this respect tradition 12 of anonymity?</p> |
| 20-03 | GSB Finance Committee | <p>Tarragona, D.A. Grupo Solvencia por Skype en Español</p> <p>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.</p> <p>Thank you very much everyone for the service.</p> <p>(En español) Nos gustaría saber cuando se podrá contribuir a la septima tradición en línea, desde España. Creemos que es un problema que va muy relacionado con nuestro grupo por Skype. El hecho de que hacemos reuniones en línea, nos</p> |

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| | | <p>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.</p> <p>Muchas gracias.</p> |
| 20-04 | GSB Finance Committee | <p>DATIG (D.A. Telephone Intergroup)</p> <p>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</p> |
| 20-05 | GSB CommTech | <p>Greenwich Friday Night D.A./New Hope Group 643</p> <p>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.</p> <p>Thanks, Sonny L, Group literature person</p> |
| 20-06 | WSC Literature Committee | <p>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.</p> <p>Ann</p> |
| 20-07 | GSB Audit/Legal/LRPC Committee | <p>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</p> |

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| | | <p>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 WSB, 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</p> |
| 20-08 | WSC Conference Committee | <p>Hudson Valley D.A., Michael</p> <p>I would like to see any member attend the world service</p> |

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| | | 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. |
| 20-09 | WSC Fellowship Communications Committee | <p>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?</p> <p>Also, is there a DA policy regarding the use of Zoom (specifically the differentiation between using a personal or a business account)?</p> <p>Thank you!</p> <p>Lynne</p> |
| 20-10 | WSC Fellowship Communications Committee | <p>Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)</p> <p>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.</p> <p>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.</p> |
| 20-11 | WSC and GSB Public Information | Sunday BDA Phone, Group 968, Bob A (for Helena K and |

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| | Committees | <p>home group members)</p> <p>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?</p> |
| 20-12 | WSC Fellowship Communications Committee | <p>Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)</p> <p>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 (<i>12, 12, and 12</i> and <i>A Currency of Hope</i>) 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.</p> |
| 20-13 | GSB Conference Support Committee | <p>Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)</p> <p>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.</p> |

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| 20-14 | GSB | <p>Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)</p> <p>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?</p> |
| 20-15 | WSC Conference Committee | <p>Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)</p> <p>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.</p> |
| 20-16 | GSB Nominations Committee | <p>Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)</p> <p>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.</p> |
| 20-17 | GSB Nominations Committee | <p>Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)</p> <p>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</p> |

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| | | 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. |
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PART 10: Responses to 2019 Issues and Concerns

2019 World Service Conference

Los Angeles, California 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 8, 2019 will not be included in the final document posted on the D.A. website by January 1, 2020.

| General Service Board Committees | World Service Conference Committees & Caucuses |
|---|--|
| GSB: 19-25, 19-29, 19-42, 19-50 | WSC Business Debtors Anonymous: 19-03, 19-21, 19-30, 19-41, 19-53, |
| GSB Audit & Legal Affairs: 19-01 | 19-62 |
| GSB Communications: 19-04, 19-48, 19-49 | WSC Conference: 19-06, 19-20, 19-28, 19-35, 19-59 |
| GSB Conference Support: none | WSC Fellowship Communications: 19-15, 19-17, 19-26, 19-27, 19-32, 19-36, 19-47 |
| GSB Finance: 19-07 | WSC Hospitals, Institutions and Prisons: none |
| GSB Information Technology: 19-08, 19-63 | WSC Intergroup Caucus: none |
| GSB International: none | WSC Internal Operations: 19-12 |
| GSB Literature Publications: 19-02, 19-09, 19-13, 19-18, 19-24, 19-31, 19-33, 19-37 | WSC International Caucus: 19-19, 19-38 |
| GSB Literature Translations and Licensing: 19-10, 19-23, 19-34, 19-51 | |
| GSB Long Range Planning: 19-32 | |
| GSB Nominations: none | |
| GSB Office: none | |

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| GSB Public Information: none | <p>WSC Literature: 19-05, 19-21, 19-22, 19-40, 19-46,</p> <p>19-50, 19-52, 19-54, 19-55, 19-56, 19-57, 19-58, 19-61</p> <p>WSC Public Information: 19-14, 19-39</p> <p>WSC Resource Development: 19-43, 19-44, 19-45, 19-60</p> <p>WSC Spiritually Sustainable Earning Caucus: none</p> <p>WSC Technology: 19-11</p> <p>WSC Underserved and Under-Represented Outreach Caucus: 19-02, 19-16</p> |
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| ID | Assigned Committee | Issues & Concerns | |
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| 19-01 | GSB Audit and Legal Committee | <p>First, thanks to all for your tremendous service to the Fellowship.</p> <p>Here's my concern: I didn't see a copyright signet or year on the following literature on the website:</p> <ul style="list-style-type: none"> • Opening Statement • Statement of Purpose • Responsibility Pledge • Closing Statement <p>If they're not copyrighted, would it be a good idea to copyright them? If they are, would it be a good idea to add the information?</p> <p>In grateful service,</p> <p>Alexandra BW New York City</p> | <p>Thank you for this important question and for bringing this issue to the Committee's attention. In fact, the statements you have listed have been copywritten as part of the D.A. Manual for Service (DAMS). To ensure that this information is known to all visitors to the Web site, LRPC has requested that the Information Technology/Communications Committee arrange to place the copyright information on the Web site.</p> |
| 19-02 | <p>WSC Underserved and Under-represented Outreach Caucus</p> <p>GSB Literature Publications Committee</p> | <p>CITY: Chicago, Illinois, US GROUP NAME: Kathy C. (individual)</p> <p>Issue or Concern for the D.A. World Service Conference:</p> <p>For a while now I have sponsored several debtors with very limited incomes due to disability. These people are on limited incomes AND still trying to recover from compulsive spending and/or debting. Frequent relapses occur partly because of the deprivation of their situation.</p> <p>For those individuals, pressure relief groups</p> | <p>Response from the GSB Literature Publications Committee:</p> <p>Thank you, Kathy, for submitting your Issue & Concern and for your compassion and care for your sponsees.</p> <p>In 2011, the Conference approved a pamphlet on "D.A. and Health Issues." This pamphlet has been in process with a writer for a number of years. The GSB Literature Publications Committee, together with the</p> |

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| | | <p>have been of very limited use. No matter how much they cut costs, they still face basic obstacles to gaining additional income, including:</p> <ul style="list-style-type: none"> • “Means tests” required by benefits providers (federal, state, local) that sharply restrict the additional income and/or savings an individual may generate without experiencing a reduction in benefits or complete disqualification for a program. (Some of the most common income programs are SSI / disability, Social Security, food stamps and subsidized housing, among others.) • In cases of temporary disability, cutoff of benefits well before the individual is once again able to be self-supporting. • Physical, mental or emotional difficulties in generating even the limited additional income that is allowed. (Those same challenges in many cases make it unlikely the member will be able to discontinue benefits in the foreseeable future.) <p>I recognize that social programs themselves are an outside issue, but the challenges faced by these DA members of limited means are not.</p> <p>I would like to find out whether any intergroups, or any committees of the WSC, are currently working to address these specific needs, especially as the numbers of such members grows due to age and/or disability. Some possible committees whose work might touch on this issue are Intergroup, Diversity and/or Literature.</p> | <p>writer and members of the WSC Literature Committee, continue to work on writing and reviewing it.</p> <p>Many of the issues you describe are indeed challenging for many people recovering in D.A., as well as for sponsors and PRG teams.</p> <p>In addition to the Health Issues pamphlet, there are a number of pamphlets that were approved at the 2019 WSC that may help to address some of these issues.</p> <p>The Underserved and Underrepresented Caucus is also working addressing the needs of members who may face similar challenges.</p> |
| 19-03 | WSC BDA Committee | <p>Subject: New BDA Tools pamphlet - "fixed" expenses - for Lit and BDA committee</p> <p>Dear Fellow DA member,</p> <p>I noticed something reading the new BDA Tools pamphlet this morning:</p> <p>Page 3: "One of the most important elements of a</p> | <p>Thank you for the careful reading and for bringing this to our attention. We agree that the word “fixed” should be deleted. We have passed our recommendation to the GSB who will make sure that subsequent printings of the BDA Tools pamphlet will amend this.</p> |

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| | | <p>business plan is finding our break-even point where fixed expenses are equal to or less than our revenue.”</p> <p>I did a little bit of accounting at university and that statement above (unless US accounting rules say otherwise) seemed inaccurate to me.</p> <p>Fixed expenses/costs are those that remain the same regardless of sales or production volumes (within foreseeable limits): Ex. rent, salaries, utilities, insurance, etc.</p> <p>Variable expenses/costs are those that vary with sales or production volumes : Cost of production material, commissions, by-the-hour labor, etc.</p> <p>In Wikipedia: The break-even point (BEP) or break-even level represents the sales amount [...] that is required to cover total costs, consisting of <u>both fixed and variable costs</u> to the company. Total profit at the break-even point is zero.</p> <p>Also: https://www.accountingtools.com/articles/what-are-examples-of-fixed-costs.html https://www.accountingtools.com/articles/what-are-examples-of-variable-costs.html</p> <p>So according to this, a business that only looks at its fixed expenses against income would go under pretty fast!</p> <p>I am sure the Lit or BDA committee would already have received a number of feed-back comments similar to this one by now.</p> <p>If what is outlined above is correct (I assume you would double check), it could be resolved very simply by removing the word “fixed” from the sentence in the pamphlet.</p> <p>In Fellowship, Jonas S. London</p> | |
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| 19-04 | GSB Communications Committee | <p>Group Submission: Forever Young NM, Group Number: 30419</p> <p>City, State/Province, Country: Albuquerque NM 87107 USA</p> <p>Debtors Anonymous has two registered groups dealing with issues related to retirement, one in Boston and one in New Mexico. In some shape or form, we are all going to retire. The Forever Young NM Group proposes publishing an issue of Ways and Means that focuses on retirement and using the DA Tools and Principles when preparing for or living in retirement.</p> | <p>Thank you for submitting an Issue and Concern. Your group will be happy to learn that at the 2019 World Service Conference, the concept of a D.A. pamphlet focused on retirement was approved and will be developed by the Literature Committee.</p> <p>The GSB Communications and Information Technology Committee solicits articles to publish in the <i>Ways & Means</i>. Inspired by your recommendation, we will be soliciting articles that focus on D.A. recovery around retirement. They will be published in a section in the 2nd Quarter issue being curated by the WSC Fellowship Communications Committee.</p> <p>Thank you for your service,</p> <p>GSB Communications and Information Technology Committee</p> |
| 19-05 | WSC Literature Committee | <p>Group Submission: Forever Young NM, Group Number: 30419</p> <p>City, State/Province, Country: Albuquerque NM 87107 USA</p> <p>Debtors Anonymous has two registered groups dealing with issues related to retirement, one in Boston and one in New Mexico. In some shape or form, we are all going to retire. The Forever Young NM Group proposes the concept of publishing a pamphlet that focuses on using the DA Tools and Principles when preparing for or living in retirement.</p> | <p>Thank you for your Issue and Concern which was addressed to the 2019 Literature Committee.</p> <p>With the guidance of a Higher Power, our group conscience determined that indeed, retirement in DA is a concern. In response, the Literature Committee prepared a literature concept which was presented and approved at the 2019 World Service Conference convocation. A subcommittee has been formed for the purpose of developing an outline for Retirement and DA to address this issue.</p> <p>For more information on the DA literature development process please refer to page 100 in the 2019 Debtors Anonymous Manual for Service (available on the D.A. website).</p> |
| 19-06 | WSC Conference Committee | <p>I'm truly curious, why we send individual meetings' GSR to World Service Conference. The cost to have each meeting send a GSR to world services is challenging for small meetings. Why don't we have regional intergroups provide the regions and meetings with the wisdom of their service and recovery within the structure of World Service</p> | <p>Response from the GSB:</p> <p>Thank you for submitting your Issue & Concern.</p> <p>These are helpful suggestions and we can report that there have been discussions on</p> |

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| | | <p>Conference? We make contributions to John Henderson Fund, pass an envelope for 7 Tradition. The GSR for small meetings may attend 1 conference and be unable to afford the next 2 years of commitments. If funds are not built with workshops and other fund raisers it sometimes falls to an individual to personally fund the cost. This does not seem sound fiscal practice.</p> <p>More importantly The Conference should reflect the diversity of its members and geographic challenges, as well as seek the wisdom of recovery and the service practices that will vitalize the local meetings and sustain the fellowship. Working with an intergroup and a regional structure may assist our recovery. If each meeting has one GSR and vote; is the conference based on geography as access, and funding resources? Pool the funds raised by every group, select regional representatives from the Intergroups and increase the regional representation.</p> <p>Cait C., San Diego</p> <p>Saturday Visions Meeting #154, BDA, Time and Clutter, Sunday Literature.</p> | <p>the GSB and on WSC committees and caucuses about building a regional infrastructure. At the moment, we are still a small organization with around 5000-10,000 members and we do not seem to have the numbers to support the kind of regional system that is successful in larger fellowships. In many areas, D.A. members are struggling just to build Intergroups at the local level. Impressively, for our size, many local meetings do manage to raise money to support sending representatives to the WSC. It's true that right now our group conscience at the World Level is based on proximity and financial ability, which is not a true representation of all our members and groups.</p> <p>The virtual WSC, which will be held by necessity this year, may afford some groups the opportunity to have a GSR attend the conference this year. However, many members feel it cannot replace the face-to-face Conference. At this point, we do not have the answers but we will continue to discuss the issues and ideas you raised.</p> |
| 19-07 | GSB Finance Committee | <p>Hi</p> <p>How are we supposed to pay taxes on literature? We fund raise to pay the shipping cost so that small meetings can charge the same price as larger meetings for literature sold. I understand that providers from Internet pet food suppliers to Amazon pull tax for shipped to CA items at state tax rate. What can DA do when literature is shipped or ordered online? Appreciate the wisdom and guidance you will share.</p> <p>Thank You</p> <p>Cait C., San Diego</p> <p>Saturday Visions Meeting #154, BDA, Time and Clutter, Sunday Literature.</p> | <p>Thank you for submitting your Issue and Concern.</p> <p>If literature is ordered from the General Service Office, only residents of Massachusetts, where the office is located, are required to pay Sales Tax.</p> <p>Unfortunately, D.A. has no control over taxes charged when literature is shipped or ordered online.</p> |
| 19-08 | GSB Information Technology | <p>Carol B.</p> <p>City, State/Province, Country: Portland, OR</p> <p>I have a sense that DA is not growing and may be shrinking. I don't have any way of knowing, other than to count the number of groups in my area and to gauge over</p> | <p>Thank you for submitting an Issue and Concern. It has been our goal to increase our capability of collecting this data and reporting it to the Fellowship. It would involve coordinating the efforts of multiple committees: the GSB Communications and Information Technology Committee that</p> |

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| | <p>time whether our local membership is expanding or contracting. Our local intergroup recently disbanded for lack of people willing to do service. Is this a trend, or just my limited perception of my experience?</p> <p>To help us know, I would like to see a quarterly report compiled from the appropriate WSC or GSB committees showing the current state of our fellowship and changes quarter-to-quarter, year over year. If we knew DA was in fact shrinking in most places, we would be able to focus our attention on addressing the challenge.</p> <p>In addition to the financials we receive from the DA Focus, some stats that would be helpful for assessing the health of DA <u>over time</u> might include:</p> <p>GROUPS</p> <p>Number of groups/intergroups</p> <p>Number of groups/intergroups added</p> <p>Number of groups/intergroups disbanded</p> <p>OFFICE</p> <p>Number of calls received</p> <p>WEBSITE</p> <p>Number of page views</p> <p>Number of downloads</p> <p>BOOK SALES</p> <p>Number of books/pamphlets sold</p> <p>Number of literature orders filled</p> <p>WORLD SERVICE CONFERENCE</p> <p>Number of delegates</p> <p>Number of trustees</p> <p>Cost of registration</p> <p>I'm sure you can think of more. Once you have set up a system for tracking, it shouldn't be terribly hard to</p> | <p>oversees the website and electronic publishing; the GSB Office Committee that oversees most office operations, including group information, office inquiries, and literature sales; and the GSB Conference Support Committee that oversees information related to the World Service Conference.</p> <p>Right now a Project Contributor is rebuilding the website. We are assured that when this project is completed we will be able to update our analytics and report visitor data. Information about every World Service Conference is included in the annual reports available at www.debtorsanonymous.org/wsc and we will consider a system for ensuring that this data gets circulated more widely in the <i>DA Focus</i> newsletter.</p> <p>We are in the process of developing systems and manuals on all of our GSB Committees and we will include your recommendations.</p> <p>Thank you for your service,</p> <p>GSB Communications and Information Technology Committee</p> |
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| | | maintain. It would help all DA members see how our beloved fellowship is changing over the years. I hope this helps. Thanks for your service. | |
| 19-09 | GSB Literature Publications Committee | <p>JAN T., Santa Monica, CA, USA</p> <p>HELLO,</p> <p>THE BRENTWOOD, CA SATURDAY 9 AM MEETING USES, TALKS ABOUT, PROMOTES AND PUTS ON DISPLAY FOR <u>SALE</u> ON OUR D.A. LITERATURE TABLE A “YELLOW STEP BOOK” FROM A <u>DIFFERENT</u> 12 STEP PROGRAM THAT HAS <u>NOTHING</u> TO DO WITH THE D.A ISSUES OF <u>DEBTING</u>. IT IS <u>NOT</u> CAL LITERATURE APPROVED BY DA AND IT IS <u>CONFUSING</u> AND <u>DIVISIVE</u>, AND DOES <u>NOT ADDRESS</u> THE CORE D.A. ISSUES. I WOULD LIKE IT TO BE <u>REMOVED</u> AND NOT PROMOTED IN THE MEETING.</p> <p>IT SEEMS TO HAVE BEEN ADDED INTO OUR MEETING OVER 17 YEARS AGO BY A MEMBER WHO IS NO LONGER WITH US, AND WHO WAS ALSO A MEMBER OF THE OTHER FELLOWSHIP. WOULD IT BE POSSIBLE TO HAVE SOMETHING IN <u>WRITING</u> REGARDING THAT PUBLICATIONS NOT D.A. CONFERENCE APPROVED SHOULD <u>NOT</u> BE DISPLAYED, OR SOLD AT OUR LITERATURE TABLE OR PROMOTED IN MEETINGS AS IF THEY WERE APPROVED AND SUPPORTED BY DEBTORS ANONYMOUS. IT’S AN OUTSIDE ISSUE, AND IN MY OPINION, A VERY CONTENTIOUS ISSUE THAT IS INAPPROPRIATE, CONFUSING, AND UPSETTING TO NEWCOMERS AND OLD TIMERS ALIKE.</p> <p>THANK YOU</p> | <p>Dear Jan,</p> <p>Thank you for submitting your Issue & Concern regarding sale of non-Conference-approved literature.</p> <p>In fact, D.A. does have a statement on “Conference Approved Literature,” which can be found in Chapter 8 – D.A. Literature - on pages 99-100 in the 2019 D.A. Manual for Service (DAMS). The DAMS is available to be downloaded on the D.A. website.</p> <p>This chapter outlines why we use Conference-approved literature to ensure the integrity of the D.A. program and consistent message of recovery for newcomers. It outlines the Traditions we rely on for guidance (Tradition One – unity, Tradition Five – primary purpose, Tradition Six – outside affiliation, and Tradition Six – group autonomy, except when it may affect D.A. as a whole. Using outside literature may place D.A. in legal jeopardy).</p> <p>From pages 99-100 in Chapter 8 in the 2019 DAMS:</p> <p>“The GSB is not in the business of policing meetings or of telling members what they may or may not read outside our meetings; we are here to safeguard the Traditions and maintain the integrity of the D.A. Program as a whole. However, it is the opinion of the entire General Service Board that any D.A. meeting that insists upon using outside literature as part of its format is in fact not reflecting the principles of unity, and is putting the entire Fellowship at risk.”</p> |

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| | | | <p>“Meetings that insist upon using non-Conference-approved literature as part of their meeting format are breaking with the Traditions. We would hope that these meetings regard this issues seriously as we do and, in the interest of unity, reconsider their meeting format.”</p> |
| 19-10 | GSB Literature Translations and Licensing Committee | <p>How DA World Service could help us to have more literature in Spanish, more accessible online and available for international purchases (debit cards from outside USA working, or being able to buy and receive literature orders as a group outside USA)?</p> <p>(Spanish);¿Como nos puede ayudar la Mundial con tener más literatura en español y más accesible online o de compra internacional (tarjeta de débito de fuera, comprar literatura digital como grupo)?</p> <p>Thanks very much,</p> <p>Jorge M. GSR Group DA Solvencia</p> <p>Group Registration Number at DA World Service nº 1585</p> | <p>Thank you for this important question. As you know, Debtors Anonymous has been able to publish the ten Spanish translated pamphlets in an electronic format singly and as a compendium of all 10 pamphlets. This was the quickest and most cost-effective way for the whole fellowship to make these translations available to our Spanish speaking members. The Board understands that this is not a perfect solution and would like to see the pamphlets printed; however there are cost complications. Printing these pamphlets and shipping them to Spanish speaking countries is so expensive that we believe many D.A. members in Spanish speaking countries would no longer be able to afford them. We want to allow this literature to be printed in countries outside the USA under a licensing agreement with the GSB. That way, the Fellowship can bear the costs of printing and if desired sell the pamphlets at cost. The fellowship can also make a profit to plow back into re-ordering literature. We need D.A. Intergroups around the world to partner with. Licensing is a contract between the Debtors Anonymous General Service Board, Inc. (DAGSB) and whatever entity will print and distribute the materials. Copyright law and good business practice require us to partner with entities capable of signing such an agreement. The DAGSB believes that the most likely D.A. entity for that type of agreement is an established Intergroup. However, if there are very large groups who would like to take on that service work, they should email us at translations@debtorsanonymous.org in the first instance. The Literature Translation and Licensing Committee is looking for ways to streamline the literature translations approval process. We are developing a process that will allow for a translator to</p> |

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| | | | <p>follow a few simple steps to get through the permission, translation, and verification process as quickly as possible. We welcome any assistance or comments you can provide as we develop a process. We want the process to work for everyone. All D.A. literature has copyright protection, and permissions to use translated material must be sought by contacting translations@debtorsanonymous.org</p> |
| 19-11 | WSC Information Technology Committee | <p>Could you give us some examples of how other DA Areas, Groups, and Regions deal and manage their websites in USA and in other parts of the World?</p> <p>(Spanish) ¿Si nos pueden dar ejemplos de cómo llevan a cabo y gestionan otras webs de DA en USA y otras partes del mundo para llevar el mensaje?</p> <p>Thanks very much,</p> <p>Jorge M. GSR Group DA Solvencia</p> <p>Group Registration Number at DA World Service nº 1585</p> | <p>From the GSB: The D.A. website has a list of Intergroups under the “Meetings” tab, “Type: Intergroup” which lists all the registered Intergroups. If you click on each listing, there will often be a link to that Intergroup’s website. There may be contact information for the webmaster or other members of those Intergroups. Perhaps that may be a helpful resource to inquire how the Intergroups manage their websites.</p> |
| 19-12 | WSC Internal Operations Committee | <p>How many groups and meetings in USA are both face to face, telephone and on Skype?</p> <p>Is there any pamphlets with all this information that is updated regularly?</p> <p>(Spanish) ¿Cuántos grupos y reuniones hay en USA y en el mundo tanto presenciales como mediante otros medios? ¿Hay folletos de esa información? (Internacional)</p> <p>Thanks very much,</p> <p>Jorge M. GSR Group DA Solvencia</p> <p>Group Registration Number at DA World Service nº 1585</p> | <p>There is no DA pamphlet containing a comprehensive list of meetings. This information is appropriately created & maintained by local intergroups. Intergroup information may be found on the DA website at: https://debtorsanonymous.org/getting_started/index.php/find/intergroup_meeting From the landing page of the DA Intergroup websites you should be able to find a meeting list as a .pdf document. The following link is to the DA website page where you can search for any registered DA meeting: https://debtorsanonymous.org/getting_started/index.php/find/findameeting</p> |
| 19-13 | GSB Literature Publications Committee | <p>Is there a book of daily reflections for DA or a project to develop one?</p> <p>(Spanish) saber si hay libro de meditaciones diarias DA. O si hay proyecto iniciado de hacerlo.</p> <p>Y si todavía no hay, querría saber si se puede preguntar a la mundial por el tema.</p> | <p>Thank you for submitting your Issue & Concern, Jorge.</p> <p>In fact, the GSB Literature Publications Committee and the WSC Literature Committee are working on the “Daily Reader,” which will be a daily meditation reader compiled of submissions by D.A.</p> |

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| | | <p>Thanks very much,</p> <p>Jorge M. GSR Group DA Solvencia</p> <p>Group Registration Number at DA World Service n° 1585</p> | <p>members.</p> <p>If you are interested in submitting a meditation to be considered to be included, you can find detailed instructions available on the D.A. website.</p> |
| 19-14 | WSC Public Information Committee | <p>Group Name: Step Study DA, Group Number: 14261, Telephone Meeting</p> <p>DA membership needs to be trained in how to work with Public Information. Recommend the current recorded training that all PI Committee members are required to take be updated and provided periodically as a fellowship-wide call.</p> | <p>The committee discussed P.I. training opportunities and training provided in the past year. The last Media Contact Training was held by Fellowship-wide call on October 13, 2018. A recording of the call is not available on the D.A. website. Tom to follow up with Communications and Information Technology Committee to see if the October 13, 2018 Media Contact Training was recorded and available as a podcast. A WSC Public Information Committee Fellowship-wide call was held on June 30, 2019 titled, "I am the Face of D.A." and is available as a podcast on the D.A. website.</p> |
| 19-15 | WSC Fellowship Communications Committee | <p>Question Grupo Prosperidad Skype #516181.</p> <p>Does the GSO have any guidelines for the different services positions (Treasure, Chairperson, GSR, etc.) for the Skype groups?</p> <p>If are there none can we have some?</p> <p>Thanks</p> <p>Mirian Z.</p> <p>Group Service Representative</p> | <p>Dear Miriam,</p> <p>Yes, Debtors Anonymous does have suggested guidelines for all of the service positions you mention and more. These guidelines along with a lot of very helpful information can all be found in the Debtors Anonymous Manual of Service (DAMS) which can be downloaded for free from the D.A. website.</p> <p>Go to: debtorsanonymous.org/dams To access the Treasurers Manual for Service , go to: https://debtorsanonymous.org/download/treasurers-manual/?wpdmdl=1591</p> <p>Yours in service,</p> <p>Fellowship Communications Committee</p> |
| 19-16 | WSC Underserved and Under-represented Outreach Caucus | <p>Group: Rising Stars, Group #1012151, Los Angeles, CA, Ruby S.</p> <p>Within the Diversity Caucus creating a platform, literature that addresses the unique financial problems facing debtors who are Black American descendants of slaves members of the ADOS community are not minorities, immigrants or</p> | <p>Thank you for your Issue and Concern. In response, the WSC Literature Committee made a motion at the 2019 WSC to approve the concept of a pamphlet entitled "DA Voices from the Black Community." The motion passed and the WSC Literature Committee has</p> |

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| | | migrants. They are American citizens who lack access to capital to climb out of debt or to stop debting. They generally drop out of D.A. recovery due to a lack of relevance to their current financial status. Need to add an ADOS category. | created a subcommittee work on this pamphlet. |
| 19-17 | WSC Fellowship Communications Committee | <p>Group Name: Step Study DA, Group Number: 14261, Telephone Meeting</p> <p>Consider having each GSR/ISR attending WSC to receive monthly training on the Twelve Traditions of DA so that voting and decisions made by the membership are made by knowledgeable and informed members of our traditions.</p> | <p>Dear Step Study D.A.,</p> <p>Thank you for writing the General Service Board (GSB) with your issue and concern. We agree that it's important for World Service Conference (WSC) attendees to serve with knowledge of D.A.'s 12 Traditions. Many local area GSR and ISR groups start their monthly meetings by reading the D.A. Tradition that corresponds to the month, e.g. Tradition One in January, Tradition Two in February, etc. Many WSC committee and caucus meetings do the same. Reading this literature on a monthly basis anchors group service in the spirit of the Traditions.</p> <p>Every D.A. group defines their own qualifications for GSR/ISR representatives, and the D.A. Manual of Service (DAMS) provides guidelines. On page 78 of the 2019 DAMS, the GSB suggests the following qualifications for GSR/ISR representatives:</p> <ul style="list-style-type: none"> • be actively working the 12 Steps, • to have had at least 2 Pressure Relief Meetings, • to have abstained from incurring new unsecured debt for at least one year, • to have given service to a local group and/or as an Intergroup officer, • and to be an active member of a home group. <p>With your suggestion in mind, and to ensure that the D.A. Traditions are included in these suggested qualifications, the Fellowship Communications Committee will make a recommendation to the GSB that they consider adding to the list: to have an understanding of the 12 Traditions of D.A. We will also make this</p> |

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| | | | <p>recommendation to the ISR qualifications.</p> <p>Lastly, the GSB has held Fellowship-wide Calls on D.A. Traditions in the 2018-19 term. These calls have been recorded as podcasts and are available for GSRs, ISRs and all D.A. members on the D.A. Website: https://debtorsanonymous.org/podcasts</p> <p>Thank you for sharing your enthusiasm for the Traditions of our Fellowship—we feel the same!</p> <p>Yours in service,</p> <p>Fellowship Communications Committee</p> |
| 19-18 | GSB Literature Publications Committee | <p>Individual Submission: Chris B., The Villages, FL USA</p> <p>The length of time it takes for a piece of literature to be reviewed, approved, and printed. Can we streamline this process further???</p> | <p>Dear Chris, Thank you for submitting your Issue & Concern regarding development of Conference-approved literature in D.A. We certainly understand the frustration that some members have with the length of time it takes for a piece of D.A. literature to be developed, reviewed, approved, and published.</p> <p>Pages 99-103 of the 2019 edition of the Debtors Anonymous Manual for Service (DAMS, available to download on the D.A. website) outlines the process by which a piece of D.A. Conference-approved literature.</p> <p>For a number of reasons, the process IS long and arduous, particularly for the books and longer pamphlets. Service literature, written by the GSB, does not require the same levels of approval and is often available more quickly.</p> <p>You may be interested to know that the Step Study Guides (D.A. and BDA) are currently progressing toward publication and the writer of the D.A. Basic Text is in the process of working on a first draft.</p> <p>Many of the writers (pamphlets) and all of the WSC and GSB literature committee members are volunteers and perform service</p> |

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| | | | <p>for D.A. as in addition to their paid employment. Therefore, the process of writing and review generally proceeds more slowly than it would outside of 12 Step fellowships.</p> <p>Additionally, in order to become "WSC Conference-approved," each literature project goes through multiple levels of review, thus enabling many people to provide feedback and input. In doing so, we believe that once a piece of literature is approved, it really represents, to the best extent it can, the collective conscience of the fellowship.</p> <p>For anyone interested in participating on one of the teams responsible for the development of D.A. literature, there are service opportunities as a GSR/ISR (each of whom can choose to join the WSC Literature Committee), or as an Appointed Committee Member (ACM) for Literature Services (the editorial "arm" of the GSB Literature Publications Committee), or as a Project Contributor (PC) for a specific literature project or task.</p> |
| 19-19 | WSC International Caucus | <p>Group Name: Step Study DA, Group Number: 14261, Telephone Meeting</p> <p>In Tokyo, Japan, there used to be four active DA groups having face-to-face meetings in different places of the City. From May this year one of the groups, Akabane Group is "temporarily closed." Another group, Shibuya Group, changed into a "male only closed meetings" group. My concern is that DA in Japan seems to be shrinking.</p> | <p>Thank you for your Issue and Concern. We appreciate you bringing this to our attention. Some of us are already aware of the dwindling number of meetings in the Asia Pacific region. With that in mind we are fully committed to being of service in any way possible. Our recommendations are as follows: 1. We have brought your concerns to the attention of Debtors Anonymous groups in the USA as well as the Asia Pacific and European regions. You can find overseas meetings willing to sponsor meetings in Japan via the 'Sponsor a Group' program. Information can be found here: https://debtorsanonymous.org/sponsora-group/ 2. The International Caucus is willing to mentor you to start a new meeting using the materials contained in the Debtors Anonymous Manual of Service ('DAMS') starting at page 19. The material can be accessed here: https://debtorsanonymous.org/getting-</p> |

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| | | | <p>started/free-literature/; 1. We encourage you to link to the Asia Regional Intergroup (Group #110115) which focuses on the fellowship in your region. Their email is info@debtorsanonymous.asia and their website www.debtorsanonymous.asia; and 2. You can contact the International Caucus at wscinternational@debtorsanonymous.org</p> |
| 19-20 | WSC Conference Committee | <p>Grupo Prosperidad Skype, #516181.</p> <p>What will be the possibility to get a scholarship for the Representative of the Grupo to attend conference 2019. The face to face meeting offer to help with \$390 collected up to yesterday and whatever more get collected up to August. Plus the \$400 that the grupo has for a total of \$790.</p> <p>We still have hopes to get a scholarship.</p> <p>Thanks</p> <p>Mirian Z.</p> | <p>From the GSB: Thank you for your inquiry. There is information on the John H. Scholarship fund on the D.A. website. All members are invited to apply for financial support to attend the Conference. There are eNews announcements sent out with deadlines before each WSC and the information about the scholarship process is also in the WSC Registration Packet. Unfortunately, it was too late to address your request for the 2019 WSC.</p> |
| 19-21 | <p>WSC Literature Committee</p> <p>WSC BDA Committee</p> | <p>Individual Submission: Jill P</p> <p>City, State/Province, Country: Dallas TX USA</p> <p>RECLAIMING OUR PRIMARY PURPOSE - I request the GSB trustees all re read step 1 in the DA 12x12x12. What the real debting problem is, and what we know from experience will NOT help the debtor. Please uphold your sworn duty to protect the traditions on behalf of DA.</p> <p>PLEASE fold the Proposed Pamphlet material on Debting and Health Care, Clutter, (Chaos to Clarity) Couples, and BDA Annual Business Plan, temporary under compensation ALL into an <u>Action List DA tool pamphlet</u>. Then cease spending time and resources on literature, caucuses or committees addressing outside issues or problems that in DA, are simply line items on an action list. We have 12 DA tools but only 11 tools pamphlets. Any of these issues may appear as line items on certain DA members' individual action lists but they are not common to all debtors.</p> <p>In D.A.'s history there have been many pieces of both proposed AND published literature that diluted our message. Time, compulsive underearning, clutter, small business startup, student loans, family of origin 'inner child' 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</p> | <p>The concept for an "Action Plan" pamphlet was approved & your input will be considered.</p> |

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| | | <p>amends section, says that ‘most alcoholics owe money.’ Any <i>outside</i> addiction or situation (i.e. health problems) can get expensive and result in the <i>circumstance</i> 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. Step 1 in our own book, the DA 12x12x12 states as much.</p> <p>When I was GSR in 2008 <i>we rejected</i> BDA Business Plan <i>pamphlet as having NOTHING to do with stopping debting and NOTHING to do with 12 steps or spirituality!</i> No wonder the committee reviewing it disbanded. Health care, like education, business planning or small business startup, <i>are simply line items on a DA spending plan or action list</i>. Clutter (and disorganization) as well as underearning are outside issues with their own fellowships.</p> <p>We desperately need delegates and board members with courage to stand up for our primary purpose. Once again DA energy, resources and WSC time was spent on WAY too many committees, caucuses and literature proposals addressing symptoms and circumstances that amount to: "STUFF THAT GETS EXPENSIVE." If we really want to be pure DA, we would abolish BDA, Spiritually Sustainable Earning, pull the compulsive underearning and BDA pamphlets, and anything that does not directly address our primary purpose of stopping debting. <i>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.</i></p> <p><u>Produce an Action List Tool Pamphlet</u> Lump in a small amount of material covering each of these items. (similar to the amends chapter in the AA big book.)Then move on. In all that we publish, we need to stay focused on that spiritual solution found in the "S's" - <i>stopping debting behavior</i>- step work - sponsorship - spirituality - service - simplicity. THANKS FOR ALL YOU DO</p> | |
| 19-22 | WSC Literature Committee | <p>Individual Submission: Jill P</p> <p>City, State/Province, Country: Dallas TX USA</p> <p>LIT COM -PROPOSED LIT REVISION:</p> <p>Revision to 12 Promises of Debtors Anonymous</p> | <p>Thank you for submitting Issue and Concern #19-22 to the World Service Conference (WSC) Literature Committee. The members of the Literature</p> <p>Committee will endeavor to address your concerns to the best of our ability while</p> |

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| | <p>In the program of Debtors Anonymous, we come together to share our journey in recovering from compulsive debting. There is hope. When we stop incurring new unsecured debt, and in working D.A.'s Twelve Steps, we have developed new ways of living. When we get abstinent, work D.A.'s Twelve Steps and use D.A.'s Tools, we begin to receive these gifts of the program:</p> <ol style="list-style-type: none"> 1. Where once we felt despair, we will experience a newfound hope. 2. Clarity will replace vagueness. Confidence and intuition will replace confusion and chaos. We will live engaged lives, make decisions that best meet our needs, and become the people we were meant to be. 3. We will live within our means, yet our means will not define us. 4. We will begin to live a prosperous life, unencumbered by fear, worry, resentment or debt. 5. We will realize that we are enough; we will value ourselves and our contributions. 6. Isolation will give way to fellowship; faith will replace fear. 7. We will recognize that there is enough; our resources will be generous and we will share them with others and with DA. 8. We will cease to compare ourselves to others; jealousy and envy will fade. 9. Acceptance and Gratitude will replace regret, self-pity and longing. 10. We will no longer fear the truth; we will move from hiding in denial to living in reality. 11. Honesty will guide our actions towards a rich life filled with meaning and purpose. 12. We will recognize a Power Greater than ourselves as the source of our abundance. <p>We will ask for help and guidance and have faith that they will come.</p> <p>All this and more is possible. When we stop incurring new debt, and work this program with integrity and to the best of our ability, one day at a</p> | <p>seeking the wisdom of a loving Higher Power as expressed in our group conscience.</p> <p>WSC Lit Com has reviewed your proposed changes to the D.A. Promises. While Lit Com agrees that abstinence and not incurring unsecured debt are cornerstones of the D.A. program, our experience is the Promises are contingent upon working the Twelve Steps and using the D.A. tools, not on the degree of solvency. There are those who have suffered relapse in the program, but by continuing to work the steps and use the D.A. tools do achieve the Promises along with regaining solvency. We would not want those members to feel shame by implying that the Promises will be withheld because of a relapse. There are also those members of D.A. who enter the program without unsecured debt. Since the only requirement for membership is the desire to stop incurring unsecured debt, these members can also experience the Promises if they work the program, even if they do not have a specific solvency date.</p> |
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| | | time, a life of prosperity and serenity will be ours. | |
| 19-23 | GSB Literature Translations and Licensing Committee | <p>Individual Submission: Jill P</p> <p>City, State/Province, Country: Dallas TX USA</p> <p>THANK YOU</p> <p>Thanks for being so pro-active and setting up actionable tasks to get translated literature into the hands of those who need it. On our international phone meeting there is a strong need and all the actions are appreciated God bless</p> | <p>Dear Jill, Your I & C was such a joy to get. Thank you for your thank you! This and previous Boards have been aware of the need to get literature translated into languages other than English to help the still suffering debtor. However, we have been frustrated by the cost implications of printing and shipping. Putting Spanish pamphlets on Kindle was a beginning. We now hope that established Intergroups in countries outside the USA will come to us and ask to license the printing and distribution of D.A. literature for themselves. We need them to be established because a license will typically run for some years. A license with the GSB of D.A. will cost nothing initially and we will work out a percentage based royalty per copy that will allow countries to sell literature at whatever price they determine. We have learned a lot from the way other fellowships do this. If you are in contact with members on the international phone meetings who need to speak to the translations and licensing trustee-team, please ask them to email translations@debtorsanonymous.org direct. We will use a machine translation if they do not have the means to express their question in English. Once again, Jill, as you know the GSB is made up of humans and we thrive on encouragement as much as the next member of D.A. So thank you again.</p> |
| 19-24 | GSB Literature Publications Committee | <p>Individual Submission: Jill P</p> <p>City, State/Province, Country: Dallas TX USA</p> <p>THANK YOU</p> <p>Thanks for making more digital literature available. We hope that effort will expand soon to include most of the pamphlets as well. All the actions taken this year are appreciated!</p> <p>God bless</p> | <p>Dear Jill,</p> <p>Thank you for your warm regards.</p> <p>As you may know, the D.A. pamphlets, the GSB CommTech and GSB Literature Publications Committees assessed the group conscience of the fellowship, as evidenced by the number of members who requested that the pamphlets (in addition to our D.A. books) also be made available as downloads. All of the D.A. pamphlets are now all available for purchase as downloads, individually and in groups.</p> <p>Thank you for your feedback!</p> <p>GSB Literature Publications Committee</p> |

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| 19-25 | GSB | <p>Individual Submission: Jill P</p> <p>City, State/Province, Country: Dallas TX USA</p> <p>Please Conference Committee and Board - Please give this time, consideration and a response</p> <p>MAKE A FORMAL "OFFICIAL" SEPARATION BETWEEN DEBTORS ANONYMOUS AND UNDEREARNERS ANONYMOUS (UA)</p> <p>Make an official position statement acknowledging that DA, in the 1990s did attempt to address compulsive underearning, but has since realized that compulsive underearning is a unique and separate compulsion with its own symptoms, tool kit and separate fellowship UA (Underearners Anonymous.) Make a clear statement that DA considers compulsive 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, the U word itself 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' 'under-compensation' or 'temporary austerity.'</p> <p>Part 4 - relinquish any DA published underearning material deemed useful by UA, to UA</p> <p>Part 5 -Blend SSE caucus members into a Lit com subcommittee and produce an <u>Action list DA Tool Pamphlet</u>. In DA terms, pursuing additional income, ONCE DEBTING ABSTINENT, is a line item on an action list for certain DA members and nothing more. Also Disband SSE</p> | <p>Thank you for submitting Issue and Concern #19-25 to the 2019-2020 World Service Conference. A similar Issue and Concern was submitted in 2018 and after review, there have not been substantial changes to the response provided below:</p> <p>At the 2015 WSC, a motion was made and approved by substantial unanimity to create an Underearners Caucus to address a symptom of debting that the delegates agreed impacts many of our members who identify as debtor/underearners. At the 2017 WSC, the Underearners Caucus made a motion that was again passed by substantial majority that their name and mission be redefined as the Spiritually Sustainable Earnings Caucus. The delegates fully embraced this redefinition and feel that it addresses a key element of recovery for many debtors in a manner that will encourage positive actions instead of confusion with another fellowship.</p> <p>The WSC Literature Committee does not feel it necessary to develop a statement that officially separates DA from Underearners Anonymous (UA). Debtors Anonymous is a legal entity represented by the General Service Board (GSB) and they have not indicated that such a statement is needed.</p> <p>Regarding the language in DA literature, the WSC Literature Committee put forth a recommendation to the GSB at the 2018 Convocation for periodic review of all existing literature. That recommendation was approved and the GSB is moving forward on that recommendation. An integral part of that process will be a review of the appropriateness of language such as the examples you shared. During the review process, we will encourage the use of feedback such as yours from Issues and Concerns to help bring relevance and even closer alignment with the spiritual principles of the program.</p> |
| 19-26 | WSC Fellowship Communications Committee | <p>CITY: DALLAS, GROUP NAME: Prosperity, GROUP NUMBER: 364</p> <p>THANKS SO MUCH FCC FOR beginning to</p> | <p>Dear Jill,</p> <p>Thank you for your passion and tenacity. We appreciate your contacting us again. It</p> |

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| | | <p>Publish the Sponsor a Group Flier, Articles and Suggestion List on the DA Website</p> <p>Also thanks FCC For organizing the call. I think we can really be helpful and hope to keep this work going</p> <p>CONTACT Jill Peters dadivadelux@yahoo.com if you want more help from me info on the following:</p> <p>Adopt.A.meeting Flier with Specifics</p> <p>Group Sponsorship Suggestion List</p> <p>DA-PHONE-LONER SPONSORSHIP-DATA (Article)</p> <p>Group-loner Sponsorship - ESH (Article), Group Sponsorship Article</p> <p>GOD BLESS FCC!!!</p> | <p>is our understanding that the 2018-2019 Fellowship Communications Committee reviewed all of these terrific documents you previously sent, and they inspired the Sponsor-A-Group Starter Kit, which can be found by going directly to: https://debtorsanonymous.org/sponsor-a-group/ or by going to https://debtorsanonymous.org > Meeting info > Sponsor A Group.</p> <p>Last year, the articles were carefully reviewed not only by us but by CommTech. For a handful of reasons, it was concluded that there was no additional benefit in publishing them contrasted with what is already included in the newly created Sponsor-A-Group materials. The feeling was that the articles, in their current state, were overwhelming.</p> <p>We encourage you to possibly consider writing and submitting a new article for the <i>Ways and Means</i>, based on your experience, strength and hope in sponsoring another group. The suggested word count for articles is 200-1200 words.</p> <p>Thank you for your consideration and commitment to service.</p> <p>Yours in service,</p> <p>Fellowship Communications Committee</p> |
| 19-27 | WSC Fellowship Communications Committee | <p>Individual Submission: Jill P, City, State/Province, Country: Dallas TX USA</p> <p>THANK YOU</p> <p>Thanks for holding the traditions workshops. They were valuable. Some of us would like to suggest they be monthly and include a reading of the monthly tradition from our DA 12x12x12 book. All the actions taken this year are appreciated!</p> <p>God bless</p> | <p>Thank you for submitting your Issue & Concern. We are truly glad that you found value in the Traditions workshops. We shall pass on your recommendation to hold a monthly call on the Traditions, including reading the monthly Tradition from the D.A. Twelve Steps, Traditions, and Concepts book, to the Long Range Planning Committee who hosted the calls. Another suggestion is to bring a study of the Traditions to your home groups. Some meetings devote one meeting every month to reading Traditions and sharing on them. Alternatively, D.A. groups hold fellowship events on the Traditions. We share your enthusiasm for these important guiderails for 12 Step Fellowships. In Solvency, WSC Fellowship Communications Committee.</p> |

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| | | | Yours in service, Fellowship Communications Committee |
| 19-28 | WSC Conference Committee | <p>Individual Submission: Jill P, City, State/Province, Country: Dallas TX USA</p> <p>RECLAIM OUR PRIMARY PURPOSE: This issue was submitted and not addressed last year YET THE TRADITIONS AS WELL AS USUAL COMMITTEE PROTOCOLS WERE NOT OBSERVED - THIS NEEDS A SERIOUS REVIEW PLEASE - ALL BOARD MEMBERS especially <u>Class B trustee-AA members</u> and those DA's with AA background <u>please</u> spend the time to look at this.</p> <p>Conference committee and Board member assigned to that committee</p> <p>Please Review and Repeal the Motion # 4 from 2016 WSC "Spiritually sustainable earning" on grounds that it breaks with traditions 1, 3, 5 and 6 as well as the fact that possibly no board member was present and no quorum present when the committee vote took place. This should have been killed in committee</p> <p>FROM THE CONFERENCE COMMITTEE MEETING MINUTES, Aug 11, 2016 it states that the board member liaison was Jo Ann and a trainee was Sue F and 9 members were present. But on the morning meeting Aug 12, 2016 where the earning caucus was discussed, it states JoAnn was there for only part of the time. On p. 45 on the 2016 WSC report (or p. 46 on the PDF screen) the minutes state that, of a 9 person committee only 5 were present. Also not certain if the board member was present when it came to a vote. Usually this earning proposal is killed in committee because it is a symptom in some but not all debtors. Also, when we re read step 1 in our own DA 12x12x12, it clearly states the indebtedness circumstance is NOT the problem, and for a true compulsive debtor, MORE MONEY WILL NOT HELP. As such it is not part of our primary purpose and the board member usually asks the committee to drop it as an outside issue in breach of the traditions. The minutes do not indicate any board member weighed in at all. Plus only 5 of 9 members even voted, not a quorum. FOUR of 9 members got this divisive, tradition breaking issue to the floor.</p> <p>AT CONVOCAATION - Please re read, ALOUD,</p> | <p>Response from the GSB:</p> <p>Thank you for submitting your Issue and Concern and for your passion for D.A.</p> <p>There are no quorum requirements at the committee level. The GSB liaison is there to provide support when asked. The GSB does not instruct the WSC Committees what to do. Within the parliamentary structure of Debtors Anonymous, this motion was brought before the Conference adhering to our procedures. Regardless of whether the pros and cons are to be considered well-reasoned or not, the Conference approved the motion. It is not the purview of the GSB, nor the Class B trustees of the GSB, to change the will of the Conference. The procedure would be for a WSC Committee to take up the cause, take a group conscience for a motion, and bring the motion before the Conference. This matter is decided by the collective conscience of the World Service Conference.</p> |

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| | | <p>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 <i>debtors</i>.</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 <i>about helping actual debtors change a compulsive debting behavior</i>.</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 intergroup, 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 and polluted our message, distracted us from our own recovery and ultimately crippled our growth. Have courage and stop this now.</p> <p>FOR REVIEW - Please re read, ALOUD, from the 2006 conference report:</p> <p>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 THE CHAIR." Read the paragraph that begins with the phrase: "Far and above any other issue that that faces the DA fellowship today is our</p> | |
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| | | <p>need for strong clarity around our primary purpose." (NOTE: PDF document pagination may show this as page 16)</p> <p>Class B Trustees -I ask you:</p> <p>Although AABBB step 9 says "most alcoholics owe money." i.e. financial consequences are a SYMPTOM of alcoholism</p> <p>would AA have an earners caucus?</p> <p>Although AABBB step 9 says "Maybe we are divorced..." marital consequences are a SYMPTOM of alcoholism but would AA have an alimony caucus?</p> <p>Although many AA's get popped for drunk driving - which costs about 10 grand in Dallas - a SYMPTOM of alcoholism but would AA have an DUI caucus?</p> <p>Would traditional AA ever be about fixing the symptoms and circumstances or do wiser heads prevail and someone reminds all that AA's are here to stop drinking PERIOD?</p> <p>Please revisit this before DA becomes unrecognizable</p> <p>God Bless</p> | |
| 19-29 | GSB | <p>Individual Submission: Jill P, City, State/Province, Country: Dallas TX USA</p> <p>Make the Office Manager's report a permanent part of the WSC report</p> <p>It has been very valuable to know what goes on in our office as well as the needs and challenges.</p> <p>It is also motivating for members to want to donate to the WSO</p> | <p>Thank you for submitting your Issue and Concern. The Office Manager's report is included in the WSC Minutes.</p> |
| 19-30 | WSC BDA Committee | <p>CITY: DALLAS, GROUP NAME: Prosperity, GROUP NUMBER: 364</p> <p>This was rejected in committee last year. That does not mean it is still not a problem.</p> <p>I am founder of the worldwide step study workshop call: Step Sponsor DA. We have taken over 3000 DA</p> | <p>Thank you for bringing this concern to our attention. You raise many valuable points in your letter, and we agree that there is a trend in America that more and more people are becoming self-employed in the gig economy and becoming freelancers with variable incomes.</p> |

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| | | <p>members through the DA 12 steps in our 10 year existence. We have more and more individual self-employed - commissioned - contract workers with each passing year. Debtors with Variable incomes still need help</p> <p>Please revisit changing 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.</p> <p>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 who are actual CEO's.</p> <p>Please reconsider</p> | <p>As stated in <i>Issue and Concern</i> 18-25 from last year, however, we stand by our decision to keep the BDA committee's name as is.</p> <p>You may be pleased to know, though, that instead of generating business planning literature or business advice, as mentioned in your letter, our committee has decided to focus our energy this year on hosting fellowship-wide calls, creating a long-term vision for BDA, creating a template for a BDA workshop, and collecting BDA stories for the DA Basic Text.</p> <p>We hope that this serves the fellowship, business owners, and every self-employed person well.</p> |
| 19-31 | GSB Literature Publications Committee | <p>Individual Submission: Jill P, City, State/Province, Country: Dallas TX USA</p> <p>REQUEST OF THE GSB -IN SUPPORT OF OUR PRIMARY PURPOSE Change DA Manual for Service Language (In the Sample DA meeting Format) in support of our primary purpose.</p> <p>In DA, we celebrate <i>Anniversaries of Length of Abstinence from incurring new unsecured debt only.</i></p> <p><u>In the DA Service Manual Meeting format</u>, there is a statement on anniversary celebrations that says chips or anniversaries may be celebrated for length of abstinence OR length of attendance or whatever else.... This is confusing and DOES NOT support our primary purpose which is to stop incurring unsecured debt. This vague language is found in the announcements section of both the sample DA meeting format and the sample BDA format.</p> | <p>Thank you for submitting your Issue & Concern.</p> <p>In the 2019 edition of the DAMS, there are no references to receiving chips for "length of attendance" in either of the Sample Meeting Formats you have referenced.</p> <p>From DAMS, 2019 edition, Sample DA and BDA Meeting Formats, in "Announcements," pp. 24 and 27:</p> <p>"Some groups ask if any members are celebrating an anniversary in D.A. or other special occasion such as 90 days of not incurring unsecured debt. In addition, some groups encourage beginners to count and share their day count until 90 days are</p> |

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| | | <p>Remove the latter and make it clear that ONLY <i>length of abstinence from incurring new unsecured debt</i> is what is celebrated at DA birthday meetings or the anniversary section of a meeting.</p> <p>This verbiage is also found on debtorsanonymous.org under 'Fellowship Services'/'Resources for meetings and groups' as well as pg 24 paragraph 2 in the 2018 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 21. This should also be clarified in the BDA meeting format, pg 26, under "Announcements," second paragraph.</p> <p>The negative effect of birthday chips for attendance not abstinence: 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 from debt and DA recovery can be achieved or progress can be sustainable.</p> <p>In 2011, at the first printing of the Service Manual, I emailed the board chairman, Jan S, to point out this issue with the anniversaries for "whatever" as opposed to specifically length of time without incurring unsecured debt. <i>His reply was an apology. He admitted he had not proofread it carefully enough, and he would have changed this if he had caught it.</i> Board generated service literature gets reviewed by VERY FEW DA members. As board members your sworn duty is to uphold the traditions on behalf of DA.</p> <p>In DA's own approved book, Step 1 Chapter 1 in the 12 Steps, Traditions and Concepts of Service of Debtors Anonymous, it clearly states the basic necessity of stopping debting as the core essence of our program. Any literature that dilutes or pollutes this message must go. Uphold traditions 1, 3 and 5 and change this language.</p> | reached.” |
| 19-32 | WSC Fellowship Communications Committee | <p>Individual Submission: Jill P, City, State/Province, Country: Dallas TX USA</p> <p>Make a 7th tradition announcement with directions how to access the DA WSO website and donate at each and every Board, WSC Committee</p> | <p>Dear Jill P.,</p> <p>Thank you for contacting us to express your concern. The Fellowship Communications Committee will draft language referencing the following link www.debtorsanonymous.org/contribute</p> |

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| | | <p>and other DA Fellow ship wide calls</p> <p>Never miss a chance to remind members that any 12 step gathering in God's name it is appropriate to request 7th tradition and that voluntary contributions are a vital part of recovery Individual Submission: Jill P, City, State/Province, Country: Dallas TX USA</p> | <p>for the Committees and Caucus Starter Kit and for the Fellowship-wide calls script for review by the General Service Board.</p> <p>Yours in service, Fellowship Communications Committee</p> <p>From GSB Long Range Planning Committee: Thank you for this suggestion. We have added language regarding 7th Tradition contributions at the conclusion of all “Ask the GSB” calls. It was also brought as a recommendation at the World Service Conference (WSC) by the Resource Development Committee. The Following statement has been developed and is being used on all GSB calls. It has also been provided to WSC committees for use on their calls.</p> <p><i>In response to a Recommendation from the World Service Conference Resource Development Committee, we would like to remind members that you can support D.A. financially by making Seventh Tradition contributions as individuals, or from your groups or intergroups. You can visit debtorsanonymous.org to donate online, make recurring monthly contributions, or to get information about mailing in contributions. Thank you all for supporting Debtors Anonymous!</i></p> |
| 19-33 | WSC Literature Publications | <p>Individual Submission: Jill P, City, State/Province, Country: Dallas TX USA</p> <p>IN SUPPORT OF OUR PRIMARY PURPOSE:</p> <p>LITERATURE CONSISTENCY</p> <p>I was gratified to see in the 2018 conference report that Lit com recommended DA form a joint task force 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. <i>I request that the next steps be taken to act on forming that task force and begin the review process. I suggest it be composed of members of Lit services, Lit pub, special project contributors and the WSC Lit com.</i></p> <p>There is a 12 step LANGUAGE that better serves our purposes. There are some therapeutic terms</p> | <p>Thank you for submitting your Issue & Concern.</p> <p>All D.A. literature is evaluated for adherence to D.A.’s Threefold primary purpose: to stop incurring unsecured debt, to share our experience with the newcomer, and to reach out to other debtors.”</p> |

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| | | <p>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.</p> <p>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 misused 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' - We need to specifically ask for <i>sharing of personal DA experience</i>.</p> | |
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| | | <i>Thanks for last year's consideration. Please start NOW asking for nominations for project contributors and form this task force.</i> | |
| 19-34 | GSB Literature Translations and Licensing Committee | <p>Dear fellow debtors.</p> <p>We hope you are having a prosperous journey while organizing our fellowship.</p> <p>My name is Jose Luis and I'm writing to you on behalf of group ATOCHA (527161) from Madrid, Spain.</p> <p>Our address is CALLE EMBAJADORES 81, PARROQUIA PURISIMO CORAZON DE MARIA, MADRID 28012, SPAIN</p> <p>Please make a note of it since you have our old address on the website.</p> <p>We have several topics to discuss with you in New York.</p> <p>Translation of book 12 steps, 12 traditions and 12 principles of debtors anonymous.</p> <p>We are currently translating this book and are about to finish the 12 steps. We have the opportunity to have the translation corrected by one of the best editors and English translators in Spain and we are very excited about the final work having an impeccable finish.</p> <p>a. Once edited, do we have to send you the book for approval?</p> <p>b. How do we go about getting the copyrights to print the book?</p> <p>c. How much would these copyrights cost? We suggest one third of the sale value.</p> <p>d. How do we pay for royalties?</p> <p>e. May we have the direct contact information with the literature service office?</p> <p>Brochures.</p> <p>a. How do we go about printing the brochures in the Kindle edition?</p> <p>b. Do you recommend selling them one by one, or all of them together as a book?</p> <p>d. How do we pay for copyrights of the brochures?</p> <p>Thank you very much for your initiative. We will be waiting with anticipation.</p> | <p>Thank you for your very well thought-out list of questions. I hope the answers will assist other countries that are trying to do translations. First of all, in 2018 the Debtors Anonymous General Service Board added a new Board Committee called Literature Translation and Licensing. This committee was created specifically because of the issues you are concerned with. This year it was also merged with the International Committee to allow for better communication between the D.A. board and the entire Fellowship. Let us do this response according to the questions you asked. Literature Approval Process: The Literature Translation and Licensing committee is currently developing a coherent set of steps for going through the translation process. However as we proceed through that process, here are some brief guidelines. On the translation of the 12 x 12 x 12: Debtors Anonymous literature is copyright protected so we ask all translators to first sign a document signing over the rights to the translated materials to Debtors Anonymous (https://debtorsanonymous.org/about-da/legal-forms-and-documents/). Upon completion of this document, D.A. can send pdf versions of the literature to the translator or translation team to make their job a little easier. We then ask for the names of your translation team and ask you to describe your in-language verification process--i.e. who checks whom? How many people have seen and approved the translation before it comes to us? There is terminology within D.A. that is sometimes difficult to translate. We need to know how you will do this and therefore we ask the translators to complete two pieces for initial verification: 1) a "Glossary" of terms translated into your native language. We get this reviewed by professionals and send you our agreement or have further discussion on the words and phrases you have chosen. 2) The first 400 words of the First Step of Debtors Anonymous (approx.). This goes through the same process (often at the same time) as the glossary. Once these two pieces</p> |

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| | | <p>Sincerely yours, Jose Luis, Grupo Atocha</p> | <p>have been verified we can then ask you to go ahead with translating the whole of the twelve steps. Once the translation is complete, the GSB sometimes does a sampling of the later chapters to make sure the translation has remained consistent throughout. This is more likely if the translator is working alone. At the completion of the translation process, an electronic copy of the book must be provided to the General Service Board for electronic publishing and print on demand. The GSB will make translations available to other Spanish speaking countries through licensing. The copyright for each piece of literature stays with the Debtors Anonymous General Service Board, Inc. as the creator of the original. However, we can license any D.A. Intergroup or other established D.A. service body to allow the printing of the literature by the license holder. Licensing costs NOTHING up front. It is simply an agreement with D.A. as a whole to print the literature for which you have been granted a license.</p> |
| 19-35 | WSC Conference Committee | <p>group ATOCHA (527161) from Madrid, Spain</p> <p>Do you provide economic help for a representative of our group to attend the world conference? What conditions he would have to meet?</p> <p>Thank you very much for your initiative. We will be waiting with anticipation.</p> <p>Sincerely yours, Jose Luis, Grupo Atocha</p> | <p>From the GSB: Thank you for your inquiry. There is information on the John H. Scholarship fund on the D.A. website. All members are invited to apply for financial support to attend the Conference. There are eNews announcements sent out with deadlines before each WSC.</p> |
| 19-36 | WSC Fellowship Communications Committee | <p>group ATOCHA (527161) from Madrid, Spain</p> <p>Where do we ask for a welcome pack to be sent to our group?</p> <p>Thank you very much for your initiative. We will be waiting with anticipation.</p> <p>Sincerely yours, Jose Luis, Grupo Atocha</p> | <p>Dear Jose,</p> <p>Thank you for contacting Debtors Anonymous to express interest in a welcome packet for your group in Madrid, Spain. Your enthusiasm is inspiring, and we are excited that you are helping to spread the message of DA to your local region. While we do not have an approved publication that is an official 'welcome packet' as requested, we have literature that you can order or download from our website and print out for your group or individuals:</p> |

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| | | | <p>The following links may also be helpful to downloaded and print for use:</p> <ul style="list-style-type: none"> · https://debtorsanonymous.org/getting-started/free-literature/ · https://debtorsanonymous.org/about-da/recovery-stories/ · http://debtorsanonymous.org/about-da/legal-forms-and-documents/ · http://debtorsanonymous.org/fellowship-services/resources-for-groups/ <p>We have not yet translated all this material into Spanish, though that is a goal of our fellowship in the coming year. In the meantime, we have already made some headway and have a few free downloadable items in Spanish at https://debtorsanonymous.org/en-espanol/.</p> <p>Otherwise, additional English material can be ordered from the Debtors Anonymous central office here: https://debtorsanonymous.org/download/2019-d-a-literature-order-form</p> <p>There is literature translated into Spanish that is available for purchase online at: https://debtorsanonymous.org/ebooks. This page includes pamphlets for Kindle as well as books via print-on-demand (based in Spain) that will save on time and shipping costs.</p> <p>Shipping overseas can be expensive and the delivery time is often quite lengthy. Another options is to also order directly through the UK Intergroup at: intergroup@debtorsanonymous.org.uk.</p> <p>Thank you once again for inquiring and helping to build our fellowship on the European continent.</p> <p>Yours in service,</p> <p>Fellowship Communications Committee</p> |
| 19-37 | GSB Literature Publications | group ATOCHA (527161) from Madrid, Spain | Thank you for submitting your Issue & Concern. |

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| | Committee | <p>Is there a 12 Step guide for Debtors Anonymous?</p> <p>Thank you very much for your initiative. We will be waiting with anticipation.</p> <p>Sincerely yours, Jose Luis, Grupo Atocha</p> | <p>Indeed, there are Step Study Guides for D.A. and BDA in the literature approval process. They are in the final stages of approval. They will be considered by the WSC Literature and WSC BDA Committees to become Conference-approved at the 2020 virtual conference.</p> |
| 19-38 | WSC International Caucus | <p>group ATOCHA (527161) from Madrid, Spain</p> <p>Is there a World Spanish Representative we can contact?</p> <p>Thank you very much for your initiative. We will be waiting with anticipation.</p> <p>Sincerely yours, Jose Luis, Grupo Atocha</p> | <p>Thank you for your Issue and Concern. We appreciate you bringing this to our attention. Presently there is no Spanish-speaking representative on the General Service Board ('GSB') although Debtors Anonymous does have an International (Class A) Trustee. We do not have anyone who can answer general enquiries in Spanish at the moment but the Literature Translations and Licensing Committee ('LTL') of the GSB are looking for bilingual Project Contributors who could help DA serve our fellows across the world. If you or anyone (virtually) bilingual in the Spanish speaking fellowship would like to serve in this way at GSB Committee level, please see the relevant information here: https://www.debtorsanonymous.org/download/project-contributor/?wpdmdl=2333 Note that the Project Contributor service can be on one specific topic and time limited. You can also contact the LTL committee at translations@debtorsanonymous.org. If you are in Spain, we would encourage you to contact the European Regional Intergroup (Group #10416) at the email address europaenda@gmail.com. The International Caucus can be contacted at wscinternational@debtorsanonymous.org</p> |
| 19-39 | WSC Public Information Committee | <p>group ATOCHA (527161) from Madrid, Spain</p> <p>May we have the direct contact for the Public Information Representative?</p> <p>Thank you very much for your initiative. We will be waiting with anticipation.</p> <p>Sincerely yours, Jose Luis, Grupo Atocha</p> | <p>The PublicInformation@DA.org email address forwards emails to the GSB Public Information Committee Chair, the WSC Public Information Committee Chair and Co-Chair, and the General Service Office.</p> |

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| 19-40 | WSC Literature Committee | <p>Please change the last line of “Welcome to Debtors Anonymous” from “joy, clarity and serenity,” to “clarity, serenity and joy”</p> <p>At the 2016 WSC in Dallas, the new writing to replace the Preamble, “Welcome to Debtors Anonymous,” was approved.</p> <p>Just before the vote, a delegate suggested a change in the word sequence, but time had run out to consider this proposed amendment. We would like the Literature Committee to revisit this issue and ask the Convocation to consider changing the order of the words in that sentence.</p> <p>The suggestion was to change the word order in the last paragraph to “clarity, serenity and joy,” rather than “joy, clarity and serenity.”</p> <p>The delegate stated: “I found clarity first in recovery, then serenity, then joy.”</p> <p>Our group strongly prefers this wording. After reading this line in “Welcome to Debtors Anonymous” over the past several years, that phrase sounds stumbling and awkward. “Clarity, serenity and joy,” flows much more smoothly – especially when read aloud –and makes more sense - than the current sequence of “joy, clarity and serenity.”</p> <p>Please consider making this change.</p> | <p>Thank you for submitting Issue and Concern #19-40 to the World Service Conference (WSC) Literature Committee. The members of the Literature Committee endeavor to address your concern to the best of our ability while seeking the wisdom of a loving Higher Power as expressed in our group conscience.</p> <p>The word order of the phrase “joy, clarity and serenity” within the “Welcome to Debtors Anonymous” service literature was reviewed by this year’s WSC Literature Committee. After a motion and a vote, the group conscience of the Literature Committee was not to change the wording.</p> |

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| 19-41 | WSC BDA Committee | <p>There have been concerns raised by members in my intergroup regarding outside issues in B.D.A. For example, why are there pamphlets being planned for developing business plans and dealing with difficult people? It seems like these things, and a lot of other things that B.D.A. does, have nothing to do with debting or not incurring unsecured debt. B.D.A. should not be like a support group for anything</p> | <p>Thank you for writing our committee. We are glad to hear that your area has an active inter-group and fellows are concerned with keeping the focus on our primary purpose: not incurring unsecured debt one day at a time. While at one point there may have been a focus on pamphlets re: business plans and difficult people, we can tell you</p> |
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| | | <p>except not debting in business. All of the other things should be considered as “outside issues.” There are many other places to get business advice. B.D.A. should not be used as a business coaching program.</p> <p>Could the WSC B.D.A. Committee discuss these issues with other B.D.A. members and provide feedback to the Fellowship? Thank you.</p> | <p>that those are not our priorities for the year.</p> <p>As we stated at the 2019 World Service Conference, our priorities for the 2019-2020 year are as follows:</p> <ul style="list-style-type: none"> · put on fellowship-wide calls (possible topics for calls include “Being solvent on a variable income” and “Transitioning from deprivation to prosperity”) · collect stories for the first <i>Ways and Means</i> and possibly to create a book of BDA stories · address our six <i>Issues and Concerns</i>, and · work toward putting on a BDA workshop. <p>It is our hope that these activities serve every member of DA well.</p> |
| 19-42 | GSB | <p>Greetings from small-but-mighty-in-recovery “Visions @ Noon” meeting in Stroudsburg, PA. In recent years a recurrent question has been asked by more than a few fellows at various meetings. The essential question is: “Am I solvent if I use credit cards for personal or business purposes?” Answers heard in The Rooms and offered by WSC delegates are wide and varied, most representing personal opinions, as literature or DA language regarding this question are unspecific. Historically DA defines solvency as ‘the act of refraining from acquiring any new unsecured debt’. Personal witness to financial/corporate structure and banking methods have greatly evolved and changed through electronic dynamics in recent years. Use of credit and/or debit cards results in posted bank account deductions immediately following the transaction. Thus, payment for goods and services is <i>not</i> deferred until a future date; payment is made promptly. Some health/dental services are addressed ‘pay as you go’, although the receipt of goods and services may not have been completed. This resembles a ‘contractual agreement’, typically seen in business, private or public.</p> <p>Much angst has been attached to this personal</p> | <p>Thank you for submitting your thoughtful Issue and Concern.</p> <p>The issue you raise certainly have been discussed by members for many years. “Not incurring new unsecured debt” is, as you mentioned, often nuanced. Ultimately, only an individual member, together with their sponsor, PRG members, and Higher Power can define what “solvency” or “solvent behavior” means for them.</p> <p>The WSC delegates approved a pamphlet concept, “What Is Solvency?” at the 2019 WSC. This pamphlet will attempt to address these very questions.</p> <p>Regarding credit card use, you state, “One resolution fit for print might simply be a statement that “D.A. has no opinion on this outside matter”...which would strongly resemble our statement on bankruptcy.”</p> |

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| | | <p>question, which does appear to require very personal scrutiny and decision making by each fellow. Just as our Spending Plans vary, based upon our needs and means, perhaps our definition of solvency has personal nuances to it. Higher Power and Sponsorship can help us ‘reason things out with another’, particularly the questions of “am I solvent?” “are my <i>behaviors</i> solvent?” “what is the evidence of my recovery?”* “Am I using credit cards in a compulsive fashion?” As DA states “the ONLY requirement for membership is a desire to stop incurring new unsecured debt”. It does not say we must stop using credit cards. Perhaps this will allow appropriate timely use of credit cards where it serves us well financially to implement this method of prompt payment in our business lives. Again, a sponsor and our HP can Guide us in appropriate non-compulsive use of credit as a payment method.</p> <p>Implications for an answer to this question at World Service level would be welcomed and timely. Great relief may result for fellows who have a strong desire to practice and acknowledge solvency/recovery. One resolution fit for print might simply be a statement that “DA has no opinion on this outside matter”...which would strongly resemble our statement on bankruptcy.</p> <p>* one response to the question “How do I know if I am in recovery?” was offered at World Service Conference about 24 years ago: A: I can know if I am in recovery if I am able to respond to these questions: 1. who is my sponsor? 2. Where is my home group? 3. What step am I working on? 4. What service am I providing?</p> | <p>Again, each individual member, with their sponsor and Higher Power, determines the parameters of their recovery.</p> <p>The sentiment you cite could certainly be what evolves as the result of continued thought and conversation regarding “solvency,” and “not incurring new unsecured debt.”</p> <p>The Board has developed a questionnaire for GSB applicants to specify unsecured credit use. (see <i>D.A. Focus</i>, Second Quarter, May 2020, page 6). Some members, particularly those residing outside the U.S., have stated that explicitly barring unsecured credit use would often automatically prohibit members from those countries from serving the fellowship. We hope that the questionnaire will elicit responses to questions very similar to those that you raise. While the GSB has not approved members who use unsecured credit cards, historically, we are open to new information if a compelling case can be made.</p> <p>Thank you again for your thoughts on this matter. We wish you all the best in your recovery and invite you to continue to participate in this ongoing discussion.</p> |
| 19-43 | WSC Resource Development Committee | <p>Submitted by: Group #1353</p> <p>Group name: DATIG (DA Telephone Intergroup) Group address: We meet monthly on the phone. Group website: https://datig.net</p> <p>We are the DA Telephone Intergroup (DATIG), and we are available to serve as an intergroup for all the DA phone meetings.</p> <p>Issue and Concern for the 2019 D.A. World Service Conference: Topic: Privacy, Safety, and online 7th Tradition announcements</p> <p>Some DA meetings post their meeting formats online, so that it is easy for a substitute to moderate a meeting, and so that everyone can follow along.</p> | <p>The RDC will submit the following language for inclusion in the DA Treasurers Manual: If a group wishes to post a 7th Traditions postal office address on its site or other internet venue, it is suggested to use a post office box or other mailing service so as to not disclose any members’ personal residential address.</p> |

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| | | <p>For privacy and safety reasons, and to guard against theft, it is important to be mindful that that the treasurer's personal residential address should be unlisted in any copy of the weekly meeting format that you post on the internet. A member who knows the Seventh Tradition donations address can still read it aloud at the meeting.</p> <p>If a group wishes to post a 7th Traditions postal address on a website or other internet venue, it would be best to use a PO Box or other mailing service that does not disclose any member's personal residence address.</p> <p>We suggest that these precautionary statements be placed in the DA Treasurer's Manual.</p> <p>Submitted by: Group #1353</p> <p>DATIG (DA Telephone Intergroup)</p> | |
| 19-44 | WSC Resource Development Committee | <p>Issue and Concern for the 2019 D.A. World Service Conference: Topic: Number of signers on a bank account and/or PayPal account</p> <p>We are aware that the DA Treasurer's Manual suggests two treasurers. The first one would be the main treasurer. The second one could be a co-treasurer, assistant treasurer, or apprentice treasurer, depending on the circumstances and needs of the group.</p> <p>We suggest that there should be at least 3 signers on a DA bank account.</p> <p>This is especially helpful for phone meetings and online meetings.</p> <p>We suggest the following:</p> <ol style="list-style-type: none"> 1) the first bank signer who is the main Treasurer. 2) A second signer who is co-treasurer, assistant treasurer, or apprentice treasurer. <p>(The first two Servants could distribute the duties as Group Conscience designates.)</p> <ol style="list-style-type: none"> 3) A third signer who is an Emergency Bank Signer that is reliable with good recovery – and who can be contacted easily in 3 years -- even if he/she doesn't attend the meeting regularly. | <p>The RDC will submit the following language for inclusion in the DA Treasurers Manual: A group, particularly an online or phone group, may have a Third Treasurer in addition to a Treasurer and Assistant Treasurer, that is a known, stable, long-time group member with signatory access to the group's bank account(s) to access such account(s) in the event of the unavailability of the group's Treasurer or Assistant Treasurer.</p> |

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| | | <p>Suggested extra duty for the Second Signer: Verification.</p> <p>We suggest that, for phone meetings and online meetings, that the Second Trusted Servant (the co-treasurer, assistant, or apprentice) be a signer on the account and have online access to the balances, and to check the balances every month. In this way, the second Trusted Servant can verify to the group that the First Trusted Servant is reporting accurate balances to the group at every business meeting.</p> <p>(With face-to-face meetings, the main Treasurer can bring the bank statements or the donations envelopes to the business meetings, and everyone can see that the balances are accurate.)</p> <p>Reason for Third Signer as described above: There have been phone meetings where the first two signers stopped coming and did not reply to messages. With phone meetings and online meetings, the missing Trusted Servants might live in city far away from the rest of the group members. If they stop returning your phone calls and emails, there is nothing you can do. There have been meetings where the first two signers disappeared and the meeting was able to access its funds only because of the third signer – the Emergency Signer.</p> <p>It would be helpful to phone meetings and online meetings if this were suggested in the DA Treasurer’s Manual.</p> <p>Submitted by: Group #1353, DATIG (DA Telephone Intergroup)</p> | |
| 19-45 | WSC Resource Development Committee | <p>Submitted by: Group #1353</p> <p>Group name: DATIG (DA Telephone Intergroup) Group address: We meet monthly on the phone. Group website: https://datig.net</p> <p>We are the DA Telephone Intergroup (DATIG), and we are available to serve as an intergroup for all the DA phone meetings.</p> <p>Issue and Concern for the 2019 D.A. World Service Conference:</p> | <p>The RDC appreciates the challenges and frustrations submitted by Telephone Group 1535 to it regarding state-specific banking regulations, the expense of forming corporate business entities/acquiring business licenses, and maintaining anonymity in the face of such regulations and requirements. RDC and the DA GSB cannot offer legal advice, however the RDC will review the content of the DAMS to determine where there is additional guidance that can be provided to the Fellowship re these issues.</p> |

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| | | <p>Challenges with group treasury bank account transfers in the modern age, especially with phone meetings.</p> <p>This document was written especially for the issues that DA phone meetings face, but a great deal of it might be relevant to face-to-face meetings and internet meetings, too.</p> <p>This is very long but the sections are all intertwined and we couldn't separate them out.</p> <p><u>Reasons for Writing to Issues and Concerns:</u></p> <p>The Issues:</p> <p>At the DA Telephone Intergroup (DATIG), we have encountered obstacles to transferring our financial account to a new treasurer. We have also heard of face-to-face meetings having issues setting up or transferring financial accounts, but the problems are more pronounced for phone meetings due to each new treasurer residing in a different state/jurisdiction.</p> <p>In 2003, new security laws were enacted, which soon created regulations for financial institutions. Since that time, banking laws became stringent in their requirements for identification of the group. Some older DA accounts may be grandfathered in under older laws, but those opened since 2003 have encountered these issues.</p> <p>In the old days you could open a bank account, and you could have someone else be on your bank account as a second signer. You could drop and add people from the account as signers. You didn't have to close the bank account. You could just add and subtract people as co-signers on the account. Now they don't let you do that. You have to close the account and open a new one.</p> <p>To open a business bank account in the old days, you could just say, "This is a business" or "This is my</p> | |
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| | | <p>local club”, and they would give you an account sort of like a business account - they would put the name of the club on the account. But now most banks in most states require that you have some sort of business license from your state, your county or your city or an incorporation document or an LLC or a sole proprietor “dba” statement – something like that – some sort of legal document showing that it is really a legitimate business before you open a bank account. The fees for some business licenses are prohibitive for some DA groups, especially small ones like DATIG.</p> <p>The Concerns:</p> <ul style="list-style-type: none"> • Anonymity could be compromised when applying for a business license. This has caused issues for some of us in DA who don’t want to have our names online. Many licensing agencies put the names and address of business owners or officers online. In some jurisdictions, applications for business licenses are required to be announced in legal notices in the newspaper several times, and the news archives remain online. Even if we’ve been abstinent for several years and are fully qualified to be treasurers, we could have a problem if our anonymity is compromised. For instance, if an old creditor tries to come after us and sue us for debt that we don’t owe anymore, creating additional legal entanglements that we just don’t need. Or if we are shown online as being a debtor, this could compromise our being hired by a company. • Another treasury concern is regarding the potential for financial legal entanglements for people receiving social services or for the spouses or business partners of DA treasurers. <p>Summary of Our Requests:</p> <ul style="list-style-type: none"> • To have current issues concerning treasuries in DA be discussed by the Resource Development Committee or other committee/caucus – especially issues regarding transferring a group treasury to a new treasurer when there are legal issues with accounts regarding ownership and business/organization licenses. We feel that this is really something that requires people with | |
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| | | <p>experience in the program, who pray a lot, who've worked the Steps, who work the Traditions and who ask for PRGs from other people in the program to really meditate on these questions – so that we're maintaining anonymity but not trying to do any kind of illegal subterfuge – we're being legal and honest, but only saying what needs to be said and nothing more. There is a fine line of protecting anonymity without going into dishonesty. That's where we need the input of experienced treasurers that really have the spiritual insight of how to do that.</p> <ul style="list-style-type: none"> • To learn of new solutions. (DA can now receive donations via debit card – how are they doing that and can smaller groups do it, too?) (Can we set up a bill payer account for donations?) • To have help doing some spiritual brainstorming or research into how best to work on a treasury for phone meetings. It has been said that donations to DA have been declining over the past several years. More people are attending phone meetings now, but phone meetings in general get far less donations than face-to-face meetings. How can we make it easier for phone meetings to receive and manage donations? • To have the DA Treasurer's Manual updated to be more current and helpful. It was written for face-to-face meetings in the US. There are now many phone meetings with international members. People did things very informally in the old days, or meetings tended to not deal with financial institutions at all. • To have the DA Treasurer's Manual provide information that will increase awareness of fees and contractual obligations. As we grow in our DA recovery, we learn how to research financial laws. A DA treasury is a spiritual business, and we need to be aware of business law. We are not asking you to give legal information; instead we are asking that the manual give awareness of the specific reasons why each group needs to research its own local/regional/national banking laws. <p>Important specific details follow.</p> | |
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| | | <p><u>Goal: to have a group/intergroup checking account or PayPal account for the treasury in the name of the group/intergroup rather than in an individual's name</u></p> <ul style="list-style-type: none"> • So a new account doesn't have to be opened every time there is a new treasurer. • So a new account doesn't have to be opened if the individual leaves the group, dies or doesn't want the account in their name anymore. • So donations can be made out to the group rather than to a person. • So anyone can volunteer to be treasurer without worry that their spouse or business partner might not want them to have an account in their name as it could adversely affect their finances (If a DA group gets sued it could impact the treasurer and their spouse or business partner. One business partner was concerned with other partner being entangled with DA.) (Taxes - If a financial account garners interest, the IRS will issue a 1099 for the interest at end of year, and the interest is considered the income of the entity who is on the account. If it is a sole proprietorship, then that will be the individual "owner", not the business.) (If the account receives more than a certain amount of money per month, the financial institution may be required to report that to the IRS.) • So a treasurer won't be disqualified from receiving social services for holding money for a group in a bank account that is in their name – since some agencies/offices/staff may consider that to be the member's income because the bank account is in their name (A lot of solvent people in DA are disabled living on fixed incomes and receive low income subsidies. Some jurisdictions will count DA money in your bank account as your money and that will disqualify you for social services. A lot of service is done at DA phone meetings by disabled people who don't have paid employment.) <p><u>Challenges of opening a bank account in the name of</u></p> | |
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| | | <p><u>the group</u></p> <p>People trying to open new bank accounts since 2003 have come up against these issues:</p> <ul style="list-style-type: none"> • A business license and an EIN is now required to open a business account in most places. • Obtaining a business license can be unaffordable, and also may require periodic renewals which incur additional costs. • Obtaining a business license can compromise anonymity. <p><u>Challenges of obtaining a business license</u></p> <ul style="list-style-type: none"> • City/county/state licensing agencies mainly issue business licenses to 4 kinds of organizations: corporations, limited liability companies, partnerships and sole proprietorships. Some jurisdictions also issue to community groups but they are treated the same as a sole proprietorship, which is issued under an individual's name, and may require a fictitious business statement to be filed. Some jurisdictions will require that you announce in a newspaper your full name and address and that you are opening a business – your application is then searchable in online news archives forever. (The only way to have anonymity in some places is to open a branch of your business in another state.) • LLC - Most or all licensing agencies have a setup fee (\$100-200) and an annual/bi-annual maintenance fee (\$10-200), some licensing agencies publicly post online the names of the officers - personal anonymity affected, some require "Articles of Organization" (e.g. the purpose of DATIG is to support DA phone meetings, and to provide information, and we use monies received to fulfill this purpose.) • Sole Proprietorship - Most licensing agencies publicly post online the name of the owner - personal | |
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| | | <p>anonymity affected</p> <ul style="list-style-type: none"> • Corporation (profit or non-profit) – Have to create articles of incorporation and official Bylaws, have to pay corporation fees. And, depending on what state they are incorporated in, the officers can be searchable online – personal anonymity affected <p><u>Challenges of opening a PayPal account registered to a group/intergroup</u></p> <p>Although DA has no opinion about PayPal, we feel the Committee should be aware of what we are doing with PayPal at DATIG.</p> <ul style="list-style-type: none"> • The new PayPal policy effective early in 2019 is that they want you to have a regular bank account associated with your PayPal account. • The choices available when opening a PayPal account are individual, sole proprietorship, partnership, corporation, public company, nonprofit organization, government entity. • A SSN or EIN is required to open a PayPal account. If it's under an SSN, then there are more liabilities for the individual. • Can't open an account in name of the group unless it is a Corporation (profit or nonprofit) or an LLC. Have to show official legal documents showing the group is a real business. • If no proof of being a real business is provided, the group can be considered a Sole Proprietorship or Other Community Organization and the group can only get a "personal business account", where the owner of the account is an individual person, not the organization. One of the signers has to be considered the owner of the account & payments from the account will have the owner's name not the business name. Donation receipts may say the owner's name. | |
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| | | <p>We would ultimately like to be classified as a business to eliminate individual personal liability.</p> <ul style="list-style-type: none"> • If your PayPal account is considered by PayPal to be individually-owned, then when you change treasurers, you have to change the owner of the account – but – they won't allow changes in ownership of the account, which means you have to close your PayPal account and open a new one. Any new PayPal account has to have a different donations email address associated with it than the prior closed PayPal account. • With Federal non-profit status (under 501(c)(3) status) you receive a discount on all PayPal fees. However 501(c)(3) status requires complete transparency of officers with the federal government, and then this may be required on the state or local level, which may compromise anonymity. Without 501(c)(3) status, we have to pay the standard PayPal fees. <p><u>Challenges of opening a Givefy App account registered to a group/intergroup</u></p> <p>(We researched Givefy, which is an online payment/donations system that operates via a special smartphone app. It is unrelated to PayPal).</p> <ul style="list-style-type: none"> • Givefy charges the same fee percentage as PayPal. • You have to be on their list of charities to participate. You must be a 501(c)(3) non-profit. • Additional challenges that made it clear that Givefy would not meet our needs. <p><u>Alternatives to PayPal:</u></p> <p>We researched several companies that allow online transactions/donations in the way that PayPal does. However they all require a minimum amount of donations per year (usually over \$5,000.00 annually) which is far more than the income of the annual income of most phone meetings – and far more than the annual income of DATIG. Thus we are ineligible to use their services.</p> | |
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| | | <p><u>Additional Challenges of opening accounts and obtaining licenses for phone meetings</u></p> <ul style="list-style-type: none"> • Group members are in different cities/states/countries. • Financial accounts, EINs, business licenses and community association licenses are location-based, whereas phone meetings have no physical location. There are very few banks that have branches in all 50 states, and some of them charge high monthly fees for business accounts. <p><u>Items we would like to see included in the DA Treasurer Manual</u></p> <p>Although legal advice cannot be given in Treasurer's Manuals or by D.A., the following items can be pointed out in the manual in a way that builds awareness and encourages each group to be responsible for investigating their local laws on their own and making their decisions about how to proceed based on their research.</p> <ul style="list-style-type: none"> • Banks and other financial accounts in some jurisdictions - nations, states, cities, etc. - may require that the group have an official business license, and licensing agencies may require fees and may place the name of the business and the officers/owner online. • Be aware that various jurisdictions have different rules regarding community property, so find out where the money goes if you die or disappear. You might want to check with your spouse if the money will be in an account with your personal name on it. • If you change address or treasurer, you're supposed to submit a form to the IRS to change the responsible party on the EIN. There is also a change of address to be reported to the IRS for your EIN, every time your treasury mailing address changes. • Be aware that if you are treasurer and receive low-income subsidies, that some jurisdictions may consider the DA money to be your money, so keep | |
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| | | <p>the treasury in a way that is safe for you and legal.</p> <ul style="list-style-type: none"> • Phone meetings have members from all over the world. Sending money to a specific treasurer often only works for a short time, so many have found it more useful to use nationwide banks or to have a PayPal or other kind of financial account that can be used internationally. In order to do that you may be required to have a business license, and business licenses cost money and may show the owners/officers names and addresses publicly online (at the licensing agency's website or elsewhere). • Request that you place a comment in the Treasurer's Manual that conveys this idea: <p>Paying attention to contractual obligations is part of our DA recovery, and that all of the legal details are a part of our spiritual process. We cannot stay stuck in wishing that banking rules will remain the way they always used to be. Each group needs to periodically research its local and national financial regulations and laws, as a part of "doing business".</p> <p>Submitted to "Issues and Concerns" by DA Group #1353, DATIG (DA Telephone Intergroup).</p> | |
| 19-46 | WSC Literature Committee | <p>Subject: "signature" loans</p> <p>In the "12, 12, and 12", page 75, line 5, mentions "unsecured" debt. In line 6, "credit cards" are used as an example. Line 7 continues giving examples of "student" or other "signature" loans.</p> <p>If I buy a car, a home, or some other form of collateralized loan my "signature" is required. I believe this "signature" loan verbiage is confusing. Please clarify. Perhaps in line 7, after "signature" loans, "non-collateralized" could be added in parentheses</p> <p>I have heard long-time members say that their PRM told them student loans are OK or that they could use</p> | <p>Thank You for writing in to express your questions, concerns, and suggestions for our DA Fellowship. We share your concerns. At this year's World Service Conference, in Los Angeles, we who serve on the Literature Committee created a new subcommittee - "What is Solvency" - so that we might foster a deeper understanding within the Fellowship.</p> <p>Our subcommittee's mission is to create a pamphlet which gives guidance to our members on the spiritual issue of solvency from a Debtors Anonymous perspective.</p> <p>The creation of this new pamphlet was voted on and approved by the 2019 Conference Delegates. We look forward to working together to bring much needed clarity to our beloved fellowship.</p> |

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| | | <p>their charge cards and pay them back with future work. I am very concerned.</p> <p>Marie S</p> <p>Group # 552. Holyoke MA 01040 USA</p> | |
| 19-47 | WSC Fellowship Communications Committee | <p>I'm submitting as an individual DA member. My home group is Croton-on-Hudson 1143. I suggest submitting this to FCC at the WSC.</p> <p>The title of DA's newsletter <i>The Ways & Means</i> is well-meaning and has historical value for the Fellowship. But it's also a source of confusion, especially for newcomers. It would be easy to dismiss it as a financial report, which it clearly is not. But more problematic is that its meaning is not really clear. I would like to propose that the WSC consider approving an update of the name of that newsletter to <i>Within Our Means</i>. That title would retain the focus intended by the original title. But it would have three clearer positive meanings. (1) First, it would focus on our primary purpose-- living within our means by not incurring any new unsecured debt one day at a time, (2) Second, it affirms that living such a life, which so many of us thought was impossible, is in fact "within our means", and (3) Third, it affirms that the DA Promises are well within our means-- that our means will not define us.</p> <p>Thanks for your consideration!</p> <p>Allen A (grateful for 29 years of solvency, one day at a time)</p> | <p>Dear Allen A,</p> <p>Thank you for submitting your Issue and Concern. After careful consideration of changing the name of our D.A. Magazine from <i>Ways and Means</i> to <i>Within Our Means</i>, our committee sought the wisdom of a loving higher power as expressed in our group conscience and unanimously agreed to retain the current magazine title. Our reasoning is as follows: the Communications Committee of the D.A. World Service Board characterizes <i>Ways and Means</i> as a D.A. recovery magazine filled with stories by D.A. members about their personal recovery and the program of Debtors Anonymous. The phrase "ways and means" is defined as the methods and resources at someone's disposal for achieving something. While the phrase has financial connotations, it is one among others. The word 'ways' conveys an approach, a manner in which something happens, or a path. The term 'means,' while referencing money, also suggests a manner or way. To argue in favor of keeping the title "<i>Ways and Means</i>," for many of us, the title is highly evocative of the ways the 12 Steps are a means to recover from debting, while also alluding to financial sobriety and the Tool of the income and spending plan. We find the overlapping meanings rich and expansive, as did those fellows who founded the magazine. The title and themes of <i>Ways and Means</i> dovetails well with the primary purpose of D.A.: to carry the message to the debtor who still suffers. We also discussed how Promise 3 memorializes the phrase "within our means" with many members hearing it at meetings where the D.A. promises are read.</p> <p>We appreciated the formulation of the three positive meanings you found in the phrase "Within Our Means"—they were</p> |

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| | | | <p>compelling! We encourage you to consider writing an article on this topic for the magazine. The word count is 200-1200 words.</p> <p>Yours in service,</p> <p>Fellowship Communications Committee</p> |
| 19-48 | GSB Communications Committee | <p>Issue and concern submitted by Janetta B., Portland OR</p> <p>Request that the statement “Welcome to Debtors Anonymous” be added to the sample DA meeting format on the DA website.</p> <p>In 2012, the DA-GSB suggested that DA meetings stop using the AA Preamble because DA did not have permission to use it.</p> <p>A number of years passed after that, during which the GSB and World Service worked on coming up with an appropriate statement of "what DA is -- and what DA is not".</p> <p>At the 2016 World Service Conference, the Conference approved using the new statement "Welcome to Debtors Anonymous".</p> <p>The motion specifically says to use this “to replace the AA Preamble”.</p> <p>The final motion and its approval are on page 10 of the 2016 minutes (page 11 of the pdf).</p> <p>Before the Preamble was discontinued in 2012, it used to be listed in the “sample meeting format” on the DA website, right after the Serenity Prayer.</p> <p>Here is an archived copy of the DA website’s sample meeting format from the year 2011</p> <p>(from archive.org which is the archive of old websites).</p> <p>https://web.archive.org/web/20111012085754/http://debtorsanonymous.org/start_meeting/format.htm</p> <p>As you can see, the Preamble was after the Serenity Prayer.</p> <p>Request or suggestion that the statement “Welcome to Debtors Anonymous” be added into the Sample Meeting Format, after the Serenity Prayer, on the 2019 DA website at this link:</p> | <p>Thank you for submitting an Issue and Concern. We appreciate your recommendation and have added the full “Welcome to Debtors Anonymous” statement to the D.A. meeting format available at www.debtorsanonymous.org/resources.</p> <p>Thank you for your service,</p> <p>GSB Communications and Information Technology Committee</p> |

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| | | https://www.debtorsanonymous.org/download/meeting-format-3/?wpdmdl=1717 Thank you. | |
| 19-49 | GSB Communications Committee | <p>Issue and concern submitted by Janetta B., Portland OR</p> <p>Error in “A Word to Newcomers” on the DA website – needs correction.</p> <p>In the minutes of the 2016 WSC, the original motion for a revised “A Word to Newcomers” was to have the last sentence contain the wording “...find the peace, joy and love that we have”</p> <p>There was a motion to amend that motion to change the wording as follows:</p> <p>Motion to change the following wording of the motion:</p> <p>From: “...find the peace, joy and love that we have found in Debtors Anonymous.”</p> <p>To: “...find the joy, clarity and serenity that we have found in Debtors Anonymous.”</p> <p>The reason someone requested this amendment was to make the Word to Newcomers have the same phrase “joy, clarity and serenity” as the “Welcome to Debtors Anonymous” statement.</p> <p>This motion to amend the original motion passed.</p> <p>This amendment to the motion is on page 23 of the 2016 WSC minutes (page 24 of the pdf).</p> <p>The final amended motion:</p> <p>A Word to Newcomers</p> <p>If you are having problems with money and debt and think you may be a compulsive debtor, you have come to the right place. Debtors Anonymous can help you. We offer face-to-face, telephone and internet meetings and we suggest attending at least six meetings to have an opportunity to identify with the speakers and become familiar with D.A. before deciding if this program is for you. If you identify some or all aspects of compulsive debting we hope you will join us on the path to recovery and find the joy, clarity and serenity that we have found in Debtors Anonymous.</p> <p>This final motion was passed by substantial unanimity.</p> | <p>Thank you for submitting an Issue and Concern. We appreciate your carefully referenced research and have corrected the text of the last sentence of “A Word to Newcomers” so that it reads “. . . find the joy, clarity and serenity . . . “ on the website at www.debtorsanonymous.org/resources. Please do feel free to reach out if you find it misquoted anywhere in our current documents.</p> <p>Thank you for your service,</p> <p>GSB Communications and Information Technology Committee</p> |

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| | | <p>The final motion was stated and approved on page 25 of the 2016 WSC minutes (page 26 of the pdf).</p> <p>However when you updated the DA website, you used the wrong wording which was from the unamended motion.</p> <p>Both of the following webpages say “peace, joy, and love” but they SHOULD say “joy, clarity and serenity”</p> <p>Sample meeting format</p> <p>https://www.debtorsanonymous.org/download/meeting-format-3/?wpdmdl=1717</p> <p>Resources for groups</p> <p>https://www.debtorsanonymous.org/fellowship-services/resources-for-groups/</p> <p>This has caused confusion in some groups. Some of us got the E-news after 2016 conference which gave the correct wording. Some of us were using the incorrect wording on the two pages I linked to. I finally determined the correct version by checking the WSC minutes.</p> <p>Please fix both web pages to have the wording that the 2016 WSC voted to approve. (And also fix any other DA documents or webpages if they need the corrected wording).</p> | |
| 19-50 | GSB | <p>Clarity on a DA matter</p> <p>Greetings,</p> <p>Question has arisen by a long time member recently returning.</p> <p>If you use a credit card yet pay the entire balance off at the end of each month, and have never carried a balance, can I</p> <ul style="list-style-type: none"> -1. Claim solvency -2. Become a member of the Board of Trustees. <p>Interpretation has said if you use a credit card you lose solvency</p> <p>Or</p> <p>If you use a credit card and don't give them something of equal value at time of purchase, you lose solvency.</p> <p>More members I have been hearing are using a card again, yet not abusing it thanks to the program and</p> | <p>Thank you for submitting your Issue and Concern. Similar concerns were raised in Issue and Concern 19-42. Please refer to the discussion presented in response.</p> <p>We wish you all the best in your recovery and invite you to continue to participate in this ongoing discussion.</p> |

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| | | <p>the tools steps and actions involved yet pay it off monthly- claiming solvency.</p> <p>Just need clarity for all to see clearly.</p> <p>Thank you</p> <p>Diana D Courage to Change meeting Basking Ridge NJ Group # 263</p> | |
| 19-51 | GSB Literature Translations and Licensing Committee | <p>Question 4 Grupo Prosperidad Skype. #516181.</p> <p>Why the GSO Make it so hard to give access to the Spanish community for all the pamphlets and books why is so slow. The pamphlets were translated.</p> <p>Mirian Z.</p> | <p>Thank you for your question, and we understand the frustration that many members are feeling surrounding the translation process. Please understand that with the creation of the Literature Translation and Licensing Committee, the Board has recognized the importance of getting literature out to our non-English speaking fellows. However, please also note that our ability to provide these materials for Translation and Licensing is very much dependent on having partners in other countries to work with us. We need established Intergroups in countries outside the USA whom we can license. If there are not Intergroups within a country, it is difficult to move forward because the life of the license is usually a matter of years. The cost of printing and mailing literature from the USA is prohibitively expensive. It may be difficult for many members to pay the price that would be necessary for us to cover costs. A license to print outside the USA would solve this. Literature sales are a large part of D.A.'s income. If we were to lose our copyright over materials because we did not protect them, we would open the door for losses to the Fellowship as a whole. This affects translation verification directly because it incurs a cost. We put the 10 Spanish pamphlets for sale in the electronic format to allow for the literature to get to some members while we work to identify Intergroups we can license with. If you have information on Intergroups in Central and South America other Spanish speaking countries, please contact us at translations@debtorsanonymous.org, and we can begin the licensing process.</p> |

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| 19-52 | WSC Literature Committee | <p>Croton, New York, Croton Solvency First, Group Number 1133</p> <p>Please address college tuition. How is one to think of it? Must it be saved for in advance? For oneself? For one's children? What if you thought there would be financial aid but there isn't? It's more money than many can afford but will allow for more income. It's a crisis in this country. How can DA address it?</p> | <p>Thank you for your Issue and Concern. This year the Literature Committee will address the topics which you have raised in two new subcommittees "What is solvency?" and "DA Voices of the Black Community". These subcommittees will both work on concepts for a pamphlet.</p> |
| 19-53 | WSC BDA Committee | <p>Croton, New York, Croton Solvency First, Group Number 1133</p> <p>We have a number of freelancers in our group and would like some literature addressing their concerns. They have issues with inconsistent incomes, lack of employer provided health insurance and other benefits, lack of control over clients who may be debtors, loss of income with personal or family illness and other emergencies, setting rates for their services, not knowing how or when to pay taxes and other regulated payments.</p> | <p>Thank you for writing the BDA and Literature committees. You are right to point out freelancers face several tough challenges, including many times, a precarious income. As society shifts more and more toward a gig economy where workers do not have full-time jobs, it is likely that more people---including people in DA---will face challenges. We believe that by working the 12 steps of DA and the 12 tools of BDA, working closely with a sponsor, reaching out to fellows, and keeping close to a Higher Power, the promises will come true for us, including:</p> <p>“where once we felt despair, we will experience a newfound hope” (promise 1);</p> <p>“we will begin to live a prosperous life, unencumbered by fear, worry, resentment or debt” (promise 4); and</p> <p>“we will recognize a Power Greater than ourselves as the source of our abundance; we will ask for help and guidance and have faith that it will come” (promise 12).</p> <p>DA is a spiritual program where we stick to our primary purpose; we suggest that fellows turn to professionals and outside sources to find specific business management techniques and services. By separating our personal finances from our business as suggested, we are free to use professionals such as bookkeepers, accountants, and consultants without making them our Higher Power. With the guidance of a sponsor and a PRG team, this</p> |

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| | | | can be done despite the confusion and complexity of working in this gig economy. It's not by any means easy or simple, but with patience, it can be done. |
| 19-54 | WSC Literature Committee | <p>Croton, New York, Croton Solvency First, Group Number 1133</p> <p>We would like to vote to restore the word 'solvency' to the literature. We still do a 'solvency count' in our meeting.</p> | <p>Thank you for your Issue and Concern. In response to several Issues and Concerns received, the WSC Literature Committee formed a subcommittee to specifically address "What is Solvency?" The subcommittee is working to create a pamphlet.</p> |
| 19-55 | WSC Literature Committee | <p>Croton, New York, Croton Solvency First, Group Number 1133</p> <p>We would like some literature on dealing with family members. How to work the program together with a spouse or significant other who is in DA? How to solvently share finances with a spouse or significant other who is not in the program? How to responsibly work the program with adult children? What do we owe our young children? How can we teach them some of the principles of DA? What about gifts from parents? Are they enabling us or supporting us in our recovery from underearning?</p> | <p>Thank you for submitting Issue and Concern #19-55 to the 2019 World Service Conference (WSC) and the Literature Committee.</p> <p>At the 2018 World Service Conference, the Literature Committee proposed a motion to develop a pamphlet, "Couples and DA".</p> <p>The motion passed. A subcommittee was formed and an outline for the "Couples and DA" pamphlet was written and passed on to the GSB Literature Publications Committee, who will look for a writer. From there it is going through the literature process as outlined in Chapter 8 of the Debtors Anonymous Manual for</p> <p>Service. This pamphlet may address the first three questions in this Issue and Concern.</p> <p>The additional questions asked might best be answered by a sponsor or a PRG team. There is also a 12 Step Program called Debt-Anon that might help you, as well.</p> |
| 19-56 | WSC Literature Committee | <p>Croton, New York, Croton Solvency First, Group Number 1133</p> <p>Separation and Divorce. Many of us ended up in DA because of the additional expenses related to this disaster. The costs include lawyers, child support, paying for everything as one person instead of two. How can DA help us recover from this? How have members coped?</p> | <p>Thank you for submitting Issue and Concern #19-56 to the 2019 World Service Conference (WSC) and Literature Committee.</p> <p>Most of these questions can be best answered by a sponsor and/ or a PRG team.</p> |

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| | | | <p>However, there is a pamphlet that is in the process of being written called “Couples and DA”. In 2018, the Literature Committee wrote an outline for this pamphlet. We will pass on divorce and separation as issues to address in “Couples and DA”.</p> <p>The Board will decide if these issues will be included in the outline.</p> |
| 19-57 | WSC Literature Committee | <p>Croton, New York, Croton Solvency First, Group Number 1133</p> <p>We would like to see a pamphlet addressing solvency, aka not “incurring any new unsecured debt, one day at a time. Unsecured debt is any debt not backed up by some form of collateral.” Beyond that definition, what if I pay a bill late because it came while I was on vacation? What if my payment gets lost in the mail? When should I start counting my solvency? Sometimes people need clarification about collateral – is it a house or car? Can I leave a bracelet with someone I borrow money from and maintain my solvency? What if I arrange with my spouse to make out a monthly check to her to pay for what she has put on her credit card? Can I use a credit card to travel for work? Are credit cards always a problem? There are many more examples, to be sure. We would like to see some flexibility in interpretation, e.g., solvency for each person is to be decided between themselves and their sponsor.</p> | <p>Thank You for writing in to express your questions, concerns, and suggestions for our DA Fellowship. We share your concerns. At this year’s World Service Conference, in Los Angeles, we who serve on the Literature Committee created a new subcommittee - “What is Solvency” - so that we might foster a deeper understanding within the Fellowship.</p> <p>Our subcommittee's mission is to create a pamphlet which gives guidance to our members on the spiritual issue of solvency from a Debtors Anonymous perspective.</p> <p>The creation of this new pamphlet was voted on and approved by the 2019 Conference Delegates. We look forward to working together to bring much needed clarity to our beloved fellowship.</p> |
| 19-58 | WSC Literature Committee | <p>Croton, New York, Croton Solvency First, Group Number 1133</p> <p>We would like some literature that addresses issues of retirement in DA. How to not fear the future? How to plan for our futures? How can DA tools and principles be applied to a fixed income? How to avoid losing solvency in the face of a catastrophic illness?</p> | <p>With the guidance of a Higher Power, our group conscience determined that indeed, retirement in DA is a valid and timely concern. In response, the Literature Committee prepared a literature concept which was presented and approved at the 2019 World Service Conference convocation. A subcommittee has been formed for the purpose of developing an outline for Retirement and DA to address this issue.</p> <p>For more information on the DA literature development process please refer to page 100 in the Debtors Anonymous Manual for Service.</p> |
| 19-59 | WSC Conference | Croton, New York, Croton Solvency First, Group | The Host Committee researches a variety of options and puts together a detailed |

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| | Committee | <p>Number 1133</p> <p>This is a concern: The cost to attend the conference is quite high. What is being done to keep costs down?</p> | <p>spreadsheet analyzing pros and cons of various locations and we choose the most affordable option that meets our needs, including consideration of transportation costs, availability of business conference rooms, accessibility -- both to attendees and local D.A. members. In addition, the Host Committee with GSB representatives negotiate the most cost-effective contracts. We reduce costs by using skilled D.A. volunteers wherever possible. Further, the local Host Committee fundraises to offset expenses for Fellowship Day, the Gala, and the Hospitality Breakroom.</p> |
| 19-60 | WSC Resource Development Committee | <p>Group Name: Stay for Miracle, Group Number 111815, Lynnfield, MA, Chris D., Exeter, NH</p> <p>Would be great, at local D.A. meetings, to offer donations electronically. Set up a Venmo/PayPal system that we could use.</p> | <p>See 19-45: The RDC appreciates the challenges and frustrations submitted by Telephone Group 1535 to it regarding state-specific banking regulations, the expense of forming corporate business entities/acquiring business licenses, and maintaining anonymity in the face of such regulations and requirements. RDC and the DA GSB cannot offer legal advice, however the RDC will review the content of the DAMS to determine where there is additional guidance that can be provided to the Fellowship re these issues.</p> |
| 19-61 | WSC Literature Committee | <p>I hope it's not too late. My name is Sean from Ireland and I will be going to the world service Conference. One of our groups here (Galway) has suggested that DA publish a pamphlet on 'Spiritually Sustainable Earnings' and 'Solvency'.</p> <p>Looking forward to the Conference.</p> <p>Blessings , Sean</p> | <p>Thank you for submitting your Issue and Concern. "Earnings" pamphlet concept was approved. "What is Solvency" concept approved.</p> |
| 19-62 | WSC BDA Committee | <p>There has been a lot of discussion around the fellowship regarding the use credit cards, particularly by business owners and some members who are self-employed, who are in BDA. There are questions about whether this constitutes debting, because "we are not our business." Are business owners or self-employed people different than other debtors? Isn't using any form of unsecured credit – including credit cards, charge cards, and lines of credit (unless they are secured) - debting?</p> | <p>The definition of unsecured debt is the same in BDA as in DA. Actually, the same principles apply across the board. History has shown time and again, that in business, those who operate from their prudent reserves to grow themselves out as opposed to taking out credit cards and debting, are the ones to survive in the long run.</p> <p>In the next Ways and Means Business Issue,</p> |

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| | | <p>Some people also are wondering if the goal of recovery in D.A. might be to “control” debting. Would the same people like to try “controlled” drinking, if they have that problem? Would they call themselves “sober” if they were practicing “controlled drinking?” Should the model for D.A. be a “harm reduction” approach, rather than “solvency?”</p> <p>This issue is causing a lot of confusion for some business debtors and also for people who serve on their PRGs. The program is clear about the definition of unsecured debt - and using credit cards is incurring unsecured debt, whether you pay them off in 30 minutes or 30 days.</p> <p>Can BDA provide some clarity regarding using credit cards and the definition of “solvency” in business transactions for recovering business debtors?</p> | <p>we will have several articles from BDA owners who have successfully built out their business using secured debt only. Spending wisely, thoughtfully, investing carefully, keeping it according to Good Orderly Direction is what works best in either program.</p> <p>Establishing secured credit lines carefully, using existing invoices and billing was the way one very successful BDA owner was able to establish a credit line with a bank to be used only when absolutely needed to make their multimillion dollar payroll. Otherwise, the daily practice of refraining from using money over and above what was available in the business was avoided and seen as Higher Powered and a way we might say keeping to a sober spending plan granting us the daily reprieve from debting and compulsive spending.</p> |
| 19-63 | GSB Info Tech Committee | <p>Please consider making D.A. pamphlets available for purchase as digital downloads, both individually and also as a book which includes of all the pamphlets. Thank you.</p> | <p>Thank you for submitting an Issue and Concern. We have discussed this possibility. Last year we made all the D.A. pamphlets translated into Spanish available as digital downloads and compiled together as an eBook. They are available at www.debtorsanonymous.org/ebooks. This year it is a goal of the GSB Communications and Information Technology Committee to get approval to do the same with the D.A. pamphlets in English.</p> <p>Thank you for your service,</p> <p>GSB Communications and Information Technology Committee</p> |

PART 11 Responses to 2019 Recommendations

WORLD SERVICE CONFERENCE
LOS ANGELES, CA – AUGUST 10-11, 2019

Assignments by Committee GSB and WSC

GENERAL SERVICE BOARD

The Internal Operations Committee recommends that we conduct a Fellowship-wide fundraising appeal for the relocation of the General Service Office (GSO).

Thank you for this recommendation. The Board does not do special appeals, or have directed donations, with the exception of the John H. Scholarship Fund.

The Fellowship Communications Committee recommends to Public Information Committee: Provide Outreach materials about D.A. to self-help speakers, authors (In conjunction with GSB PI)

From GSB PI: Thank you for this recommendation. GSB PI will make this suggestion to the incoming GSB and WSC PI Committees.

The International Caucus recommends that we say The Serenity Prayer in 3 non-English languages next year at the World Service Conference (With Conference Support Committee).

Thank you for this recommendation. The Chair of the GSB made the decision to implement this suggestion at the 2019 WSC and delegates in attendance were offered the opportunity to say the Serenity Prayer in other languages. There were members who said the Serenity Prayer in at least eight other languages. This practice will continue at the 2020 WSC and, hopefully, on an ongoing basis.

The International Caucus recommends that we designate July as the DA Worldwide Fellowship Awareness Month.

Thank you for this recommendation. This recommendation could be brought as a Motion by the newly-formed International Committee who could make this Motion to the 2020 WSC.

That the International Caucus work with the GSB in locating translators, translation reviewers, Project Contributors (PC's) and Appointed Committee Members (ACM's) to move forward with urgency, the translation of DA Approved literature into languages other than English (subject to a Caucus being able to appoint one).

The GSB Literature Translations and Licensing Committee has sent multiple eNews announcements calling for members to participate as ACMs or PCs to assist with translations. There have been several members who responded and who are participating in the translation process. We are hoping for continued responses from members who

speak languages besides English who would be willing to participate in this important service.

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

The GSB is willing to look at any materials developed by RDC that might encourage understanding of the 7th tradition.

GSB COMMITTEES:

COMMUNICATIONS/INFO TECH

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

Thank you, this recommendation has been completed.

The Intergroup Caucus recommends an automated link on the meeting re-registration page that sends the updated information to both GSO and affected Intergroup.

We do not track which groups belong to each Intergroup, so there would be no way to accomplish this recommendation at this time.

Intergroup Caucus recommends that Intergroup websites display the same meeting information as the GSO website. (with GSB Communications/Tech and GSB Office Committees)

Thank you for your comment – we have no way to mandate that this be done by Intergroups. Each group needs to register with the GSO.

Internal Operations Committee recommends that the committee find and implement a DA meeting application similar to the "Meeting Guide" app for AA Meetings.

This is a great idea – CommTech is exploring this possibility.

Internal Operations Committee recommends creating an online literature order form that "does the math" to eliminate order form mistakes that often delay the fulfillment of literature orders.

This process is in progress and is nearing completion.

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

The GSB CommTech Committee has been working on this recommendation for the majority of the Conference year.

The Tech Committee recommends that DA undertake revising the website beginning with Incremental improvements and planning for a long-term strategic redesign including an interim update with multilingual functionality within 60 days.

Given the volunteer nature of service the 60 day request will not be possible. Options to implement this recommendation have been considered throughout the Conference year.

The Tech Committee recommends improved accessibility and purchase of literature online.

This recommendation has been in process to be implemented during the 2019-2020 Conference year.

The Tech Committee recommends improved online donation capabilities including text donations and non-US currencies.

Discussions on ways to implement this recommendation have been in process for most of the 2019-2020 Conference year. Significant updates have been made and GSB CommTech will continue to assess ways to improve access and ease of donation capability.

The Tech Committee recommends the committee investigate new platforms for Podcasts. Thank you – we agree and are working on this recommendation.

The Tech Committee recommends the committee invest in and/or investigate methods to improve and move to automating meeting registration.

We are looking at this possibility and are evaluating software compatibilities.

The Tech Committee recommends that the committee ensure that all DA Worldwide meetings are accurately represented and captured on the DA Website.

Thank you - new procedures are in place to ensure that all updates are recorded

The Tech Committee recommends the committee investigate DA Websites ability to synchronize with other Intergroup databases.

Thank you for this recommendation, however, because of the Tradition non-affiliation, we would be unable to consider synchronizing with Intergroup databases.

CONFERENCE SUPPORT COMMITTEE

The Conference Committee recommends to the GSB Conference Support Committee that the information about remote participation be available in Spanish.

This recommendation was given careful consideration, thought, and discussion.

Simultaneous interpretation for the WSC will not be possible at this time. Therefore, the GSB did not feel that providing a Spanish translation regarding remote participation, when interpretation would not be offered, would not be appropriate.

The Conference Committee recommends to the GSB Conference Support Committee that the information about remote participation be included in the WSC Registration packet.

Information regarding remote participation was included in the WSC Registration packet.

LITERATURE TRANSLATIONS & LICENSING/INTERNATIONAL

The International Caucus recommends that the International Caucus support and strengthen the work of the non-US Regional Intergroups; presently the European and the Asia Pacific Regional Intergroups. (In concert with GSB LTL/International)

The Literature Translations and Licensing Committee of the GSB has taken up the Caucus recommendation this year to support the work of the non-U.S. Regional Intergroups by:

- 1. Two GSB members travelling in person to the ERI annual face-to-face meeting in Italy in October/November 2019*
- 2. Attending the Caucus "Listening Calls" with the ERI*
- 3. A member of the committee has attended each meeting of the bi-monthly API and has reported back to the GSB*

OFFICE COMMITTEE

The Internal Operations Committee recommends Research and procurement of international calling capability on a telephone line at the General Service Office (GSO).

The Office Committee has researched the procurement of an international line. This is possible through an international conference call number. What is not yet resolved is establishing a network of people to answer calls to accommodate different time zones.

WSC COMMITTEES:

Thank you to all WSC Committees and Caucuses who submitted a Recommendation. Recommendations made to Committees/Caucuses have been discussed at the Committee/Caucus levels and may or may not include a formal response.

TO ALL GSRs/ISRs IN GENERAL

The Resource Development Committee 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.

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

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

FELLOWSHIP COMMUNICATIONS COMMITTEE

Business Debtors Anonymous recommends that the Fellowship Communication Committee to 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.

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

HOSPITALS, INSTITUTIONS AND PRISONS

HIP recommends having a HIP representative on every Intergroup Board.

HIP recommends that we encourage Intergroup Reps 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 continue to work on bringing HIP Awareness Day to their localities.

INTERGROUP CAUCUS

The Internal Operations Committee recommends that all Intergroups place a button on their website landing pages for one-click access to a .pdf file of their meetings.

INTERNATIONAL CAUCUS/COMMITTEE

The Fellowship Communications Committee recommends to the International Caucus: Translate Sponsor-A-Group materials into Spanish

RESOURCE DEVELOPMENT COMMITTEE

The Conference Committee recommends to the WSC Resource Development Committee that they prioritize increasing funding for the John H. Scholarship.

From the GSB: There were multiple eNews announcements regarding special appeals for the John H. Scholarship this year.

UUOC

Business Debtors Anonymous recommends that the committees working on the worldwide map specify which meetings are BDA meetings.

From the GSB: In addition to the Mapping Project, please note that the D.A. website now has a filter that can identify BDA meetings.