

The 2023 Annual Debtors Anonymous World Service Conference 37th Annual Report

2023 Convocation Minutes, General Service Board Reports, Committee Reports and Caucus Reports

**Newark, New Jersey USA
August 2-6, 2023**

Anonymity

This report contains the names of delegates who attended the 2023 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 2024
Conference.

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SECTION 1: SUMMARY OF 2023 WSC MOTIONS and RECOMMENDATIONS:

Business Debtors Anonymous Committee

No motions. No recommendations.

Conference Committee

Motion 1: The Conference Committee moves that the Spiritually Sustainable Earning Caucus become a World Service Conference Committee. **Motion did not pass.**

Motion 2: The Conference Committee moves that the Internal Operations Committee be dissolved. **Motion passed.**

Motion 3: The Conference Committee moves to update the current Section 6 of the WSC Charter to allow for a virtual World Service Conference by inserting the following after the first sentence: "The location may be in-person or virtual. If the Conference is to be live," and further, to insert after "The site of", the following: "and the means of holding," **Motion did not pass.**

GSB Note: *This motion should not have come straight to the conference without being sent to the groups 120 days in advance. It is a Charter Change that can only be approved by the Conference after the groups and intergroups have had an opportunity to consider the issue and provide their input to their GSRs and ISRs. The Board apologizes for this mistake. The Ballot to de-genderize the steps needs to be our focus for change this (23/24) year.*

Motion 4: The Conference Committee moves to accept the bid from the Southwest Intergroup to host the 2025 World Service Conference in Phoenix, Arizona, USA. **Motion passed.**

Motion 5: The Conference Committee moves that henceforth the distribution and allocation of John H. Scholarship funds will be made by an ad hoc committee of at least three, and as many as five members, including a delegate from the Host Committee, a delegate from the GSB Conference Support Committee, a delegate from the WSC Conference Committee, and up to two other volunteers, to be chosen by the three designated members, who must be ISRs or GSRs, who need not be members of the GSB or the Conference Committee. **Motion passed by General Consent.**

Recommendation 1: The Conference Committee recommends that 1) the GSB revise the allocation of John H Scholarship funds to enable representatives with the greatest need, specifically from underserved and underrepresented groups, to attend the World Service Conference, and 2) to liaise with the International Committee and the Underserved and Underrepresented Outreach Committee when determining the new criteria.

Recommendation 2: The Conference Committee joyfully requests every participating GSR and ISR appeal to their home group the need for additional members to serve on the General Service Board. Application information can be found on debtorsanonymous.org Fellowship Services, Service Opportunities.

Recommendation 3: The Conference Committee recommends that prior to the presentation of the John H. Scholarship applications to the ad hoc committee determining the distribution and allocation of the scholarship funds, the applications be redacted by the DA office staff to remove personally identifiable information and group identity.

Fellowship Communications Committee

Motion 1: Fellowship Communications Committee moves their Mission Statement be changed to the following:

"The Fellowship Communications Committee facilitates communication and promotes collaboration among the debtors who still suffer, the Debtors Anonymous membership, the World Service Conference Committees and Caucuses, the General Service Office, and the General Service Board, and oversees Promise 6 Day, and curates and edits the *Ways and Means* online publication. (rev. 2023)" **Motion passed by General Consent.**

Recommendation 1: In the interest of reaching the still suffering debtor in the 21st century, the FCC recommends that GSB in collaboration with the FCC and working with Tech Comm, procure an Instagram Account to highlight approved content from *The Ways and Means* publication.

Recommendation 2: The FCC recommends that the GSB in collaboration with the FCC explore new or additional forms of communicating *The Ways and Means* publication e.g. a web based format that is visually friendly on all electronic devices.

Hospitals, Institutions and Prisons Committee

No motions. No recommendations.

Intergroup Caucus

No recommendations.

Internal Operations Committee

No motions.

Recommendation 1: The Internal Operations Committee recommends that the Conference approve the Conference Committee motion to dissolve the Internal Operations Committee.

International Committee

No motions.

Recommendation 1: We recommend that the Conference Committee come forward with a motion to change Chapter Five, Section F. of the Debtors Anonymous Manual For Service (DAMS) – Who may attend World Service Conference Committee Meetings as follows: *When a returning General Service Representative (GSR) or Intergroup Service Representative (ISR) is unable to physically attend the WSC, the GSR or ISR may participate as a voting member of a WSC committee during the conference year that follows, provided that it is the same committee for which they served in the previous conference year.*

Reference: 2023 DAMS Chapter 5, Section F page 77.

Literature Committee

Motion 1: The WSC Literature Committee moves to approve the *Daily Reader Meditation* (working title) draft for publication as Conference-Approved literature. **Motion passed.**

Motion 2: The WSC Literature Committee moves that the conference approves authorizing the General Service Board to send out a ballot to the registered groups of the Debtors Anonymous Fellowship, to include the following: 1) "With permission from A.A., the Conference proposes to revise the D.A. *Twelve Steps and Twelve Traditions* by replacing the words *he* and *him* with the word *God*, and 2) to rephrase Tradition Two as follows: "*For our group purpose, there is but one ultimate authority – a loving God as God may be expressed in our group conscience. Our leaders are but trusted servants; they do not govern.*" **Motion passed.**

Motion 3: The WSC Literature Committee moves that the Conference update Tradition 11 to strike out the word "and" between "radio, and films" and to add at the end "television and all other public media". **Motion passed by General Consent.**

Motion 4: The WSC Literature Committee moves for authorization to update the Debtors Anonymous *Spirituality* pamphlet to reflect a growing global fellowship and include quotes from *The Twelve Steps*, *The Twelve Traditions* and *Twelve Concepts of Debtors Anonymous*. **Motion passed by General Consent.**

Motion 5: The WSC Literature Committee, together with the Spiritually Sustainable Earning Caucus, moves that the Conference approve the concept of a pamphlet outline on the topic of *Spiritually Sustainable Earning in Debtors Anonymous*. **Motion passed by General Consent.**

Motion 6: The WSC Literature Committee moves that the Conference approves the concept of a *Debtors Anonymous Traditions and Concepts Workbook Study Guide*. **Motion passed by General Consent.**

Recommendation 1: While we appreciate the work done by the tech committee on the D.A. website literature submissions page, we still believe the interface could be simplified through the use of an online form, with a drop-down menu with submission options and assignment of rights.

Recommendation 2: We recommend the D.A. literature submissions webpage be titled the *Literature Submissions Hub*. AKA: The LIT SUB HUB.

Recommendation 3: We recommend the GSB and entire fellowship continue to bring awareness to the *D.A. Guidelines for Safety and Inappropriate Behavior*.

Recommendation 4: We recommend that the GSB review and bring awareness to the proposed additions to the *D.A. Guidelines for Safety* regarding the topics of *Inclusivity* and *Crosstalk*.

Recommendation 5: We encourage members to listen to the two calls hosted by the 2022-2023 WSC Litcom: *Celebrating D.A. Literature and Safety in D.A.* under podcasts on the D.A. website.

Recommendation 6: The WSC Literature committee recommends posting the ongoing literature in process with LitPub and LitServe on the website and call it *"In the Works"*.

Public Information Committee

No motions.

Recommendation 1: Public Information Committee recommends that we collaborate with the UUOC and the Tech Committee to use social media as an informational platform.

Recommendation 2: We recommend that the GSB schedule Media Contact Training be offered in the Fall of 2023 and the Spring of 2024.

Resource Development Committee

Note: This committee was not populated at the 2023 World Service Conference and as a result has: No motions. No recommendations.

Spiritually Sustainable Earnings Caucus

No Recommendations.

Technology Committee

No motions.

Recommendation 1: TechComm recommends that the GSB and the WSC Conference Committee collaborate with the TechComm to create a pre-conference Google Drive folder to introduce delegates to all forms required to successfully register and prepare for the Conference, and to give training on internal operations before the Conference starts - including Google Drive (pre-conference registration)

Recommendation 2: TechComm recommends that the GSB and the WSC Conference Committee give access to further training materials on mid and post-conference information packets with year-round support.

Recommendation 3: TecComm recommends that we create an internal Whatsapp group for Conference-wide tech questions and support.

Recommendation 4: TechComm recommends investing in a long-term vision for accruing funds to continue the work of previous committees, including website redesign and possible consideration of a D.A. app. TechComm recommends we collaborate with WSC Public Information to create more accessible channels of reaching D.A. e.g. social media.

Recommendation 5: TechComm recommends we collaborate with the International and Literature committees to make D.A. Literature and bank accounts globally accessible.

Underserved & Underrepresented Outreach Committee

No Motions.

Recommendation 1: UUOC recommends that the GSB conduct a fellowship-wide survey to gain a better understanding of the demographics of the membership of D.A. with input from UUOC and the [International Committee]. This will assist the UUOC in identifying and reaching out to the underserved and under-represented in D.A.

Recommendation 2: UUOC recommends that similar to the A.A. Grapevine, D.A. use Instagram for fellowship and outreach. UUOC plans to work with PI and FCC to use existing and future written and other media. We feel strongly that this would support our mission to reach the underserved and under-represented.

Recommendation 3: The Underserved, Under-represented Outreach Committee recommends that the WSC Conference Committee 1) Revise the allocation of John H Scholarship funds to enable representatives with the greatest need, specifically from underserved and underrepresented groups, to attend the WSC, and 2) To liaise with the International Committee and UUOC when determining the new criteria.

SECTION 2: 2023 Convocation Minutes

Day 1 – August 5, 2023, Saturday

The Chair opened with the Serenity Prayer in three languages.

I'm now going to introduce you to our Parliamentarian, Michael, who will speak to you about parliamentary procedure. By way of introduction, let me tell you that Michael has the institutional knowledge of our Fellowship. He has been our Parliamentarian since 1998. So twenty-five years. A whole quarter of a century. So thank you.

Michael M. spoke about the basics of parliamentary procedure. Questions were asked and answered. Information on having a quorum for voting as part of the discussion.

There was a quorum.

Committees Reported on the work of the Committees over the past three days:

Fellowship Communications Committee

Good morning, my name is Claudette. I'm a compulsive debtor and really glad to be here this morning. It's been a wonderful Conference so far.

Our mission statement is a new mission statement that has been brought to the attention of the GSB. It's not a motion that'll be brought here.

The Fellowship Communication Committee facilitates communication and promotes collaboration among the debtor who still suffers the Debtor's Anonymous membership, the World Service Conference Committees and Caucuses, the General Service Office and the General Service Board and oversees Promise Six day and curates and edits the "Ways & Means" online publication.

We gained an additional project, coordinating the "Ways & Means" this year, and estimated that we needed at least six people to work on that. What happened at our committee meeting, it was really a gift from God. We went around the room to ask people what subcommittee they would like to work on and it ended up that there were exactly six people that had a primary choice of having the subcommittee of "Ways & Means." I just think that that's a way of showing how our Higher Power works for us if we let go and let God.

I'd like to introduce the committee, and if you could put your hands up. There's Matre, Katie, Ken, Taylor, Paul, Graham, Marianne, Geraldine, Chris, and me, Claudette. We are an awesome group. There's a lot of positive energy.

The Promise Six Day Project: Promise Six Day is an annual celebration of Fellowship activities at the local level. It includes phone or internet activities. The concept was approved by the 2019 World Service Conference. On this day, which is the fourth Saturday in April, D.A. members in groups are encouraged to enjoy Fellowship together in celebration of Promise Six. The Promise Six Day is becoming more and more popular each year and we're hoping that this continues in the next few years.

With the addition of the “Ways & Means” assignment, “Sponsor a Group” has been moved over to the Intergroup Caucus with us, of course, giving all the support during the transition period.

Motion: The Committee moves that the FCC mission statement be changed to: *The Fellowship Communication Committee facilitates communication and promotes collaboration among the debtor who still suffers the Debtor's Anonymous membership, the World Service Conference Committees and Caucuses, the General Service Office and the General Service Board and oversees Promise Six Day and curates and edits the “Ways & Means” online publication.*

The chair stated the motion and asked if there was any objection? Seeing none, **the motion passed by general consent.**

Intergroup Caucus

I'm Robin, compulsive debtor and spender from Minneapolis. I'm the Intergroup Caucus Chair this year and I wanted to introduce our lovely members. If you could raise your hand when your name gets called: Marie, Denise, Paul, Diana, and Helen. Domingo is our International Committee liaison. Thank you. Matthew is our Board liaison.

We decided we have four items to work on this year. We're hoping to get a survey out to all the intergroups. We have been going back and forth with the Board on some of the verbiage, so we will get that finished and hopefully out. We are going to make a webpage for Intergroup Caucus, and so we'll add the content and do that on the website, with Board approval.

As Claudette mentioned, they have asked that we take over “Sponsor a Group,” so we will be taking that over from them. If any requests come to “Sponsor a Group,” then the Caucus will receive those emails and provide a sponsor. We will be looking at the definition of an Intergroup.

WSC Literature Committee

Good morning, I'm Deborah O. I'm a compulsive debtor and the grateful chair of the 2023/2024 World Service Conference Literature Committee.

The World Service Conference Literature Committee consists of eighteen considerate, kind and passionate D.A. members that are all here. If you are on the Literature Committee, if you could raise your hand.

Over these last two days we have deliberated with care over the motions being presented for your consideration today. We calmly and coolly allowed for all members to have time to speak their conscience on each topic, and we came to what we are presenting to you today so that more can be revealed and you will speak for our Fellowship.

We have plenty of work ahead of us based on motions that may pass today, on previous motions and our hope and intention to continue bringing awareness to the current literature that exists in D.A. We are collecting story submissions for our Voices series; for example, Black voices, Retirement voices. So please go to the D.A. website and check out the submissions page.

Motions:

First motion: The World Service Conference Literature Committee moves to approve the daily Meditation Reader. (Chair noted that no amendments to the text would be allowed as this still needs to go to a copy editor.) Several questions were taken before the vote. **Vote passed with substantial unanimity.**

Second Motion: The World Service Conference Literature Committee moves that the Conference approves authorizing the General Service Board to send out a ballot to the registered groups of the Debtors Anonymous Fellowship to include the following. *With permission from Alcoholics Anonymous, the Conference proposes, number one, to revise the D.A. 12 Steps and 12 Traditions by replacing the words He and Him with the word God. And number two, to rephrase Tradition Two as follows. "For our group purpose there is but one ultimate Authority, a loving God as God may be expressed in our group conscience. Our leaders are but trusted servants, they do not govern."* Questions were discussed and comments were made. **The motion passed with substantial unanimity.**

Third Motion: The World Service Conference Literature Committee moves that the Conference update Tradition Eleven to strike out the word "and" between radio and films, but add at the end "television and all other public media." So it would read "radio, films, television and all other public media." **Motion passed by general consent.**

Fourth Motion: The World Service Conference Literature Committee moves for authorization to update the Debtors Anonymous Spirituality pamphlet to reflect a growing global Fellowship, and include quotes from the 12 Steps, the 12 Traditions, and 12 Concepts of Debtors Anonymous. **The motion passed by general consent.**

Fifth Motion: The World Service Conference Literature Committee together with the Spiritually Sustainable Earning Caucus, moves that the Conference approve the concept of a pamphlet outline on the topic of spiritually sustainable earning in Debtors Anonymous. **The motion passed by general consent.**

Sixth Motion: The World Service Conference Literature Committee moves that the Conference approve The Concept Of A Debtor's Anonymous Traditions and Concepts Workbook study guide. **The motion passed by general consent.**

Recommendations:

- We recommend the D.A. literature submissions webpage is titled the Literature Submissions Hub, also known as the Lit Sub Hub.
- We recommend the GSB, General Service Board, and the entire Fellowship continue to bring awareness to the D.A. guidelines for safety and inappropriate behavior located on the website.
- We recommend that the GSB review and bring awareness to the proposed additions to the D.A. guidelines for safety regarding the topics of inclusivity and crosstalk.

Spiritually Sustainable Earning Caucus

My name is Geraldine and I am a debtor and I am the chair. The Spiritual Sustainable Earning Caucus began in 2015 and in 2018 the Conference Committee asked for support in gaining clarity around the issues of earning in D.A. We took on and developed the vision to broaden a Fellowship wide understanding of how spiritually sustainable earning fits into D.A. recovery, encouraging a comprehensive and spiritual approach to working the Steps and using the D.A. Tools. We developed a clear definition of Spiritually Sustainable earning.

Spiritual sustainable earning is earning that meets our emotional, mental, physical, and spiritual needs in alignment with our higher power's will for us. When we first come to D.A., we may feel that if we only earned more money, all our problems would be solved. In D.A., we learn that it's not really about the money, it's about the quality of our life and our relationship with our higher power. We come to realize that our work life is out of balance.

And as we work the Steps and apply the Tools, our early efforts come into alignment with our higher power's will, and we discover that we can be of service regardless of what kind of work we are doing. Spiritually sustainable earning gives us the opportunity to become the person our higher power wants us to be. It's about applying the 12 Steps and the 12 Tools in everything we do. As a result, we find ourselves living a prosperous life, wealthy in relationships, and rich in experiences. As we say in the D.A. promises, all this and more is possible when we work this program with integrity and to the best of our ability. One day at a time, a life of prosperity and serenity will be ours.

So we grew four worldwide meetings, three in the USA and one in Asia. We developed service literature to support these meetings. And as it's just been passed, we are currently working on literature to grow awareness and understanding of spiritually sustainable earning to support members' spiritual recovery beyond debting. We have been growing exponentially and need the resources to respond to the demands from the Fellowship, to support the increasing interests, growth and development of the spiritually sustainable earning meetings. We want everyone to have access to the spiritually sustainable earning path because this is how we carry the 12-Step message and take our recovery to another level beyond debting. When the Board visited the A.A. offices, they found on the wall the comment that said, "When we had resolved the 12 Steps and the 12 Traditions, it came down to two words, love and service." We understand what love is, we know what service is. So let's bear in mind these two things. Thank you.

The Convocation closed for the day with the Serenity Prayer in four languages.

Day 2 – August 6, 2023, Sunday

The Chair welcomed everyone to the second day of business. A quorum was verified. The Chair noted there was some spiritual housekeeping needed. Our spiritual tradition in the Conference is that we don't talk to people outside the Convocation about discussions, either during the week or during Convocation. We don't send messages to people and tell them the news until we end the Conference Sunday afternoon. A delegate read the 12 Traditions. A delegate read the 12 Concepts. The Chair read the recommendations from the Fellowship Communications Committee (FCC) that were not read on Saturday due to time constraints.

Recommendations:

- In the interest of reaching the still suffering debtor in the 21st century, the Fellowship Communications Committee (FCC) recommends that D.A., working with the Technology Committee, procure an Instagram account to highlight approved content from the "Ways & Means" publication.
- The FCC recommends that we explore new or additional forms of communicating the "Ways & Means" publication, for example, a web-based format that is visually friendly on all electronic devices.

Internal Operations Committee

I'm Piper, a recovering debtor. I'm simply going to read a letter that I wrote to the Internal Operations Committee (IOC).

Hello, all. I am at the World Service Conference and it's going well. Our committee reports were done last night. I got to tell the Conference about all of our efforts over this past year. Thank you everyone for being a part of this committee and for the commitment you made to try to move forward with some solutions. It is my hope along with others that the phone line expansion project will continue to move forward. Each of you in your own way has helped to give this project legs. Thank you.

I met with our Office Manager and our Board Liaison, and we all came to an agreement, along with other members of the Board, that the IOC should be dissolved at this time. I will be submitting a formal motion to the Board on Friday, so that's happened already. I'm incredibly grateful to be at the World Service Conference to be able to be of service and help carry the message of our beautiful program to those in need. Much appreciation to all of you for being part of my recovery. My gratitude is reverent. In love and service, Piper. Thank you.

Conference Committee

I'm Sarah. I'm a debtor and I'm the Chair of this year's Conference Committee. I was on the Conference Committee last year, and our chair was Mike. If you don't know Mike, my impression of Mike was always that he's able to quote from the Debtors Anonymous Manual for Service (DAMS) on the spot and parliamentary procedure runs through his veins. So, when I was asked to chair the committee, I had a lot of first reactions, but they all amounted to I'm not enough. I'm so grateful to this program because it is always reminding me that all I have to do is be willing and show up. I'm really glad I did because the past couple of days have just been this constant reminder of what a gift service is. I've also gotten to experience the grace of so many of you who have helped me and held my hand. Also I've gotten to get an even closer look at how love is just stitched into every part of this program and stitched into all of us. It's been a really amazing experience. And so I just wanted to start by expressing my gratitude for the opportunity to do this service.

I do want to just take a quick second to recognize everybody on the committee for their incredible work. I'll read your names if you'd like to stand: Ami, Denise, Helen, Howie, John, Kirsten, McCready, Rhonda, Trudy, and our amazing Liaison, Karma.

Motions:

First motion: The Conference Committee moves that the Spiritually Sustainable Earning Caucus become a World Service Conference Committee. Discussion and questions. **The motion did not pass.** A minority opinion was heard and the motion was voted on again. An increased 'no' vote meant that the motion did not reach substantial unanimity and therefore, **did not pass.**

Second motion from our Conference Committee moves that the Internal Operations Committee (IOC) be dissolved. Discussion and questions based on the report from the former IOC Chair. **Motion passed.**

Third motion: The Conference Committee moves to update the current section six of the World Service Conference Charter to allow for a virtual World Service Conference by inserting the following after the first sentence, "The location may be in person or virtual if the Conference is to be live," and further to insert after "the site of the following:" *"and the means of holding."*

NB: This Motion was in fact accepted erroneously. Any change to section six of the Conference Charter should have been subject to the requirement to notify the Fellowship 120 days in advance.

The motion did not pass.

Fourth Motion: The Conference Committee moves to accept the bid from the Southwest Intergroup to host the 2025 World Service Conference in Phoenix, Arizona. **The motion passed with substantial unanimity.**

Fifth Motion: The Conference Committee moves that henceforth, the distribution and allocation of John H. Scholarship funds will be made by an ad hoc committee of at least three and as many as five members, including a delegate from the Host Committee, a delegate from the General Service Board (GSB) Conference Support Committee, a delegate from the World Service Conference (WSC) Committee and up to two other volunteers to be chosen by the three designated members who must be Intergroup Service Reps (ISRs) or General Service Reps (GSRs) and who need not be members of the GSB or the Conference Committee. **The motion passed by general consent.**

Recommendation: The Conference Committee recommends that prior to the presentation of the John H. Scholarship applications to the ad hoc committee, determining the distribution and allocation of the scholarship funds, that the applications be redacted by the D.A. office staff to remove personal identifiable information and group identity.

Business Debtors Anonymous

My name is Marie and I'm a grateful recovering debtor. I'm the General Service Rep (GSR) for the Plano, Texas D.A. group and I'm the chair for the Business Debtors Anonymous (BDA) Committee. We don't have any motions. I thought I'd be real popular, but anyway, I'm going to introduce my team. If you're in the room, raise your hand. We have Audrey O., Ellis V., Michelle L., Rick L., and Tony D.

We are working on our response to the issues and concerns. We have pulled two pamphlets from the Literature Subcommittee that have been in there for years and we're going to produce outlines and pass them on to the Literature Committee. We're also going to be working on BDA communications throughout the D.A. structure, including fellowship-wide calls and other non-literature based communications on service, the Concepts, and BDA related topics. And we will also work on BDA outreach opportunities this year. We're looking forward to being of service to the D.A. Fellowship and we thank you for all of your service. Thank you.

Public Information Committee

My name is Chris and I'm the General Service Rep (GSR) for a virtual group out of Oklahoma, the We Are Enough group. The Public Information Committee (PIC) has the ability to carry the message of recovery to the still suffering debtor and other people or groups who come in contact with the still suffering debtor. I would like to tell you who's on our committee. It's Sendai, Diana, Laura L., Lauren, Mary, Mary Jo, and Sharon. They're energizing and exciting to be with. It's a wonderful committee.

We are going to outreach in a lot of different directions. We have been in touch with the National Conference of Bankruptcy Judges and are in negotiations to appear on one of their vendor tables. We're going to work up a spending plan to see if we can accomplish that. I thank you all, this has been a wonderful Conference for me to witness. I want to thank Tom R. with all of our hearts. Those of us who have served with you really appreciate you. And also Alex, who's incoming to help us. Thank you.

Recommendations:

- The Public Information Committee (PIC) recommends that we collaborate with the Underserved Underrepresented Outreach Committee (UUOC) and the Technology Committee to use social media as an informational platform.
- The PIC recommends that the General Service Board (GSB) schedule media contact training to be offered in the Fall of 2023 and the Spring of 2024. Laura L., from our committee, will be conducting that.

WSC Tech Committee

Good morning. I'm Megan. I'm a debtor under-earner. So we have no motions, just recommendations.

Recommendations:

- The Technology Committee recommends that the General Service Board (GSB) and the World Service Conference (WSC) Committee collaborate with the Technology Committee to create a pre-conference Google Drive folder so all delegates have a chance to be introduced to Google Drive even before joining the Conference.
- The Technology Committee recommends that it give training on conference operations before the Conference starts.
- The Technology Committee recommends that the GSB and the WSC give access to further training materials, mid and post-conference information packets with year-round support.
- The Technology Committee recommends an internal WhatsApp group.
- The Technology Committee recommends investing in a long-term vision for accruing funds to continue the work of our previous Technology Committees, including website redesign and possible consideration of a D.A. app.
- Ultimately, we do need new resources and to communicate with a larger population on a digital platform and that requires resources. So, the Technology Committee recommends investing in a long-term vision to start accruing funds for this. We don't have to act on it, but to start accruing.
- The Technology Committee recommends we collaborate with internal Literature Committees to make D.A. literature and bank accounts globally accessible because so many meetings are virtual and international.

Underserved and Underrepresented Outreach Committee

My name is Will, grateful Chair of the Underserved and Underrepresented Outreach Committee (UUOC) this year. This year our committee consists of fourteen members. I would like to acknowledge our committee members: our Vice Chair, Kim, Andrea, Shar, Charlotte, Dale, Ellen, Mary Ellen, Patricia, Paul, Sharon, Tony, Yanira, and Yanisia, and our Interim Liaison, Roger, and our Liaison, Chris.

I've been very inspired working with this group of amazing people. Over the course of the week we've had many great conversations, some of them very uncomfortable and all of them enlightening. One of the matters we discussed is that members of D.A. have been censored by other members who may cite Tradition Ten in doing so. This disproportionately affects the underserved and underrepresented. The Underserved Underrepresented Outreach Committee (UUOC) plans to propose revisions and clarifications to all references to crosstalk and the Debtors Anonymous Manual for Service (DAMS) and on debtorsanonymous.org in order to increase meeting safety. In order to reach the debtor who still suffers to expand our Fellowship and to reach out to the underserved

underrepresented, the UUOC plans to adopt part of the role of the Resource Development Committee, which is inactive this year because no delegates signed up.

We'll do this by increasing awareness about the importance of fundraising and the fellowship in particular for the John H. Scholarship. We have no motions, but we have three recommendations.

Recommendations:

- The Underserved Underrepresented Outreach Committee (UUOC) recommends that the World Service Conference Committee (WSCC), A: revise the allocation of John H. Scholarship funds to enable representatives with the greatest needs, specifically for underserved and underrepresented groups to attend the WSC and B: to liaise with the International Committee and the UUOC when determining the new criteria.
- The UUOC recommends that the General Service Board (GSB) conduct a fellowship-wide survey to gain a better understanding of the demographics of the membership of D.A. with input from UUOC and the International Committee. This will assist the UUOC in identifying and reaching out to the underserved and underrepresented in D.A.
- The UUOC recommends that similar to the A.A. Grapevine, D.A. use Instagram for fellowship and outreach. The UUOC plans to work with the Public Information Committee (PIC) and the Fellowship Communication Committee (FCC) to use existing and future written and other media. We feel strongly that this would support our mission to reach the underserved and the underrepresented. Thank you so much.

International Committee

Christina, recovering debtor business owner and under-earner. Very grateful to be here and I am part of the representation of the International Committee. We are actually two chairs on this Committee. Yes, myself and the wonderful Stephanie. I would like to read our statement: *The International Committee Intercom) mission is to connect D.A. members around the world by supporting emerging fellowships and meetings, including in languages other than English. We focus on developing global initiatives and facilitating the exchange of information across countries and cultures. By better understanding the diverse ways in which people incur unsecured debt, the barriers to help and the consequences they face, we can further extend the hand of D.A. to suffering debtors anywhere in the world.*

Hi Stephanie, debtor. Well, we have got thirteen lovely and very dedicated members from Japan, Germany, South Africa and the U.S. and I would like them to stand up if they are there: Dolores, Claire, Steve, Domingo, Julie, Jackie, Shauna, Piper, Hacko, Angela and Sam. And of course our more than helpful Liaison from the General Service Board (GSB), Alex. Thank you.

We have built full subcommittees for a lot of work and we want to conduct research on the current incoming calls to the D.A. phone line at the World Service Office (WSO) and collaborate with the Technology Committee to support the creation of a 24-hour international phone line. So we have taken over this. In order to better serve emerging international D.A. Fellowships, we will conduct a feasibility study on adding a virtual region to the D.A. service structure. We will find ways to create access to D.A. resources such as connecting sponsors with sponsees, giving access to literature, and creating a fact sheet for fundraising.

We will gather insights on the needs of the still suffering debtor in underserved areas and collaborate on this with the Underserved Underrepresented Outreach Committee (UUOC). We will support fellowships in countries where D.A.'s presence is newly emerging by serving as a point of contact reference and welcome for the still suffering debtor from a country where no groups exist. We will connect and ask for input from A.A. and other Twelve Step programs on how they have grown internationally. And in closing, I would like to say that after three years of running the annual marathon, we would like to step back from the ownership and hand this piece over to the Fellowship. So we will reach out to intergroups and well-resourced meetings to find out who would like to continue and grow this powerful event for outreach and connection. We have got one recommendation, but I guess we are not supposed to read it, so you can just read it there.

Recommendation: The International Committee recommends to the Conference Committee to come forward with a motion to change section F of the Debtors Anonymous Manual for Service (DAMS) on who may attend the World Service Conference (WSC) Committee meetings as follows. When a returning General Service Representative (GSR) or Intergroup Service Representative (ISR) is unable to physically attend the WSC, the GSR or ISR may participate as a voting member of a WSC Committee during the Conference year that follows, provided that it is the same committee for which they served in the previous Conference year. It's Section F of Chapter five. Thank you.

Hospitals, Institutions and Prisons

I'm Cheryl, I'm a compulsive debtor and spender. I want to start by thanking our committee members and Matthew, who was our Liaison, Mary A., Catherine, Nancy, Robin, Nina and Cecilia. Anyway, we have agreed to gather stories to do a publication of the "Ways & Means", with information for people that have worked on the Hospitals, Institutions and Prisons meetings in hopes that that gets out to the Fellowship so they'll know who to reach out to.

We also are going to work with the Southern California Hospitals and Institutions (H&I) Committee. We've got some contacts there and know how they carry the message to hospitals and institutions. We'll be sending out an email on HIP Awareness Day in June and we're going to be working on HIP outreach to the meetings internally so that meetings and Intergroups can get the starter kit out to their local meetings. There's a big world out there and we really can't get to every hospital, institution, and prison. So we're hoping that the Fellowship will take that on. Thank you.

Ratification and Officer Pledges

Four trustees came forward for ratification for their second three-year term: They are Matthew E., Roger H., Rob B. as Class A debtor trustees and Karma K. as a Class B, non-debtor trustee.

Two new Class A trustees came forward for their first three-year terms, Chris R. and Alex A.

All six were ratified by General Consent.

Tom R. was given an opportunity to say his goodbyes after six years as a Class B trustee.

Thank you. I thought I was going to cry, but Josie's going to cry for me. I'm a Class B trustee. I'm a friend of D.A. My home fellowship is Alcoholics Anonymous. My sobriety date is April 18, 1997. I've been involved in Maryland general service and general service in A.A., most of my sobriety. When the opportunity arose, I was offered to put in a resume by my friend Michalene to D.A.. I thought, oh, well I'll do it, but I'll never get this and put it in my resume. They interviewed me and said, we're forwarding your name to the board. A couple of weeks later, I got a call from Michalene that the board met and 'you've been approved'. I thought, man, I didn't plan to get this sober and here I am six years later.

I want to say what an honor and a privilege it is to have served your Fellowship. This is a wonderful group of people and I love this type of service - being behind the scenes and doing this work and working with this Fellowship. It's really been an honor and privilege. And there was a friend that used to say, thank you for allowing me to participate in my recovery. Thank you.

Ratification and Pledges

Two Board members were continuing for a 7th year in the positions of Chair and Treasurer which required ratification. The bylaws allow for people serving as Chair or Treasurer to renew on a yearly basis for an extra year if necessary.

Chair: I have offered to do a seventh year and Michalene has also offered to serve this Fellowship, which isn't her own Fellowship for an extra year. So we were ratified for three-year terms and we're going to do four-year terms to take the Board forward for just one more year. So I'm going to ask Michaelene if she'd like to say something.

Michalene, friend of D.A. Unfortunately, we have gone through several Assistant Treasurers for health and other reasons. So, my job this year is to train Matthew E. to become your new Treasurer. Understand I take this charge for this year very, very seriously and that means you're stuck seeing me in Ottawa.

The ratification passed of both Chair and Treasurer to serve for a further term of one year passed by general consent.

Following the ratifications, Board members were sworn in for the coming year. Officers were sworn in and repeated their pledge to serve D.A.

Closing Sunday

Passing of the gavel to Ottawa Host Committee Chair, Mary Ann:

Well, thank you for the privilege of letting me participate in this Conference. I do know that World Service rocks. You guys all rock. I look forward to hosting you in Ottawa.

Is there a motion to adjourn? Second?

Motion is adopted. I hereby declare that the D.A. World Service Conference is adjourned until August 2024 in Ottawa, Canada.

The Convocation closed with the Serenity Prayer.

Appendix:

Ratification and Officer Pledges Texts for information

To ratify new trustees

Is there a motion to ratify these trustees? And a second.

Is there any need to discuss this motion?

If none, all in favor of ratifying these trustees please signify by raising your ballots.

Please welcome our new trustees.

PLEDGES for new or returning trustees

New Class A trustee

_____, you have agreed to serve the Fellowship of Debtors Anonymous as a Class A trustee to the Corporation of Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and D.A. Conference Charter, to relinquish your local group, Intergroup, and area service roles so you can focus on D.A. as a whole, and to maintain your own personal recovery, in order to serve the D.A. Fellowship as a trustee?

New Class B trustee

_____, you have agreed to serve the Fellowship of Debtors Anonymous as a Class B trustee to the Corporation of Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and D.A. Conference Charter in serving the D.A. Fellowship as a trustee?

Returning Class A trustee

_____, you have agreed to continue to serve the Fellowship of Debtors Anonymous as a Class A trustee to the Corporation of Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and D.A. Conference Charter, to relinquish your local group, Intergroup, and area service roles so you can focus on D.A. as a whole, and to maintain your own personal recovery, in order to serve the D.A. Fellowship as a trustee?

Returning Class B trustee

_____, you have agreed to continue to serve the Fellowship of Debtors Anonymous as a Class B trustee to the Corporation of Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and D.A. Conference Charter in serving the D.A. Fellowship as a trustee?

Rotating-off trustees

Introduce and invite to speak for two minutes.

Officer Ratification and Pledges

Next, we will ratify the slate of General Service Board (GSB) officers. You have all seen the slate of officers, as stated in the Sunday Convocation Agenda.

Is there a motion to ratify these officers? And a second.

Is there any need to discuss this motion?

If none, all in favor of ratifying these officers please signify by raising your ballots.

Please welcome our new GSB officers.

Officer Pledges

Secretary

_____, you have agreed to serve the Fellowship of Debtors Anonymous as Secretary of the Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and the D.A. Conference Charter, to relinquish your local group, Intergroup, and area service roles so you can focus on D.A. as a whole, and to maintain your own personal recovery, in order to serve the D.A. Fellowship as Secretary?

Assistant Treasurer

_____, you have agreed to serve the Fellowship of Debtors Anonymous as Assistant Treasurer of the Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and the D.A. Conference Charter, to relinquish your local group, Intergroup, and area service roles so you can focus on D.A. as a whole, and to maintain your own personal recovery, in order to serve the D.A. Fellowship as Assistant Treasurer?

Treasurer

_____, you have agreed to serve the Fellowship of Debtors Anonymous as Treasurer of the Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and the D.A. Conference Charter, to relinquish your local group, Intergroup, and area service roles so you can focus on D.A. as a whole, and to maintain your own personal recovery, in order to serve the D.A. Fellowship as Treasurer?

Vice President/Vice Chairperson

_____, you have agreed to serve the Fellowship of Debtors Anonymous as Vice President of the non-profit corporation and Vice Chairperson of the Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and the D.A. Conference Charter, to relinquish your local group, Intergroup, and area service roles so you can focus on D.A. as a whole, and to maintain your own personal recovery, in order to serve the D.A. Fellowship as Vice President and Vice Chairperson?

President/Chairperson

_____, you have agreed to serve the Fellowship of Debtors Anonymous as President of the non-profit corporation and Chairperson of the Debtors Anonymous General Service Board. Will you put forth your best efforts within the context of the Conference, the Articles of Incorporation, and the Bylaws of the D.A. General Service Board, to protect, maintain, and be guided by the Twelve Steps, Twelve Traditions, Twelve Concepts, and the D.A. Conference Charter, to relinquish your local group, Intergroup, and area service roles so you can focus on D.A. as a whole, and to maintain your own personal recovery, in order to serve the D.A. Fellowship as President and Chairperson?

SECTION 3: REPORT FROM THE CHAIR

My name is Josie P., and I am honored to serve as the Chair of the GSB of Debtors Anonymous. The GSB is a non-profit company that serves the D.A. fellowship. As a model, it's a good structure. We are charged with fiduciary and legal responsibilities to the Debtors Anonymous fellowship while being spiritually bound to the World Service Conference. That separation gives us rights of decision and I think it's replicable in other countries the way A.A. does it.

The Board Committees will give detailed reports of the work they have been doing over the past year. So I am going to talk a little bit about the Board as a whole, and about some changes and challenges that lie ahead.

One of our jobs is to keep an eye on D.A. spending and keep the fellowship solvent. We have a healthy 9-month prudent reserve as you may have already heard in the long treasurer's report. We had no need of any government financing during the pandemic and although donations have been down recently D.A. is prospering in many ways.

But there is one place that our fellowship, unlike others, is not wealthy or particularly prosperous and I do want to be honest with you today about it. It's in service to the D.A. GSB. I am so grateful for my colleagues but we could be 15 people and we will be 8 going into next year.

To put this in context D.A. has never had a full Board in its history. There are rumors of there having been 13 trustees briefly but unlike other fellowships, where there is apparently competition to be on the Board, we have always struggled to find members with the combination of solvency, skill and time that this Board needs. In my term we have never had more than 11.

We are busy day to day, doing the work in hand—ordinary day-to-day things of keeping things ticking over—but we are not growing. This is quite a conundrum as the fellowship IS growing. It feels like a recovery issue. And perhaps you need more information about us.

It's a wonderful experience being on this Board—personally some of the best spiritual growth of my life has happened because I committed to this—and my money works as a consequence, strangely. I am so visible and that's having a really beneficial effect in all areas of my life—here I am, this is what I do. But as an entity, if the number of Board members doesn't grow with the fellowship that is not sustainable. It's not that we are going to collapse or disappear or anything alarming. We are not. We are doing the work—we keep the plane flying as a former chair used to say—but we are perhaps not that attractive in this overworked state and so we are not attracting people.

In D.A. we ask for help. We could be thriving. We get great ideas from the WSC Committees, but we often can't put them into practice because our day-to-day to-do list and the backlog is just too demanding. We have found ourselves being more realistic recently and saying no more often—not because the ideas are not good but because we just cannot handle the workload.

D.A. always looks towards the mothership—the A.A. fellowship. All of our processes are based on A.A. It's not just the Steps and Traditions, it's the Conference structure, the service concepts. A.A. is changing, it seems, and I will come back to that. We visited their offices on Tuesday in Manhattan and their staff and the Chair of the Board met with us to help us. It was so generous of them. An organization that has that big-hearted generosity at its core really inspired me to renew the focus on our primary purpose of reaching the still-suffering debtor and I know we can all work in that spirit together at this conference.

Meanwhile, we have to live within our means and in terms of the human resources on the Board, these are slender. Something has to change. So, unfortunately this year we cannot promise the level of liaison that WSC Committees have become used to. There are 13 Committees and Caucuses and 8 liaisons. That's just over half a trustee each.

Liaison at the conference is to help you form as a Committee and develop action plans for your year ahead. During the year the work is done by the Committees with guidance from the Liaisons. We are committed to that guidance and have come up with some solutions that we will trial this year. Different Board members will try different things. Some of it might involve you liaising with us in the form of a joint meeting at the beginning of the year with your sister GSB committee to set a manageable agenda. This 'you say yes, we say no' thing, doesn't have to be adversarial. Sometimes it is inevitable but for reasons you need to, and will, hear.

We have agreed as a Board that your Liaison will sit in on the Committee work every two months, rather than every month. We will continue to be available by email and phone but most of the Board will have more than one Committee and so they will have to alternate months if they are to have a life.

We are a great team. We have had some big challenges this year. I feel really proud of the way people have pulled together and we've been able to support each other both personally and professionally in fellowship. And, as with any service, the rewards always exceed the time and service given, when we work within our Higher Power's will.

So let me ask you to go back to your meetings and let former GSRs know that we need D.A. members with long term solvency to apply to join the Board—the longer the better.

We began this year with a Tradition Four question about special focus meetings that had been kicking around for some years. Each group is autonomous except in matters affecting D.A. as a whole. The question for us though was—does a special focus meeting affect the fellowship as a whole? We have Issues and Concerns each year about this...usually asking what the 'rules' are about for example, single gender meetings...and we had been hearing complaints of a 'workshop' meeting that pressures people to pay and even one or two meetings that have not been at all kind about excluding a member who, lost in the haze of money troubles, had stumbled into the wrong meeting. Tradition three says—the only requirement for D.A. membership is a desire to stop incurring unsecured debt and suggests that all meetings should be open to everyone. But how is that balanced with the need for the safety of a special focus meeting? We have heard stories of recovery from those meetings that are inspiring.

We came to the conclusion that it's all about how a single focus meeting deals with a member who needs a meeting. It's about being tolerant of differences and being kind. Our new registration form is explicit about asking groups to recommit to the Traditions and to kindness in steering members to other meetings where their needs might be better served. In my experience gentleness and kindness is

unassailable. Like the parable of the wind and the sun playing a game of who can get a man to take his coat off first....the wind huffs and puffs angrily but the sun merely shines gently and wins.

But let me get back to how A.A. is developing and its effect on us. I am pleased to say that A.A. has now given us permission to change our D.A. Steps and Traditions to reflect gender neutrality—a change we have been asking for at least since a motion passed at Conference in 2017.

In Committee this week—in the WSC Lit Com subcommittee who have been working on this for some time—wording will be agreed for a ballot of the whole fellowship on this topic. The wording will come to convocation on Saturday or Sunday for approval by you. I should make clear that the vote you will take part in here this weekend is not to accept a change, it's to accept the wording for a Ballot of the whole fellowship. Our Charter states that 75% of registered groups have to agree to a change like this and we are still small enough to accomplish this.

So, this is another way for our new registration form to come into play. Later this year when the ballot comes out, groups will need to be registered. You might even spread the word to other groups. This permission has been a long time coming and it's for the whole fellowship to decide the way forward, not just conference.

This is a formal procedure and it's not something we would want to do that often. So we will also be revisiting an issue with Tradition 11 which failed to pass in 2012. The wording for that will also hopefully come to convocation this weekend. The 2012 version did not pass because we had too many inactive groups registered—and so of course they didn't answer a ballot. We have been cleaning up our meetings list to avoid this happening again.

Because of the need to do this formally we will be asking the WSC Conference Committee if they recommend we get quotations from a CPA (Chartered Accountant's) for the independent counting of votes and oversight of this. It's something our parliamentarian has suggested.

This could be a big change for us and I hope as this filters out to the fellowship, we have an informed whole-fellowship group conscience on this topic. For procedural questions we have programmed time into the convocation when the Parliamentarian can help answer them. I confess, my brain doesn't work in the kind of formal, logistics-focused way that this requires but it has fallen to this Board to implement a process and we will do it in good faith and be of service to our fellowship.

So to sum up, this year we've been in great shape in many, many ways and we have obtained permission for our literature to reflect the God of our understanding as we wish, which at the beginning of my term was beyond our wildest dreams.

On the other hand we, and I mean all of us here, unfortunately have some lean times ahead in terms of Trustee presence in your meetings... but this is D.A. and we know how to do the lean times as well as the good ones. We know how we grow and do what needs to be done, right? We are not disappearing. I must reassure you of that and I believe this is a chance for this Conference to grow in its understanding of its service responsibilities. I'm now speaking to those of you who may be chairing a committee, the returners of 2, 3, 4, 5 or more years. Service Responsibility means prudence with D.A.'s reputation as well as our finances—so that we can attract the still-suffering Debtor. The creativity and autonomy of the Committee, marvelous as it is, can sometimes bump up against the Traditions. And you do need us to help you with that sometimes! We will be there, and the Traditions and Concepts will guide you as they guide us. They will answer your questions in that moment when we are off sorting the plumbing at the office or developing our social media policy or managing change. I don't think it's any coincidence that the Conference has a huge chance to grow this year, at the very point when we are given permission to describe our God as we understand God.

SECTION 4: GENERAL SERVICE BOARD COMMITTEE REPORTS

2022-23 GSB Finance Committee Report

Introduction

My name is Michalene 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: Michalene R., Chair, Chris R., and Josie P. as well as Gill W-B., our new ACM.

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 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:

- Maintained nine months of operating expenses in the prudent reserve
- Developed a new spending plan format to allow for more complete tracking of all expenses as well as detailed characterization of costs to allow for more clarity for the Fellowship
- 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
- Reviewed the tax return and financial statements for FY 2021-2022 as prepared by our accounting firm
- Gained an appointed committee member to the committee and worked with her to assist in duties of the Finance Committee
- Participated in the annual Finance Fellowship Wide call in July 2023
- Prepared the Income and Spending Plan for FY 2023-2024

How We Ended the Fiscal Year

The GSB Finance Committee is pleased to report that the Income and Spending Plan for FY 2021-2022 ended with a positive balance of \$34,603.97. Considering that the plan presented at last year's WSC anticipated a balanced plan, the difference is the result of the timing of certain costs predicted by the Board and sustained donations from the Fellowship as a whole.

In attachment 2, you will note that the total bank account balance on June 30th was lower than at this same time last year. This results in a decrease of the Total Assets of the Fellowship by \$34,424.83 over FY 2022-2023. However, this is still a positive total bank balance of \$439,364.72. Please also note that the end of year bank balances do not reflect more than a moment of comparison in time as the John H. Scholarship funds and the income from the conference vary from year to year as to when they are expended. However, as a moment in time, you can see a very healthy balance in the accounts.

Contributions

For the fiscal year, group and individual contributions received were \$152,650.87 or 21% under the plan. This was due largely to a reduction of individual contributions where group donations increased to make up about 50% of the difference in individual donations.

Effective August 1, 2018 the Fellowship was provided the option of making group and individual contributions online through the D.A. website. In addition, in mid-May, we added the ability to use PayPal to the mix of ways to make donations. Those totals for May and June were \$2,349.45 for a total of \$49,985.59 made through the online portal. Therefore, for this fiscal year, total online contributions were \$52,334.41 in contributions were made online, representing 34.28% of all contributions received. (An increase of almost 2% from last fiscal year although it was \$2,000 less than last fiscal year). It should be noted for clarity purposes, that donations through the online portal and through PayPal also come with charges that were subtracted by the vendor before funds were delivered to Debtors Anonymous, unlike mail-in contributions.

Broken down, group contributions were 6% above the same period last year, and individual contributions were 11.8% under the same period last year. On behalf of the 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 continuing the financial health of the Fellowship.

Literature Sales

The Fellowship has received a profit of \$42,952.12 in electronic literature sales.

For the fiscal year, total literature sales accounted for \$64,825.09 or 12% less than last fiscal year. This was to be expected as not new literature was ready for sale in the 2022-2023 fiscal year. However, sales were still very strong, particularly in the electronic sales category, and with a small increase (<4%) in sales from the office.

Expenses

For the fiscal year, expenses for the Board, bookkeeping, operating the General Service Office, and WSC Committee and Caucuses were \$168,153.68 or 31.42% under the plan, and 4.9% over the same period in the previous fiscal year.

Fiscal Year 2023-2024 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 question that came from the Conference last year made us realize that perhaps we needed my clarity provided in the spending plan. The Finance Committee worked on looking at all income and spending during the year, and developing a spending plan with more detail and clarity for the Fellowship to be able to inform the groups. A proposed Income and Spending Plan for FY

2023-2024 was forwarded to the board for approval. The Income and Spending Plan was approved. The Income and Spending Plan considers continued contributions at the level we have been seeing this year, providing services for the Fellowship, and maintaining a balanced spending plan. The approved Income and Spending Plan for FY 2023-2024 is presented here.

The Income and Spending Plan for FY 2023-2024 includes:

- Income based on current group and individual contribution levels, but higher sales of literature due to new releases and newer, easy methods for making recurring donations as well as one-time donations
- Income based on current group and literature sales, estimating increased number of meetings returning to face-to-face
- Committee and Caucus Expenses
- A winter face-to-face meeting for the General Service Board
- Funds for professional website maintenance
- Increased pay rate and insurance cost for General Service Office staff

Prudent Reserve—Status and Board Actions

Debtors Anonymous and other Twelve Step groups maintain a prudent reserve. The board has reached the goal of establishing nine months of operating expenses in the prudent reserve. The prudent reserve will be maintained at nine months of operating expenses for each fiscal year and may be adjusted each year depending on the operating expenses in the approved Income and Spending Plan.

In order to do this is the most prudent way, the Finance Committee decided to move the entire prudent reserve into the TIAA/EverBank account where the interest rate is higher than at

Bank of America. The prudent reserve for FY 2023-2024 is \$193,600 which is currently held in the TIAA/EverBank reserve following a transfer on 7/7/2023. We anticipate that the increased interest payments should be adequate to cover most of any increase in the prudent reserve over the next year as the June interest payment was \$324.00. This came because of higher interest rates at the savings banks vs. the rate we are getting at Bank of America. At the same time, we left a reserve in the Bank of America for other reserve items that are listed in the spending plan. These include funds for completing the D.A. Basic Text, original translations funds, funds for writers and funds for formatting new pamphlets. As more and more literature is developed over the next few years, based on Topics decided by the Conference, there will be adequate funding available when needed to bring them to print.

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 to maintain the nine-month goal, if needed at the end of the fiscal year.
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. That the GSB Finance Committee continue to hone in on other categories of spending that may need to be broken down more fully in the spending plan to provide clarity to the Fellowship.
6. That any spending above any line of the approved spending plan is carefully footnoted to show where unexpected expenses are coming from.
7. That the GSB Finance Committee use an actual twelve month of spending and income to base any upcoming spending plan instead of projections by percentage which are not practical in several categories. (i.e., all spending for a given conference should show up as expenditures in that conference year).

Report 1: FY 2022-2023 Plan vs. Actuals

Debtors Anonymous General Service Board, Inc. Income and Spending Plan vs. Actuals: July 2022 - June 2023			
Income	Total Actual	Budget	Over Budget
Miscellaneous Income	352.34		352.34
Interest	1,914.09	200.00	1,714.09

Literature Sales	64,825.09	79,025.00	-14,199.91
Member Contributions	152,650.88	200,000.00	-47,349.12
Total Income	219,742.40	279,225.00	-59,482.60
Cost of Goods Sold	Total Actual	Budget	Over Budget
Pamphlet Production and Printing	1,745.72	5,000.00	-3,254.28
Book Production and Printing	9,312.07	1,000.00	8,312.07
Shipping and Postage	2,505.63	200.00	2,305.63
Shipping Supplies	185.18	500.00	-314.82
Postage	861.59	4,000.00	-3,138.41
Design and Digital Placement	2,462.70	9,000.00	-6,537.30
Inventory Shrinkage	1,812.02	100.00	1,712.02
Digital Formatting		800.00	-800.00
Original Translation Costs		3,000.00	-3,000.00
Translation Verification Services	2,612.89	3,000.00	-387.11
Total Cost of Goods Sold	21,497.80	26,600.00	-5,102.20
Gross Profit	198,244.60	252,625.00	-54,380.40
Expenses	Total Actual	Budget	Over Budget
Bookkeeping, Accounting and Legal	16,528.21	18,825.00	-2,296.79
Office Expense	27,309.54	29,860.00	-2,550.46
Printing and Copying		500.00	-500.00
Archival Expense		200.00	-200.00
Telecommunications	2,488.67	2,000.00	488.67
Internet	564.79	700.00	-135.21
Insurance	2,181.96	3,000.00	-818.04
Outreach Expense	1,585.91	2,000.00	-414.09
Licenses, Permits and Regulatory Fees	225.00	250.00	-25.00
Trademark Registration and Renewal		1,000.00	-1,000.00
Bank Charges	3,719.84	3,000.00	719.84
WSC Committee and Caucus Expense	164.00	3,500.00	-3,336.00
Depreciation and Amortization	162.00	500.00	-338.00
Board Related Expenses	23,289.53	55,400.00	-32,110.47

Dues and subscriptions		200.00	-200.00
LRPC Facilitator Expense		100.00	-100.00
Meet the GSB - Room Rental, AV, Lite Refreshments		1,000.00	-1,000.00
Office Postage	819.59	500.00	319.59
Office Related Expenses	88,431.04	129,006.04	-40,575.00
Office/General Administrative Expenses	683.60		683.60
PI Outreach Expense		1,000.00	-1,000.00
Total Expenses	168,153.68	252,541.04	-84,387.36
Net Operating Income	30,090.92	83.96	30,006.96

Note: An additional \$32,700 (\$43,000 Canadian) was spent out of this year's spending plan (outside of the plan itself) to secure the 2024 site for the World Service Conference. In report 2, that reduced the balance of the Main Checking account. See ** below.

Report 2: Balance Sheet as of June 30, 2023

Debtors Anonymous General Service Board, Inc. Balance Sheet as of June 30, 2023			
ASSETS			
Current Assets	Total as of June 30, 2023	Total as of June 30, 2022 (prior year)	Change
Bank Accounts			
EverBank Reserves Account	287.89	26.99	260.90
12x12x12 Reserve	0.00	0.00	0.00
Prudent Reserve	150,796.72	63,803.72	86,993.00
Website Reserve	0.00	0.00	0.00
Basic Text Reserve	20,000.00	20,000.00	0.00
Step Study Reserve	13,000.00	13,000.00	0.00
Interest Earned	6,506.83	4,934.36	1,572.47
Total EverBank Reserves Account	190,591.44	101,765.07	88,826.37
Office Petty Cash	11.56	11.56	0.00
Bank of America Accounts	-1.28	0.00	-1.28
Main Checking			
Operating	43,841.87	120,187.05	-76,345.18
Literature Reserve	0.00	0.00	0.00
Total Main Checking	43,841.87**	120,187.05	-76,345.18

WSC Checking	46,416.03	67,286.03	-20,870.00
John H. Checking	-1,910.79	-44,087.85	42,177.06
John H. Checking for WSC 2015	0.00	0.00	0.00
John H. Checking for WSC 2016	0.00	0.00	0.00
John H. Checking for WSC 2017	0.00	0.00	0.00
John H. Checking for WSC 2018	3,130.48	3,130.48	0.00
John H. Checking for WSC 2019	12,416.14	12,416.14	0.00
John H. Checking for WSC 2020	5,512.06	5,512.06	0.00
John H. Checking for WSC 2021	9,768.91	9,768.91	0.00
John H. Checking for WSC 2022	0.00	14,260.47	-14,260.47
John H. Checking for WSC 2023	-26,143.57		-26,143.57
Total John H. Checking	2,773.23	1,000.21	1,773.02
Unrestricted Savings	35,825.66	67,175.41	-31,349.75
First Data Clearing	38,223.50	45,170.41	-6,946.91
Total Bank of America Accounts	167,079.01	300,819.11	-133,740.10
Total Bank Accounts	357,682.01	402,595.74	-44,913.73
Accounts Receivable			
Accounts Receivable	18.50	18.50	0.00
Total Accounts Receivable	18.50	18.50	0.00
Other Current Assets			
NSF Checks Receivable	-15.00	-15.00	0.00
Refund or Reimbursement Expected	0.00	0.00	0.00
Prepaid Expense	6,470.28	5,483.24	987.04
GSO Prepaid Postage Meter	0.00	0.00	0.00
Undeposited Funds	0.00	0.00	0.00
Deposits in Transit	0.00	0.00	0.00
Advances			
WSC Host Committee Advances	2,500.00	2,500.00	0.00
Other Advances	0.00	0.00	0.00
Total Advances	2,500.00	2,500.00	0.00
Conference Prepaid Expenses	46,572.98	32,669.02	13,903.96

Inventory On Hand			
Pamphlets	13,759.26	15,671.78	-1,912.52
Books	7,160.44	9,467.83	-2,307.39
Audio-Visual Materials	0.00	0.00	0.00
Total Inventory On Hand	20,919.70	25,139.61	-4,219.91
Inventory Asset-1	2,715.31	3,008.45	-293.14
Prepaid Board Meeting Expenses	0.00	0.00	0.00
Total Other Current Assets	79,163.27	68,785.32	10,377.95
Total Current Assets	436,863.78	471,399.56	-34,535.78
Fixed Assets			
Office Equipment	5,702.14	5,429.19	272.95
Accumulated Depreciation	-20,426.46	-20,264.46	-162.00
Total Fixed Assets	-14,724.32	-14,835.27	110.95
Other Assets			
Rent Security Deposit	750.00	750.00	0.00
Intellectual Property			
Copyrights and Trademarks	6,772.66	6,772.66	0.00
Accumulated Amortization	-6,283.28	-6,283.28	0.00
Total Intellectual Property	489.38	489.38	0.00
Website Development Costs	15,985.88	15,985.88	0.00
Total Other Assets	\$17,225.26	\$17,225.26	0.00
TOTAL ASSETS	439,364.72	473,789.55	-34,424.83
LIABILITIES AND EQUITY			
Current Liabilities	Total as of June 30, 2023	Total as of June 30, 2022 (prior year)	Change
Accounts Payable			
Accounts Payable	0.00	0.00	0.00
Total Accounts Payable	0.00	0.00	0.00
Other Current Liabilities			
Accounts Payable	0.00	0.00	0.00
Accrued Salaries	2,275.94	2,275.94	0.00

WSC Conference Registration	27,958.66	62,260.00	-34,301.34
Payroll Liabilities	4,019.45	3,385.07	634.38
Debtors Anonymous Payable	0.17	0.00	0.17
Massachusetts Department of Revenue Payable	-111.22	39.42	-150.64
Massachusetts Department of Revenue Payable	-47.00	-47.00	0.00
Payroll Corrections	-9.89	0.00	-9.89
Total Other Current Liabilities	34,086.11	67,913.43	-33,827.32
Total Current Liabilities	34,086.11	67,913.43	-33,827.32
Total Liabilities	34,086.11	67,913.43	-33,827.32
Equity			
John H. Scholarship Fund Equity Account	0.00	0.00	0.00
Set Aside for Office Move	0.00	0.00	0.00
Opening Bal Equity	-9.48	-9.48	0.00
Fund Balance	137,666.37	137,666.37	0.00
Retained Earnings	268,219.23	206,439.40	61,779.83
Net Income	-597.51	61,779.83	-62,377.34
Total Equity	405,278.61	405,876.12	-597.51
TOTAL LIABILITIES AND EQUITY	439,364.72	473,789.55	-34,424.83

Report 3: Fiscal Year 2023-2024 Income and Spending Plan

Debtors Anonymous General Service Board, Inc. Fiscal Year 2023 - 2024 Income and Spending Plan (12 months)					
#	Account	2023-2024 Spending Plan	2022-2023 Actuals (9 months) Mar 31, 2023	2022-2023 Extrapolation Based on Mar 31, 2023	Reserve Fund Balances
Income					
4000	Literature				
4001	Audio Visual	2,100.00			
4002	Physical Copy Books - Office	10,000.00	3,947.00	5,262.67	
4003	Physical copy Pamphlets - Office	9,000.00	6,044.00	8,058.67	
4004	Print on Demand	50,000.00	31,726.00	42,301.33	
4005	Online - eBooks	6,300.00			

4006	Online - ePamphlets	800.00	3,947.00	5,262.67	
4007	Payments under Licensing Agreements	50.00			
4008	Shipping - Literature Sales	4,000.00	2,080.00	2,773.33	
	Total Literature Sales	82,250.00	47,744.00	63,658.67	
4100	Member Contributions				
4101	Group Contributions - Mail	40,000.00	27,761.58	\$ 37,015.44	
4102	Group Contributions - First Data	40,000.00	43,577.42	58,103.23	
4103	Group Donations - PayPal	5,000.00			
4104	Individual Contributions - Mail	70,000.00	57,426.00	76,568.00	
4105	Individual Contributions - First Data	11,500.00			
4106	Individual Donations - PayPal	2,000.00			
4107	WISE Contributions	2,600.00			
4108	Text to Give	2,000.00			
4200	Other Income				
4201	Interest BoA	35.00	36.57	48.76	
4202	Interest TIAA	2,700.00	891.43	1,188.57	
	*Miscellaneous	400.00	356.00	474.67	
	Total Contributions and Miscellaneous	176,235.00	130,049.00	173,398.67	
	Total Income (4000+4100+4200)	258,485.00	177,793.00	237,057.33	
5000	Cost of Goods Sold				
5001	Duplication				
5002	Book Production and Printing	1,000.00	8,341.00	11,121.33	
5003	Pamphlet Production and Printing	3,000.00	1,217.00	1,622.67	
5004	Reserve Fund Expenditures (Writing)				
5005	Writer's Fund (Excluding Reserve Fund)				
5006	Inventory Shrinkage	100.00	14.00	18.67	
5007	Translation Verification Services	3,000.00	2,104.00	2,805.33	
5008	Original Translation Costs				
5009	Story Pamphlets				
5010	Electronic Formatting				
5011	Design and eCommerce Conversion	1,000.00	1,211.00	1,614.67	

5012	Layout and Design - Meditation Book and Pamphlets	5,500.00			
5013	Shipping and Postage	4,000.00	2,506.00	3,341.33	
5014	Shipping Supplies	250.00	185.00	246.67	
	Total Cost of Goods Sold	17,850.00	15,578.00	20,770.67	
	Total Income - Cost of Goods Sold = Net Income	240,635.00	162,215.00	216,286.67	
Expenses					
6000	Bank Type Charges				
6001	Bank Charges - BoA				
6002	Bank Charges - First Data	4,000.00	2,968.00	3,957.33	
6003	WISE Charges	110.00			
6004	Bank Wire Transfer Charges	50.00			
6005	PayPal Fees	280.00			
6006	Check Chargeback	300.00	558.98	745.31	
6007	Text to Give Charges	240.00			
	Total Bank Type Charges	4,980.00	3,526.98	4,702.64	
6100	Board Related Travel Expenses				
6101	Discretionary / Other	2,000.00			
6102	Travel Expenses (Miscellaneous)	1,000.00			
6103	Meeting Rooms (Winter Face-to-Face)	2,000.00			
6104	Lodging (2x Face-to-Face)	13,000.00	2,230.00	2,973.33	
6105	Travel (Airplanes/Car Rental - 2x Face-to-Face)	12,000.00	14,665.00	19,553.33	
6106	Per Diem and Meals (2x Face-to-Face)	7,000.00	1,317.00	1,756.00	
6107	Meet the GSB - Room Rental, AV, Lite Refreshments	700.00			
6200	Other Board Travel				
6201	Liaison Visit to Office	2,000.00	465.00	620.00	
6202	Miscellaneous Travel - Regional	2,000.00	459.00	612.00	
6203	Travel Insurance (as needed)	800.00			
6300	Other Board Expense				
6301	Subscriptions	5,610.00			
6302	Miscellaneous Office Supplies	500.00			
6303	Secretary for GSB Meetings	2,000.00	230.00	306.67	

6304	Outreach Expense		1,187.00	1,582.67	
6305	PI Outreach Expense				
6305.1	2024 Specific Outreach Expense Bankruptcy Judges Conference	1,000.00			
6306	LRPC Facilitator Expense				
6307	Prudent Reserve Transfer (when needed)				
6308	Reserve Fund Transfer				
6309	Licenses, Permits and Regulatory Fees	200.00	225.00	300.00	
6310	Trademark Registration and Renewal				
6311	Telecommunications	1,200.00	1,798.00	2,397.33	
	Total Board Expenses (6100+6200+6300)	53,010.00	22,576.00	30,101.33	
6400	Bookkeeping, Accounting and Legal		290.00	386.67	
6401	Bookkeeping Services	13,000.00	9,660.00	12,880.00	
6402	CPA - Tax and Review Services	4,000.00	3,000.00	4,000.00	
6403	Legal Services	1,000.00	159.00	212.00	
6404	Miscellaneous Parliamentary Expenses	500.00			
	Total Bookkeeping, Accounting and Legal Expenses	18,500.00	13,109.00	17,478.67	
6500	Miscellaneous Business Expenses				
6501	Depreciation and Amortization		121.00	161.33	
6502	Dues				
6503	Fraudulent Charges				
6504	Insurance Policies	2,500.00	1,636.00	2,181.33	
6505	Website Hosting Expenses	200.00	141.00	188.00	
6506	Archival Expense				
	Total Miscellaneous Business Expenses	2,800.00	1,898.00	2,530.67	
6600	Office Expense		147.00	196.00	
6601	Office/Fellowship Mailing from the Board	520.00			
6602	Office Supplies GSO/Equipment Upgrades	808.00	1,772.00	2,362.67	
6603	Office/General Admin Expenses (from P&L Statement)	70.00	52.00	69.33	
6604	Other Office Expenses - Office Upgrade				
6605	Internet	2,340.00	405.00	540.00	
6606	Electric and Other Utilities	1,710.00	1,052.00	1,402.67	

6607	Office Rent and Real Estate Taxes	24,700.00	20,995.00	27,993.33	
6608	Office Furniture				
6609	Training	750.00			
6610	Annual Tech Support Fees	500.00			
6611	Postage (other than Literature Mailings)	600.00	820.00	1,093.33	
6612	Printing and Copying				
6613	Temporary Labor				
	Total Office Expenses	31,998.00	25,243.00	33,657.33	
6700	Payroll		772.00	1,029.33	
6701	Salary and Hourly Wages	90,040.00	56,451.00	75,268.00	
6702	Taxes - Social Security, Medicare, FUTA, SUTA	7,888.06	4,627.00	6,169.33	
6703	Workers Compensation Insurance	275.00	180.00	240.00	
6704	Payroll Service Fees	1,700.00	2,878.00	3,837.33	
6705	Health Insurance	6,600.00	462.00	616.00	
6706	Web Manager	12,000.00			
6708	Literature Publications Manager	7,000.00			
	Total Payroll Expenses	125,503.06	65,370.00	87,160.00	
6800	Fellowship Specific Funds				
6801	WSC Committee and Caucus Expense	3,500.00	145.00	193.33	
6801.1	Stipend for Committees	1,300.00			
	Total Expenses	258,141.06	131,867.98	175,823.97	
	Net Income - Total Expenses	343.94	45,925.02	61,233.36	
Reserves					
		Added or Used (+or-)			Starting Balance
R1000	Reserve Expenditures - Savings Pots				
R1001	Reserve for Office Renovations	-			9,000.00
R1002	Reserve for Writers				4,000.00
R1003	Reserve for Original Translations				2,000.00
R1004	Reserve for Website Upgrades	-			
R1005	Reserve for Basic Text				7,500.00

R1006	French Reserve				1,124.00
R1007	Story Pamphlets				3,000.00
	Reserve Fund Total	-			26,624.00
1100	Nine Month Prudent Reserve - TIAA	193,600.00	189,405.78		

GSB Conference Support Committee Report

Introduction

The Conference Support Committee (CSC) was comprised of three GSB Trustees, Michalene R., (Secretary), Karma K., (Liaison to the WSC Conference Committee) and Roger H., (Chair).

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).

Much of the year has been dedicated to finalizing plans for the 2023 WSC to be held at a Newark Liberty International Airport area hotel and selecting a location for the 2024 WSC. In addition, calls for bids for hosting the 2025 and 2026 WSC were issued with replies received for both years.

Michalene R. has been the liaison between the New York City D.A. Host Committee and their Chair, Maureen C. The CSC is grateful for the work and service of the Host Committee as they prepare for a face-to-face conference after hosting the virtual conferences in 2020 and 2021 due to the global pandemic. Karma K., has been the liaison to the WSC Conference Committee and Roger H. has been the liaison to the 2024 Host Committee. The venue for the 2023 WSC has been a delight to work with and we look forward to holding a successful conference at this location. Michalene R. has been the liaison between the CSC and the hotel team.

This year, we are continuing the highly successful Mentor/Mentee program that was launched at the 2021 WSC. The Mentor/Mentee program was developed by Karma K. and the WSC Conference Committee to provide new delegates with peer-to-peer mentorship in their new service position.

At the 2022 WSC in London, there were no bids received for hosting the 2024 WSC. The six Canadian delegates at that conference then submitted their willingness to conduct a feasibility study for hosting the 2024 WSC as a suitable Canadian venue. They submitted a Request for Proposal (RFP) to the Tourism & Convention Boards in Montréal, Ottawa, Toronto and Vancouver for feedback from their venue partners for review by 30 November 2022. A short list of 20 venues surfaced and site inspections were conducted at five of these locations. After a thorough review and negotiations, the location selected was Ottawa, Ontario, Canada for the dates of 7 to 11 August, 2024. A Host Committee based in Ottawa, has been established and Mary Ann B. is the Chair.

Early in 2023 e-News announcements were issued inviting interested groups to consider submitting bids to host the 2025 WSC and for Expressions of Interest for hosting the 2026 WSC (also D.A.'s 50th Anniversary). The deadline for submissions was 30 June 2023 and there were four submissions received, two for each year. These submissions will be studied and discussed at the 2023 WSC.

On June 17th the CSC hosted a pre-Conference orientation call for delegates. The call featured nine speakers who shared their experience, strength and hope on attending the WSC. All D.A. members interested in world service were welcome to attend. The call provided a general overview of the Conference and the recording was posted on <https://debtorsanonymous.org/wsc>.

Finally, a Project Contributor is still required to the CSC to revise the Host Committee Handbook. An outline has been created, and the CSC has created a Project Contributor listing at www.debtorsanonymous.org/service for a member with experience writing operational manuals to finish the draft.

GSB Technology and Communications Committee Report

- The GSB Communications and Technology committee consists of Matthew E. (chair), Rob B. (secretary), Paul M., and Chris R. Jeffrey F. serves as Project Contributor and maintains our website.
- CommTech oversees all website functions and publishes both D.A. periodicals: the Ways & Means and the D.A. Focus as well as eNews notifications. During the months since the World Service Conference, the Committee has been working toward building the online shopping cart for the D.A. website. That shopping cart is now in place.
- With WSC TechCom, we are working to improve the website including making the meeting list on the website more accessible and search friendly. We are helping currently helping the General Service Office undertake a massive re-registration of all meetings – both online and face-to-face -- so the database is accessible to newcomers all over the world seeking a meeting that meets their needs.

- We received a grant from Google Ads which allows us to display a link to debtorsanonymous.org when someone searches for various money-related terms like “bankruptcy” and “student loan debt” thus using online technology to practice the Twelfth Step.
- We continue to send out eNews blasts as needed (e.g. the January 8th “Around the World” meeting) and recently updated the Constant Contact eBlast template.

GSB International/Public Information Committee Report

Introduction

The GSB International/Public Information Committee consists of Alex A., Laura L., Appointed Committee Member, Matthew E., Roger H., and Tom R., Chair.

The GSB International Committee is charged with a scope to include outreach to and communication with non-US groups.

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. To provide the D.A. Fellowship with examples of recent work completed by the committee (and the Board), we offer the following updates.

The GSB International Committee has worked closely with the WSC International Committee, which has held a New Year’s 24-hour marathon, and a multi-day Traditions Workshop and coordinated two listening calls with the D.A. Fellowship in France and in Russia.

The GSB Public Information Committee has responded to requests for information from print, social media, radio, and television media. Information was provided, while protecting the anonymity of Debtors Anonymous members.

The GSB Public Information Committee hosted a Media Contact Training Webinars on January 21, and on May 27, 2023. Media Contact Training will be conducted in person during Fellowship Day at the 2023 World Service Conference.

We hope this report helps D.A. members understand the types of issues that the General Service Board addresses on behalf of the Fellowship.

GSB Legal Committee Report

The Legal Committee is made up of Michalene R. and Josie P. as co-chairs. The main purpose of the Legal Committee is to ensure the protection of our copyright and Trademarked property. This includes our logos and all of our originally developed literature. The Legal Committee also reviews all contracts and leases for the Fellowship and if needed, recommends the use of an outside legal review as needed. For example, the leases at the office are being renewed in July and the Legal Committee reviewed the proposed lease for accuracy and deadlines.

For the Debtors Anonymous website, we reviewed the need for GDPR compliance and made recommendations to the Tech Committee that allowed for us to add a simple fix to bring the web site into compliance in the European Union and the UK. In addition, as the Board considers how to expand the use of technology into the meeting space for Fellowship wide calls, we developed a disclaimer to be used for Webinars, and recommended that recordings are voice only. We in fact spent some considerable time looking at how to address concerns with anonymity.

We looked into placing copies of our translated literature into the Library of Congress and found out that the only non- English language the United States Library will accept is Spanish. Other languages will be placed into their own Library system. This led to the discovery that we should be placing our own ISBN (International Standard Book Numbers) on our literature rather than using the ones given by our platform. Future literature will use the ISBN numbers purchased this year by the Board and an assessment is being done on changing to our codes for the current published literature.

The legal committee has worked closely with the Literature and Translations committees on implementing our first License for printing literature with the French Intergroup. The model license that was developed with outside legal assistance has now been put into contract form for the printing and distribution by France of their translation of D.A.’s 12 Steps, 12 Traditions and 12 Concepts.

Although the Board has determined that we will keep the rights to the electronic distribution of all literature, including translated literature, our literature can be printed and distributed in another country on signature of a Licensing Agreement under New York State law. Any recognized legal entity representing Debtors Anonymous in another country can apply for such a license. The License will be the same for any country/translation that seeks permission, with a small percentage of profit due to the GSB as a small royalty.

GSB Literature Publications/Translation and Licensing Committee Report

The GSB Literature Publications Committee (LitPub) merged in this Conference year with the Literature Translation and Licensing (LTL) Committee. The Committee also has one sub-committee - Literature Services - who do the editorial work. Both GSB Lit Pub and LTL committees deal with the publication of D.A. Conference Approved Literature (CAL), the first in English the latter in translation.

The Lit Pub and LTL Committees comprise Mathew E (secretary) Rob B., Roger H. (translations coordinator), Rody D. (P.C.) and Josie P (Chair.). The Literature Services Committee is chaired by our Project Contributor (P.C.) Tom B., with Jill W. and Mindi W. serving in that committee, along with Rob B. regularly and Josie P. intermittently. This sub-committee met weekly to work specifically on the daily Meditation Book and is now tackling other editorial while the Meditation book awaits approval to go to the next stage.

LitPub/LTL meets once a month and progresses the publication of D.A. texts - with physical copies at the General Service Office and the uploading/managing of our electronic and print-on-demand (POD) platform. The chair also liaises with the WSC Literature Committee and the translation coordinator liaises with translation teams around the world.

This year we voted not to use the 'free' ISBN which binds us to one POD platform. We do not affiliate with one platform and gradually we are exploring different ones.

Our priority has been to begin to clear the backlog of literature outlines in the pipes. The WSC Literature Committee accepted our suggestion that the *Retirement* pamphlet would be better as one of the 'Voices' series and they are now actively seeking stories. The stories from *Members with Health Issues* - another in the "Voices" series - are collected and now in the queue for editing at Lit Serv after the *Meditation Book* and the current chapters of the *Basic Text*. The 'Voices' series is new and has no precedent apart from the Currency of Hope. So, the design and layout and even the number of stories we choose for a pamphlet have all to be decided by our group conscience.

Two pamphlets - *Action Plan* and *Relapse and Recovery* - are now with GSB Lit Serv for review. We received first drafts from the writers who did service this year. We are most grateful for this service, which remains anonymous and for the Style Guide review that was completed by the WSC Literature Committee which the writers will be able to use in their next drafts.

One outline - for *Vulnerability and Visibility* has been referred back to WSC Literature Committee for more clarity.

We have been clarifying the subject of Service Literature. The DAMS (approx page 91) states 'a rare exception' to Conference Approved Literature:

This is D.A. service material, produced in response to the needs of D.A. members for information and shared experience on specific service-related subjects.

Recommendations to the next committee include to:

Continue correcting the e-pamphlets which have several errors in them: discuss a call for a PC to do this work. Continue working through the backlog and give subcommittees the chance to progress these where possible. Focus on story collection for the D.A. Big Book. Continue to guide and support the enthusiasm and work on WSC Lit Com.

The translations that are going on around the world of our literature are truly inspiring. A multi-national Spanish team is working together under the guidance of our PC Rody who has recently re-joined the Committee. They are looking forward to working on the DAMS. There are challenges to a translation of a service piece that regularly gets updated, but we are confident we can find a way to do this.

In addition, we are working with several translation teams which are translating various pieces of CAL and service literature, including into Farsi (Persian), French, German, Hindi, Icelandic, Italian, Portuguese, Russian, and Tamil. We also received inquiries about other languages including Arabic, Chinese, Hebrew, Japanese, Romanian, and Ukrainian where interest has been expressed for translations, but teams are not yet formed (that we know of).

Translation of our literature is a slow and deliberate process that requires human accuracy. The advent of Artificial Intelligence software can be helpful, unfortunately, it does not provide perfect translations. The nuances of recovery literature, D.A. acronyms (such as PRM and PRG), and cultural differences are elements that require careful consideration in the quest to produce helpful literature for our members worldwide.

The distribution of translated literature also has its challenges. Not all areas of the world have access to vendor(s) currently in use for our Print-on-Demand and electronic literature sources. We are working with individual translation teams to determine alternative, appropriate and cost-effective means to get our literature into the hands of our membership.

Finally, as D.A. literature is copyrighted by the Fellowship, there is a duty to protect this Intellectual Property. LTL can provide guidance on the process of translation as well as the publication requirements (i.e. ISBN, Print-on-Demand and other factors).

We are grateful for the many members who assist in translations, proofreading, verification, layout, design and adherence to the Traditions and Concepts in making this work possible.

Inquiries about literature translations can be emailed to: translations@debtorsanonymous.org

GSB Nominations, Procedures, and Long-Range Planning Committee Report

Introduction

Committee Members: Rob B., Chair & Secretary, Karma K., Paul M., Tom R.

The Nominations, Procedures, and Long-Range Planning Committee is primarily responsible for identifying, developing, and nominating potential trustee candidates to the D.A. General Service Board (GSB), and to assess and plan for the long-range viability and growth of the fellowship.

The committee encourages service by members who may be interested in service opportunities at the world service level. This includes members interested in becoming involved in service as a GSB Trustee, an Appointed Committee Member (ACM), or a Project Contributor (PC).

Potential Trustee candidates are contacted on an ongoing basis to determine interest in general service at the Board, ACM, or PC levels. A concerted effort has been made to identify and contact a diverse cross-section of our membership to encourage service at all levels within D.A.

“Watch list” of members indicating interest in GSB, ACM, or PC service has been updated. Contact is established with all members who have expressed interest at some point, as well as potential Class B trustee applicants.

The GSB welcomed a new Class A trustee in January 2023 and we recently scheduled an interview with a new applicant. We record applicant interviews, so the full GSB has access to interviews, and continue to use the GSB Class A trustee and ACM applicant credit card questionnaire.

Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB currently has three Class A (debtor) and two Class B (non-debtor) trustee openings. A Class B trustee will rotate off at the conclusion of this Conference year. The GSB application process now includes a submit form. The URL for GSB applications is <https://debtorsanonymous.org/gsbapply>

We have scheduled a Webinar on World Service for July 22, 2023 entitled “Beyond GSR” which will feature interviews with a former Trustee, a Project Contributor and an Appointed Committee Member.

We host two “Ask-the-GSB” fellowship-wide calls a year. Our second is scheduled for July 15, 2023 on D.A.’s Finances.

GSB Office and Audit Committee Report

Introduction

Committee Members: Chair: Karma K., GSO Liaison: Karma K., Secretaries: Paul M., and Alex A.

The Office and Audit Committee merged, separating from Legal which merged with the Finance Committee in the 22-23 Conference year. This committee consisted of three members.

Office Committee 2022-2023

This committee persevered even though it suffered for most of the year due to low membership and personal issues. Despite all, the GSO is thriving, and the Office/Audit Committee is a thriving committee!

Some of the tasks we completed this year are the following:

- Welcomed a new GSB member to our committee – Alex A. from the UK – We are grateful for her service!
- Updated the Benefits of the Office Manager to match her Salary increase of the year prior.
- Continued to put in place procedures and processes to better serve the GSB and DA as a whole.
- The Office took over the process of ordering pamphlets from the GSB.
- The Office Manager met with the GSB to have them answer any outstanding questions she had, and to begin the process of an ad hoc committee that finalized the new meeting registration form.
- Created a new job description part time job posting of an Office Assistant.
- Developed an ACM position for an Archivist that will report to the Office Committee.
- Successfully negotiated new leases for the Needham office space, as well as some much-needed repairs and upgrades to the office.

Audit Committee 2022-2023

The Audit Committee, along with the Finance Committee Chair, and the GSB Chair participated in the annual review of the Taxes.

A Recommendation for the next year would be:

- Complete the 5-year review of Accountants.
- Look over out of date procedures of the GSB.

SECTION 5: WSC COMMITTEE & CAUCUS REPORTS

2023 Business Debtors Anonymous Committee End of Year Report

Members:

Alexandra, Alice L, Constance, Debbie M, Diane, Drew S, George M, Marie, Monty, Nikki, Tambi, Tatiana, Toni.
GSB Liaison: Michalene R.

To support the Business Debtors Anonymous members within the D.A. Fellowship, the B.D.A. Committee has the following for subcommittees:

1. Issues and Concerns
2. Website
3. Literature
4. Fellowship Outreach

1. Issues and Concerns Subcommittee

Our committee took care of the two issues that were reported and submitted our resolution.

2. Website Subcommittee

Our Sub-committee investigated 2 things;

1. The Debtorsanonymous dot org website information hierarchy, and have/are making requests to add content that better represents this subsection of the fellowship.
 - a. The 2 things we are requesting to get completed by the WSC23 conference are:
 - b. edit the current page (above) to contain the attached content
 - c. add a tab to the top of the website that says "About BDA" (image attached)

The BDA Committee see this as important for our newcomers and any of our members that don't know BDA exists. Most small businesses are financed with personal savings or debt. About 33% of small businesses fail in the first two years, and around 50% go belly up after five years. Statistics show people are starting small businesses in record numbers since COVID19.

Regarding GSB Liaison Questions; Who do we submit these requests to have an opportunity for approval? What is required to get it approved?

2. D.A. Income streams

This subcommittee identified 2 potential income streams that have yet to be harnessed within the fellowship. Regarding Audible.com, we see Audible as a DA income stream that would be significantly greater than the current Amazon income. We request the GSB or incoming BDA Committee support this 'c-a audio product in progress' through to completion as soon as possible, to carry the message to those who suffer. Regarding Amazon affiliate links, these links produce a percentage commission to the meeting or intergroup (website) that points c-a literature customers to the Amazon page for purchase do not require approval of the Amazon Author, therefore, this is possible for countries outside the USA to point people to their local Amazon stores and receive a commission. This subcommittee and the Australian Literature Office is in progress creating such an example website [not public site] for alignment or agreement on the language and content, by D.A. GSB / BDA Committee, so that if this were agreeable, other countries outside of the United States may benefit in fundraising in this way, to continue to carry the message to those who suffer.

3. Literature Subcommittee

1. DA Pamphlet Business one year plan is in process.
2. Prudent reserve Pamphlet is approved!
https://drive.google.com/drive/folders/1ea0Q13_PKULM_37j7PLf1wrb6q7L8lUu
3. Stories - 9 stories submitted. Looking at stories in Ways and Means to see if we can re-publish those to get 25 stories together.

Yes we have consent to re-publish

4. Tambi and Marie looked at the BDA tab on the DA website and made some rearrangements to it at this point, but did not change the content.

3. Fellowship Outreach Committee

No action taken. This committee was discontinued due to lack of attendance.

Respectfully submitted,

Tambi
Co-Chair
Business Debtors Anonymous Committee 2022-2023

2022-2023 WSC Conference Committee End of Year Report

The 2022-2023 WSC Conference Committee consisted of the following members:

Mike L., Chair
McCready B., Secretary
John H., Tech Liaison
Anessa N.
Jeanne F.
Sarah B.

Our Board Liaison was Karma K.

The Conference Committee is concerned with the general welfare of the World Service Conference. This includes:

- The Charter of the World Service Conference and its relationship to the General Service Board and Membership of D.A. as a whole
- Issues related to the format of the annual World Service Conference of Debtors Anonymous
- Assistance to the Host Committee in their planning and logistics
- Recommendation of sites for future annual conferences

In addition to our work attempting to fulfill that mission, during the 2022-2023 Conference year we shared our recovery together and generally bonded as a committee.

The Committee created four standing subcommittees:

WSC Host Bid Subcommittee
WSC Mentoring Subcommittee
WSC Schedule Subcommittee
Charter Review Subcommittee

Then, during the Conference year, the Committee created an ad hoc John H. Scholarship Subcommittee, consisting of all members of the Committee.

The Committee considered Issue/Concern 22-12, which was referred to the Committee, and drafted and approved a response to the I/C.

The Committee received the bid from the Canadian intergroups to host the 2024 World Service Conference. After consideration by the WSC Host Bid Subcommittee, the Committee made the following recommendation: "That the Conference Committee recommends the General Service Board formally accept the bid of the Canadian Intergroups for one or both of the Canadian Intergroups to host the 2024 World Service Conference in Ottawa, Toronto, or Vancouver; that the Board choose the specific venue based on the Board's discretion and determination which city best suits the Fellowship's needs and Spending Plan; and, that

the Board be authorized to negotiate and bind the Fellowship to hotel and other venue contracts as the Board deems appropriate.”

Subsequently, Ottawa was announced as the host city for the 2024 WSC.

The Committee heard suggestions from the Fellowship that additional time should be devoted to the Treasurer’s Report during the Conference, including additional time for Q&A. After consideration by the WSC Schedule Subcommittee, the Committee issued the following recommendation: “It is recommended that the Conference schedule be modified to provide the General Service Board additional time to provide additional detail on the financial status of the Fellowship, including the addition of at least 45 minutes for Q&A by the Fellowship at the Conference. The Fellowship has expressed interest in this in the spirit of our primary purpose, as it would help to understand how the spending plan was developed and where the funds provided by the Fellowship are spent.” It was subsequently reported to the Committee that the Board accepted the recommendation and will adjust the 2023 WSC schedule accordingly.

In advance of the 2023 World Service Conference, the Committee is participating the Fellowship-wide calls to prepare GSRs and ISRs for the Conference. Additionally, through the work of the WSC Mentoring Subcommittee, the program materials for the mentorship program were updated and the Committee is facilitating the operation of the mentorship program.

The Charter Review Subcommittee did not recommend any changes to the Charter. However, an ongoing review of the Charter benefits the Fellowship, so the Committee recommends the 2023 Conference Committee continue a review of the Charter.

During the Conference year, the Committee heard suggestions regarding the allocation of John H. Scholarship Funds. The timing was too late to consider changes for the 2023 WSC, but the Committee thought it was appropriate to consider the issues. An ad hoc John H. Scholarship Subcommittee was formed, consisting of all members of the Conference Committee. The Subcommittee proposed, and the Committee ultimately approved the following recommendations:

1. The Committee recommends the incoming Conference Committee study the allocation of John H. Scholarship funds over the years and determine whether a new allocation formula would best serve the Fellowship.
2. The Committee recommends the incoming Conference Committee develop a policy requiring the retention of records regarding the allocation of John H. Scholarship funds.
3. The Committee recommends the incoming Conference Committee consider presentation of a motion authorizing the GSB to save in reserve some funds from the John H. Scholarship Fund in years when the Fund is well-funded, for use in years when the Fund may be less well-funded.
4. The Committee recommends the incoming Conference Committee make the following motion at the World Service Conference: Moved, that henceforth the distribution and allocation of John H. Scholarship funds will be made by an ad hoc committee of at least three, and as many as five members, including a delegate from the Host Committee, a delegate from the GSB Conference Support Committee, a delegate from the WSC Conference Committee, and up to two other volunteers who need not be members of the GSB or the WSC.

5. The Committee recommends the incoming Conference Committee make the following motion at the World Service Conference: Moved, that prior to presentation of the John H. Scholarship applications to the ad hoc committee determining the distribution and allocation of the scholarship funds, the applications be redacted by the DA office staff to remove personal identifiable information and group identity.

The 2022-2023 WSC Conference Committee expresses our gratitude for the opportunity to be of service to the Conference and the Fellowship as a whole during this Conference year! We offer our best wishes to the 2023 World Service Conference delegates: may your service to the Fellowship fully embody the principles behind the Twelve Traditions of Debtors Anonymous!

The Fellowship Communication Committee (FCC) Year End Report - 2022-23

The Fellowship Communication Committee (FCC) 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. It oversees Sponsor a Group, Promise 6 Day and FCC Website sub-committees.

FCC members: A fabulous group of members who worked well together hand in hand focusing on executing the tasks related to the Mission statement of FCC and WSC as a whole. A most sincere thank you to one and all for your valuable contribution!

Claudette B (Chair), Graham O (V Chair), Anna S (Secretary), Chris S (Tech Support) Taylor D, Catherine Mc, Zeborah T, [Julia B](#) and Rob B our GSB Liaison.

We had the following sub committees and project:

- Sponsor A Group (SAG) Chaired by Zeborah and Chris,
- Promise 6 Day (P6D) Chaired by Catherine and Anna
- FCC WSC Website project, Chaired by Graham.
- Ways and means collate and editing project.

Sponsor-A-Group (SAG) Sub-Committee End of Year Report 2023

Team Chris, Zeborah, Taylor

SAGs purpose, modeled after individual sponsorship, is to help connect strong and well-resourced groups with groups that are either new or in need of additional guidance and support. When anyone contacts SAG they are automatically directed to specific information on how to find an individual sponsor, or how to become a group sponsor. SAG continued the year replying to requests for Sponsorship received from SAG email notifications.

The Prosperity Group, in Montreal signed up to Sponsor the Positive Balance in upstate NY. The Prosperity group had a PRM and sent the sponsee group the PI Kit link to help with finding members in the NY Region. The Montreal group continues to follow up with the progress of Positive Balance.

A group in Taos, NM reached out for support. A copy of the DAMS was sent to help assist with how to start a meeting; the PI Kit was also forwarded. This group plans to start an in-person meeting. However, at this time the members will be attending meetings on zoom. We are requesting support from a couple of meetings in Los Angeles to provide zoom speakers, sponsorship and PRGS.

Immune At Noon continues to sponsor a group in India by connecting DA Speakers with DA members in India through WhatsApp.

SAG updated a flyer that can be shared at meetings to help spread the word about this meeting support program.

The flyer is currently being distributed through e-news and is to be posted on the website announcements page. SAG has distributed the flyer to all Intergroups listed on the website, so that groups can share this with their local meetings.

Promise 6 day (P6D)- “Isolation will give way to fellowship- faith will replace fear”

Team Anna & Catherine

This is an annual event, approved by the 2019 World Service Conference, that takes place on the 4th Saturday in April. This year it took place on April 23rd, 2023. DA Members were encouraged to participate in fellowship and to break out of isolation which can be a big part of the disease of debting. Events took place around the world and it was a very successful day.

The Promise 6 Day sub-committee delivered a Fellowship-Wide call on Saturday 22nd April 2023. Three invited international speakers from the US, Kenya and UK shared their experience, strength and hope about Promise Six. The call was attended by approx. 20-30 participants, predominantly based in the US.

The P6D Subcommittee has also coordinated registration via an Excel spreadsheet of pop-up events celebrating Promise Six with groups locally across the USA. In the UK, Promise Six celebrations are not yet established. The Subcommittee recommends informing the meetings via their Intergroup as early as January, to allocate apt time for the dissemination and coordination of information.

Website sub-committee

Team Graham O, Zeborah T, Julia B

Background

During the WSC 2022 the FCC discussed various ways to improve the availability of information both within the DA committee structure and throughout DA as a whole. A number of ideas and areas for further review were touched upon and a subcommittee was proposed to look at how the current DA website might be enhanced in order to improve visibility and accessibility to a much wider audience of the workings of the DA WSC and its committees and streamlining the existing processes of website updates as they related to the WSC committees.

Summary

- The sub committee remained active throughout the year.
- Discussed various areas and reviewed multiple other fellowships online presence to provide context and gain ideas for improvement for DA's website as it relates to the WSC.
- A member of the Tech committee attended and gave additional input to the discussions.
- Decision made that any recommendations would need wider DA input.
- In conclusion the Sub Committee determined that a survey to be sent to all GSR's, ISR's and board members could be used to collate the views and priorities to inform DA of the changes that would be most welcome and effective.

Conclusion

A draft survey has been submitted to the board and has received initial feedback. Final version for approval will be submitted before WSC 2023 for distribution to the 2022 GSR's ISRs and board members.

Work for FCC for 2023/2024

Review and publish the results of the survey and determine any proposals and further reviews required.

Proposed Motion for the FCC in regards to Ways and Means

The FCC is recommending the addition of a new sub committee to undertake the task of curating and editing the Ways and Means magazine.

The FCCs Mission Statement would need to be changed to include the Ways & Means subcommittee which will curate and edit this quarterly magazine. The magazine is a forum for sharing the experience, strength, and hope of D.A. members and groups, and other service bodies. Members of the Ways and Means subcommittee would work in collaboration with the GSB CommTech by collecting content from other committees and editing the content and forwarding the files to GSB CommTech for layout, review, and distribution. At least 6 additional members would need to be assigned to this sub committee.

This year we have a total of 8 members, who oversee Promise 6 Day, Sponsor-A-Group, and the FCC Web committee. FCC will require a committee of at least 14 members when including the Ways & Means as part of our Mission Statement.

Other Activities-Claudette B

The chair of the FCC also chairs quarterly Zoom meetings for all the WSC committees and caucus chairs. These meetings provide an opportunity for connection and collaboration across the committees.

The FCC responded to one issue and concern.

Claudette B
Chair-FCC

2023 WSC Hospitals, Institutions and Prisons Committee

Members: Robin S (Chair), Kate G (Co-Chair), Mary A (Tech Liaison), Beatriz (Intl Comm Liaison), Cheryl (Treasurer), Amy (Co-Treasurer), Kerstin (Secretary), Dolores

Group Accomplishments:

- Reported HIP efforts at the local meeting level
- Reviewed & Approved HIP Starter Kit
- HIP starter Kit updated on the DebtorsAnonymous.org website
- HIP Fellowship call on March 4, 2023 11am EST

- Committee responded to the 1 issue and concern that our committee had coming in to 2022-23 year
- Created “Contacts for HIP Outreach” folder in Google Drive
- Created a HIP Contacts document for all definable contacts from this year and from years past
- Planning on Spanish call on outreach for HIP, July 8, 2023 8pm Madrid Time
- Came up with recommendations for 2023-2024 year

Sub Comm 1 - OUTREACH

- Put together the call for March 4, 2023 and made flier for the event.
- Fellowship wide call consisted of a panel of past HIP members sharing their experience, strength, and hope with a question and answer session following the panel.

Sub Comm 2 - TRANSLATION (HIP Starter Kit)

- Translation of the HIP Starter Kit into Spanish by eager members in Madrid, Spain
- Currently working on Board approval

Sub Comm 4 - FAR OUTREACH

- They plan to spend time in our next 6 months looking at what “Institutions and Hospitals” mean and how we might reach these communities with the message of hope for troubles with money and debt. Perhaps there are state and government organizations we can supply with our message?
- And something close to their hearts is how to reach people who are burdened by health issues and medical debt. What is the avenue to this struggling community?

Sub Comm 5 - CENTRALIZE COMMS

- We have created a “Contacts for HIP Outreach” folder in Google Drive which houses all unclassified contact documents we have found. This can be found here - https://drive.google.com/drive/folders/1dlj3jD3X7ClqXq_5aAUT0lb-qhCb7VDD
- We also created a HIP Contacts document for all definable contacts from this year and from years past. This is with the intention of handing this off to next year’s HIP committee, as well as tracking our own progress this year. That document can be found here - https://docs.google.com/spreadsheets/d/1u35scbz6UqYtjmWmW_ZgQDvu_XaYEosT4mAxVN7MEW4/edit#gid=799341109

Recommendations for 2023-2024 :

We suggest that you focus on meetings in different areas with boots on the ground to go into hospitals, institutions, and prisons (unless you, as a member, already have contacts at any of them) as that seems to be a more effective use of time? Because this committee is dealing with the world, to actually make contact with individual HIP locations was challenging. We made much faster progress when an intergroup member from

one specific area began attending our monthly meetings and got information to start a HIP chapter at his home group. We also suggest keeping your contacts in the centralized document we created for the committee to take over in the future. Our sub comm that dealt with creating this document met several times to try and pull this together from all of the various documents we were handed at the start of this committee year. Our sincere hope is that all future HIP committees would save a lot of time by referencing it and adding to it so all communication progress from the previous year does not get wasted. A year goes by VERY quickly!

2023 WSC Intergroup Caucus Report

Accomplishments:

- 1) The Intergroup Caucus developed and refined an intergroup survey instrument, and forwarded it to the World Service Board for review. After receiving comments from the Board, the Caucus resubmitted it, just prior to the 2023-2024 conference, for final approval. One improvement was to condense the survey to make it easier and more practical to administer.

With final approval from the Board, we pass the survey instrument forward to the 2023-2024 Intergroup Caucus in hopes that they will use it to gather information from intergroups that can be shared, so that we can strengthen DA as a whole.

The intergroup survey covers some of the following;

- a) What are the strengths and concerns of the intergroups?
- b) What should be the definition of a Regional Intergroup, post COVID, when many of the Groups have moved to a Video platform and no longer are meeting face to face?

During the process of developing the intergroup survey, the Intergroup Caucus worked through and overcame some conflict that arose around the ways in which the survey would be made available and data collected. Special thanks to Phillip M. for creating the initial survey draft.

- 2) The Intergroup Caucus responded to an “issue and concern” from DA HOW, concerning their desire that their service group of exclusively HOW meetings and the service group of exclusively BDA meetings be included in the definition of an Intergroup. [Submitted April 1, 2022 by HOW Phone Intergroup, San Dimas CA. Submitter #20.] It was determined within the Caucus that these groups do not constitute all-inclusive opportunities for any regional group to join, thus would constitute ‘specialized groups’ but not Intergroups as they are currently defined. We recommended that there be another category of “Special Interest” groupings, other than “Intergroups.”

The following was our formal response:

A DA HOW and BDA Phone meeting intergroup serves only groups who are of those special interests.
The Virtual Intergroup must be open to all groups who are virtual and not just those serving special interests.

Recommendations for the 2023-2024 Intergroup Caucus:

- 1) It is hoped that the Intergroup survey, after its final approval by the World Service Board, will be conducted by the next Intergroup Caucus.
- 2) Using the information gleaned from the survey results, the term: “DA Intergroup” can be defined, particularly in reference to preference for inclusion, or not, of exclusively video groups in regional intergroups.

- 3) Definition of “Intergroup” can be added to the Intergroup Service Handbook and DAMS section on Intergroups. Descriptions of Intergroups in these documents need to be edited for accuracy and consistency, and linked together on the DA website.
- 4) The new Intergroup Webpage on debtorsononymous.org/ needs content.
- 5) Encouraging attendance of the International Committee chair or representative member at the Intergroup Caucus (as a non-voting member), would strengthen the international awareness and focus of the Caucus in general.
- 6) Attendance of the chair or a representative member of the DATIG at the Intergroup Caucus would be helpful in light of the number of meetings now exclusively on video.

WSC International Committee Year End Report - 2022-23

The International Committee's (InterCom) mission is to connect D.A. members around the world by supporting emerging fellowships and meetings, including in languages other than English. We focus on developing global initiatives and facilitating the exchange of information across countries and cultures. By better understanding the diverse ways in which people incur unsecured debt, the barriers to help and the consequences they face, we can further extend the hand of D.A. to suffering debtors anywhere in the world. .

InterCom members: While we acknowledge the reduction in diversity of our committee as a result of the more complex financial and logistical requirements of the in person WSC rather than the COVID online, we were still an international and eclectic group of D.A. members. Our members, from Kenya, Russia. Israel, France, Germany, UK, USA and Ireland, split into two distinct subcommittees to work on the range of action points developed at WSC in London in 2022. We were beautifully supported by our board liaison Roger from Canada.

Committee officers

Co-Chairs:	Shalini G and Evgeniy N
Vice Chair:	Jim G
Secretary:	Nicole S
Treasurer:	Eliana G (stepped down mid-year)
Tech Person:	Eliana G (stepped down mid-year)

In addition, each Intercom member had a role in keeping in touch informally with other WSC committees with the aim of co-operating on similar projects, and updating each other on work-in-progress during the year.

Informal committee liaisons

Tech	Eliana (stepped out mid-way)
Literature	Christina
PI	Alex (stepped down to be on the board)
Resource Development	Sahera
UUOC	Emmanuelle
Intergroup caucus	Serena
Spiritual Sustainable Earning	Joan

Conference	Stephanie
BDA	Nicole
HIP	Julie (dropped out early)
FCC	Laura
Internal Office	Jim

Recommended action points from WSC 2022

During the WSC 2022, the committee were able to satisfactorily amend the Mission Statement to the one above, to be more in line with the global, multi-lingual, connected nature of the committee. Also, at WSC 2022 we came up with the following as action points for the service year.

1. Continue to work with GSB on International listening calls with new fellowships/countries.
2. Continue the development of an international list of contacts that will be accessible to the worldwide fellowship, and exchange information with FCC, [PI](#), & UUOC, including those willing to offer service in different languages (outreach, translations sponsorship, speakers etc.).
3. Continue with virtual global events, in particular the International New Years' Marathon, which is both a celebration and a way of connecting the fellowship globally.
4. We propose to hold a Worldwide Traditions Workshop available in as many languages as possible.
5. Make the International Step Study template readily available as service literature to be approved by GSB.
6. Continue to collect and record D.A. stories and histories from around the world and make these readily available via a [potential](#) YouTube Channel [audio only], podcasts and any other means that reach people worldwide.
7. Research and develop more accessible outreach channels to those in rural and remote areas around the world, who may not have access to smartphones or the internet.
8. Research international payment options and collaborations for donations.
9. The International Committee holds a vision for a World Convention in the near future. In the meanwhile, it will support, share, and connect with existing international events.
10. We propose active collaboration between the [Conference Committee](#), UUOC, and the International Committee, and the [WSC Host](#) Committee to support the WSC in being as globally inclusive as possible.
11. Work with the Literature Committee to update the "Awareness Pamphlet" to include information about different ways to debt globally.

This work was divided between 2 subcommittees:-

Events and Outreach	CoChairs - Joan and Joanne
Content and Information	Co-Chairs – Christina and Stefanie

Events and Outreach Sub-Committee End of Year Report 2023

Team: Joan, Joanne, Evgeniy, Emmanuelle, Nicole, Laura, Sahera

Background

The Events and Outreach subcommittee endeavoured to continue and expand global events and connection between the Board and D.A. Fellowships in countries outside of the United States.

Summary of Activity

The WSC International Committee's Events & Outreach Subcommittee accomplished two worldwide events and two listening calls this year.

1. The 3rd Annual New Year's International D.A. Marathon

This year's Marathon exceeded all expectations. We had a full use of four Zoom channels accommodating 53 meetings, hosted by 13 Intergroups, 23 countries, 10 languages spoken, with an approximate headcount of 3,137 participants from 41 countries. We had two members for the first time from China (one from mainland China, one from Hong Kong), and three meetings from India (one in English, one in Hindi and English, and one in Tamil and English). None of this would have been possible without the dedicated service of at least 272 volunteers.

2. International Listening Calls

Listening Calls are an opportunity for D.A. Fellowships from around the world to directly connect with the General Service Board. Events & Outreach organized two Listening Calls this year. One with France D.A., a first opportunity for them to connect directly with the GSB. The other was a productive meeting with Russia D.A., focused primarily on Conference Approved Literature translation.

3. International Traditions Workshop

We held the first ever International Traditions Workshop, whose intention was to bring the traditions to as many people and countries as possible. It also was intended to provide a template of recordings and workshop scripts to support Intergroups, new fellowships, lone members and new meetings without any Experience, Strength and Hope in studying the D.A. Traditions. With four simultaneous workshops around the globe, it was a cooperation between six Intergroups and 26 countries. The total combined headcount was 1,085 with close to 41% of participation from Spanish speaking countries and regions. This could not have happened without the enthusiastic service of at least 175 members.

Content and Information

Team: Christina, Stefanie, Eliana, Shalini, Evgeniy, Joan, Serena

Background

Following the successful collection of a considerable number of international debting stories for an issue of *The Ways And Means* during service year 2021-2022 , this subcommittee wanted to continue to provide content, information and awareness and grow solutions for some of the particular challenges faced by debtors in further flung areas.

Activity

After some perambulatory attempts to deal with too many tasks, C&I opted to focus on the following:

1. **Make the International Step Study template readily available as service literature to be approved by GSB.** Stefanie, Joan, Christina

Created a proposal to the board to make the results of the International Step Study Workshop available as service resources (script plus audio recordings of shares as additional resources). This item is currently on the GSB agenda for consideration. A member of the sub-committee is applying to work on this as a Project Contributor next year.

2. **Continue to collect and record D.A. stories and histories from around the world and make these readily available via a YouTube Channel [audio only], podcasts and any other means that reach people worldwide.** Shalini, Christina, Evgeniy

Each member of InterComm and a few beyond have helped with this project. We presently have a growing collection of audio shares in Hebrew, French, Italian, Greek, Turkish, Russian, and are expecting Afrikaans, Zulu, Swahili, Arabic. Discussion is still taking place as to where these can be hosted – either on the EMEA site or a private YouTube Channel with links

3. **Work with the Literature Committee to update the “Awareness Pamphlet” to include information about different ways to debt globally.** Shalini, Stefanie

A separate collaborative sub-sub-committee with LitComm members met monthly to thoroughly review and make suggestions for areas in the Awareness pamphlet that could be more inclusive in terms of changes in the way people debt, as well as how debt is incurred in different parts of the world where credit cards are less prevalent. Among the items considered were including online debt, pernicious marketing, the rise of social media as an influencing factor in terms of debting and many more items. An outline and notes is almost ready to submit to Litcom in July for notes before onward movement to GSB Literature Publications.

4. **How to ensure continued participation of overseas groups in WSC, and the question of equity within D.A.**

In latter months, and particularly as it became clear post John H. Scholarship Fund allocations, how few of the International Committee would be returning to service as a result of being unable to attend WSC [due to financial constraints](#). The prospect of adjustments that would bring structures more in line with present D.A. worldwide make-up was extensively considered.

With a growing overseas attendance, and with supportive changes in technology even as borders tighten, the following points were discussed.

- Adjustment to the John H. Scholarship Fund to allow for more monies to be apportioned to newer, overseas/underserved groups in order for them to have a better chance of attendance. While the

current structure does serve one delegate of greatest need, the balance of the funds being spread out as they are to the widest audience means in practice they will end up with groups that have more established fundraising. This works well for North America, but less so for Europe, Africa, and the Middle East where, aside from the conference itself, there is also a need to service a flight and visa application, making attendance at WSC very costly, and mostly impossible. For a group, for example whose Tradition 7 collection is some \$5-10 a week, to try to find \$250 a month to service the conference cost isn't a reality.

- A new fund for underrepresented areas. Specific funds or fundraising events geared towards newer groups or countries.
- An adjustment to the requirement of physical presence at WSC – there are serving members of the committee who would be happy to serve again, but are unable to send a rep on the grounds of not securing funds. Additionally for a significant number of countries obtaining a visa is complex and unlikely (e.g. average processing times of at least a year in Kenya, almost 2 years in Brazil <https://travel.state.gov/content/travel/en/us-visas/visa-information-resources/global-visa-wait-times.html>). Given the conference is most commonly held in the US, this disadvantages nations who cannot gain access to the USA.
- Propose a virtual online conference on a rotational basis in the name of equality. During Covid, the number of international participants ballooned with the removal of the need to travel, manage visa and physical conference costs. This has an overall positive effect on the international growth of D.A. – a silver lining to the COVID chaos. With a cost of approximately \$200 USD, this method of meeting made it possible for many groups who would not have been able to vote, speak and serve at this level.
- The committee wishes to note that the above is in line with Concept 1 (all authority flows through groups and their members) and Concept 4, that espouses the need for equality. We also note the Inclusivity Statement, as well as the remote participation precedents set in 2017-20 (COVID adjustment notwithstanding).

Recommendations

That the World Service Conference be virtual on a rotational basis to allow for wider international attendance in line with the principle of equity that is part of the D.A. ethos.

The the World Service Conference revisit how the John H. Scholarship Fund is allocated to enable greater international participation and better support equity for the growing fellowship outside of North America and Europe.

InterComm was assigned no Issue or Concern from the WSC 2022.

It has been a remarkable experience to serve for three years on the International Committee, and to co-chair in this final year. I am grateful for the learning and the opportunity to do service. I also wish to note that if the 2020/21 had not been online, I would not have been able to do this committed service, and am grateful for the technology that allowed me to serve from my own country.

Compiled by Shalini

Co-Chair International Committee

2023 WSC Internal Operations Committee Report

ROSTER:

Chair - Piper N

Vice Chair – Judy B

Scribe/Secretary -

Treasurer - Betty S

Tech Liaison - Caroline P

Board Liaison - Paul M

Our committee started out with six members at WSC last year. We are currently four members.

We attempted to work with the office to make some improvements regarding furniture and the aesthetics of the space. The office ended up not needing our input or assistance with this.

The expansion of the phone lines has been an ongoing project for this committee. Many hours of research have been spent and we feel we are inching closer to a solution.

We invited other World Service committee members to come and share with us regarding their thoughts and ideas regarding the phone lines. We also invited members from other Twelve-Step fellowships to tell us how their phone lines operate.

We have the cooperation of the Board and we are moving toward a solution. We continue to figure out the logistics as well as all the moving parts.

Our hope is that D.A. will soon be more accessible to those in need. Expansion of the phone lines to an international, toll-free, 24-hour hotline will be a wonderful way to achieve this.

WSC Public Information Committee Report 2022-2023

Our committee was Seana, Chair of the Committee; Ellen, Vice Chair; Kris, Secretary; Pam tech person; and Olivia, Treasurer; with Tom R. as the committee liaison.

Activities August 2022 - June 2023

- Followed up on an article being researched by the Wall Street Journal regarding DA and Addiction. That has been put on hold by the journalist.
- Reinvigorating the UK Intergroup. One of our members is the London ISR. There are currently no GSRs in the UK so ISRs function as GSRs. PI members are going to other UK anonymous groups to make them aware of DA, charitable organizations, and religious bodies.
- Attended NYS recovery conference working with NYS Office of Addiction Services and Supports to inform them about DA. That office was instrumental in Getting Gamblers Anonymous included in the official diagnostic journal for mental disorders (DSM).
- Recruiting public information reps from local groups. Recommending annual participation in DA Action Day April 15th.

- Reviewed current material available on PI including PI Manual, recorded public service announcement (PSA) and the Getting Started Video and having them more easily found on the DA website.
- Participated in Media Contact Training in Oct. 2022 with the outgoing Appointed Committee Member (ACM) Siobhan. Supported Media Contract Training fellowship wide held by new ACM Laura Jan. 2023. Participated in second Media Contact Training led by ACM Laura in May 2023.
- Our tech person Pam helped with calls and videos on how to use the Shared Drive, and encouraged members to put all subcommittee work, agendas and minutes into Shared Drive 2022-23 to archive for future PI Committees.
- Met DA UK member who is developing a PSA for Facebook paid for by the UK Intergroup.
- Supported first Hindi/English Zoom meeting of DA/BDA with speakers, attending, and offering format and literature for its use. This group, the southern Indian Tamil group, and the English-speaking Indian DA group all participated in the New Years Marathon call.
- Contacted the Toronto subway system which allows Alanon to attract through PSAs. Found out the cost was prohibitive.
- The Lit Comm is considering a pamphlet targeted to young people. The PIC added input about a survey done last year on why young DA members joined, what current literature would be appropriate, and ongoing discussions about supporting a young persons DA meeting online. PI also agreed to review the draft from Lit Comm when available.
- Contacted a bankruptcy judge in Arkansas who referred us to the National Council Bankruptcy Judges in Austin, TX in October 2023. Two of our members will be attending with the help of the GSB.
- Presented information to the Brooklyn Red Hook Alternative Justice Center Director of Operations. She was enthusiastic and put us on the agenda to speak with the ten social workers at their monthly meeting. Two of us presented to them, and left materials, website information, our contact information, and are willing to give them other publications if they want.
- A member in Texas is putting the DA pamphlet at local libraries, stores, and at other 12 step program meeting rooms. supermarkets, other UK Anon groups, and the Anglican Church.
- Participated in Fellowship Wide Traditions Workshop on Tradition Six on June 3, 2023.
- Signed up to speak at WSC Fellowship Day on Step Eight.

Submitted by Seana A., Chair

2022-2023 WSC Resource Development Committee (RDC) Report

by Phil M Chair 6-19-23

The RDC began in Aug 2022 with 7 members.

The following subgroups were formed:

1. Treasurer Pamphlet – carry over from previous year
2. 7th Tradition contributions at the WSO level including Web page design.
3. Trustees support (GSB) focusing on revenue and service they need
4. Service Information with working document able to access Service information easily

Changes and progress:

Eventually, due to lack of any progress, the “Treasure pamphlet” group stopped and joined the Service group. Treasurer pamphlet concepts will be integrated into the service document without waiting for a Pamphlet to be developed.

As the year progressed eventually one member left the “Trustee support” group to personally and directly serve as a Project Contributor to a Trustee committee. And that group ended.

The RDC Trustee Liaison had to resign due to health issues and two other Trustees filled the role at different meeting to fill the vacancy. We are grateful for their service to the Committee.

End of year and moving forward:

The “Service information” group has developed a comprehensive list of service position descriptions. A working document able to access them easily has been created and is being worked on for full completion and implementation by the end of this July 2023.

I would be pleased to demonstrate this dynamically linked document to the Trustees.

I am willing to work with the Web Master to integrate it into the DA Web site.

Attached: is a copy of the list of the Service Descriptions covered.

Recommendations for the 2023-2024 RDC:

Focus on the RDC mission Statement (new last year) to encourage both Financial Support and Service, clarifying and communicating their importance to the fellowship.

- Continue to send two reminder notices for end of year contributions
- Continue to send regular reminders for the 7 7 7 suggested contributions
- Consider hosting a Fellowship Wide Call on Service, 7th Tradition or “Self-Supporting”
- Contribute articles to the “Focus” or “Ways and Means” publications.

WSC Spiritually Sustainable Earning Caucus End Of Year Report June, 2023

Caucus Members: Joan N (Chair), Drew S (Vice Chair)(Tech support), Rebecca C (Secretary), Geraldine H (Treasurer) Paul W, Graham O, Kerstin H, Will M, Taylor D, Julia B, Beatriz R Paul M (Board Liaison)

The SSEC has had an active and productive year. Our work is inspired by the 3 Spiritually Sustainable Earning meetings this Caucus helped create in 2020-2021 that are now thriving with enthusiastic attendance. There is now a 4th Spiritually Sustainable Earning meeting initiated by BDA Sydney in Australia, which extends this topic of DA recovery to the Asia Pacific.

To support Spiritually Sustainable Earning within the DA Fellowship, the SSE Caucus has the following subcommittees:

SSE Articulation (Signposts and Meeting Format)

This subcommittee completed the Meeting Format which was approved by the Board and will be in this year’s DAMS! This subcommittee also completed editing the Signposts and submitted it to the Board for approval as a service document. The board forwarded it to LitCom for consideration as Conference Approved Literature.

Fellowship Wide Calls

We had two successful FWC calls, one in December on “Spirit-Led Income Generation Without Debting” which had 270 attendees. The other was in June on “Opening To New Sources Of Income” and had 139 attendees.

Additional SSE Tools

This subcommittee completed a list of tools to support DA members with Spiritually Sustainable Earning and submitted it to the Board for approval as a service document. The board forwarded it to LitCom for consideration as Conference Approved Literature. There is a chance it will come before the Conference this August. We intend to recommend to next year’s Caucus to take each tool and develop a pamphlet outline to submit to LitCom for future pamphlets (there is a file of Tools Resources for next year’s caucus to draw upon).

SSE Income Generation/Ideas

This subcommittee brainstormed ways to generate income in order to inspire DA members to earn in a spiritually sustainable manner and are working on a pamphlet outline to submit to LitCom.

SSE Website A recommendation from last year was completed for an **SSE Website** as a unified area for the focus of Spiritually Sustainable Earning in DA <https://sites.google.com/view/dasse/> (an alternate link to it <https://tinyurl.com/SSEwebsite>).

2022-2023 SSEC Recommendations for SSEC 2023-24

1. Continue with SSE Fellowship Wide Calls
2. Continue to brainstorm ways to get the word out about Spiritually Sustainable Earning, here is the website <https://sites.google.com/view/dasse/> (alternate link) <https://tinyurl.com/SSEwebsite> This is available for the individual SSE DA meetings to use but also has a potential page for WSC SSEC use, contact Drew bdasydney@gmail.com for how to edit
3. recommend all SSEC members attend a SSEC meeting to understand what SSE is, to see in action the recovery this Caucus is supporting (list of meetings in the above mentioned website)
4. Recommend that the SSEC work with Litcom to develop SSE literature, specifically a SSE Pamphlet, including SSE Tools, SSE Signposts, and integrating the already approved Earnings Pamphlet (all of which are in the shared drive).
5. Continue working on the Income Generation Pamphlet using the outline saved in the google drive, [in this file](#) labeled 'to continue work for next year' (*this may be folded into the SSEC/LitCom subcommittee*)
5. Take the list of [SSE Tools](#) and develop Pamphlet concepts to be approved. There is a file on [Resources](#) in the google drive (*this may be folded into the SSEC/LitCom subcommittee*)
6. Recommend that at the SSEC monthly meetings, in addition to the SSE Caucus Statement of Purpose, to also read the SSE Definition (can be taken from the [SSE Meeting Format](#), so that new SSEC members come to understand what spiritually sustainable earning is.

Respectfully submitted,

Joan N. Chair Spiritually Sustainable Earning Caucus 2022-2023

WSC Tech Committee End of Year Report 2023

The WSC Technology Committee is composed of delegates who have experience with and/or interest in leveraging technology to grow the Fellowship of D.A. The Tech Committee focuses on harnessing technology to improve access to 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.

Members of the WSC 2022-23 Technology Committee included Roxie K. - CoChair, Megan P.- CoChair (previously Lorraine B.), Lorraine B - Secretary, Bryan Z. Kimberley S., Paul W., Kate E., Gemma S., and Chris R. has served as the GSB Liaison.

TechCom had no Issues & Concerns relevant to this committee that arose ahead of WSC 2022.

We had two subcommittees this year:

1. **Website Subcommittee**

Our subcommittee has continued to work on the findings of the DA website audit (done in 2020-21) combined with ideas and concepts established during the 2022 conference.

Identifying important changes that could be implemented in the short-term was our focus. We researched more user-friendly sites and decided that the O.A. site had the most user friendly functionality and contacted their designers getting information and costings. Note that we had no trustee for most of our committee year.

Also, we learned that D.A world service is more complex and takes longer to implement than new delegates initially realized; yet any bit of clarity and progress we can make is important. TechCom does not update the website directly. D.A. has a special worker who implements changes to D.A.'s Wordpress website. Changes must be approved by the Board before being implemented.

TechCom's role is to gather recommendations; research what is needed and how it might be possible (such as what exact wording, link, plugin, or professional service to use); and compile the recommendations into as specific, clear, and streamlined a way as we can to present to the Board (so it's easy for the Board to implement).

Our list of recommended changes:

- Replace 'Resources for Meetings & Groups' menu nomenclature with 'Creating New & Updating Meetings' (or Start New & Update Meetings) [presented, wording declined by board]
- Make the keyword 'DAMS' website searchable [presented, change has been implemented]
- Include 12 Concepts on same website page as 12 Steps & Tools [presented, location declined by board]
- International flags on splash page linking D.A. main English site to D.A. websites in other languages [not yet presented, more research needed]
- Clickable link for groups to submit items for announcements and calendar events to board for posting [not yet presented, more research needed]
- Change "Covid Offsite" nomenclature to "Zoom" or "Video" [presented, change is being implemented]
- Install a plugin to allow searching meetings based on time zone [board is redesigning D.A.'s meeting search feature and determining how this might be possible]

- We recommended that D.A. adhere to the European Privacy laws (GDPR*) and also the CCPA (California Consumer Privacy Act) - the US equivalent of GDPR, both with the website and data handling. Currently, D.A. is not compliant and could be subject to fines. We recommended one plugin to assist, which the board implemented, but does not solve all issues. We recommend board training to understand their legal obligations in this regard. [presented. waiting board response]
**The General Data Protection Regulation is a Regulation in EU law on data protection and privacy in the EU and the European Economic Area. The GDPR is an important component of EU privacy law and of human rights law, in particular Article 8 of the Charter of Fundamental Rights of the European Union.*
- For an easier understanding of the detailed report created in 2021 we created a slideshow about why the current site needs to be completely redesigned highlighting 6 main and general points for the board [presented. waiting board response]

2. **Tech & Tools Subcommittee**

- ***Tech Support Service Position***

All 13 of the WSC Committees & Caucuses choose a Tech Support Person at the 2022 WSC — the first year with 100% participation! We led a Technology Training on Wed ahead of the London 2022 WSC that 30+ delegates attended. We also ran a Google Drive training for the new tech support people (and other interested delegates) in November 2022. We are awaiting confirmation of timing for holding the WSC 2023 technology training session during/before the NYC area conference for all interested delegates. We urge the Board, the Conference Committee, & future TechCom for this training to become an annual feature at every WSC conference. Also, we crafted the Tech Support Person service position description for the Committee/Caucus Starter Kit.

- ***Shared Drive Folder Structure***

21-22 TechCom created a template folder to standardize the structure & contents within each committee/caucus Shared Drive within the folder for that year (e.g. “2022–23”). We are working with the GSB to populate each Committee/Caucus Shared Drive with this template folder contents at the start of each new conference year. As part of this process, we are working with the board to implement putting out a calendar of Important dates during the conference year (deadlines for reports, issues & concerns responses, DAMS wording changes, early motions, etc). This calendar would both be distributed to delegates for the conference as well as updated and available throughout the conference year.

- ***Numbers One Approach***

The electronic version of *The Numbers: One Approach* pamphlet has been a multiple year project. This year, we attested to the GSB that the content is essentially the same as the printed pamphlet, so it does not count as a new piece of literature. Now that it has been approved by the board, the electronic version will be finalized and posted to the website as a free download for the fellowship. Final version in Sheets is soon to be completed, with the Excel and Pages versions to follow.

- ***Donations by Text***

As our fellowship has transitioned from majority in person to largely digital meetings, so must we transition our 7th tradition collection to more digital methods. This year's Tech Committee did a trial period with Txt2Give, using the Stripe payment processing platform, to collect contributions. Upon the successful completion of the trial, we recommend the GSO adopt this technology as another way to receive 7th traditions. One can easily set up recurring monthly contributions on a personal mobile phone and also contribute via WhatsApp, enabling contributions from outside the US easily.

WSC Under-Served and Under-represented Outreach Committee (UUOC) End of year Report 2023

Introduction

The UUOC was formed in August 2022 having previously been a caucus.

The overarching aim of the Under-served and Under-represented Outreach Committee is to reach the under-served, and under-represented debtor who still suffers.

In order to achieve this aim the committee members seek to

- 1) Work together to determine where the under-served debtors are and how to reach them.
- 2) To help debtors from under-represented demographics to feel more included within Debtors Anonymous.

Membership

The UUOC is co-chaired by Andrea and Mary-Ellen. The year started with 11 members. At the end of year point, the membership is:

Yanira – Secretary, Will - IT support and Paul and Roger is our GSB liaison.

All current members intend to remain on UUOC

Subcommittees

To meet the aims outlined above, we formed the following sub-committees:

Inclusivity, Mapping, Safety, Anti-Racism and Equality, Diversity and Accessibility.

The committee and subcommittees meet monthly on the third Sunday of each month. The committee has met every month except December when it was decided to postpone the meeting due to Christmas clashes.

Actions Taken by the mid – year point

Committee members joined related subcommittees of the WSC Literature Committee.

Shared the message about the new Inclusivity Statement with groups who are beginning to adopt it into their meeting formats.

Assisted the GSB with potential applicants for the vacant Board and Appointed Committee Member (ACM) or Project Contributor (PC) roles.

Brainstorming for the Safety Statement and planning for the fellowship-wide call on 4th June 2023.

Race and Debt - increasing diversity of membership of the WSC Lit Com Race and Debt subcommittee.

Assisting with sourcing contributors for the pamphlet *Black Voices*.

Sourced a software package to enable mapping of the world to identify geographical areas that lack access to D.A. meetings.

Additional Actions by end of year

MAPPING

It was agreed that the plan to have a geographical map was redundant as a geographical and interactive map is already on debtorsanonymous.org.

UUOC decided that to have a fellowship-wide survey of the demographic details of our membership worldwide would be more beneficial. Approach was made to the Board for assistance. Recommendation to be made to the Board for a survey to be initiated with input from UUOC to ensure diversity covered by the questions.

Mapping to focus on outreach and approach will be made to the PI and HIPP committees for collaboration.

ANTI RACISM

Addressed an Issue & Concern. UUOC voted to approve a response which was then provided.

EQUALITY, DIVERSITY & ACCESSIBILITY, together with INCLUSIVITY

Efforts were made for wide DA distribution of the (new {summer 2022}) Inclusivity Statement. One member's share on the personal meaning and value of the Inclusivity Statement was published in the DA Focus newsletter.

Information was also shared at the individual meeting level, including Black in DA, on the vacant board and Appointed Committee Member positions.

SAFETY

Joint with Lit Comm

Fellowship wide call held in June 2023

GENDER-NEUTRALITY/SPIRITUAL PATH NEUTRALITY.

Joint with Lit Comm.

Worked on gender neutral language in the PRG Pamphlet. Recommendation made to the Board, who agreed with the proposal. Aim to work on a pamphlet in the coming conference year addressing what could be called spiritual diversity or spiritual neutrality or personal and individual concepts of "a power greater than ourselves".

Andrea and Mary-Ellen.

