

**The 2024 Annual Debtors Anonymous
World Service Conference
38th Annual Report**

**2024 Convocation Minutes, General Service Board
Reports, Committee Reports and Caucus Reports**

**Ottawa, Ontario Canada
August 7-11, 2024**

Anonymity

This report contains the names of delegates who attended the 2024 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 2025
Conference.

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SECTION 1: SUMMARY OF 2024 WSC MOTIONS and RECOMMENDATIONS:

Business Debtors Anonymous Committee

No motions.

Recommendation 1: Currently information about Business Debtors Anonymous (BDA) can be found in the sub-menu of the “Getting Started” tab. We recommend that it also be added to the “About DA” menu tab so that newcomers can find it more easily.

Recommendation 2: We would like to add three links to the BDA sub-menu of “What is Business Debtor’s Anonymous” of the D.A. website:

- Free BDA tools pamphlet
- BDA meetings schedule
- BDA conference-approved literature

Recommendation 3: We ask that when DA meetings meet a new member that is a business owner, please inform that member that there are dedicated Business Debtors Anonymous meetings.

Conference Committee

Motion 1: The Conference Committee moves to accept the bid from San Francisco to host the 2026 World Service Conference in San Francisco, California USA.

Outcome: For 89 / Against 4 / no Minority Opinion expressed: **Motion Passed by substantial unanimity**

Motion 2: The Conference Committee moves that the following language is added to the Debtors Anonymous Manual for Service (DAMS): Removal of a Group’s Meeting Information “Each group is autonomous except in matters affecting other groups or D.A. as a whole”. (D.A. Fourth Tradition). The General Service Board (GSB) takes seriously the rare need to remove a group’s meeting listing. The following is a list of reasons for removal:

- Multiple complaints that a Group is bringing D.A.’s name into disrepute through serious violations of the Traditions.
- Repeated notifications that no one is present at a meeting’s location.
- The group requires payment to attend a meeting or to participate in a workshop.
- A D.A. Group/Meeting is also registered with another Twelve-Step fellowship.

There is always a Right of Appeal and we welcome communication from the group in question. The meeting will be removed by the Office Manager acting under the supervision of the GSB.

Outcome: For 49 / Against 32: **Motion Failed**

Recommendation 1: The Conference Committee recommends that all WSC Committee’s prioritize submission of significant Motions as Early Motions.

Background: Response to Issue and Concern 24-07. This will give members of the fellowship a greater opportunity to debate and advise their WSC delegates on motions.

Recommendation 2: The Conference Committee recommends the following to support yourself and additional General Service Representatives (GSRs) and Intergroup Service Representatives (ISRs) in attending the WSC:

- Fundraise throughout the year
- Review your meeting's weekly 7th tradition announcement and add a separate collection for the GSR/ISR rep, stating, "Our weekly GSR collection needs to reach or exceed \$___". (Base it on your current WSC budget and adjust as needed)
- Take advantage of the fundraising suggestions listed in the Debtors Anonymous Manual for Service (DAMS) at the bottom of page 50, "A Guide to In-Person and Virtual Special Events," and consider creating a fundraiser for your meeting and/or collaborating with another meeting.

Recommendation 3: The Conference Committee recommends General Service Representatives (GSRs) and Intergroup Service Representatives (ISRs) review the “Service Opportunities” on debtorsanonymous.org and familiarize themselves with the Appointed Committee Member (ACM) and Project Contributor (PC) roles as a way to continue to serve the fellowship.

Fellowship Communications Committee

Motion 1: The Fellowship Communications Committee (FCC) moves to change the name of the online publication "Ways and Means" to "WITHIN OUR MEANS".

Outcome: For 55 / Against 28: **Motion Failed (just under the ⅔ needed to pass)**

Motion 2: The FCC proposes the Fellowship recognize, annually on April 15, the founding of Debtors Anonymous on April 15, 1976 with "D.A. FOUNDERS’ DAY".

Motion Passed by general consent

Motion 3: The FCC moves to change the Celebration of Promise 6 Day (P6D) from the month of April to the month of June.

Motion Passed with a majority but not unanimous

Motion 4: The FCC moves to change the FCC Mission Statement by adding "and oversees D.A. Founders' Day".

Motion Passed unanimously

Recommendation 1: The FCC recommends a Space be created on our website, to provide easier access to committee and caucus reporting.

Hospitals, Institutions and Prisons Committee

No motions. No recommendations.

Intergroup Caucus

Recommendation 1: The Intergroup Caucus supports the Underserved and Underrepresented Outreach Committee (UUOC) in recommending that Intergroup Service Representatives (ISRs) and General Service Representatives (GSRs) review the following with their meetings: a) the existing "Safety Guidelines" and b) the "Inclusivity Statement," to encourage inclusion and safety in their groups. We recommend this is done in the manner that UUOC has suggested.

International Committee

Motion 1: The International Committee moves that the name of the WSC International Committee be changed to the WSC Global Committee.

Motion Passed by general consent

Motion 2: The International Committee moves to amend the Mission of the statement of the WSC Global Committee to strike out "International Committee" and replace with "Global Committee" and to strike out "across countries and cultures".

Outcome: For: 76 / Against 8: **Motion Passed**

Recommendation 1: The International Committee, along with the Underserved and Underrepresented Outreach Committee (UUOC), recommends to the General Service Board (GSB) to change Chapter Five, Section F. of the Debtors Anonymous Manual for Service (DAMS) Who may attend World Service Conference (WSC) Committee Meetings as follows, effective immediately: When a returning General Service Representative (GSR) or Intergroup Service Representative (ISR) is unable to attend the WSC in person due to reasonable grounds like visa constraints, health issues, disabilities, insufficient funds, the delegate may continue to participate outside the conference as a voting member of the WSC Committee for which they actively served in the previous conference year. The continuation of this service shall be fulfilled each year and limited to the completion of a 3-year term of a GSR or ISR. In order to continue service on the WSC Committee without being at the WSC in person the following requirements shall be fulfilled:

- A record of active participation throughout the previous conference year
- A report of effort that has been taken to attend the WSC in person, e.g. spending plan, report of fundraising activities, application to John H. Fund, report of visa application process. The requirements shall be reviewed and approved by the outgoing WSC Committee before the end of the conference year and a recommendation with contact information is made to the incoming committee. At the WSC, a group conscience by the incoming WSC Committee shall be made. Unanimous consent of the incoming WSC Committee is required for the delegate to return to their service for that WSC Committee. The delegate will begin their service at the first committee business meeting after the WSC.

Recommendation 2: To the Technology Committee we recommend that they research best practice for language translation solutions for the website and present a proposal accordingly to the General Service Board (GSB). An example of best practice is oa.org.

Literature Committee

Motion 1: The WSC Literature Committee, together with the Underserved and Underrepresented Outreach Committee (UUOC), moves that the Conference approve the concept of a pamphlet on Gender Identity and Debt: Voices of Gender-expansive Debtors.

Outcome: For 53 / Against 27: **Motion Failed (just under the 2/3 needed to pass)**

Recommendation 1: We recommend that Literature Publications and Literature Services create a "Literature In the Works" section on the website to keep the fellowship updated and perhaps draw interest for Special Worker volunteers.

Recommendation 2: We recommend that the Technology Committee continue the work for the Literature Submissions Page, potentially creating a simplified online form with dropdown menus for all the voices pamphlets that they can choose to submit stories for, *Ways and Means*, and with an assignment of rights. The goal is one centralized place for collecting and submitting stories.

Recommendation 3: We recommend that Literature Publications and Literature Services creates a virtual literature hub on the website, which includes dropdown menus for Ordering Literature, Submitting Stories, Free Downloadable Literature, Newcomer Packet/Start Here.

Recommendation 4: We recommend that the General Service Board (GSB) makes the Newcomer Packet electronic and free so it can be shared with newcomers on virtual meetings. We recommend that, for the time being, the free, downloadable newcomer packet be filed under "getting started", and then eventually have it moved to the literature hub dropdown menu.

Public Information Committee

No motions. No recommendations.

Resource Development Committee

No motions.

Recommendation 1: The Resource Development Committee recommends to the General Service Board (GSB) to change the following language in the Debtors Anonymous Manual for Service (DAMS) which will directly affect the meeting formats available on the DA website or any other places this is reiterated: AFTER all the group's needs are met, including fully funding the group's General Service Representative (GSR) to attend the annual World Service Conference (WSC), it is SUGGESTED the group disperse its SURPLUS OF FUNDS in the following manner: 25% GSB 25% Intergroup 25% Area Group 25% John H. Scholarship OR percentages determined according to group conscience.

Spiritually Sustainable Earnings Caucus

No Recommendations.

Technology Committee

No motions.

Recommendation 1: The Technology Committee (TechCom) recommends that the General Service Board (GSB) add a line item in the spending plan to hire a professional technology worker to provide tech support to the GSB and the fellowship.

Recommendation 2: The TechCom recommends that the Fellowship Communications Committee (FCC) curate a newcomers edition of *Ways and Means* that could be used in conjunction with a newcomers mailing list.

Recommendation 3: The TechCom recommends inviting a previous TechCom member as a PC (Project Contributor) to present their findings on their extensive newcomer UX (user experience) research done for the website, with intention to submit changes to the GSB for approval.

Underserved and Underrepresented Outreach Committee

No Motions.

Recommendation 1: The Underserved and Underrepresented Outreach Committee (UUOC) recommends that Intergroup Service Representatives (ISRs) and General Service Representatives (GSRs) review the existing "Safety Guidelines" with their meetings. This document is available on the Debtors Anonymous website under "Meeting Information" and then select "Resources for Meetings and Groups" drop down menu <https://debtorsanonymous.org/fellowship-services/resources-for-groups/>

Recommendation 2: The UUOC recommends that ISRs and GSRs review the "Inclusivity Statement," with their meetings for encouraged inclusion in their groups' format. This document is available on the Debtors Anonymous website under "Meeting Information" and then select "Resources for Meetings and Groups" drop down menu <https://debtorsanonymous.org/fellowship-services/resources-for-groups/>

Recommendation 3: The UUOC recommends that the Conference Committee bring forth an early motion for 2025 to change the charter to enable the possibility of a virtual World Service Conference, to provide for the participation of as many of the 567 groups and 27 countries as possible.

SECTION 2: 2024 CONVOCATION MINUTES

Day 1 – August 10, 2024, Saturday

The Chair, Josie P., **opened with the Serenity Prayer** in two languages.

After announcements were made, the **Conference Charter of Debtors Anonymous was read.**

The Parliamentarian, Michael M., gave a **brief introduction to parliamentary procedure** and Robert's Rules of Order.

The Agenda was adopted.

Substantial unanimity was established as a two third vote of the voting members of the conference. There were 91 present so the **quorum was 61.**

The 2023 WSC Minutes were adopted.

Committee and Caucus reports were given.

Business Debtors Anonymous

Hi, everyone. I'm Michelle. I'm a debtor and a business owner. I'm grateful to be serving as the chair of this year's Business Debtors Anonymous (BDA) committee. This year, we've called ourselves the Fantastic Five. We're a mighty team with recovery in BDA. If I could identify right now the BDA committee members: Greg, George, Mary, and Victoria.

One of our main goals is to create more visibility in BDA on the D.A. website. So that means when you are opening the D.A. website for the first time, you can easily see, if you are a business owner, that there is help for you and if you're self employed or if you're a business owner.

We don't have any motions, but we do have recommendations.

1. Currently information about Business Debtors Anonymous (BDA) can be found in the sub-menu of the "Getting Started" tab. We recommend that it also be added to the "About D.A." menu tab so that newcomers can find it more easily.
2. We would like to add three links to the BDA sub-menu of "What is Business Debtor's Anonymous?" of the D.A. website:
 - o Free BDA tools pamphlet
 - o BDA meetings schedule
 - o BDA conference-approved literature
3. We ask that when D.A. meetings meet a new member that is a business owner, please inform that member that there are dedicated Business Debtors Anonymous meetings.

We have five goals:

1. To develop a BDA spiritually-inspired numbers tracking system, based on the previously approved "D.A. Numbers One Approach" template. This tracking sheet aligns with the BDA tools and would be accessible on the D.A. website.
2. To develop the concept of a fellowship-wide webinar that supports BDA members on creating a one-page spiritual business plan.
3. To create a quarterly series of fellowship-wide calls offering experience, strength, and hope through a BDA speaker series. We will invite people through an e-blast. A podcast series can be created from these recordings.
4. To create a podcast on "BDA Tools for Success" focusing on taxes, contracts, marketing, and hiring.
5. To review the three outlines for pamphlets being returned by the Literature Committee and assess how those documents support our current initiatives and then decide how to amend and proceed.
6. To consider the 2024 WSC Conference Issues and Concerns as pertains to BDA.

The other thing that we're really trying to do this year that we didn't do last year is we're really trying to create more bridges and more collaborations with the other committees and be liaisons. So we each are liaisons to different committees. And we'll be reaching out to you in hope that we can establish our initiative of more visibility of BDA. So that's it. Thank you everyone for your service.

Underserved and Underrepresented Outreach Committee

We have an amazing committee of 17 members. This year we met, obviously to determine the direction for the committee for this year. We established six subcommittees this year to address the following areas:

1. We will continue the work on the fellowship-wide survey project that was started last year, starting by consulting with other fellowships who have consulted their own fellowship-wide surveys, completing a spending plan for that survey to deliver to the board.

2. We also have a committee dedicated to fostering uncomfortable conversations within the fellowship. This subcommittee will address several areas of concern involving the necessity of effective and inclusive conversations around the following: board diversity, crosstalk, the weaponization of Tradition Ten, and the possibility of future virtual conferences.
3. We are also continuing the work on the race and debt pamphlet that was approved in previous years. We'll be taking that on this year.
4. We also want to continue the work that was started last year on looking at the allocation of the John H. Scholarship funds to promote more inclusivity and diversity among GSRs who are able to attend the conference each year.
5. We also have a subcommittee that will be looking at unhoused recovery. This subcommittee will first consult with debtors who have experienced homelessness as part of their debt story. If anyone knows anyone within the fellowship who has experienced being without a home as part of their debt story, please get in touch with me and I'll make sure to connect you with the subcommittee as we look to get more information about this experience within the fellowship.
6. We also have a subcommittee which will be looking at a series of fellowship-wide calls addressing these various topics and supporting those committees and getting the message out to the debtor who still suffers within and without the program.

We don't have any motions this year, but we do have three recommendations:

1. The Underserved and Underrepresented Outreach Committee (UUOC) recommends that Intergroup Service Representatives (ISRs) and General Service Representatives (GSRs) review the existing "Safety Guidelines" with their meetings. This document is available on the Debtors Anonymous website under "Meeting Information" and then select "Resources for Meetings and Groups" drop down menu <https://debtorsanonymous.org/fellowship-services/resources-for-groups/>
2. The UUOC recommends that ISRs and GSRs review the "Inclusivity Statement," with their meetings for encouraged inclusion in their groups' format. This document is available on the Debtors Anonymous website under "Meeting Information" and then select "Resources for Meetings and Groups" drop down menu <https://debtorsanonymous.org/fellowship-services/resources-for-groups/>
3. The UUOC recommends that the Conference Committee bring forth an early motion for 2025 to change the charter to enable the possibility of a virtual World Service Conference, to provide for the participation of as many of the 567 groups and 27 countries as possible.

International Committee

Hi, I'm Claire. We, the International Committee, have ten members this year, many of them returning. We have Angela, Stefanie, Steve, Howie, Julie, Seana, Ragma, Drew, and Robin. Committee positions are Chair: Claire, Vice Chair: Seana, Secretary: Angela, Treasurer: Howie, Tech Support: Stefanie.

Our vision for this year is to cultivate individual mindset from local to global. We are going to support emerging fellowships from a local to a global mindset with multiple access points to D.A. so that we:

- Attract the still suffering debtors
- Provide the tools for a strong foundation of recovery
- Build local and regional meetings and groups

So we're providing the debtor who still suffers, giving them the tools to build a strong foundation of recovery for themselves, local groups, area, Intergroup and the world across the fellowship—including D.A. and BDA.

We have several action items. We will focus on three main projects in addition to continuing to push forward some of the unfinished work we had from 2023/2024.

1. Global Contact List: We've already started coming up with a list of bi/multilingual fellows and coordination of requests. We will continue to build this database.
2. Step Study Workshops: We will develop guidelines and support the implementation of step study workshops in new and emerging fellowships. In so doing, establishing a foundation of recovery that can be replicated in different countries, regions to reach the still suffering debtor.
3. Tools Challenge and Recovery Resources: Implementation of D.A. conference approved literature based Tools Challenge and/or a recovery resource that can be replicated globally. This project would establish healthy habits for new and emerging fellows and meetings whilst developing capacity for sponsoring and step studies.

We did not have any issues and concerns that have been directed for the committee to address. We do have two motions.

Motion 1: The International Committee moves that the name of the WSC International Committee be changed to the WSC Global Committee.

Discussion:

- I love this idea and this motion because I've always thought that the word global should be the right word for what we are. I think that it includes a lot more than the word international.

- As one of the people out in the global arena, people that are not part of the US and even Canada, the genie's out the bottle. That's what the pandemic did. It took the fellowship from being very Ameri-centric to actually being a global fellowship. The need for the still suffering debtor around the world is what the focus is and it's also about threading it through all of the other committees. Our request from the International Committee is that each of the committees start focusing on the work that they're doing as a global initiative as opposed to something that's purely local.
- Where is this going to be changed and how much is it going to cost? Is it going to be global? Is that referenced in the website? All of our literature?
It's purely the WSC Committee that are asking for their own name to change. So there's no cost. There's a little edit to the DAMS and on the website so there's no real cost to it. It's not changing the name of Debtors Anonymous, it's changing the name of one committee.

After discussion, the chair moved to a vote and the **motion passed by general consent.**

Motion 2: The International Committee moves to amend the Mission of the statement of the WSC Global Committee to strike out “International Committee” and replace with “Global Committee” and to strike out “across countries and cultures”.

Discussion:

- I'm a GSR so if we have a motion at a meeting, the expectation is it's in the DAMS, but not everybody knows how to get there. It's hard for me to follow so I need a little time to look at that as compared to what they're proposing. Technologically, it's a little difficult to create slides like that overnight.
Page 77 of the DAMS, which is right behind you, has the current mission statement.
We are taking out “across countries and cultures” – that's the old original or the new. The original says the International Committee's mission is to connect... We focus on developing global initiatives and facilitating the exchange of information across countries and cultures. We are recommending the motion to say, we focus on developing global initiatives and facilitating the exchange of information. Period. Just that one sentence. That's the only change other than the name change.
- Would it make sense to also strike the part about English speaking there? It occurred to me when you were talking about this, us versus them divisiveness. The part that says including in languages other than English.
That's not parliamentary right now because it's outside the committee's already proposed amendment. So while that may be useful as a suggestion for next year, it's outside the purview of the committee's proposed amendment, which is only to change one word because the name changed and take out those four words, and this would be a different change. The committee needs time to think that through and make a recommendation before it comes back on the floor, because it's outside the scope of the change proposed.
Okay, thanks. I will take note of it and bring it back to my committee.
- Can I suggest this is two separate motions? Obviously we need to change the name of the committee but we might not all agree to take out those words. And it can't just be one motion.
So you're asking for a division of the question into two: whether to change “International” for “Global” and taking out the four words? That could be seen as substantive, but it's a different issue from the name change and could be seen as a wordsmithing. If people want a division, then it takes a majority vote to divide a question into two. Is there any objection to dividing the question? There is an objection to dividing the question. So if we keep it together, that means if it's voted down, you're voting down “Global.” It sounds to me the motion to divide is not debatable, but it does take a majority vote.

The chair moved to a vote about dividing the motion into two so that we “strikeout International Committee” as one motion and replace with “strikeout International and replace with Global” as one motion. And then the second motion is to “strike out across countries and cultures.” 27 For / 55 Against **The motion to divide did not pass.**

The chair moved to continue debate of the motion: The International Committee moves to amend the mission statement of the WSC Global Committee to strike out International Committee and replace with Global Committee and to strike out across countries and cultures.

- I don't like the idea of taking out cultures, because it's not necessarily the country they're in. I think it should say all languages, rather than striking out the part about other than English, I should say all languages, and certainly including all cultures.

After discussion, the chair moved to a vote and the **motion passed.**

The minority opinion was heard:

- I just voted no because I think the motion itself is problematic. We already voted to change the name, so I don't understand why that part is in this motion, and I am voting no to the change of those four words. But since I have to vote no to both, I voted no.

The chair confirmed that nobody changed their vote after hearing the minority opinion.

Intergroup Caucus

I'm Ellen. I'm a debtor and under earner from New York. And I'm Judy. I'm a debtor. And we are your co chairs of the Intergroup caucus. The Intergroup Caucus met last night. We have seven members, and we have lots of good tech support in that group. So Gill is our liaison from the board, and we filled all our service positions and set our next meeting date. We reviewed the issues and concerns given to us.

As a result, we voted to support the recommendations of the Underserved and Underrepresented Outreach Committee (UUOC), recommending that Intergroup Service Representatives (ISRs) and General Service Representatives (GSRs) review the following with their meetings:

1. Existing safety guidelines
2. The inclusivity statement to encourage inclusion and safety in their groups

We recommend it done in the manner that the UUOC has suggested.

We felt that was important, and went on to discuss potential goals and activities for the year 2024 to 2025.

1. We wish to establish access to all Intergroups, as well as regional area groups, remote and in person, in order to improve communication and share procedures and events for that. If there's anyone from an Intergroup or regional area group who wants to give us their information before the end of the conference, that would be helpful.
2. We may continue the work of the previous caucus on a survey of Intergroups and Regional Area Groups (RAGS).
3. We may establish a webpage for Intergroups and RAGs. We will continue this process. We didn't finalize our goals, our subcommittees, but we'll continue that, as well as encourage more ISRs to join us and share their contact information with us.

Fellowship Communications Committee

Good morning. Bonjour. My name is Claudette and I'm a compulsive debtor. I'd like to present the wonderful Fellowship Communication Committee (FCC). We have Ken, Alpha, Geraldine, Marianne, Katie, Monty and myself. Terrific group to work with. Our committee's main objective is to communicate at all levels from the General Service Representative (GSR), from the member, the new member to the General Service Board (GSB), the General Service Office (GSO).

Motion 1: FCC moves that we change the name of the online publication "*Ways & Means*" to "*Within Our Means*." We receive issues and concerns from the fellowship from members all around the world who are welcome to write in issues and concerns. This comes from an issue and concern from the Croton Solvency First Group. We found that he wrote so well the whole thinking process behind changing the name that I'd like to read it all to you all.

I'd like to propose a new name for the "*Ways & Means*", changing it to "*Within Our Means*." While the original newsletter title has historical value, most of us don't really get what it means. Also, it sounds more like a D.A. Board newsletter addressing the financial interests of a not-for-profit organization rather than a fellowship-wide communication resource. The proposed new title "*Within Our Means*" serves two appealing purposes and presents a clearer sense of purpose. First, it supports our primary purpose, a desire to stop incurring unsecured debt one day at a time. In other words, living within our means. Secondly, it suggests how the gifts of the program, as described in detail in the Promises, are well within our means when we work the program. In addition, it's inclusive whether you under-earn, overspend, depend on creditors to get by, or live in pauperism. Living within our means is a goal we all can understand, and it would help newcomers better understand the program as well.

Respectfully submitted, on April 10, 2024.

Discussion:

- "Within Our Means" resonates with me in a way that "Ways and Means" never did. Thank you.
- I'm the chair of the subcommittee for the now "Ways and Means" article. After reading the issues and concerns, we were really moved by their submission and it really helped us. So that's why we decided to go forth with this motion to change "Ways and Means" to "Within Our Means." We think it may speak to the newcomer and get more people to click in and read the article, hopefully. Thank you.
- My first impression is that "Ways and Means" has a vision part of it, like a path, and "Within our Means" seems limited. But also, I am a debtor, so I don't really like limits. But the vision part is the part that is missing in that. Thank you.

After discussion, the chair moved to a vote. The minority opinion was heard:

- I was voting against because while I understand that "Ways and Means" conveys something connected to government and almost vague, it actually does speak to finding ways and means to build, to find more. Whereas "Within Our Means," we do strive to live within our means, but not let our means define us. And so for me, it feels almost like a slogan, a reference to one of our promises, part of our literature. But I don't feel it properly represents how "Ways and Means" is intended.

The chair asked if anyone wanted to change their vote after hearing the minority opinion. Request was made to change a vote and discussion ensued. Final vote was taken (155 For / 28 Against) and the **motion failed**.

Motion 2: The FCC proposes the Fellowship recognize, annually on April 15, the founding of Debtors Anonymous on April 15, 1976 with "D.A. FOUNDERS' DAY".

Discussion:

- I realize that DA is such a wonderful, awesome program and there was a start date. There's a history behind this that you can find on debtorsanonymous.org website. It showed that on April 15, 1976, it finally really kicked off as an official DA fellowship. And so we are the Fellowship Communication Committee and that is our purpose, our goal, to communicate. So we thought we would add this as an event. We do Promise 6th Day at the moment and we would add the DA Fellowship Anniversary, Founders Day. That's the rationale.
- I have a request from someone in the UK Intergroup:
To create a Founders Day would mean an annual event taking place in April starting in 2026 and celebrating 50 years of DA. The local group was in favour of changing the Celebration of Promise 6 Day to the month of June, the 6th month. Isolation will give way to fellowship and faith will replace fear. The two proposals seem to be linked, but the second one was passed by the group.

After discussion, the chair moved to a vote and the **motion passed by general consent**.

Motion 3: The FCC moves to change the Celebration of Promise 6 Day (P6D) from the month of April to the month of June.

Discussion:

- June is leading into the conference and there's so much going on in the month of June that people have to get together to get their scholarships. Do this, do that. I think it would be difficult for people to get involved. I think leaving it in April is more neutral. That's the only reason why I'm against it.

After discussion, the chair moved to a vote and the **motion passed with a majority but not unanimously**.

Motion 4: The FCC moves to change the FCC Mission Statement by adding "and oversees D.A. Founders' Day".

There was no discussion so the chair called for a vote and the **motion passed unanimously**.

Hospitals, Institutions and Prisons

Hello, everybody. I'm Katherine. I'm a compulsive debtor. I am the new chair of the Hospitals, Institutions and Prisons (HIP) Committee. We have three members: Pam, Helen, and myself. We have no motions or recommendations.

Things that we would like to work on:

- Incorporate language that uses the term H.I.P. instead of the word "hip." We heard from members at large that might be a more concerning way since being in a prison, a hospital or an institution is not at all hip.
- Continue the work of the outgoing committee for ongoing outreach to the debtor who still suffers.
- Continue outreach to the AA community for contact information into local county jails and prisons.
- Continue outreach to hospitals with a focus on medical debt. Outreach will start with hospital Finance Services.
- Pursue more outreach covering mental health services.
- Continue discussion in our September meeting that comes out of further study of the HIP Starter Kit because it gives such clear guidance on outreach and how we can take the steps to do that in a way that's in conformance with DA principles.
- Research to see if there is a therapeutic model that exists to help the compulsive debtor.
- Research and discuss best practices for outreach to all the above with the intention of using our HIP Starter Kit.

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

Day 2 – August 11, 2024, Sunday

The Chair, Josie P., welcomed everyone back to the second half of the convocation.

Conference Committee

Committee Members: Vice Chair: Trudie, Secretary: Robin, Treasurer and Time Keeper: McCready, Tech Support: Wendie, Graham, Melek, Michael

We have set up two sub-committees for the year, which include:

1. Voting Procedure Sub Committee: who will look into the current voting procedures contained in the Charter and offer possible updates to these procedures. This sub committee was formed as a response to concerns raised about current voting procedures giving too much weight to non-voting groups.
2. Mentor Mentee Sub Committee: who will seek to make even more improvements to the program this year which, in collaboration with Tech Comm will, includes some fancy tech advancements.

Other Items on the Agenda for this year:

1. Our committee as a whole will continue work on a Motion to Amend the Charter to allow for the possibility of a virtual conference and intend to submit it as an Early Motion for the upcoming conference year. We would like to work with as many Committee's as possible on this initiative to offer a well thought out and carefully considered motion on this topic.
2. We will also be continuing some of the recommendations made by last years John H Sub Committee, which include:
 - o John H Fundraising Flyer / E Blast / Energizing Marketing Initiative to raise awareness about the fund and encourage donations
 - o Addition of John H Donation information to website

Motion 1: The Conference Committee moves to accept the bid from San Francisco to host the 2026 World Service Conference in San Francisco, California USA.

Outcome: For 89 / Against 4 / no Minority Opinion expressed: **Motion Passed by substantial unanimity**

Motion 2: The Conference Committee moves that the following language is added to the Debtors Anonymous Manual for Service (DAMS): Removal of a Group's Meeting Information "Each group is autonomous except in matters affecting other groups or D.A. as a whole". (D.A. Fourth Tradition). The General Service Board (GSB) takes seriously the rare need to remove a group's meeting listing. The following is a list of reasons for removal:

- Multiple complaints that a Group is bringing D.A.'s name into disrepute through serious violations of the Traditions.
- Repeated notifications that no one is present at a meeting's location.
- The group requires payment to attend a meeting or to participate in a workshop.
- A D.A. Group/Meeting is also registered with another Twelve-Step fellowship.

There is always a Right of Appeal and we welcome communication from the group in question. The meeting will be removed by the Office Manager acting under the supervision of the Board.

Outcome: For 49 / Against 32: **Motion Failed**

Recommendation 1: The Conference Committee recommends that all WSC Committee's prioritize submission of significant Motions as Early Motions.

Background: Response to Issue and Concern 24-07. This will give members of the fellowship a greater opportunity to debate and advise their WSC delegates on motions.

Recommendation 2: The Conference Committee recommends the following to support yourself and additional General Service Representatives (GSRs) and Intergroup Service Representatives (ISRs) in attending the WSC:

- Fundraise throughout the year
- Review your meeting's weekly 7th tradition announcement and add a separate collection for the GSR/ISR rep, stating, "Our weekly GSR collection needs to reach or exceed \$___". (Base it on your current WSC budget and adjust as needed)
- Take advantage of the fundraising suggestions listed in the Debtors Anonymous Manual for Service (DAMS) at the bottom of page 50, "A Guide to In-Person and Virtual Special Events," and consider creating a fundraiser for your meeting and/or collaborating with another meeting.

Recommendation 3: The Conference Committee recommends General Service Representatives (GSRs) and Intergroup Service Representatives (ISRs) review the "Service Opportunities" on debtorsanonymous.org and familiarize themselves with the Appointed Committee Member (ACM) and Project Contributor (PC) roles as a way to continue to serve the fellowship.

Technology Committee

Statement of Purpose: The Technology Committee (TechCom) is composed of delegates who have experience with and/or interest in leveraging technology to grow D.A. The TechCom 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.

The WSC 38 TechCom's overall goal is to facilitate the use of technology to communicate within the WSC delegates and with the fellowship as a whole.

The committee organized into 3 subcommittees:

1. Outreach & PI Subcommittee:
 - The intent is to enable the fellowship to grow by leveraging technology to disseminate information, and communicate with and respond to newcomers and members.
 - The Outreach & PI subcommittee will provide technology strategy advice, platform evaluation, and implementation support for the use of podcasts, chatbots, and social media platforms for outreach and public information.
 - We've done some preliminary research on other 12 step chatbots (e.g. AA-London). Areas of investigation include podcasts, Instagram chatbot, Whatsapp, Website Chatbot, system for 12 step calls/ (messaging automation / Relationship management system (RMS)). We are looking to actively collaborate with other committees on this.
2. Website Subcommittee
 - The website subcommittee mission is to provide ongoing feedback on specific features of the DA website to make it user-friendly for both newcomers and members, and develop and test online tools (ie N1A Sheets and Excel).
 - The focus areas of this subcommittee includes consideration for:
 - adding new and updating existing websites pages (external Intergroup web page, BDA) on the official DA website (recommendation - Intergroup Caucus)
 - exploring options for online literature store
 - reviewing the research from a previous member's survey on UX (user experience) to determine if/what recommendations would be useful
3. Training & Support Subcommittee
 - The mission of the Training & Support Subcommittee is to develop and deliver training and to serve as a tech support escalation point for WSC committee technical support persons.
 - This year's focus areas include training on:
 - electronic versions of Numbers One Approach (N1A)
 - Google Drive for GSRs
 - suggested practices for how to navigate online meeting disruptions
 - suggested practices on how to run online meetings (meeting resources)
 - We intend to explore various training formats (i.e. webinars, Loom/pre-recorded videos, fellowship-wide Zoom calls, etc), and assess whether these trainings can serve as fundraising events for the John H Scholarship Fund. We intend to learn from other fellowships and intergroups for suggested best practices.
 - Additionally, we aim to:
 - develop a support plan for members using N1A electronic sheets
 - identify best ways to support 2024-25 WSC Committees
 - recommend to GSB the allocation of a line item for a professional tech support person to ensure continuity

No motions.

Recommendation 1: The Technology Committee (TechCom) recommends that the General Service Board (GSB) add a line item in the spending plan to hire a professional technology worker to provide tech support to the GSB and the fellowship.

Recommendation 2: The TechCom recommends that the Fellowship Communications Committee (FCC) curate a newcomers edition of *Ways and Means* that could be used in conjunction with a newcomers mailing list.

Recommendation 3: The TechCom recommends inviting a previous TechCom member as a PC (Project Contributor) to present their findings on their extensive newcomer UX (user experience) research done for the website, with intention to submit changes to the GSB for approval.

Literature Committee

Hi everyone. Shira, grateful debtor and compulsive spender and the chair of this year's Literature Committee. The Debtors Anonymous WSC Literature Committee is composed of eight grateful debtors who met over the past two days to put together our agenda for the upcoming year. We agreed upon safety guidelines and how to run the meeting, decided on our meeting schedule, and reviewed the 2023-2024 Literature Committee recommendations for this upcoming year.

After much work recommended to continue, we decided to narrow our scope and define a purpose for our year going forward. Our purpose for the year is to facilitate the publication of literature that serves the fellowship as a whole. Anything we work on for that year must ladder up to that purpose. And to that end, we decided to work on the Traditions and Concepts study guide as a group, together with a focus on including a plurality of voices, experiences, and expressions.

In addition to that work, we formed three official subcommittees that will meet over the next year.

1. The first is the Spiritually Sustainable Earnings subcommittee to finish the work on the Spiritually Sustainable Suggestions Outline.
2. The second is the Visibility and Vulnerability subcommittee to finish the work of streamlining that existing outline.
3. And the third is a Voices subcommittee to review stories as they come in for our various Voices pamphlets that includes black voices, retirement voices, young people's voices, and potentially gender identity voices.

As you all will see soon, we also decided that we will form a subcommittee for continuing the work on the Spirituality pamphlet updates only if the Underserved and Underrepresented Outreach Committee (UUOC) or the Global Committee wants to work on that with us. However, we feel there's a lot more work to be done on that pamphlet and it is not within our scope to do so this year.

We have decided to pass the Race and Debt pamphlet onto the UUOC and Business Debtors Anonymous (BDA) One Year Business Plan and the BDA Prosperity and Abundance outlines back to BDA, as we feel those could use more work. We will vote on moving the D.A. and BDA Prudent Reserve outline that was given to us from last year's Literature Committee onto Litpub at our first meeting.

On the agenda for our first meeting on 9/29 is to vote on whether the D.A. BDA Prudent Reserve outline is ready to be sent to Litpub or if it should go back to BDA for more work defining what a young person is in D.A. and crafting a flyer to send to Tech to publish as a call for stories for the Voices pamphlet.

Reviewing our response to issue and concern 24 29, reviewing our response to issue and concern 24 31, and reviewing our response to issuing concern 20 413. And that is my report.

We have one early motion, which you all received early, hence the name. So we'll move on to that. The WSC Literature Committee, together with the Underserved and Underrepresented Outreach Committee (UUOC), moves that the Conference approve the concept of a pamphlet on gender identity and debt: Voices of Gender-expansive Debtors.

The background is that last year's Literature Committee felt that we do not have adequate information or adequate representation of debtors who come from a wide variety of gender expansive backgrounds. A little bit of background on this particular pamphlet is that some of the focus would be on debt and incurring debt for gender affirming care. Do I have any questions?

Questions/Comments:

- I'm just wondering if you can define for me "voices of gender expansive." What does that mean?
Gender expansive. Sure. So people who did not identify as male or female.
Hi. Scarlett, debtor. I may have my own opinion about this, but my understanding of the word gender expansive is any gender identity that falls outside of the traditional assigned gender at birth. So gender assigned at birth would be either male or female as appears on your birth certificate. If you currently identify as anything other than that you are gender expansive in some way.
- Hi, I'm Greg. I'm a debtor. Does the motion approve a new pamphlet? Could I have clarity on that?
Yes.
And does the conference, or do the conference committee, do we get to read the pamphlet at any point?
No, the conference does not get to read the pamphlet before. The way that the Literature Committee works is we create an outline and once we feel that outline is acceptable, then it is sent to Litpub, which is a committee on the board. The board will review that. If they feel that the outline is enough to run with, then they will send it to Litserve, which is where they hire a writer, usually from Debtors Anonymous to then actually write that pamphlet. That pamphlet then will eventually go back to the Literature Committee to review it, and then it goes into design and publication. So you can tell them there is a literature process in the DAMS if you're all interested. It's in chapter eight.
And secondly, a follow up question as part of BDA Committee, when you return pamphlets for more work, do you return them with comments and suggestions or just return them?
Yes. If outlines are sent back to committees, they will come back with comments. And I'm also working on summaries of the discussion because it's not necessarily reflected in the Google comments page 96.
- Hi, Deborah. Compulsive debtor. This motion, because it came from the Underserved and Underrepresented Outreach Committee (UUOC), and they held a fellowship-wide call last year. I wonder if there's anyone from the UUOC that would like to speak to this.
Deborah, would you like to speak about it?
Well, last year we held an informal forum before we held the fellowship-wide call. And one of the things we found there and

in the fellowship-wide call is that there were a very large number of people who identified as gender expansive in the fellowship who did not feel particularly safe or welcomed in meetings throughout the fellowship. One of the purposes of this pamphlet is to make sure that all debtors or all people who want to stop incurring unsecured debt feel safe in meetings. And so we felt that there was a gap with this particular community.

Thank you. Will really appreciate that.

- Hi, my name is Geraldine and I'm a debtor. I have some points that were raised in an email to me. Can I read them out to you? Okay. So it says here it would be helpful to have pamphlets which celebrate differences. The person struggled to make a special label in a pamphlet. Debt is debt. Didn't get the need for a special pamphlet. That was another comment. The common problem is debt, expressed by others. And one person felt that the pamphlet would be a political issue and we shouldn't be concerned with that in D.A. Another point I don't understand are issues in D.A. for LGBT. And another point that was made, it's a lot about inclusivity and allowing everybody a place and expressing feelings about our common problem. It was pointed out that D.A. already has pamphlets on healthcare and other aspects, so why another? And a final comment from someone who knew how difficult it could be for those who felt excluded and how that could be painful and lead to other factions in the fellowship. Asked how we could be more inclusive, broadly, both in meetings and how we address care and debt problems. Thank you.
- Hi. I'm Camilla, debtor. In the motion, is there a reason for the concept of a pamphlet? And rather than just approve a pamphlet. Yeah, I'll let the board explain, because they changed that. Okay, so that is on page 96. There is some explanation of that, but I can say that it's. You approve the concept, the committee does an outline, and then that goes to the board, who, if they like the outline, will hire a writer to write it, and then it will come back to the conference. But it's a concept so that there's a bit of fluidity for the committee to, in this case, the UUOC committee, to work on it and figure out what the outline is. Very beginning. It's the principle. Thank you.
- Hi. Scarlett, debtor. So, while I really appreciate the intention behind this motion and the work that UUOC is trying to do, I want to express some concerns, namely that separate but equal representation is not inclusion. By creating a pamphlet for each group that you think is currently being excluded, you do not create inclusion. You create exclusion by putting us out here instead of into the core of the fellowship. If you want to discuss healthcare issues that are faced by trans people, put it in the healthcare pamphlet. That's inclusion. A separate pamphlet that discusses my gender identity is actually tokenization. That puts me out there, again, instead of into the core of the fellowship. This is something I brought up in the Litcom Committee and why my suggestion was to focus on including a plurality and diversity of perspectives in relationship to the core of the program, in our traditions and concepts. And that, again, my identity is not an outside issue, but the place it's discovered is what's important discussed. Thank you so much, Scarlett.

Discussion:

- Hey, my name's McCready, and I'm for this because, as we heard, it's just the concept. And each committee annually gets to decide what they want to work on. And if they want to work on this, they still have to create the outline, and it may not even go forward, but I want to just support people and working on what they want to work on. Thanks.
- Hi, I'm Stephanie, and I'm against this motion because it's a bit to the point that was made about the inclusion, and that spoke to me because we have got kind of the same issue at the now named global committee. We want the global perspective in everything that is done within the fellowship, and we do not want separate pamphlets or initiatives that are labeled international or global. So that's kind of the same track. And that's why I feel we really need to look into more inclusive ways. And that could also be a motion for next year's Literature Committee to just look into every literature and see how inclusive it is and then change it.
- Hi. Good morning, everybody. I'm Kate. I am in favor of this motion, and I think that this concept can be put forward in conjunction with creating the inclusivity in all the other areas. And for me, this is a starting point that as we review each piece of all of our processes, we can look to kind of a list of people. Are we sure we're including these people? Because not all of us are thinking about everybody all the time. Right. So it might be a little, too. Anyway, my point is, we could create a pamphlet, the concept of a pamphlet, which says in the pamphlet, you will see this area of possible harm to our members reflected more and more over time as we review those other pieces. Right. It doesn't have to be the only place we see it. Thank you so much.
- Hi, Scarlett, debtor. So, I feel strange speaking against this, because, of course, I want to see more representation of trans women in D.A., right. But for me, the question is, what is the most important and the most effective? And I see at this conference, sort of writ large, this constant effort to create a new thing, to cover every box. Right? A new pamphlet for this, a new process for this, a new process for that, right. When I came into D.A., I sat in the chair and cried and read the thing on the wall. And then I read the twelve and twelve. I listened to a speaker. And then when I was given a PRG, I read the PRG pamphlet. That was the only pamphlet I read for four years. All right? I wouldn't have read a gender identity pamphlet. I don't care about a pamphlet. I want to be included in the actual thing that's happening in front of me. Right. And so I ask what the goal of this kind of motion is. Do I think it's nice to have a pamphlet? Sure. What I think is far more important is inclusion in the core text. And I think that's what we need to come back to over and over again, bringing the important issues into the

things that are already existing and pioneering new central texts that have that plurality of perspective and asking what's really important in our process. Thank you.

After discussion, the chair moved to a vote and the **motion failed**.

The minority opinion was heard:

- I just wanted to speak on behalf of all the gender expansive debtors that we spoke to as part of this process. Researching this pamphlet concept and preparing for the motion, there was a significant feeling and excitement about the possibility of this pamphlet and about seeing themselves as part of the fellowship. One of the benefits even of having the fellowship-wide call is that anyone from this community who felt excluded by the program or ran into trouble or got shut down with Tradition Seven in their meeting could be referred to, even the fellowship-wide call on the site, just to make clear that there are others within the fellowship that are members of this community. So that's why this pamphlet was proposed and I still stand in favor of it. Thank you.

The chair asked if anyone wanted to change their vote after hearing the minority opinion. Requests were made to change some votes and discussion ensued.

- I'm Kim. I'm a compulsive debtor. I'm loved and accepted as I am, and I make mistakes. And my sponsor said to say both those things before I share anything of import. I forgot before. I'm sorry. Okay, so I'm not against the motion, the concept, per se, but having heard the minority opinion about where are we headed, it may be that this Litcom could take this and put it into what they're doing, to look at the traditions and the concepts and ask, when we ask questions inventory and so forth and get like that. So I think that it doesn't have to be no or yes. It might be both. And that's all I wanted to say, which is why I voted it down.
- Hi, I'm Deborah. I'm a debtor. I got really excited about this pamphlet when I heard about it, because I felt like it was like an opening to dialogue. And I find a lot of recovery meetings very traditional in terms of conservative values, but we're doing a lot of work to include people, and I identify as nonbinary, and that's one of the reasons why I got excited, because I was like, oh, there's a pamphlet. And again, that opens a dialogue to other people. And if I see a newcomer come in who I happen to talk to. And, for instance, there's many different versions of gender expansive, but because I'm nonbinary, I'll speak from that. And I would say, oh, there's this pamphlet that talks about nonbinary indebteding, and maybe it would talk about how a lot of us were hiding, oftentimes because of how we identify and that affects our debt. And I also wanted to say that I very much respect what Scarlett said, and I do hope that as a fellowship, we're moving towards that. And I think that's kind of, like, advanced, but I'm really glad that we heard about that, but I don't think that's where our fellowship is now. So that's why I'm in favor of the pamphlet. Thank you.
- Mary, debtor. I'm actually all for gender expansion. My group conscience voted against this because they said it's separating. Exactly what Scarlett said. My personal opinion is that we really need it in our general literature. I mean, there's a fellowship. I'm not going to name any other fellowships, but they say lack of religion, sexual identity, creed. You know, they go over that on all their literature, and so I would love to see that. And I would love to see non-gender specific throughout our literature. I think it's a big issue. And that is inclusive because I think it's about unity and inclusive inclusion. Well, including everyone. So it is for that reason that I'm against the pamphlet, but not the concept, in a way. Thank you.
- Hi, Mark, debtor. I voted against this, but I'm changing my mind. And the reason is, I do think it's really important that we review all of our literature about not only gender expansive language, but also other UEOC topics. But I do think the pamphlet could also be used to point to other areas in our general literature that makes it clear that we do include all types of populations. And so I limit my idea of what this pamphlet might be. I think we're just voting to allow them to consider making a pamphlet. It might just point out other places in our core literature that do support these kinds of populations. So, anyway, thank you.
- The chair made a point of clarity that the board, every time we print a new pamphlet. So, for example, the PRG pamphlet, where it says a man, you find a man and a woman that now says find two people every time we reprint. And all new written literature doesn't use gender specific language. Thank you.

Final vote was taken (53 For / 27 Against) and the **motion failed**.

Recommendation 1: We recommend that Literature Publications and Literature Services create a "Literature In the Works" section on the website to keep the fellowship updated and perhaps draw interest for Special Worker volunteers.

Recommendation 2: We recommend that the Technology Committee continue the work for the Literature Submissions Page, potentially creating a simplified online form with dropdown menus for all the voices pamphlets that they can choose to submit stories for, *Ways and Means*, and with an assignment of rights. The goal is one centralized place for collecting and submitting stories.

Recommendation 3: We recommend that Literature Publications and Literature Services creates a virtual literature hub on the website, which includes dropdown menus for Ordering Literature, Submitting Stories, Free Downloadable Literature, Newcomer Packet/Start Here.

Recommendation 4: We recommend that the General Service Board (GSB) makes the Newcomer Packet electronic and free so it can be shared with newcomers on virtual meetings. We recommend that, for the time being, the free, downloadable newcomer packet be filed under "getting started", and then eventually have it moved to the literature hub dropdown menu.

Global (International) Committee

The Chair read the recommendations from the Global Committee that were not read on Saturday due to time constraints.

Recommendation 1: The Global Committee, along with the Underserved and Underrepresented Outreach Committee (UUOC), recommends to the General Service Board (GSB) to change Chapter Five, Section F. of the Debtors Anonymous Manual for Service (DAMS) Who may attend World Service Conference (WSC) Committee Meetings as follows, effective immediately: When a returning General Service Representative (GSR) or Intergroup Service Representative (ISR) is unable to attend the WSC in person due to reasonable grounds like visa constraints, health issues, disabilities, insufficient funds, the delegate may continue to participate outside the conference as a voting member of the WSC Committee for which they actively served in the previous conference year. The continuation of this service shall be fulfilled each year and limited to the completion of a 3-year term of a GSR or ISR. In order to continue service on the WSC Committee without being at the WSC in person the following requirements shall be fulfilled:

- A record of active participation throughout the previous conference year
- A report of effort that has been taken to attend the WSC in person, e.g. spending plan, report of fundraising activities, application to John H. Fund, report of visa application process. The requirements shall be reviewed and approved by the outgoing WSC Committee before the end of the conference year and a recommendation with contact information is made to the incoming committee. At the WSC, a group conscience by the incoming WSC Committee shall be made. Unanimous consent of the incoming WSC Committee is required for the delegate to return to their service for that WSC Committee. The delegate will begin their service at the first committee business meeting after the WSC.

Recommendation 2: To the Technology Committee we recommend that they research best practice for language translation solutions for the website and present a proposal accordingly to the General Service Board (GSB). An example of best practice is oa.org.

Public Information Committee

I'm Loreen. I'm chair of the Public Information (PI) committee. Thank you. I'd like to first of all give thanks to Chris W., the outgoing chair. Thank you for all your work. Really appreciate it. Our group now consists of myself, Tania C., Chris W. as treasurer, and Diane W. We also have another member who's not with us now. She left a bit earlier today. So there's five of us on the committee.

Our meetings are going to take place on the third Sunday of each month and we've just got a number of grassroots projects on board. Our aim is to get to the general public. Our first priority is organizing and putting together our team for the National Conference of Bankruptcy Judges. This is taking place in Seattle in September 2024. All bankruptcy judges are federal judges, court workers, trustees who handle Chapter 13, and other vendors who are people that help people who need to reorganize their business. So we think this is a great way to get us to use a resource with a wide access to the general public. We really want to thank the committee who supported us. They've accepted our thousand pound spending plan to have a table at the conference and we're now speaking with the committee about further funding for our members to attend the conference and the table and ask questions.

We also have a media training which will be held twice in the coming year. To anyone interested in spreading the word of D.A. This training will give you the opportunity to know what to say in a public forum, what D.A. is and what D.A. is not. An announcement will be on enews and the events page on the website and everybody is welcome to attend this training.

We plan to continue our ongoing work with the Underserved and Underrepresented Outreach Committee (UUOC) to promote D.A. with 211/United Way and with the Veterans Administration.

We have a member that will be working on outreach to colleges to set up a table with information to raise awareness of D.A. We're aware that colleges, university and community colleges offer credit cards directly to students. We're concerned about the rise in the use of things like three way payments such as Klarna, especially to the younger members of society. And we would like to raise the awareness of D.A. as an option of a way to handle their money with us, especially with student loans and general debt.

An idea has been put forward to go to different fellowships and mention D.A. and see if we can work together. We don't know how that will operate with the traditions, but it's just another way to get the word out because we know that other members in other fellowships debt because of their particular addiction in that fellowship, ImpI for the UK.

And we're spreading the word by approaching radio stations. We have a recording on site of us, two members speaking with the British Broadcasting Corporation, the BBC. This was approved and that went down very well. So we're looking at approaching other radio stations and an idea came up in our discussions in, for instance, my company, which is an international law firm, they have

policies on helping with mental health, personal issues, money, physical health, etcetera. So an idea came up for me is that I would do a recording of a Zoom of four speakers and offer that to members, employees in the company. This way. I was concerned that people wouldn't attend the Zoom in the company because their name will be on their tile. But if I offered a recording, which they can access anonymously, they can find out more about D.A. and decide whether or not they want to attend. And nobody in the company needs to know. And what could be great about that? Once it's hit other people, I can mention it to friends and they can offer it through their companies. So I'll let you know how that goes on.

We're also looking at suicide hotlines, kids help for crisis lines and other hotlines, and how we can spread information by putting literature in different areas. One of our members is working on putting literature in the Seattle area, and we also looking attending health fairs and events to spread the word. So that is what we're working on, focused on this year.

Resource Development Committee

I'm Kate. I'm a debtor. So good to see everybody. First, I'm just going to ask everybody from our committee to stand up. We're a lucky 13 of us. Katie, Terry, Domingo, Shanade, Judy, Rebecca, Odelia, Geraldine, Kirsten, Deborah, Lisa. Yay. That's us. So I just want to especially thank Susan. As we all know, there was no RODC committee last year. So Susan came to us from the previous year. So we can just really have this feeling that the work, the energy is a continuation. So I just want to thank you so much for coming back to the committee.

We have three subcommittees, and one of the key things I just wanted to share with this group that came out of our first meetings is each of them. We're going to begin all of our committee meetings with each of the subcommittees sharing their vision for their subcommittee. And they're going to talk about their vision for the next month, for the next year, and then what they think the results of their work could be five years from now. So we're going to get things done, but we're also holding space for this doesn't have to be everything. Also, we're going to be having the best year of our lives. I don't know. I don't know about your committees, but this is going to be the best year of our lives.

So our first committee is going to be focused around creating a 7th Tradition script suggestion and we're hoping to get that onto the website and onto the script, the format that's there. A suggestion that would answer questions such as why donate here, why donate now? In this zoom in this meeting, it would be an invitation to connect strong meeting donations with strong individual recovery, with ideas such as expand your contribution, expand your world. Also encouraging service in lieu of monetary donations with that same idea in mind, more service, more recovery. Good for everybody. That group is also going to work on the annual mid-year 7th Tradition flyer, possibly thinking about the Promise Seven as well, marrying those two, possibly.

And the John H. Fundraise that we're all very familiar with. We also have a subcommittee. Oh yeah, sorry, I'm going to tell you a little bit more about that one.

So the flyer for the 7th Tradition push is going to suggest frameworks and options to get more than \$7 a week, like maybe donate for how many years of recovery you have on your anniversary. Maybe donate \$50 when we hit our 50th anniversary, things such as that. And again, encouraging service also in lieu of monetary donations.

And then for the John HDD scholarship drive, we're going to be adding data and images because we all receive these messages differently and can be prompted by different things. I'll get to my recommendation. I'm sorry, I'm like plowing along. And it's going to be an expansive invitation to contribute.

We also have a workshop committee that has a goal of three workshops in a year. The first one we're hoping will align with the kickoff of that 7th tradition scripting. So everybody will have a chance to see it, talk about it, implement it, and then two more to be announced over the year.

And the last subcommittee is going to be an inventory of D.A. resources. It's an exploratory group. What do we have? What are we developing, what is right in front of us and very valuable that we may not be seeing. For instance, that BBC radio program that I'm sure a lot of us had not heard about before, but could be very valuable to share with people. How can we use what we already have better, more efficiently to allow more abundance for the fellowship, whether that be financial service or time.

And the other thing I just wanted to say, so we're totally psyched to be working with Matthew. He's awesome. Take a few minutes to get to know Matthew. We're also just really delighted to have been able to spend some time with Michaeline and get her experience, strength and hope. As we injected real enthusiasm into our group. It was just. It was just a fantastic group. I don't think I'm missing anything as far as our work product goes. We will have liaisons for almost every committee. We care very much what everybody's doing and we want to also see what you have that's valuable to maybe other groups. There's a lot of cross group stuff that we're hoping to help cultivate and I think that's it. We're also a very attractive group. I don't know if I've mentioned that. It's just a. It's a really good looking group of people. You know what I mean? So that's also just great fun for me.

And if it's okay, I'm just gonna move on to our recommendation, which is a really good one. So this is in response to a concern and issue where one of our members pointed to. I don't know how they put it, but I'll just say our 7th Tradition contribution is not particularly well written and it's inconsistent across a few places, including within our DAMS. So this is what we suggested and I just want to say the big change here as I read it to you, is that the previous recommendation of what to do with your surplus. Thank you. Didn't include the John H. so that's one of the big differences here.

Recommendation 1: The Resource Development Committee recommends to the General Service Board (GSB) to change the following language in the Debtors Anonymous Manual for Service (DAMS) which will directly affect the meeting formats available on the DA website or any other places this is reiterated: AFTER all the group's needs are met, including fully funding the group's General Service Representative (GSR) to attend the annual World Service Conference (WSC), it is SUGGESTED the group disperse its SURPLUS OF FUNDS in the following manner: 25% GSB 25% Intergroup 25% Area Group 25% John H. Scholarship OR percentages determined according to group conscience.

Spiritually Sustainable Earning Caucus

I'm Kirsten, debtor, under earner, under beer. Grateful to be here. Thanks for having me in this fellowship. It's my third year. And finally I am the chair of the Spiritually Sustainable Earnings Caucus (SSEC), taking the baton from Geraldine, who's done an amazing job in the last year and who's been on the caucus for a long time. And we have eleven members. Ragnar, Julie, Mark, Greg, Angela, Stephanie, Shana, Dale, Malik, and Trudye. And so these are all people who do this in addition to their committee work, as you might have found. And we think it's great that we're moving forward on the positive side of expanding our life in D.A. recovery.

We have three subcommittees, a literature subcommittee that will continue the work with litanous on the development of the booklet of all spiritually sustainable earning tools, including income generating ideas, the outline of which has already been developed. And we're going to include Marianne's illustrations. Marianne, is she here? She actually did a fundraiser to attend this conference by making a poster of our tools, of the SSE tools. And she offered those to us so we can use them for the literature. That's really amazing.

We will discuss an old issue about whether or not we want to become a full fledged committee. We'll see how that goes. And then our third subcommittee is a fellowship-wide call subcommittee, because we're still working on increasing the. The awareness and the fellowship of spiritually sustainable earning. And that's been pretty successful last year. We're just. It's. It can happen that we suffer from attrition because of the, you know, everyone does. Is committed to their committees. Also committed. Right. And then we have some other focus areas. So we want to review the spiritually sustainable earning definition. Someone suggested from Litcom that we consider the word fiscal in there.

And then the other thing we wanted to do is develop some sort of like, elevator speech, like a 15 2nd thing that we can share in meetings with to just create awareness in DA. So make DA a little bit more exclusive, because the SSE definition is very long. Nobody wants to listen to that every time, but something really short, so that people know we exist, because people tend to be very excited about it. And that's what I have. We're excited working together, and I hope you'll hear a lot of good stuff from us next year. Thank you.

Ratification and Officer Pledges

Motion from the General Service Board's nominating committee to ratify the elections of Gill B., Piper N., and Bliss T. to serve three-year terms as Class A trustees on the Debtors Anonymous General Service Board.

The motion passed by acclamation.

Motion from the GSB's nominating committee to ratify the following positions of the Debtors Anonymous General Service Board:

- Rob B. to serve as Secretary
- Bliss T. to serve as Vice Chairperson
- Matthew E. to serve as Vice President
- Jewel B. to serve as Assistant Treasurer of the Debtors Anonymous General Service Board and to serve as Assistant Treasurer of the Corporation Debtors Anonymous General Service Board
- Roger H. to serve as Chair

The motion passed by acclamation.

Two trustees rotating off the board, Michaeline R. and Josie P., were given an opportunity to say farewell. A final motion was made to extend a sincere and heartfelt acknowledgement of service to the outgoing trustees, Josie and Michaeline.

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

Passing of the gavel to San Francisco Host Committee Chair, Eileen:

Thank you to Marianne and her wonderful team. It's just been just a blessed experience shadowing her and being on the back end and seeing everything that makes this amazing conference possible. They're the wheels and it's just the way they've worked together. They're just a very close knit, friendly team, just really willing to help. I feel very supported in carrying on the responsibility on behalf of our team. And we have a big team, it takes a village. And we've currently got 18 people on the host committee. And we may add more. And we're just so focused and enthusiastic and just excited about creating just a wonderful, deep recovery experience. Something that inspires, heals, and supports everybody and just looking forward to giving you all just the warmest welcome possible next year. So thank you.

A motion was made to adjourn and the **Convocation closed with the Serenity Prayer in multiple languages.**

The Conference adjourned until August 6, 2025 in San Francisco, California.

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 have been honored to serve as the Chair of the General Service Board for a second and final year. The Committees of the GSB will give detailed reports of the work they have been doing over the past year. So I will talk about the Board as a whole and a little bit about the Conference.

We began the year with eight Trustees, including myself which is a tiny Board, considering we could and possibly should be fifteen. I made a plea for potential Trustees to come forward this time last year and D.A. members responded to that. We gained two new Trustees last autumn. For a while we had eleven of us and I felt optimistic that we might head towards a full Board. It was my vision.

But D.A.'s Higher Power had other plans. One Trustee had to resign in the spring and with two others, including myself, rotating off at this Conference, the Board begins next year with...exactly the same number as last year - just 8.

There will be the same pressure on liaison time during the year as we have had this last year, in other words your committee may not get a liaison every month and we are doubling up here at the conference, so please be patient with us. But the Trustees enjoy liaising and working with you on committees. We took an inventory a few months into the year and realized that everyone was liaising with their committee each month where they could. I do ask you to bear in mind though that your Liaison may have different commitments on their time than others.

I think we like working with you because we are you. We are part of this fellowship or we are friends of this fellowship in the case of our beloved Class Bs. We don't morph into authority figures because we serve on the Board. We just serve. We tend to know about procedure and we spend a lot of time deliberating where to draw lines to best serve the fellowship as a whole but we are trusted servants in the same way you are, and while all of us have skills that we put at the service of this fellowship, our work is forever non-professional.

Our workload comes as the result of the enthusiasm and spirit with which you do your committee work. We process and administer that work on your behalf and with a small Board we are sometimes slower than we'd like to be and honestly we have to find ways to move little by little more towards being the coordinators of that work than doing the work ourselves.

So we have been particularly grateful that a number of Project Contributors and ACMs have come forward this year. These roles can be stepping stones towards the Board. Particularly the ACM role. Many of our current Trustees began as ACMs. ACM stands for an Appointed Committee Member who works on, and votes on, one committee of the Board. An ACM doesn't need to take the time to come to Conference, and they do incredibly useful service while learning something of the way the Board Committees work. They don't attend full Board meetings but they can serve for up to six years on one committee. So if they do eventually decide to serve as a Trustee, they bring a huge amount of institutional knowledge and a sense of procedure that makes life easier for everyone.

So this year I ask you to please go back to your groups and find a GSR who rotated off, or an Intergroup officer who did a great job and let them know that there is service which supports the Board to support the fellowship and ask if they might be interested in becoming an ACM. It is gentler on their time than being a Trustee. Many hands make light work and as we grow, the ACM role is such an important one.

Project Contributors don't vote on Board Committees but they do really useful projects – as their title suggests! The editorial desk of GSB Literature Publications was, until recently, run by a Project Contributor. Another PC has been going through the electronic pamphlets and finding all the typos and other errata. Yet another has been coordinating the Spanish translations. The PCs on our Tech Committee have been archiving and filing and managing some very technical PI for us.

Project Contributors can be GSRs who perhaps don't have the funds to come to the Conference one year. Some years ago when the service role was created, we knew there was frustration among GSRs who couldn't return to work on projects that became dear to their hearts. And we thought that the role would help fill that gap. But remarkably few of the PC roles have been taken up that way which is why I bring it to your attention. The facility already exists for a frustrated GSR to serve, by becoming a PC. They need to apply

formally just so the Board has a sense of their solvency - one year - and so that their work product becomes D.A.'s intellectual property.

The other way we are looking to move towards a more sustainable future is by creating a line item in the spending plan for more skilled staff - in the area of publishing for example, we have started a savings envelope for a publishing assistant, a professional to help manage the workload. Debtors Anonymous is its own publishing house. But at the moment the work is done by volunteers and you know how long it takes for a book to come out. Light gets to earth from Alpha Centauri faster... and that needs to change.

We paid special workers this year to collate reports and to do the layout of our edits to the DAMS. And with our Class B Trustee's help, we encouraged a development in the role of the Office Manager so that for example, she sits in on Board meetings now. She doesn't vote but she can give the whole Board the very real perspective of someone who speaks to members, and often newcomers, on a daily basis.

All these tweaks in approach, in spending, in expanding the staffing and service roles that already exist - these are not firework displays or exciting changes but they do make a difference, little by little they develop the resources we have in the right direction - towards abundance.

The Board has also opened up a lot this year to listening to and sharing with service bodies in other fellowships. Our website was considered by one fellowship to be the best of all, especially our meetings list. We struggle - or the Tech Team struggles - with glitches and wishes it were better but objectively another fellowship saw it as a role model. Conversely, we have looked at the ways other fellowships deal with meetings that do not follow the Traditions. We have proposed a model for that which we will ask the Conference Committee to consider bringing to you this year.

Doing our best to bring an honest program to the still suffering debtor is our primary purpose as a service body and always will be.

Our pledge

I pledge to extend my hand and offer the hope of recovery to anyone who reaches out to Debtors Anonymous

One of those long established fellowships we have talked to though has something similar which includes the phrase "Let it begin with Me". I have found it such a useful concept because - notice the word "begin". It doesn't say let it begin and end with me. It says let it BEGIN with me, and - I would say - see what the Higher Power has in mind. Everything we do on the Board and you do at WSC level is done in a group conscience, with the HP present.

So that brings me to the Board service that I was most honored to take part in this year - the Fellowship-wide vote.

Quote from Chair's report 2004

DEGENERIZATION BALLOT

In 1994, the DA World Service Conference approved language to degenderize the Twelve Steps and Traditions of DA. It took three years to assemble a simple mailing list of groups registered with the GSO. In 1997, the first Degenderization Ballot was assembled and mailed. By the expected deadline, nearly half of the ballots were returned as addressee unknown. The ballot failed according to this vote and the fellowship, in 1998, requested that the GSB develop a new data base so that a more accurate ballot could be voted upon. In May, 2000, the data base was solidly crafted, and returns were minimal. The ballot was mailed to 408 registered groups. By August 15, only about half of the ballots were returned. The ballot failed.

I read that to you so that you are aware of the progress that has been made this year - our return was, as you know, 80%.

You, this Conference, gave us a brief to ballot the fellowship and we knew there were likely to be a lot of groups on our registration list that were no longer active. So we formed an Ad Hoc group of five of the eight of us, plus the Office Manager, to meet weekly to address this. The first step was to redesign the registration form along with our amazing Tech Committee and our Webmaster.

I have some figures for the hours that were spent on this process. I asked our Treasurer to give me the cost to the fellowship of this process of redesign and the registration drive....

We know we drove at least a few group contacts crazy with the number of emails we sent about re-registering - because they wrote and told us. But it was in the service of a democratic vote and getting to as many groups as possible over the three months of the registration drive. We made mistakes and made amends for their unintended consequences. It was a profoundly spiritual process for us as a group.

Then in the last weeks of the drive we had enormous help from some of you on the committees. You visited groups on the old list, or were willing to discover if they existed at all. You encouraged these groups to re-register...we had one group re-register who had not renewed since 2011! Meetings across the world registered or re-registered - and believe me I know how difficult it is to get groups to understand why they need to register when the General Service Office (GSO) seems to have very little to do with the local D.A. recovery. Many countries rely on their Regional Intergroups for information. So why register in the USA? Well this time there was a clear reason - to engage with the questions you were about to be balloted on. In the end we believe we obtained a reasonably accurate picture of the groups who exist across the world.

Then we held the vote and the change to de-genderize “God” in the Steps and Traditions did not get enough votes. 400 groups voted for it. But that was 11 groups short of the 75% of groups needed to pass such a change. I expect there will be discussion about that at this Conference.

The second ballot question was about adding all public media to Tradition Eleven and that did pass. So it took 30 years to get 80% of the groups to vote but it does prove that change can happen.

The GSB made a very early decision not to express any opinion on the substance of the votes, only on the process. We all had our personal opinions but we made sure by group conscience that the service we did had no agenda other than the fair facilitation of the Conference decision to have a ballot.

And I have to say. I am celebrating the process. It's been magnificent. The stories I've heard of meetings talking about what constitutes substantial unanimity for example absolutely thrill me. I'm such a nerd. Approximately 80% of our groups all over the world managed to have these discussions, and take a true snapshot of their group conscience in order to vote. You all did it. You participated, exercising your right to participation and owning it - on top of all the other service of paying rent, welcoming newcomers, dealing with video bomber disruption, ordering literature and everything else necessary to provide a place for debtors to be heard and loved back to spiritual health. That excites me that you did that. The outcome is one thing but the process...you have to love it. The fact that the groups have had a little taste of what it's like to do this kind of service can only bring good to D.A.

We are each others' resource in this way, the work we all do all for the still suffering debtor inside or outside the fellowship.

I've found myself using the word “resources” a lot in this talk and that brings me to a place where I think there is a blind spot at the Conference.

The WSC has a committee that is woefully unpopulated as of today. Last year and this year **no one** has signed up for the Resources Development Committee (RDC). Is this just human nature - is it just the hardest thing to see what's in front of your nose? But this is D.A. and sometimes the last thing we remember is to use and develop our own resources. Sometimes we want what's out there...

So what is the RDC about? **READ** the description.

But couldn't it also be a place where a vision for D.A. could be developed? The Visions pamphlet was the very first piece of literature that I connected with in D.A. It made me see that this was a place that might support my desires without having to use money that wasn't mine. Once the chaos of debting behavior calms, the process of developing a vision gives us goals.

I have been very grateful to read past Chair's reports to the fellowship in my preparation for this Conference and I notice that at times, the Chair has set out a vision for D.A. as a whole. I didn't do that. I honestly didn't have a grand plan other than I wanted some healing for our fellowship. I wanted us to remember Tradition One and that means a better relationship between the WSC committees and the Board after the pain of the pandemic years. Well, you polish here and it shines there, right. I do think respect has grown between us for the most part. We often don't agree but disagreement is part and parcel of this service, and sometimes so is outright conflict. And we have the Steps and Traditions to help us move with it and through it and if all else fails accept what we cannot change. Through it we learn all the time and I do think largely we have a dynamic that produces good work.

But if you are interested in the big blue sky thinking, you could do it on RDC. The committee is not going to be disbanded. It's too important. It just needs some willingness to look at what resources we have, what we need and how we can develop those. It's a PRG waiting to happen and it liaises with GSB Finance.

Finally, I do want to say that next year we have a D.A. member as Treasurer for the first time in seven years. We have been blessed with the service of the Class Bs doing what we couldn't do. Without them we would be in dire straits but it always bothered me that there was no D.A. member willing to learn to do that service. But this year one of these remarkable people that I have been working with has said yes.

SECTION 4: GENERAL SERVICE BOARD COMMITTEE REPORTS

GSB Finance Committee Report

Introduction

The 2023-2024 Finance Committee was made up of the following members: Michalene R., Class B Non-Debtor Trustee as your Chair and Treasurer, Matthew E. Class A Debtor, as Assistant Treasurer, Josie P., Class A Debtor and Chair of the Debtors Anonymous General Service Board, Gill B., Class A Debtor who started the year as our Appointed Committee Member (ACM) and transitioned to Board Member and member of Finance during the year.

Finance Committee Actions During the Conference Year

Among the things that the Finance Committee worked on this fiscal year are:

- Maintained nine months of operating expenses in the prudent reserve
- Did further fine tuning to 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
- Developed, reviewed and forwarded to the GSB the Year End Contribution Announcement which is normally done by the WSC Resource Development Committee, which was approved for distribution by the GSB
- Developed, reviewed and forwarded to the GSB the John H. Scholarship Announcement which normally comes from the WSC Resource Development Committee
- Developed, reviewed and forwarded to the GSB the Annual Anniversary Appeal which is normally done by WSC Resource Development Committee
- Prepared and forwarded all financial information needed for the preparation of tax filings
- Reviewed the tax return and financial statements for FY 2022-2023 as prepared by our accounting firm
- Participated in the annual Finance fellowship-wide call in July 2024
- Prepared the Income and Spending Plan for FY 2024-2025

Updates

There have been a lot of changes this year that the Fellowship needs to know about. Please make sure you pass this information to your group's treasurer.

1. Debtors Anonymous no longer has access to the money transfer App WISE. The fact of the world today is that donations across borders are not as easy as we would like them to be. Debtors Anonymous received a WISE donation from a group in a country that the U.S. sanctions. WISE closed down the Debtors Anonymous account without any explanation or warning. So it is important that as time goes by, your group's treasurer checks with the office or the GSB Treasurer on how international transfers can be made. If anyone knows of other international transfer organizations we can look into, please talk to one of us during the week.
2. The cancellation of WISE accelerated our adoption of using PayPal for donations. It is a good way to do international donations and has been used by several groups in different countries. In addition, it allows the user to set up automatic transfers of donations on a periodic basis which can make it easier for the group or individual to set up their regular donations.
3. In the coming year, D.A. will be looking at a different international money transfer program, however at this time, none are working with not for profit groups.
4. Finance, over the past year (plus) has made several major changes in the Spending Plan to give it more clarity and to provide a more detailed breakdown of expenditures. This includes:
 - The chart of accounts now has a numbering system for all accounts. Income is tracked in more detail by the different categories it comes onto the Board. For example, for income from D.A. books, we look at income from sales through the office, print on demand sales, and electronic downloads.
 - Expenses are better tracked by increasing the clarity, particularly of funds spent each month in a category we call "subscriptions." This includes software online such as QuickBooks as well as periodicals that may be purchased for the Tech Committee. Each expense is detailed separately in the 2024-2025 Spending Plan which will facilitate better planning for expenses going forward, plus more clarity for all members on what it costs to support this fellowship.
 - The Income Plan itself is based on 12 months of actual income. This includes actual literature sales and actual

donations. Although we would like to think that donations would go up each year, that is not necessarily happening at this time.

- A reserve fund was established to hold funds that cannot be expended in a given year but are already allocated to a specific project.
5. Literature sales were up 2.5% from the same period last fiscal year. Donations were down 3.5% from the last fiscal year. Total income was down 1.8% overall from 2022-2023 and 6.5% below 2021-2022. Meanwhile, payroll and office expenses have gone up with inflation over the past two years by around 18%. Over the long run, these fluctuations of income make the ability to increase services and productivity difficult if not impossible.

2023-2024 End of Year Results

Literature

Literature sales have gone down in the last two years, however sales are still healthy, particularly online sales and sales of the new audio books that came out this year. Literature purchased online either through print on demand and downloadable literature more than doubles the amount spent on hard copy literature from the office. Pamphlet sales from the office remain high as we currently have no print on demand for them. Over the two year period, literature sales are down 4.1%.

Donations

Donations over the last two years are down 7%, a total of over \$11,000, with a reduction of over \$7,600 in the last year alone. Reductions in Individual and Group donations are about equal. One factor that should help reports in the future is the division of how donations are coming in by mail, online or through PayPal.

It must be emphasized here that reductions of these types of the next few years will inevitably result in a reduction of services. For example, we are currently about to have a part time Webmaster whose salary appears on the Spending Plan. We are also preparing to hire a part time Literature Publishing Manager to help us reduce the bottleneck of proposed literature to the final stage. However, growth is required to be able to continue to fund these positions.

Balance Sheet for 2023-2024

As you can see from Attachment 1, expenses for 2023-2024 were \$45,868.37 below the approved spending level. Given that the difference between profit and loss was \$4,814.68, it is fortunate that the committees were not able to complete all their projected work. However, as this \$4,814.68 is remaining from income, the Board decided to place it back in the Spending Plan for 2024-2025 between balancing the Spending Plan for this year without reductions in spending.¹ We did this knowing that there was already sufficient cash in the bank to allow for fluctuations in cash flow.²

Prudent Reserve

For the first time in many years, the Prudent Reserve for the 2024-2025 Fiscal Year will be lower than the previous year. This is due to two different but related factors:

1. By producing a spending plan based on the previous year's income, we have taken the prognostication out of the spending plan.
2. Based on the numbers we have historically spent, and not expecting spending above what is in the Spending Plan, but reallocation when that funding is necessary.

The prudent reserve will be reduced from \$193,600 to \$182,687 with those returns being allocated to the spending plan to allow for additional funding requests.³

People Power

Even though the Board has had only 2/3 of its allotted members over the last year (except for a period when we had 11 members) and quite a need for volunteers to take on leadership roles within the Fellowship, the amount of work that has been accomplished is quite astonishing. This is a reminder that volunteer time is also an expense and needs to be taken into account. For example, the Board alone put in approximately 430 man hours just in organizing and implementing the re-registration of the groups and the implementation of the vote for possible changes to the Steps and Traditions. An additional 250 hours were spent for paid employees also working on this project. Without the help of Board volunteers, a middle of the road estimate to have just the Board work done by outside contractors would have cost around \$15,000.

The Finance Committee understands that not everyone is destined to become a Trustee, or even wants to make that commitment.

¹ See line 4301 in the 2024-2024 Spending plan.

² Cash flow is the extra funds that remain in the main bank account to cover expenses such as down payments to hotels for future World Service Conferences. The cash in the account that is not allocated to specific projects fluctuates depending on the number of future events where advance funding is required and then paid back from registration fees.

³ See line 4302 of the 2024-2025 Spending Plan.

However, positions such as Appointed Committee Member (ACM) and Project Contributor (PC) are available which can strengthen your solvency by being of service to the entire Fellowship. The Debtors Anonymous website has more information on current openings for ACMs and possible project contributors, but don't let what is listed deter you from applying and there is always room for you to help the Board.

Recommendations for Next Year's Committee

1. That the GSB Finance Committee continue to identify areas where further clarity can be brought to the Spending Plan.
2. That the GSB Finance Committee through its board liaison continue working closely with the WSC Resource Development Committee which will hopefully be reconstituted for 2024-2025.
3. That the GSB Finance Committee continue to provide information and education in a clear and concise way to the Fellowship on the state of D.A.'s finances.
4. That any spending above any line of the approved Spending Plan is carefully footnoted to show where unexpected expenses are coming from.

2023 - 2024 SPENDING PLAN DEBTORS ANONYMOUS GENERAL SERVICE BOARD			
Line Item #	FY 23/24 Income and Spending plan 12 Months	2023-2024 Spending Plan	7/1/23 - 6/30/24 Numbers
4000	Literature		
4000	Misc Income		\$ 64.22
4001	Audio Visual	\$ 2,100.00	\$ 1,262.01
4002	Physical Copy Books - Office	\$ 10,000.00	\$ 7,415.86
4003	Physical Copy Pamphlets - Office	\$ 9,000.00	\$ 10,709.85
4004	Print on Demand	\$ 50,000.00	
4005	Online - eBooks	\$ 6,300.00	
4006	Online - ePamphlets	\$ 800.00	\$ 43,850.41
4007	Payments under Licensing Agreements	\$ 50.00	
4008	Shipping - Literature Sales	\$ 4,000.00	\$ 3,214.59
	Total Income - Literature Sales	\$ 82,250.00	\$ 66,516.94
4100	Member Contributions		
4101	Group Contributions - Mail	\$ 40,000.00	\$ 45,006.48
4102	Group Contributions - First Data	\$ 40,000.00	\$ 12,530.73
4103	Group Donations - PayPal	\$ 5,000.00	\$ 5,876.78
4104	Individual Contributions - Mail	\$ 70,000.00	\$ 40,054.71
4105	Individual Contributions - First Data	\$ 11,500.00	\$ 22,650.84
4106	Individual Donations - PayPal	\$ 2,000.00	\$ 19,962.26
4107	WISE Contributions	\$ 2,600.00	\$ 1,382.26

4108	Text to Give	\$ 2,000.00	
			\$ 147,464.06
4200	Other Income		
4201	z Interest BoA	\$ 35.00	\$ 10.80
4202	z Interest TIAA	\$ 2,700.00	\$ 3,025.57
	* Miscellaneous	\$ 400.00	
	Total Income - Contributions and Misc	\$ 176,235.00	\$ 150,500.43
	Total Income (4000 + 4100 + 4200)	\$ 258,485.00	\$ 217,017.37
5000	Cost of Good Sold		
5001	Duplication	\$ -	
5002	Book Production and Printing	\$ 1,000.00	\$ 507.38
5003	Pamphlet Production and Printing	\$ 3,000.00	\$ 2,179.92
5004	Reserve Fund Expenditures (Writing)	\$ -	
5005	Writer's Fund (Excluding Reserve Fund)	\$ -	
5006	Inventory Shrinkage	\$ 100.00	\$ 721.19
5007	Translation Verification Services	\$ 3,000.00	\$ 261.25
5008	Original Translation Costs	\$ -	
5009	Story Pamphlets		
5010	Electronic Formatting	\$ -	
5011	Design and eCommerce Conversion	\$ 1,000.00	
5012	Layout and Design - Meditation Book and Pamphlets	\$ 5,500.00	\$ 3,180.00
5013	Shipping and Postage	\$ 4,000.00	\$ 305.55
5014	Shipping Supplies	\$ 250.00	\$ 194.90
	Total - Cost of Good Sold	\$ 17,850.00	\$ 7,350.19
	Total Income - Cost of Good Sold = Net Income	\$ 240,635.00	\$ 209,667.18
6000	Expenses - Bank Type Charges		
6001	Bank Charges - BoA	\$ -	\$ 43.00
6002	Bank Charges - First Data	\$ 4,000.00	\$ 3,578.10
6003	WISE Charges	\$ 110.00	\$ 1.01
6004	Bank Wire Transfer Charges	\$ 50.00	

6005	Paypal Fees	\$ 280.00	\$ 53.97
6006	Check Chargeback	\$ 300.00	
6007	Text to Give Charges	\$ 240.00	
	Total Bank Type Expenses	\$ 4,980.00	\$ 3,676.08
6100	Board Related Travel Expenses		
6101	Discretionary / Other	\$ 2,000.00	\$ 2,052.32
6102	Travel Expenses (Misc)	\$ 1,000.00	
6103	Meeting rooms (winter face-to-face)	\$ 2,000.00	\$ 3,307.50
6104	Lodging (2x face-to-face)	\$ 13,000.00	\$ 751.80
6105	Travel (airplanes/car rental 2x face-to-face)	\$ 12,000.00	\$ 8,269.10
6106	Per Diem and Meals (2x face-to-face)	\$ 7,000.00	\$ 5,599.21
6107	Meet the GSB (room rental, AV, lite refreshments)	\$ 700.00	\$ 400.00
6200	Other Board Travel		
6201	Liaison Visit to Office	\$ 2,000.00	\$ 2,882.76
6202	Miscellaneous Travel - Regional	\$ 2,000.00	\$ 68.19
6203	Travel Insurance as Needed	\$ 800.00	\$ 87.05
6300	Other Board Expense		
6301	Subscriptions	\$ 5,610.00	\$ 254.87
6302	Miscellaneous Office Supplies	\$ 500.00	
6303	Secretary for GSB Meetings	\$ 2,000.00	\$ 849.81
6304	Outreach Expense	\$ -	\$ 1,848.72
6305	PI Outreach Expense	\$ -	
6305.1	2024 Specific Outreach Expense Bankruptcy Judges Conference	\$ 1,000.00	\$ 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	\$ 100.00
6310	Trademark Registration and Renewal	\$ -	
6311	Telecommunications	\$ 1,200.00	\$ 2,918.89

6312	New Board Member Literature		\$ 64.22
	Total Board Expenses (6100, 6200, 6300)	\$ 53,010.00	\$ 30,454.44
6400	Bookkeeping, Accounting and Legal		\$ 1,015.00
6401	Bookkeeping Services	\$ 13,000.00	\$ 10,150.00
6402	CPA - Tax and Review Services	\$ 4,000.00	\$ 4,000.00
6403	Legal Services	\$ 1,000.00	\$ 553.77
6404	Misc Parliamentarian Expenses	\$ 500.00	\$ 250.00
	Total, Bookkeeping, Accounting and Legal	\$ 18,500.00	\$ 15,968.77
6500	Misc Business Expenses		
6501	Depreciation and Amortization	\$ -	\$ 162.00
6502	Dues	\$ -	
6503	Fraudulent Charges	\$ -	
6504	Insurance Policies	\$ 2,500.00	\$ 2,181.96
6505	Website Hosting Expenses	\$ 200.00	
6506	Archival Expense	\$ 100.00	
	Total Misc Business Expense	\$ 2,800.00	\$ 2,343.96
6600	Office Expense		
6601	Office/Fellowship Mailing from the Board	\$ 520.00	\$ 106.24
6602	Office Supplies GSO/Equipment Upgrades	\$ 808.00	\$ 1,607.53
6603	Office/General Admin Exp (from P&L Statement)		\$ 18,312.73
6604	Other Office Expense - Office upgrade		\$ 201.25
6605	Internet	\$ 2,340.00	\$ 569.06
6606	Electric and other Utilities	\$ 1,710.00	\$ 1,263.17
6607	Office Rent and Real Estate Taxes	\$ 24,700.00	\$ 23,243.26
6608	Office Furniture	\$ -	\$ 3,258.17
6609	Training	\$ 750.00	
6610	Annual Tech Support Fees	\$ 500.00	
6611	Postage (other than literature mailings)	\$ 600.00	
6612	Printing and Copying	\$ -	
6613	Temporary Labor	\$ -	\$ 11,924.15

	Total Office Expense	\$ 31,928.00	\$ 60,485.56
6700	Payroll		
6701	Salary and Hourly Wages	\$ 90,040.00	\$ 79,227.72
6702	Taxes - Social Security/Medicare/FUTA/ SUTA	\$ 7,888.06	\$ 6,969.27
6703	Workers Comp Insurance	\$ 275.00	\$ 219.91
6704	Payroll Service Fees	\$ 1,700.00	\$ 4,761.12
6705	Health Insurance	\$ 6,600.00	
6706	Web Manager	\$ 12,000.00	\$ 645.67
6708	Literature Publications Manager	\$ 7,000.00	
	Total Payroll	\$ 125,503.06	\$ 91,823.69
6800	Fellowship Specific Funds		
6801	WSC Committee and Caucus Expense	\$ 3,500.00	\$ 2,515.01
6801.1	Stipend for Committees	\$ 1,300.00	\$ 100.00
	Total Expenses	\$ 258,071.06	\$ 212,202.69
	Net Income - Total Expenses	\$ 413.94	\$ 4,814.68
R 1000	Reserve Expenditures - Savings Pots	Starting Balance	
R 1001	Reserve for Office Renovations	\$ 9,000.00	
R 1002	Reserve for Writers	\$ 4,000.00	
R 1003	Reserve for Original Translations	\$ 2,000.00	
R 1004	Reserve for Website Upgrades		
R 1005	Reserve for Basic Text	\$ 7,500.00	
R 1006	French Reserve	\$ 1,124.00	
R 1007	Story Pamphlets	\$ 3,000.00	
	Reserve Fund Total	\$ 26,624.00	
	Total Funds in the Reserve Fund	\$ 35,836.46	
	Payment for UK Engage will come from this difference	\$ (9,212.46)	
1100	Nine Month Prudent Reserve - TIAA	\$193,600.00	

GSB Conference Committee Report
Introduction

The Conference Support Committee (CSC) of the General Service Board for 2023-2024 was made up of Michalene R, Roger H and Karma K. It has been a productive year that will culminate with the 2024 World Service Conference in August, 2024,

2023/2024 Activities

The various duties of the CSC include all preparation for the annual World Service Conference which includes:

1. Contract negotiations with locations brought forward by Host Committees
2. Hotel inspections for the following year hotel during negotiations to insure it is adequate.
3. Working with the Host Committees for the current and following year conferences to insure they have adequate support, and all questions are answered as needed.
4. Developing a spending plan to support the costs of each year's conference.
5. Working with the Board Chair to get contracts signed for Audio-Visual needs, Hotels, Disc Jockey and any other contracts that are needed.
6. Planning the meals (along with the host committee) and the proper presentation of the food for all meals during the conference.
7. Working with hotel staff to understand all aspects of the rooms that will be used for meetings including signage, room set up, AV equipment set up, stages, and other important needs of the fellowship
8. Putting together the Conference Binder for delegates
9. Ordering materials needed for the conference (printer/paper/booklets/etc).
10. Holding monthly meeting the first part of the Conference year and more often the second part of the conference year as things get busy
11. Prepare and implement the conference registration process including setting up the registration form on Constant Contact.
12. Working with the Host Committee on John H. If a Finance committee person is on CSC, we also disperse funds and follow registration with the help of the Office Manager.
13. Hold the Pre-Conference Orientation Call
14. Coordinates the Mentor-Mentee program with the WSC Conference Committee
15. And sometimes, when a host committee has to pull out in mid-year, finding a host committee and city for the conference to take place in the following year.
16. Be available at the conference for all snags and concerns.

Although this is not everything we do, it does give the flavor of what it takes to put on a World Service Conference. This year has been especially gratifying because of the wonderful support we have received from the rest of the Board and the Ottawa Host Committee who is excited to be hosting this year. It has been a pleasure to serve the Fellowship on this important committee. We all are grateful for the opportunity.

GSB Communications and Technology Committee Report

Introduction

CommTech Members: Chris R. (Chair and Liaison to WSC Tech), Rob B. (Secretary and Liaison to FCC), Piper N. (Liaison to SSEC), Sherri H. (ACM), Jeffrey F. (Webmaster), Lisa B. (PC- Google Drive)

Mission

The Communications and Technology Committee (CommTech) of the GSB oversees the creation and online publication of the quarterly recovery magazine, *Ways & Means*®, and the service newsletter, the *DA Focus*. It approves proposals by WSC Committees and Caucuses to host Fellowship-wide calls, makes the recordings of speaker shares from those events available as free podcasts, and manages the content of the D.A. website. CommTech also posts podcast recordings from Fellowship Day. It designs and distributes eNews announcements to the D.A. mailing list (members may sign up at debtorsanonymous.org/eNews).

The Committee is also charged with recommending, implementing, and overseeing the use of technology in conducting the administrative business of D.A., in keeping with the 12 Traditions and the 12 Concepts of World Service. CommTech assists in the selection and purchasing of computer equipment and software for the office, implements all database handling procedures, oversees creation and maintenance of the website, handles online communications, and plans for future technology needs.

2023/2024 Activities

This conference year we focused mainly on:

- Creating and improving automated and technical processes to increase the efficiency of the GSB and WSC Committees and Caucuses
- Continuing to strengthen security for GSB activities and help ensure legal compliance
- Supporting the webmaster in website improvements, including the design and build of a new meeting registration form and a new meeting database
- Supporting the Ad Hoc Committee on Registration and Voting, especially with tracking which groups had not reregistered and attempting to communicate with them
- Our Google Drive PC has been working on organizing our digital archives
- Supervising the production of *Ways and Means*, which WSC FCC produces
- Producing the *DA Focus*, Mid-Year Reports edition
- Sending e-news announcements about DAVotes2024, Fellowship-wide calls, and other news relevant to D.A. members
- Preparing technical processes for the upcoming Conference
- Assisting with prep for official D.A. social media channels
- Had a joint meeting at the beginning of the Conference year with WSC Tech Committee to develop a joint agenda for the year

GSB Public Information/International Committee Report

Introduction

Members: Alex A. (Chair until May), Matthew E (Secretary), Chris R.

PC: Laura L. (PI Trainer)

PI/International is the GSB liaison committee for:

- WSC PI
- WSC International
- WSC HIP
- WSC UUOC
- WSC Intergroup Caucus
- WSC SSEC

Public Information/International Committee Actions During the Conference Year

PI was a small Committee this year. Our main focus was to produce guidelines for the use of social media by GSB and WSC Committees.

Our new D.A. Social Media Policy was made available in May, after full Board approval, and will appear in the next edition of the DAMs.

We also produced a document called D.A. Traditions and the Internet, aimed at guiding individual members in safe, anonymous use of the internet. This document still needs full Board approval.

We organized 1 PI training session this year.

As part of its liaison activities, PI/Intl approved the UUOC proposal for a fellowship-wide survey, and Fellowship-wide calls by:

- UUOC
- SSEC
- International

We also provided preliminary approval funding for PI representation at the National Conference of Bankruptcy Judges.

GSB Legal Affairs Committee Report

The members of the GSB Legal Affairs Committee are Josie P (Chair), Roger H. (Vice-Chair) Michalene R and Gill B. (secretary).

Established in 2010, this committee is where the registration, maintenance and defense of D.A.'s intellectual property, copyrights, and trademarks are recorded, maintained and discussed. This includes all D.A. logos, Conference-approved literature, and service material, whether in print or other media. The committee's scope also includes preparation of work-for-hire agreements, translation licenses, Sarbanes-Oxley compliance (financial record keeping law), venue contract for the WSC and other contracts, such as insurance.

This year, we nominated the Chair of Legal Affairs as the named person for Data Protection issues, which means any complaints to the GSO will be forwarded to them to deal with. We have continued to back the GSB's concern with the use of video conferencing for fellowship wide calls because of potential privacy issues. Anonymity is a spiritual principle in fellowship, but privacy is a legal one and the GSB has a responsibility not to expose the fellowship to harm.

We have been using regular committee time to focus on continuity and transfer knowledge from the two trustees rotating off the Board in August 2024, to the next generation, including for example, introducing our law firm, and our insurance broker.

However, although D.A. does not get involved in outside issues, sometimes they come to us. Our international bank account was discontinued by the transfer company we used because we received a donation from the fellowship in a country under sanctions. The challenge of finding a new transfer arrangement for international fellowship donations falls to the Finance team. But the Legal Affairs team was also about to license the same country to print and distribute translated D.A. literature internally, in exchange for a royalty paid annually. This came to an abrupt halt.

But we worked on it. We took inspiration from the Boards of other Fellowships who have asked sanctioned countries to invest royalties in their own infrastructure. And we worked with the Office of Foreign Asset Control in the USA to get permission, in writing, to sign such an agreement. So after a pause, the agreement went ahead.

We recommend to next year's committee that they undertake an insurance review with our broker.

GSB Literature Publications/Translation and Licensing Committee Report

The GSB Literature Publications Committee (LitPub) and the Literature Translation and Licensing Committee (LTL) are currently combined as one committee this year. 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 committee composition includes Roger H. (Chair), Josie P., Piper N., Bliss T, Rody D. (Project Contributor), Darrell G. (Project Contributor) and Rob B. (Secretary). There are three D.A. members serving on LitServ, with Rob. B. as the liaison. Bliss is the Chair of this subcommittee working with Jill W.

The meditation book now has a title - *A Year of Serenity and Prosperity: A Daily Reader*. The book is now in the layout design and will be available in the second half of 2024 in both paper and electronic versions.

LitServ has finished their review of the above book and are now focusing on written submissions for the *D.A. Basic Text* (working title). They are also working on content received for pamphlets on *Action Plan* and *Relapse and Recovery*.

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.

Content for a revised pamphlet on *Awareness* has been completed by the WSC Literature Committee and is currently being reviewed by the GSB LitPub members for feedback.

This year we have released two of our D.A. books in audio format. *The Twelve Steps, Twelve Traditions and Twelve Concepts of Debtors Anonymous* and *A Currency of Hope (2nd Edition)* have been recorded both for purchase options and also in a DAISY format for the print-impaired user. The purchase options are currently available on Audible and iTunes in major English-speaking markets. The DAISY versions are available from the General Service Office for those requesting a copy and we are working with various equitable accessible library systems worldwide for inclusion.

We are pleased to announce that D.A. France and the GSB have signed a licensing agreement for the publication of *Les Douze Etapes, Douze Traditions Et Douze Concepts Des Débiteurs Anonymes. Trente-Six Principes De Rétablissement*. This book was published in France and there will also be an e-book and Print-on-demand (POD) version available for global distribution. D.A. France has currently completed the translations of seven D.A. pamphlets and in addition to working on other pamphlets are also translating the *Debtors Anonymous Twelve Step Study Guide*.

The Spanish edition of *Los Doce Pasos, Doce Tradiciones Y Doce Conceptos De Deudores Anónimos. Treinta Y Seis Principios De Recuperación* is also underway. The translation is complete and currently undergoing verification. They are also now translating, *The Twelve Step Study Guide for Debtors Anonymous, A Currency of Hope* and *The Debtors Anonymous Manual For Service*. We are grateful for the service of Rody D., Project Coordinator for the Spanish translations and for Beatriz R. for her work in leading the translation team.

D.A. Brazil has also completed their translation of *Os Doze Passos, Doze Tradições e Doze Conceitos de Devedores Anônimos - 36 Princípios de Recuperação* and the book is now in final layout design. The book will be published locally in Brazil. It will also be available as a Print-on-Demand book in North America and Europe. The e-book version will be available globally. They have started translations on the *The Twelve Step Study Guide for Debtors Anonymous* and *A Currency of Hope*. We are grateful to Dora P. and Marissa M. for their help and work with a large translation team in Brazil.

Other translations of D.A. literature is currently underway or we have received inquiries about how to start the translation process. This includes Chinese, Farsi (Persian), German, Hebrew, Hindi, Icelandic, Italian, Japanese, Romanian, Russian, Tamil and Ukrainian.

The World Service Conference Literature Committee (WSC LitCom) under the Chair of Deborah O. and several other members continues to work on various literature concepts and collections of stories for already approved literature pamphlets and books. The request for personal stories by Black members of D.A. has been published in several languages, including English, French, Portuguese, Spanish, Arabic, German, Afrikaans and Zulu. Other projects are still accepting stories by D.A. members: *Solvency in Retirement Stories* and stories for our *D.A. Basic Text*.

A link to the URL with details for story submissions can be found here:
<https://debtorsanonymous.org/call-for-submissions-for-da-publications/>

The WSC LitCom have several subcommittees that are reviewing a number of possible titles for new pamphlets and books and are working on general outlines for presentation to GSB LitPub. A full list of these can be found on their year-end report also in this publication.

We have begun the process of identifying the corrections needed in our e-publications and are pleased that Darrell G. has volunteered to help in the role of a Project Contributor to move this project forward. Once all of the corrections have been identified and updated, users will be able to upload the revised editions on their e-reader device.

While Artificial Intelligence (AI) software has made significant advances in language translation, it is important to note that it does not guarantee perfect translations. The process of translating literature, especially when it involves nuances, acronyms specific to recovery literature like PRM and PRG, and cultural differences, requires careful consideration and human accuracy. While AI can assist in the translation process, it is still necessary to have human involvement to ensure the production of helpful literature for our members worldwide. Ultimately, it is one debtor who is able to speak to another through our literature.

The distribution of literature worldwide in an equitable manner and at an affordable price is a challenge. Not all areas of the world have the same access to Print-on-Demand (POD) and electronic versions of our literature. We continue to research and source alternative methods for such distribution. We are grateful for the D.A. members in those countries who are helping us find such vendors as well as other 12 Step fellowships who are sharing with us their experience, strength and hope about international publishing and distribution.

Indeed, protecting the intellectual property of D.A. literature, which is copyrighted by the Fellowship, is of utmost importance. LTL can offer valuable guidance on the translation process, including the necessary steps for publication such as obtaining an ISBN,

considering print-on-demand options, and other relevant factors. We are grateful for the contributions of numerous members who assist in various aspects of the translation process, including proofreading, verification, layout, design, and ensuring adherence to the Traditions and Concepts. Their dedication and efforts make it possible to create meaningful and accessible literature for our community.

Inquiries about the translation process may be sent to translations@debtorsanonymous.org.

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

Committee members include Rob B., Chair & Secretary, Josie P., Roger H. and Bliss T.

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.

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

The Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. 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.

The GSB welcomed three new Class A trustees in 2023 and one Class A in 2024. The GSB currently has two Class A (debtor) and three Class B (non-debtor) trustee openings. We anticipate three Class A and four Class B trustee vacancies at the conclusion of this Conference year. **Beginning the 2024 Conference Year, the GSB will likely have openings for three Class A and four Class B trustees - seven trustees short of a full board. This is very concerning.**

If you believe you are qualified to be a trustee and give back to D.A. on the world service level for a term of three years, the time to apply is NOW. You may apply online here:

<https://debtorsanonymous.org/gsbapply>

We continue to look for members willing to do world service as either a “Project Contributor” (PC) [Project Contributor 2023.pdf](#) or an “Appointed Committee Member” (ACM) [Appointed Committee Member 2023.pdf](#). Here are the links to apply:

[Project Contributor Application](#) / [Appointed Committee Member Application](#)

Please listen to our podcast “World Service Opportunities – Beyond G.S.R.” here:

<https://debtorsanonymous.org/2022-23-fellowship-wide-calls/>

The Committee recognized that Long Range Planning needed more focus and therefore we recommend that a Long Range Planning subcommittee be formed within NomPro/LRPC.

GSB Office and Audit Committee Report

Committee members include Karma K. Michalene R., Alex A., and Bliss

“The GSB Office Committee, acting in both a managerial and advisory capacity, provides a channel for the concerns of the Office Manager to the full Board for action, sets standards for office operations, makes personnel decisions, provides support to the Office, and, in general, oversees the smooth workings of the GSO.

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

The following are the projects and tasks that the Office/Audit Committee worked on this past year.

The 2023-2024 Conference year saw a lot of changes on the GSB Office/Audit Committee. In April, Michalene moved off the Committee, we gained Bliss, and then we lost Alex in May. Office/Audit is grateful for their service to this committee, and they will be missed.

After it was announced at the 2023 WSC that A.A. had given D.A. permission to revise the wording of the Twelve Steps and Twelve Traditions, the project of making sure we had a group conscience of the Fellowship through current registered meetings was commenced. Teresa, the D.A. General Service Office (GSO) Manager, spent well over an hour training Karma, the GSB Office Liaison, on how to register new meetings, verify current meetings, etc. Everyone on the Office Committee helped the subcommittee tasked with this enormous project to some extent. – So very humbling!

The GSO had been looking to hire an office assistant part time. and that was realized on December 5, 2023 when the GSO brought on Mylinda W. after her work for us as a temp for several months. She has been an asset to the GSO in terms of her ability to streamline procedures. More great news here is that we stayed under budget for the year for payroll even after paying the temp agency their fees.

Office/Audit was only tasked with responding to one Issue & Concern, and all three committee members as well as the GSO Office Manager agreed with how to answer it.

We are still hopeful about the project to install a small coffee break area with running water in the office, although information and estimates are coming in slowly.

Office Committee is now tasked with updating the phone volunteer process and would love to hear from anyone who would like to be of service in that capacity.

While we have determined that the archives position really needs to be a part time paid position, Teresa and Karma went through every box and reorganized them into categories.

The Audit Committee completed an annual review of our taxes. Recommendations for the next year are to complete the 5-year review of accountants, and to review out-of-date procedures of the GSB.

SECTION 5: WSC COMMITTEE and CAUCUS END-OF-YEAR REPORTS

2023-2024 Business Debtors Anonymous Committee End-of-Year Report

At the WSC, the committee decided on a monthly meeting time of 11:30am EST on the 2nd Sunday of the month.

The committee held elections to fill the following positions: Chair: Marie H., Vice Chair: Rick L., Tech Support: Michelle L., Treasurer: Els V., Secretary: Toni T., Time Keepers: Els V. and Rick L., GSB Liaison: Michalene R.

The BDA Committee has been meeting monthly and working on the following items:

- Reviewed the Issue and Concern and sent our response to the GSB via our liaison Michalene.
- Continued to work on the backlog of pamphlet and literature outlines so they can be sent to the Literature Committee for review. We are currently working on the BDA Numbers outline similar to the DA Numbers One Approach
- Planned and completed a Fellowship-wide call on January 14th with the following agenda:
 - Fellowship wide call Jan 14, 2024 on the Topic of BDA Committee – What’s Going On?
 - Introduction of WSC BDA Committee members for 2023-2024
 - Update on activities of the WSC BDA committee in 2022-2024

- 4 pamphlet outlines for possible future literature for BDA sent last year to the Literature Com
 - 2 more outlines to be sent this year on the topics of BDA Numbers
- How to share your BDA stories with the Fellowship through submission for a BDA book of stories.
 - To submit a story for the BDA book, please download and fill out the release form and email it with your story to office@debtorsanonymous.org
- Time for asking general questions on how the WSC BDA committee can best serve the BDA Fellowship will follow the presentations.
- The information we gathered from the Fellowship-wide call, will help us plan other calls or workshops for outreach as well as other forms of communication to the BDA community throughout the DA structure
- Based on the information from the Jan 14th Fellowship wide call, the WSC BDA Committee members held another Fellowship wide call on June 9, 2024 on “How to transform the 12 Concepts into Healthy Business strategies.”
 - Introduction with emphasis on conference approved literature for referencing accurate statements on the Concepts for World Service and no individual speaks for DA as a whole
 - The 12 Steps, 12 Traditions and 12 Concepts are the vital principles of the program of Debtors Anonymous.
 - General overview presentations on using the 12 Concepts for World Service as a business tool for growing the business in service to our Higher Power and our fellows.
 - Question and Answer period was excellent and it is our hope that next year’s BDA committee will host more Fellowship wide calls
- The WSC BDA Committee will complete the BDA Numbers outline similar to the DA Numbers One Approach and send to the BDA GSB liaison for submission to the WSC Lit Com

2023-2024 Conference Committee End-of-Year Report

The 2023-2024 WSC Conference Committee consisted of the following members: Sarah B., Chair, Ragna F., Vice Chair, McCready B., Secretary, Helen O., Howie S., Kerstin H., Trudy F. 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 2023-2024 Conference year we supported each other in our continued recovery at our monthly meetings and through the bond created in doing service together.

The Committee created two standing subcommittees:

- **WSC John H Review Subcommittee**, which compiled and reviewed documents and records relating to the John H Scholarship fund and its allocation process and discussed ways in which the allocation process could be updated or improved, particularly as it relates to enabling GSR and ISRs with the greatest need to attend the conference. This committee was formed as a response to a Recommendation from the UUOC and liaised with both the UUOC and International Committee’s in their work this year.
- **WSC Mentoring Subcommittee**, which reviewed suggestions from mentors and mentees who participated in the 2023 program to make updates and improvements to the 2024 program. This included facilitating clearer communication between mentors and mentees and providing more in-person support at the conference itself. This committee also updated the documentation used within this program to be more fun and user friendly and oversaw the roll-out of the 2024 program.

The Committee considered a Recommendation from the Technology Committee to prioritize tech training at the WSC, and as a result passed the following Motion, which will be passed along to next year’s Conference Committee as a Recommendation to bring this as a Motion to the Convocation:

“The CC moves that the WSC make tech training available at the WSC at a time after the registration that is easy to attend.”

Additionally, the Committee submitted an Early Motion for this year’s Conference which seeks to address a concern brought to us about the level of work assumed by a Host Committee and a possible conflict of interest in voting at the conference. The following motion would require that anyone serving in an executive role on the Host Committee for a current year’s conference would not also consecutively serve as a GSR or ISR 12 months prior to the conference or at the conference itself.

The World Service Conference Committee moves that the Chair, Vice Chair, Secretary and Treasurer of the Host Committee for a World Service Conference shall not serve a) in any position at the World Service level for the 12 months prior to the conference nor b) at the conference being hosted, specifically as a GSR, ISR, ACM, or Project Coordinator. Background: The experience of past Host Committee chairs is that the volume and intensity of work in the year leading up to the WSC makes it extremely difficult to also hold a WSC level position.

The Committee liaised with the International Committee to re-work a Motion presented at the 2023 WSC, regarding amending the Charter to allow for the possibility of a virtual conference. This work is still in progress, and may result in our committee bringing a Recommendation to next year's Conference Committee for consideration.

We also liaised with the International Committee to prepare a motion which would address a Recommendation they made to us, which asked that we look at ways in which a returning GSR or ISR may continue service on an existing committee if they are not able to physically attend a Conference during the year following their committee service. This work is still in progress, and may result in our committee bringing a Recommendation to next year's Conference Committee for consideration.

The WSC Conference Committee would like to express our gratitude for the opportunity to serve during the 2023-2024 year.

2023-2024 Fellowship Communications Committee End-of-Year Report

The members of the FCC for 2023-24: Chairperson: Claudette B., Vice Chair: Taylor D., Secretary: Katie Mc, Tech Support: Ken H., Marianne B., Kate N., Monty P., Maitreya B., Graham O., Geraldine Mc. Our GSB liaison: Rob B.

The projects worked on are:

1. **Ways and Means (WAM) (curate and edit):** Team Marianne B. (Chairperson), Katie Mc, Kate N., Monty P., Taylor D. (co-Chairperson)

Ways & Means is the D.A. recovery magazine filled with stories by D.A. members about their personal recovery in the program of Debtors Anonymous.

The FCC acquired this project in the year 2023-24 and a very enthusiastic team took on the significant task of curating and editing this online magazine. The WAM (as the team likes to call it) sub-committee meets monthly to discuss and formulate a plan to execute such a publication. WAM is tasked with creating a newsletter from scratch.

In May 2024, the General Service Board (GSB) and the Ways and Means Committee (WAM) released the first issue of the new *Ways & Means Newsletter*. The issue is available on the Debtors Anonymous website. Go to debtorsanonymous.org/fellowship-services/fellowship-newsletters/

This sub-committee worked diligently and collaboratively to navigate all aspects of its first publication. The May issue included introductions from all the WAM committee members, articles written by D.A. members from across the globe, an interview featuring Literature Committee chair Deborah O regarding the 2024 vote, a *Dates to Know* table listing live and Zoom events for members to participate in, plus original artwork by WAM chair Marianne B and former GSR Dion F. The new newsletter is simple in its look and is robust in its content with stories, colorful images, and a welcoming vibe.

At the time of this report, the WAM sub-committee is working on the second issue for 2024 with the theme being *Service*. At present, a handful of personal stories and images have been procured for this issue. The team is working together to meet the desired goal of delivering the newsletter before the World Service Conference in August, while balancing the reality of each committee member's full life, in and out of recovery. For Marianne B, working on this committee has given her numerous opportunities to practice letting go. "*Easy does it and in HP's time, not mine* have been the comforting and necessary catchphrases for this exciting endeavor." *Marianne B Chairperson WAM*

The WAM sub-committee would love to have **your** story in the newsletter! Please consider submitting stories of recovery of 200-1000 words to: waysandmeans@debtorsanonymous.org

2. **Promise 6-day:** Team Ken H. & Maitreya B.

Promise 6 Day (P6D) is a worldwide fellowship day promoted by Debtors Anonymous. "Isolation will give way to fellowship- faith will replace fear" This annual event approved by the 2019 World Service Conference, presently takes place on the 4th Saturday in April. This year it took place on April 27th, 2024. Members were encouraged to participate in fellowship and to break out of isolation which can be a big part of the disease of debting.

The Promise 6 Day subcommittee consisted of Maitreya B and Ken H. who promoted P6D through Intergroup channels, the Ways and Means, Whatsapp groups, and by word-of-mouth announcements at large meetings. Groups were encouraged to

post their event details online to encourage attendance and participation. There were at least 7 events held across the world. Both subcommittee members served on the committee for the first time, and learned lessons on how to improve promotion and attendance next year.

3. **Founders Day** (Anniversary, birthday)

Debtors Anonymous was started on April 15 1976. As a possible new project it would be integrated with the Promise 6 sub committee to create and evolve. An early motion has been written and will be presented at the August 2024 WSC, to officially introduce Founder's day as a new event to be celebrated yearly.

4. **Website Committee & Caucus Report Project:** Team Graham O., Geraldine Mc

FCC – Website subcommittee: Graham O. (Chair), Geraldine H.: Year-end report

Following on from work done by the same sub committee last year a proposal was created and reviewed by the FCC and then presented to our board liaison Rob B in early December 2023 and this was then discussed at the GSB CommTech meeting of 17th December 2023.

Feedback on the proposal was provided and the sub committee reviewed and discussed their thoughts with the full FCC committee and board liaison Rob. Given the resources that would be needed to implement some of the proposed changes do not exist within FCC, it was agreed that the best way forward would be to meet with GSB Comm Tech and the Technology committee in person at the WSC to discuss the priorities of changes to the website.

The proposal looks to improve the availability of information for the DA member with respect to the WSC and the committees and their activities and has cited other 12 step fellowships that have a much greater visibility and ease of access to all things related to their respective WSC and the committees and their aims.

5. **Instagram: Joint Instagram sub-committee:** Will (UUOC), Claudette B. (FCC)

Instagram is a free photo and video sharing app. The purpose of our using Instagram is to reach a wider audience. This would be accomplished with the following:

- Help Ways & Means (WAM) reach a wider audience within the Fellowship making use of quotes already approved.
- It would include updates on important events within the fellowship, including public information events which may or may not be included in the current issues of WAM due to publication scheduling.
- Share the wealth of existing D.A. literature — this would ideally also appear in WAM.
- Reach and welcome the debtor who still suffers.

This joint-subcommittee has presented a proposal for managing the official Debtors Anonymous Instagram account and a comprehensive six month content plan.

As of mid-June 2024, this joint-subcommittee is revising that content plan in light of the new D.A. Social Media policy and hope that the first posts will be published before the World Service Conference this summer.

6. **Other Activities:** Claudette B.

Chairing of WSC chairs meeting: The chair of the FCC also chairs quarterly Zoom meetings for all the WSC committees and caucus chairs. The purpose of these meetings is to provide an opportunity for connection and collaboration across the committees.

The FCC is a great committee to be part of, because of its diversity of projects and its unity as an enthusiastic and positive thinking team.

2023-2024 Hospitals, Institutions and Prisons Committee End-of-Year Report

1. Incorporate language that uses the term H.I.P. instead of the word "HIP"
2. Continue the Committee work for outreach to the debtor who suffers
3. Continue outreach to the AA community for contact information into our local county jails and prisons
4. Continue outreach to hospitals with a focus on medical debt – outreach will start with hospital financial services
5. Pursue more outreach covering mental health services
6. Continue discussions in our September meeting that come out of studying the HIP Starter Kit
7. Research to see if a therapeutic model exists for compulsive debtors
8. Research best practices for outreach to all the above

2023-2024 Intergroup Caucus End-of-Year Report

Members: Robin, Deniese, Marie, Helen, Diana, Audrey, Paul, Domingo, Matthew

1. Continued to work on the Intergroup Survey from 2022-2023

2. A motion was made to accept the revision of the IG Caucus's survey Question #1 as put forward by the IG Question #1 subcommittee. Then send the revised survey to the GSB for approval.
 - Current wording of Q#1: *Should the definition of a Regional Intergroup include: Only regional (geographic) groups that have at least some face-to-face presence, OR should it include some phone and video only groups as well?*
 - Proposed new wording of Q#1: *Should the definition of an Intergroup include regional (geographic) groups that have at least some face-to-face presence, and phone and virtual groups?*
 - Discussion was had, the group voted on the motion, and the motion passed.
3. Worked on the definition of an Intergroup
4. Worked on the list of intergroups to get cleaned up for them to re-register
5. Worked on getting a active list of intergroups together once they did re-register

2023-2024 International Committee End-of-Year Report

Committee: GSB - Piper, Angela, Claire, Stefanie, Steve, Howie, Julie, Seana, Ragma, Drew, Robin

Committee Positions: Chair: Claire, Vice Chair: Seana, Secretary: Angela - back up - Julie, Treasurer: Howie, Tech Support: Stefanie

Vision:

- Cultivate individual mindset from local to global
- Support of emerging fellowships from a local to a global mindset with multiple access points to D.A. so that we:
 - Attract the still suffering debtors
 - Provide the tools for a strong foundation of recovery
 - Build local, regional, meetings and groups
- Provide the debtor who still suffers, giving them the tools to build a strong foundation of recovery for themselves, local groups, area, intergroup and the world across the fellowship - including DA and BDA
- We will continue collaboration with most of the committees on mutual initiatives where a global point of view will enrich the outcome

Action Items: We will focus on three main projects in addition to continue to push forward some of the unfinished work from 2023/2024.

Projects:

1. **Global Contact List:** Global contact list of bi-/ multi-lingual fellows and coordination of requests. Will continue to build this database.
2. **Step Study workshops:** We will develop guidelines and support the implementation of step study workshops in new and emerging fellowships. In so doing, establishing a foundation of recovery that can be replicated in different countries, regions to reach the still suffering debtor.
3. **Tools Challenge and Recovery Resources:** Implementation of D.A. Conference Approved Literature based Tools Challenge and/or a recovery resource that can be replicated globally. This project would establish healthy habits for new and emerging fellows and meetings whilst developing capacity for sponsoring and step studies

The WSC International Committee does not have any issues and concerns that have been directed for the Committee to address.

2023-2024 Public Information Committee End-of-Year Report

The 2023-2024 WSC Conference Committee consisted of the following members: Sarah B, Chair, Ragna F, Vice Chair, McCready B, Secretary, Helen O., Howie S., Kerstin H., Trudy F. 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
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In addition to our work attempting to fulfill that mission, during the 2023-2024 Conference year we supported each other in our continued recovery at our monthly meetings and through the bond created in doing service together.

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The Committee considered a Recommendation from the Technology Committee to prioritize tech training at the WSC, and as a result passed the following Motion, which will be passed along to next year's Conference Committee as a Recommendation to bring this as a Motion to the Convocation: ***"The CC moves that the WSC make tech training available at the WSC at a time after the registration that is easy to attend."***

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The WSC Conference Committee would like to express our gratitude for the opportunity to serve during the 2023-2024 year.

2023-2024 Resource Development Committee End-of-Year Report

No GSRs volunteered for the RDC this year, so therefore there is no report.

2023-2024 Spiritually Sustainable Earning Caucus End-of-Year Report

Caucus Members 2023-2024: Board Liaison, Piper N. / Chair, Geraldine H / Vice Chair, Kerstin H. / Secretary, Kerstin H. / Tech Mark . / Trudie F.

The SSEC has had an active and productive year. Our work is inspired by three meetings in the US, a BDA Sydney in Australia, which extends this topic of DA recovery to the Asia Pacific. We also have a Sustainable Earning meeting in South Africa providing greater participation of speakers from around the world. These five Spiritually Sustainable Earning meetings this Caucus helped create since 2021 are now thriving with enthusiastic attendance. We will continue to grow the number of SSE meetings.

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

- **Fellowship Wide Calls:** We had a successful Fellowship - Wide Call held on the 1st June 2024. Four speakers shared their experience, strength and hope on Spiritually Sustainable Earning. We had a successful event with seventy attendees.

- **Income Generation:** This Sub committee worked intensively to develop the Draft pamphlet on one of the tools, Income Generation - 101 IDEAS TO BREAK THE BLOCKS TO EARNING. To inspire members to earn in a spiritually sustainable manner. We used an approved proposal as a guideline to creating this pamphlet.
- **Lit Comm and SSE:** Following the motion passed at WSC 2022/23. This newly formed subcommittee worked to create the Spiritually Sustainable Earnings Pamphlet incorporating the Earning Pamphlet outline and draft approved by the General Service Board in 2020. The original Earnings pamphlet includes many areas that overlap with spiritually sustainable earning principles. We updated the pamphlet using the combination of rich material provided by Spiritually Sustainable Earning to include the Signposts and Tools to produce a comprehensive and accessible piece of literature.
- **Spiritually Sustainable Earning Caucus Recommendations:**
 - To Spread the word about Spiritually Sustainable Earnings by continuing with Fellowship Wide calls
 - We recommend all SSEC members attend a SSE meeting to understand what SSE is, to see in action the recovery this Caucus is supporting (list of meetings in the D.A. website)
 - Extensive work has been carried out, by the subcommittees, to produce pamphlets. We recommend the Earnings pamphlet, move forward in the literature process to the next stage to be approved for publication. Further, to continue to work on producing pamphlets for the SSE tools.
 - With the extensive work carried out this year to produce literature for the Spiritually Sustainable Earning we are keen to become a committee

2023-2024 Technology Committee End-of-Year Report

Members: Megan P (Chair), Gemma S (Vice-Chair), Peter C (Tech Support), Mark M (Secretary), Katie P (Treasurer), Phil W (Google Drive), Greg K, Vanessa W, Chris R (GSB Liaison)

Introduction: This has been an exciting year for the Technology Committee. We started the year with mostly new members, and - as of June 2024- have retained all of our original membership.

Statement of Purpose: The Technology Committee is composed of delegates who have experience with and/or interest in leveraging technology to grow 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.

- To move that mission forward this year, we created **two** subcommittees: Tools & Training, and Website.
- We formed **one** joint subcommittee with the GSB to assist them in their work.
- We formed **one** joint subcommittee with UUOC to work on Instagram.
- Phil and Katie also provided tech assistance and knowledge to the International Committee to help evaluate 24-hour phone line technical feasibility.

Subcommittee Updates:

- **Tools & Training:** The tools & training group has officially planned an incoming- and returning GSR-wide Google Drive training event on Google Drive, scheduled for July 28, 2024. We have also worked with the Conference Committee to implement Google Drive training on Wednesday as an official part of the Conference schedule. Planned format will be similar to a slide show (in Google Drive) with questions. Tech Com continues to encourage all WSC attendees to use the Google platform and Drive for archiving and committee/caucus accessibility.
- **Website:** Web committee was composed of 3 people - Gemma, Vanessa and Pete. There were 2 major focuses: This Year, and Next Year.
 - **This Year:**
 - We got some analytics data from GSB about user behavior on the current site which Vanessa reviewed. Upon concluding the best research would be to conduct interviews with newcomers looking for ways to get started in DA, and with the goal that TechCom is working towards making the online DA journey as straightforward as possible, Vanessa conducted UX meetings.
 - This extensive research with newcomers' use was in March, and while Vanessa is not returning next year, she has offered to make a PowerPoint and give a presentation to 2024-2025 TechCom.
 - Pete has submitted a homepage refresh design which is with GSB for approval.
 - **For Future Years:**

- Gemma did extensive work last year on ways the website could be improved which would require investment, so we will also work towards building a recommendation for future committees to seek investment for a full redesign based on research done last year.
- Mark is assisting in determining if there is anything needed regarding timezone adjustments for the current website meeting directory. This is ongoing.
 - We have started making a list of recommendations (based on research) for further updates, we're about halfway through these, one more sub committee session should do it. We can aim to have this ready to present to next year's committee, or potentially put it to the board ourselves.
- Podcast: Podcast hosting research was done, many good options out there, it's cheap and easy to do.

Joint Subcommittee Updates:

- **Instagram:** One member (Megan) joined the FCC, International & PI Instagram subcommittee to provide tech support to the Instagram initiative. TechCom has been ready and willing to provide technical knowledge where needed, and will continue to do so (where available) as the Instagram initiative furthers - particularly in the use of service positions and use of graphic design websites (such as Canva) when Instagram Committee members create content.
- **GSB:**
 - Two members (Greg & Mark) finished editing, testing, and preparing for publication both Excel and Google Sheets spreadsheet versions of **Numbers: One Approach**. continued the final testing for online **Numbers: One Approach**, and sent off to GSB for final approval in April 2023. By the time of this report (June), we are still awaiting GSB Legal to approve and release DA-wide.
 - Greg has also designed a **data-based Numbers: One Approach**. This has been shared internally with TechCom 2023-2024 to beta-test, with the intention of recommending for 2024-2025 TechCom to look at.
 - In Dec, 2024, TechCom was contacted for help with registering as-yet unregistered meetings. Phil adopted the International meetings on the shared Google Sheet. He made contact with a meeting in India (pasted into the chat in Hindi) and a meeting in Australia (a BDA Artists meeting). Many other meetings were dialed into but those meetings were inactive. He also contacted a Northern California meeting that was large but did not seem to have a registered GSR. All 3 meetings agreed to register, and he made notes on the sheet both for the meetings found in good health as well as the rest that had no attendees.
- **International Phone Line:**
 - On 12 Jan 2024 Phil W, Tech Comm, met with the International Committee 24 Hour Hotline sub-committee to present his Tech Comm report on the feasibility of hosting a 24 hour hotline for Debtors Anonymous. The conclusion was positive, and a provider was identified. Initial plans for deploying a toll-free hotline to another country were developed.
 - Receipt of text messages from the country of origin will require a dedicated mobile line in that country. This would be a separate number from the toll-free number.
 - Technology is emerging that will pool text messaging from such varied sources as Facebook Messenger, WhatsApp, iOS (Apple), and Android messages. This technology is in development and is being closely followed for potential use by D.A.
 - Spring 2024: The country of Australia was identified as a candidate first offering at another IC Hotline Sub-committee meeting. Prior to the meeting, pricing was identified for calls originating in Australia to get routed to phone numbers inside Australia. Seana A from the International Committee is doing a great job of coordinating with the potential first host country.
 - Initial read from the GSB is that this effort has great promise.

In Conclusion: TechCom has made leaps and strides this year. A lot of the work we did was doing research and offering suggestions on the website as to how we can improve. We have begun a list of recommended motions/proposals for next year, mainly around website and a separate system for technology-related changes. A number of 2023-2024 TechCom members who are continuing on as GSRs have expressed interest in returning to TechCom for 2024-2025, which could mean building upon the momentum generated this year and giving an exciting prospect for the future year.

2023-2024 Underserved and Underrepresented Outreach Committee End-of-Year Report

Membership

Members: Will M. (Chair), Kim H (Vice Chair), Ellen E (Co-secretary), Yanira C (Co-secretary), Ahava (Treasurer), Yecenia T. (Tech Support), Andrea B. (Conference Liaison), Charlotte L., Dale B., Mary Ellen C., Patricia B. (International Liaison), Paul O. (Literature Liaison), Sharon Y, Toni T. (Public Information Liaison), Chris R (GSB Liaison)

Introduction

This was an exciting year for the Underserved and Under-Represented Outreach Committee (UUOC).

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

To deliver on that mission this year, we established six subcommittees: Accommodations and Outreach, Board Diversity, Survey, Voices of Women, Gender Identity and Debt as well as Cross-talk, Uncomfortable Conversations and Unintended Consequences.

We formed three joint subcommittees with the Literature Committee: Black Voices, Race & Debt and Spirituality Pamphlet.

We formed a joint subcommittee with the FCC, International, PI and TechCom: Instagram.

We formed a joint subcommittee with the Conference and International Committees: John H Scholarship and Fundraising Education.

Fellowship-wide Call: Gender Identity & Debt

From 2023-2024: One project of the UUOC was hosting a fellowship-wide call titled “**Gender Identity and Debt: Experience, Strength, & Hope**” on March 31 of this year. Look for the recording of this event under the 2023–2024 conference year here:

<https://debtorsanonymous.org/podcasts>

Subcommittees Updates

- **Accommodations and Outreach:** This subcommittee made progress reaching out to 211 operations across the US making sure they have information on D.A. and reaching out to public libraries asking that the library have D.A. materials on hand. They also made specific outreach to the Black and Visually-impaired communities.
- **Outreach to Black Communities:** This subcommittee participated in a health fair within the Black communities in Seattle, sponsored by multiple organizations within these communities. The health fair had a 12-step panel and one of the people sharing was in D.A.
- **Outreach to Visually-impaired Communities:** This subcommittee reached out to the Library of Congress Services for the Blind about ordering D.A. resources.
- **Outreach to United Way / 211:** This subcommittee created a template of a United Way Database Resource Form to use when requesting United Way / 211 lines and websites to add DA to their resources. D.A. now has a listing in Albuquerque, NM United Way / 211. We suggest that ISRs and GSRs tell their intergroups and meetings about reaching out to United Way/211 in their areas (cities or states).
- **Outreach to Public Libraries:** This subcommittee created a document with ordering information for our three DA books (D.A. Twelve, Twelve and Twelve; Twelve Step Study Guide; and Currency of Hope) to use when requesting libraries to purchase D.A. literature. We suggest that ISRs and GSRs share this with their intergroups and meetings: "Here's how to do outreach at your public libraries".
 - **Additional suggestions:** This subcommittee makes the following suggestions to next year's UUOC and to Intergroups and meetings in general:
 - Reach out to YMCAs, Silver Sneakers, AARP (in newsletter), medical social workers in hospitals.
 - Intergroups could cooperate with each other to provide D.A. literature to local organizations
 - Ask the Literature Committee's Voices of Retirement subcommittee to share Retirement stories with the UUOC subcommittee.
 - This subcommittee also suggests that the incoming UUOC should work more closely with the Literature Committee and provide more input into the process of literature development.

- **Board Diversity:** In order to increase the diversity of the General Service Board (GSB), this subcommittee reached out to debtors within BIPOC communities seeking candidates for new GSB Trustees. Although there was interest, we encountered two significant obstacles to finding willing applicants within these communities:
 - Trustee responsibilities and workloads are daunting. We are aware that Trustee workload is so high because the Board is understaffed at the moment but this was still a significant obstacle.
 - Within BIPOC communities, there remains a lack of trust in the General Service Board of Debtors Anonymous. This subcommittee recommends that the incoming UUOC continue this work in the coming year.
- **Cross-talk, Uncomfortable Conversations and Unintended Consequences:** This subcommittee worked on proposed changes to the cross-talk statement currently posted on debtorsanonymous.org and in the suggested meeting formats, specifically addressing instances where debtors from minority populations have been inappropriately censored on the basis of Tradition 10. This subcommittee suggests that the incoming UUOC continue this work.
- **Gender Identity & Debt:** This subcommittee presented a Fellowship-wide call on Gender Identity and Debt on Sunday, March 31, 2024.
 - LitCom has submitted an early motion for a pamphlet on the Voices of Gender Expansive Debtors for consideration at the 2024 World Service Conference in Ottawa. *The WSC Literature Committee, together with the Underserved and Underrepresented Outreach Committee, moves that the Conference approve the development of a pamphlet outline on Gender Identity and Debt: Voices of Gender-expansive Debtors.*
 - Trans women, Trans men and BIPOC gender-expansive debtors have been silenced and/or censored in meetings based on Tradition 10. In keeping with Tradition 3, and in the interest of making DA safe and inclusive for these members, we propose a pamphlet which would specifically address issues that directly affect the gender-expansive community:
 - Gender affirming care expenses and debt
 - Unhousedness
 - Employment
 - Spirituality
 - Risk of suicide
 - Voices to be presented in this pamphlet will include:
 - Transmen
 - Transwomen
 - Gender non-conforming debtors
 - BIPOC gender-expansive debtors
- **Survey:** The GSB has approved the proposal from UUOC for a comprehensive Fellowship-wide survey. We have responded with suggested next steps, essentially to reach out to other fellowships that have already conducted similar surveys for experience, strength and hope in conducting such a survey. Narcotics Anonymous has responded to our request and we have prepared questions to submit to our contact. We suggest that the incoming UUOC, together with the International Committee continue to move forward with this project in the upcoming Conference year.
 - [Potential Survey Questions](#)
 - [Draft Proposal for Fellowship-wide Survey](#)
- **Voices of Women:** This subcommittee submitted a draft early motion for a book: Voices of Women in Debtors Anonymous.
 - LitCom requested that the motion be revised to propose a pamphlet and so the motion was not presented as an early motion. *The WSC Literature Committee, together with the Underserved and Underrepresented Outreach Committee, moves that the Conference approve the concept to create a pamphlet for Voices of Women in Debtors Anonymous.*
 - The UUOC believes that women generally, and specific groups of women in particular, have relationships with money that have not been addressed directly in currently existing Conference-approved literature. We suggest that a pamphlet containing the experience, strength and hope gained by women in D.A. will address that absence. We aim to collect stories from women members of D.A. who are underserved and underrepresented from all over the world.
 - The following are examples of women we would like to be included in a Voices of Women pamphlet:
 - Black women
 - Latin women

- Asian women
 - Indigenous women
 - Immigrant/Refugee women
 - Women survivors of domestic abuse
 - Transgender women
 - Lesbian women
 - Elderly women
 - Incarcerated women
- This subcommittee suggests that the 2024-2025 UUOC work with the Literature Committee to present a version of this motion at the WSC in Ottawa in August 2024.
[Voices of Women Draft UUOC Motion v4.docx](#)
- **Additional Recommendations to the Incoming UUOC:** This year’s UUOC makes the following recommendations to the incoming UUOC.
 - **Recommendation:** The UUOC recommends that the GSB choose a Committee other than UUOC to address issues related to raising funds for John H if there is no Resource Development Committee next Conference year.
 - **Recommendation:** The UUOC recommends that the Conference Committee propose a change to the Charter such that Fellowship-wide votes require “yes” votes from 75% of respondents rather than 75% of all registered meetings. *This motion would need to be submitted as an early motion for the 2025 Conference. Forming a subcommittee to create this motion would require the cooperation of the Conference Committee who would need to submit the motion. If the incoming UUOC wishes to pursue this, it may be best to approach the Conference Committee on the first day Committees meet in order to suggest that such a motion be drafted and such a subcommittee be formed (possibly with UUOC involvement).*
 - **Recommendation:** The UUOC recommends that the Conference Committee present a motion to allow GSRs or ISRs who are unable to attend the WSC for any reason, be allowed to continue service on the same Committee for the next service year.
This motion follows on the International Committee’s 2023 recommendation to the same effect. This motion could be presented at the 2024 Conference which would require approaching the Conference Committee — probably with the support of International — on the first day Committees meet as we did successfully last year in regards to John H allocation.
 - **Recommendation:** that UUOC form an annual subcommittee to review p. 48 (Group Inventory questions) and p. 63 of DAMS (Underserved and Under-represented Outreach Committee Recommendation for Public Information). This revision must be completed for about the end of May in order to be included in the DAMS for the following year. Actual page numbers may be slightly different in next year’s DAMS.
 - **Recommendation:** that UUOC make the following request of the Intergroup Caucus, that Intergroup Caucus request “public” contact information for Intergroups that might be shared with other Intergroups, in order that Intergroups might cooperate on issues of joint importance (e.g. Zoom security). If there is to be an Intergroup Caucus subcommittee formed to look at this, Intergroup Caucus would need to be approached when Caucuses are meeting — which starts before the Committees meet.
 - **Recommendation:** that UUOC make the following request of the Intergroup Caucus, that Intergroup Caucus request “public” contact information from groups that would be shared with Intergroups representing the same region, such that each Intergroup would be able to reach out to constituent meetings to educate in terms of the role of ISRs and GSRs and the role of the World Service. If there is to be an Intergroup Caucus subcommittee formed to look at this, Intergroup Caucus would need to be approached when Caucuses are meeting — which starts before the Committees meet.

SECTION 6: WSC COMMITTEE MINUTES

WSC Business Debtors Anonymous Committee Minutes

August 8, 2024 BDA Committee Minutes

Goals and Actions

1. To develop a BDA spiritually-inspired numbers tracking system, based on the previously approved “D.A. Numbers One Approach” template. This tracking sheet aligns with the BDA tools and would be accessible on the D.A. website.
 - Present Tracing Sheet to committee members for full testing and comments (Greg)
 - ALL MEMBERS try out Greg’s number tracking sheet
 - Coordinate with Rob to present to the Board
2. To develop the concept of a fellowship-wide call that supports BDA members on creating a one-page spiritual business plan.
 - Look at an example of one (George send to group so we can study).
 - George has to present to us how it would be a fellowship-wide call. Craft a presentation that takes participants through creating their own. ALL MEMBERS.
3. To create a quarterly series of fellowship-wide calls offering experience, strength, and hope through a BDA speaker series. We will invite people through an e-blast. A podcast series can be created from these recordings.
 - ALL MEMBERS if you hear a good BDA speaker, get their contact info and begin compiling a list of potential speakers.
 - Create Google Sign-up Form. Ask Rob if there is one (Victoria).
4. To create a podcast on “BDA Tools for Success” focusing on taxes, contracts, marketing, and hiring.
 - Create a script outline for review by the committee (for a future date).
5. To review the three outlines for pamphlets being returned by the Literature Committee and assess how those documents support our current initiatives and then decide how to amend and proceed.
 - Get document return date (Greg)
 - Abundant Pamphlet and One Year Plan returned by 9/15
 - Prudent Reserve Pamphlet voted on at next Lit Committee Meeting and outcome returned to BDA Committee before October Meeting
6. To consider the 2024 WSC Conference Issues and Concerns as pertains to BDA.

Liaison

Mary: International, Victoria: Tech, Greg: Literature, George: Public Information

Format of the meeting:

- Read the Prayer for Guidance in Service
- Go over Agenda
- Report from Chair Meeting: Resource and Development Committee wants ideas for contribution for the society as a whole
- Literature: increase diversity perspective, male, trans gender, retirement voices
 - BDA have 3 outlines for pamphlets. Need work and will be emailed back. Greg will get a date.
- Tech Committee: Numbers One Approach about to be on the website
- Conference Committee: voting procedure, virtual access in progress

Michelle moved to review the three documents being returned by the Literature Committee and assess how those documents support our current initiatives and then decide what to do with them. It was seconded and passed.

Writing the proposals for the BDA Committee

- BDA Numbers Tracking System
- BDA One page Spending Plan
 - BDA is researching if there is a downloadable sheet on the site.
- BDA speaker series
- BDA Fellowship-wide call
 - Quarterly Fellowship-wide call with invited presenters to speak on the 3 tools.
 - Invite people from e-blast
 - Quarterly: 3 tools per quarter

Michelle: Chair, Odilia: Vice Chair, George: Treasurer, Victoria: Tech

Agenda

- Guidelines: Motion to accept printed guidelines–no opposition
- List of Agenda Items:
 - BDA outline Numbers One
 - BDA Stories
 - 4 Outlines for Literature
 - Information from Fellowship wide call
 - How to transfer 12 concepts into business strategies
- BDA Numbers One Tracking
- Literature specifically helpful to BDA members
- BDA Stories
- BDA Podcasts about experience strength and hope
- Revise existing BDA Meeting Scripts
- BDA Success Tools
 - Contracts
 - Taxes
 - Marketing
 - Hiring
- Good BDA Vision Meeting Sunday 10am EST Zoom AC 922 990 755 PW 217051
- DA & BDA: Recovering From UnderEarning Fear of Success & Vision Issues
- Quickly Effective Programs
- BDA PRG Workshop
- BDA Spending Plan
- Workshops & Webinars
- 2Spiritually Sustainable Earning
- Webinar - BDA Spiritual Business Plan

Priorities Webinar

1. BDA Tracking Numbers
2. BDA Spiritual One Page Business Plan
3. Success Stories BDA Speaker Series
 - Host with live stories: Fellowship wide calls each featuring 4 BDA Success Stories
4. BDA Tools for Success:
 - Contracts
 - Taxes
 - Marketing
 - Hiring
5. Literature Liaison to document what has been sent and when: Greg and Mary

Everyone at the meeting logged in to register.

WSC Conference Committee Minutes

August 8, 2024 Conference Committee Minutes

Attendees: Sarah (Chair), Robin (Secretary), Wendie (Tech), Trudie (Co-chair), McCready (Treasurer), Graham, Melek, Michael, Gill (GSB Liaison)

1. **Opening**
Serenity Prayer
2. **Conference Committee Mission:** The Conference Committee is concerned with the general welfare of the World Service Conference. This Includes:
 - The Charter of the WSC 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 conference

Tradition of the Month: [Traditions](#) Eight: Debtors Anonymous should remain forever non-professional, but our service centers may employ special workers

Concept of the Month: [Concepts](#) Eight: The Debtors Anonymous General Service Board of Trustees assumes primary leadership for larger matters of overall policy, finance, and custodial oversight, and delegates authority for routine management of the General Service Office.

3. Check In's

- **Sub-committees**
 - Graham's Motion to amend charter about voting
 - Mentor/Mentee
 - J.H. Scholarship
- Make a early motion to change the wording for allowing Virtual/Hybrid Conference
- Make a recommendation to allow GSR's/ISR's are not able to attend next year's conference to recommend that they apply as ACM or PC
- Liaison with UUOC and Intl

Con Comm Agenda 7pm

- Set meeting date for year Wed 11am PT/7p UK/2p ET/ 1 hour
- Enter info into Roster
- Mtg with Intl @9am Friday Aug 9, 2024 (motion about charter to virtual conf) PC and ACM's
- Sub Committees
- Agenda Items for year
- Motions/Recommendations for convocation
- General Meeting to follow
 - Sarah set agenda a few days before
 - Uploaded everything to drive
 - Conference Charter/Tradition
 - 1 min check in's
 - Zoom meeting

Sub Committees:

1. Voting procedure: Graham/Wendie/Robin
2. Mentor/Mentee: Sarah/Robin/Melek/Michael

Agenda items for the year

Convocation–Motions/Recommendations:

- McCready: work on recommendations on fundraising for GSR/ISR to get to the WSC - PG 50-54 DAMS on Fundraising
- Committees utilize the early motion system: Issue and Concern 24-07
- Motion: Meeting removal /DAMS for wording based on the Board
 - Trudie will make a JH/GSR Flyer
 - Gill/RDC eNews Blast about JH Scholarship
 - Stefanie will be coming to visit in the morning to discuss their motion on allowing GSR/ISR to continue work on a committee, i.e. Financial reasons, health reasons, visa/passport reasons

August 9, 2024 Conference Committee Minutes

Attendees: Sarah (Chair), Robin (Secretary), Wendie (Tech), Trudie (Co-chair), McCready (Treasurer), Graham, Melek, Michael, Gill (GSB Liaison)

1. **Opening**
Serenity Prayer

2. **Conference Committee Mission:** The Conference Committee is concerned with the general welfare of the World Service Conference. This Includes:
 - The Charter of the WSC 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 conference

Tradition of the Month: [Traditions](#) Eight: Debtors Anonymous should remain forever non-professional, but our service centers may employ special workers

Concept of the Month: [Concepts](#) Eight: The Debtors Anonymous General Service Board of Trustees assumes primary leadership for larger matters of overall policy, finance, and custodial oversight, and delegates authority for routine management of the General Service Office.
3. **Check In's**

9am: Stefanie/Ragna- International Committee: Financial reasons, health reasons, visa/passport reasons

Discussion on whether we make the recommendation to the WSB to support bringing the recommendation to the board about allowing GSR/ISR to participate in the committee that they were a part of the year before

Here is what International Committee wrote:

Recommendation to the GSB 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 attend the WSC in person due to reasonable grounds like for example visa constraints, health issues, disabilities, insufficient funds, 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. The continuation of this service shall be limited to the completion of a 3-year term of a GSR or ISR.

In order to continue service on the WSC committee without being at the WSC in person the following requirements shall be fulfilled:

- *A Record of attending at least 8 out of 11 committee business meetings throughout the previous conference year.*
- *Evidence that every effort has been taken to attend the WSC in person, eg. spending plan, report of fundraising activities, application to John H. Fund, report of visa application process - Acknowledgement that the group conscience of the committee has already decided on major aspects of the following year's schedule and agenda at the WSC*

Explanatory comments:

- Insufficient funds, eg. application for John H. Fund denied or fundraiser didn't bring enough. We would also consider that fundraising might be more difficult in certain areas of the world due to smaller fellowships, higher travel costs, lower income per person
- Visa issues, eg. applications denied or application process/waiting time too long
- Health issues that occur on short notice before the conference, when already registered, eg. Covid infection or accident. Also health issues on short notice of close ones like children, elder parents etc. s.o. has to take care of
- Physical disabilities that prevent s.o. from traveling a certain distance, eg. one would be from NYC and be able to attend the WSC in Newark but couldn't fly to Ottawa
- Other personal reasons eg. loss of loved ones
- Work commitment would not be a sufficient reason from our point of view. Neither would we consider health issues that already existed in the previous conference year. Our perspective here is that both could be foreseen and should rather prevent s.o. to take on the service as GSR/ISR at all.

The WSC Conference Committee recommends the following in order to support yourself and additional GSRs and ISRs in attending the WSC:

- Fundraise throughout the year
- Review your meeting's weekly 7th tradition announcement and add a separate collection for the GSR/ISR rep, stating, "**Our weekly GSR collection needs to reach or exceed \$_____**, (Base it on your current WSC budget and adjust as needed.)
- Take advantage of the fundraising suggestions listed in the DAMS at the bottom of page 50, "A Guide to In-Person and

Virtual Special Events," and consider creating a fundraiser for your meeting and / or collaborating with another meeting.

Amended wording:

Suspension of a Group's Meeting Information

"Each group is autonomous except in matters affecting other groups or D.A. as a whole". (D.A.Fourth Tradition). The General Service Board (GSB) takes seriously the reare need to suspend a group's listing. The following is a list of possible reasons for a suspension:

- *Verified complaints that a Group is bringing D.A.'s name into disrepute through serious violations of the Traditions*
- *A Group/Meeting has not been re-registered for a period of three years.*
- *Repeated notifications in a six-month period that no one is present at a meeting's location.*
- *The requirement to pay to attend a meeting or to participate in a workshop.*
- *A D.A. Group/Meeting is also registered with another Twelve-Step fellowship.*
- *There is always a Right of Appeal and we welcome communication from the group in question.*
- *A thorough investigation may need to be conducted before relisting a meeting.*

Theresa, Office Manager, came in to talk to us and explain what the process is for updating the DA.org website meetings list.

- Should we have Gill take back the recommendation to the Board regarding the request from WSG about de-listing and re-registering or do we split these two things out?
- Ideas for process for when a group violates the traditions and how do we deal with that? Example: 27 complaints against a meeting - Board needs to handle this
- Does the Board want re-registration yearly? How do we communicate to the groups?
- Process for Theresa - If the meeting hasn't been updated, she will send an email to the 2 contacts

August 10, 2024 Conference Committee Convocation Minutes

We have set up two sub-committees for the year, which include:

- Voting Procedure Sub Committee: who will look into the current voting procedures contained in the Charter and offer possible updates to these procedures. This sub committee was formed as a response to concerns raised about current voting procedures giving too much weight to non-voting groups.
- Mentor Mentee Sub Committee: who will seek to make even more improvements to the program this year which, in collaboration with Tech Comm will, includes some fancy tech advancements.

Other Items on the Agenda for this year:

- Our committee as a whole will continue work on a Motion to Amend the Charter to allow for the possibility of a virtual conference and intend to submit it as an Early Motion for the upcoming conference year. We would like to work with as many Committee's as possible on this initiative to offer a well thought out and carefully considered motion on this topic.
- We will also be continuing some of the recommendations made by last years John H Sub Committee, which include:
 - John H Fundraising Flyer / E Blast / Energizing Marketing Initiative to raise awareness about the fund and encourage donations
 - Addition of John H Donation information to website

WSC Fellowship Communication Committee Minutes

August 8, 2024 FCC Minutes

In attendance: Chris: GSB Trustee liaison, Claudette B., Katie M., Geraldine, Monty, Ken, Marianne, Alfa (later arrival)

Elections FCC 2024-2025 some main positions:

- Claudette: Chair unanimous
- Katie: Secretary unanimous (even Ken)
- Geraldine: Vice Chair unanimous
- Monty: Treasurer unanimous
- Ken: Tech Support unanimous
 - For today:
 - Marianne: Scribe
 - Timekeeper - Maggie

List of Procedure or Etiquette Guidelines:

- Examples include:
 - The chair distributes an agenda ahead of the meeting
 - Everyone agrees to read previous meeting minutes, the agenda for the current meeting, and any supporting documents (for example, motions to be voted on) before the meeting
 - Let the chair lead the meeting
 - Start and end each meeting with the Serenity Prayer
 - Read aloud the committee's statement of purpose at the beginning of every meeting
 - Read aloud the Twelve Traditions at the beginning of every meeting
 - Mute when not talking
 - Don't repeat what's already been said
 - Wait for others who haven't shared yet to speak before speaking again
 - No more than two pros and two against for each motion, before the vote
- We talked and decided to try our best by raising hands, and not interrupting others when talking. (let's see how this goes)

Went over FCCs early motions (3)

Discussion of Founders vs Unity for the 1st Motion

- Chris will look to see if we can use something other than Founders or Unity.
- "D.A. Founders Day" may be a more suitable phrase for a worldwide Founders Day. "Founder Day" is too American for our worldwide fellowship

Issues and Concerns:

- 2 Issues and Concerns due Nov 2024
 - Having the Fellowship Wide Calls be only on Sat for the majority
 - Change WAM to "Within Our Means"

Went over last year's FCC highlights

Transitions from last year:

- Keep WAM, D.A Founder's Day (If approved by Fellowship), Promise 6 Day; Instagram (but this is in collaboration with UUOC, Tech, PI, International, and GSB)
- The website was going to be discussed at this conference
 - There was going to be a meeting between FCC and Techcom, but no meeting is planned
 - May have just fizzed out this idea
 - The idea was about communicating with other committees so that falls in our purview, but we may need to be more clear with GSB on the ideas
 - Final summary; we need to get a special worker. The idea was to meet in person Comm Tech and Tech Comm
 - Peter said that what we were trying to do is already done with D.A Focus
 - Unclear if we wanted a password protected or everything public
 - GSB doesn't want to store personal information b/c if the website gets hacked then it's a lot for GSB to resolve.
 - Maybe just putting the DA Focus in a different part of the website, was an option
 - The discussion came to maybe having a Service Webpage
 - Recommend a place on the website to have a Service Tab to the website, each committee and caucus information.
 - Don't get too specific in case the website gets a redesign
 - The website will be a recommendation by our Chair at the Convocation
- Claudette will complete the transition document tonight - No transition document was prepared since it remains with the same core committee chair, etc.
- Filled out the roster separately

Years agenda:

- Ways and Means Subcommittee
 - Instagram
- FCC Events Subcommittee
 - Promise 6 Day
 - D.A Founders day
- WAM
 - What should the length of a WAM submission be?
 - GSB has to review for publication, so shorter stories may be helpful to get more stories/publications out
 - Make it as cookie-cutter as we can
 - HAVE A STRATEGY
 - Talked about changing to Within Our Means instead of Ways and Means
 - Possible recommendation
 - Rebrand
 - Spring Download was over 800; Summer was over 100
 - Get more people to register for the DA News

Convocation:

- Mission Statement; name what we want to call D.A Founder's Day
- Geraldine proposes a friendly amendment to have the Founder's Day name be called D.A. Founders' Day
 - Ken 2nd this
 - All in favor
- Should there be a specific order of sequence WAM, P6D, and D.A. Founders? At the end of the Mission Statement
- Marianne Motion to Change Ways and Means to Within Our Means
 - 2nd by Katie
 - All in favor

We have discerned motions and recommendations and revised the Mission Statement.

We believe our list is just right.

Date and Time of Virtual Monthly meeting

- 1st Sat of the Month 9:15 PST/12:15 EST/ 5:15 BST
- Sept 7th is first meeting

Claudette read off the position responsibilities to Ken as Tech Host

Frequently Asked Questions

For Issues and Concerns, Claudette may just bring this to the Chair of Chairs

Motion to close by Marianne—no objections**Serenity prayer in French**

- Claudette led in French and we all followed.
- 9 pm closed

September 8, 2024 FCC Minutes

In attendance: Chris: GSB Trustee liaison, Claudette B., Katie M., Geraldine, Monty, Ken, Marianne, Alfa

Opened with Serenity prayer

Starter Kit:

- Reviewing our main topics/projects for 2024-2025
 - Geraldine went over the conclusion of the Website Subcommittee
 - Recommendation to the Convocation: add a tab for Service, Committees and Caucuses
 - It will be left for Tech Com or Com Tech to decide where to put the tab
 - This will dissolve the website subcommittee

Quorum:

- We talked about how many people need to be in attendance for a quorum
 - This is about how many people attend the meeting, to make the meeting valid.
 - Proposed to have 3 people in attendance to make quorum
 - 2nd, all in favor

Shared Google Drive:

- The chair, Secretary, and Tech will have managerial rights
- Ken will send a calendar invite with the zoom link, Claudette will get the link today. Ken will send out the link once he has his laptop.

Actions:

- **Motions to send to GSB:**
 - FCC moves that we change the name of the online publication Ways and Means to WITHIN OUR MEANS
 - I'd like to propose a new name for the Ways and Means, changing it to Within Our Means. While the original newsletter title has historical value, most of us don't really get what it means... The proposed new title, Within Our Means serves two appealing purposes and presents a clearer sense of purpose. First, it supports our primary purpose, a desire to stop incurring unsecured debt one day at a time-- in other words, living within our means. Secondly, it suggests how the gifts of the program as described in the DA Promises are well within our means when we work the program. In addition, it's inclusive. Whether you underearn, overspend, depend on creditors to get by, or live in pauperism, living within our means is a goal we all can understand. And it would help newcomers better understand the program as well.
 - Submitted by Allen in Issues and Concerns
 - FCC proposes the Fellowship recognize, annually, the founding of Debtors Anonymous on April 15, 1976, with D.A. FOUNDERS' DAY.
 - If Founders' Day, and Within Our Means is accepted:
 - FCC moves to change the celebration of Promise 6 Day (P6D) from the month of April to June.
 - FCC moves to change the FCC Mission Statement: 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. It curates and edits the Within Our Means publication and oversees D.A. Founders' Day and Promise 6 Day (P6D).
 - The only thing being updated in the mission statement is adding D.A. Founders' Day, and changing the name of Ways and Means to Within Our Means.
- **Recommendations:**
 - FCC recommends a Space be created on our website, to provide easier access to committee and caucus reporting.

WSC Hospitals, Institutions and Prisons Committee Minutes**HIP Committee Minutes August 8, 2024**

Started with the Serenity Prayer.

Present members: Kathryn I. (Chair) , Pam D. (Vice chair) , Helen O' (Secretary/scribe) , Karma K. (GSB Liaison)

We learned through Karma that there is literature for HIP use and distribution at the DA GSO in Needham. We will ask Teresa for a list of those pieces available for us to use.

Kathryn I., this year's HIP chair, has generously offered her Zoom account for our monthly meetings.

HIP will meet on the second Wednesday of each month, 7:15 PM EST.

In the coming year we will continue research on how AA and its members get literature into prisons, with the hope of doing the same with DA literature.

To research:

- American Psychiatric Association conference
- Is there a therapeutic model for compulsive debtors?
- The best practices for reaching out to local hospitals, financial counselors, therapists, etc.

Ended with the Serenity Prayer.

HIP Committee Minutes August 9, 2024

AM: Started with the Serenity Prayer.

Present members: Kathryn I. (Chair), Pam D. (Vice chair), Helen O' (Secretary/scribe), Karma K. (GSB Liaison)

We read aloud several sections of the HIP Starter Kit and continued our discussion from yesterday. We helped Kathryn create her report to the WSC. We discussed liaising with UUOC.

Pam D. will keep a spreadsheet of all contacts we make as the year progresses.

We are gleaning ideas from the DA HIP Starter Kit and will create actions in our first meeting the second Wednesday in September.

PM: Started with the Serenity Prayer and a reading of DA 12 steps and 12 Traditions, and Prayer for Guidance in Service.

Present members: Kathryn I. (Chair), Pam D. (Vice chair), Helen O' (Secretary/scribe), Karma K. (GSB Liaison)

Kathryn attended the committee chair meeting and told us some of what occurred there and asked about our interest in reaching out to Will in UUOC. It was noted that perhaps this is not under our purview. Committee chairs meet quarterly. Helen spoke with Darrell re: liaising with him as a member of UUOC and one who is interested in the addiction to homelessness.

WSC Intergroup Caucus Minutes

Intergroup Caucus Minutes August 8, 2024

In attendance: CoChairs–Ellen & Judy, Scribe–Kate N. (today only), Treasurer–Hold, Tech Support–Katie, GSB Liaison–Gill

Items Discussed

- Adding names to roster via link with WSC
- First meeting: 9/15 @ 2pm ET – Katie will send invitation

Intergroup Caucus Minutes August 9, 2024

In attendance: Graham–EMEA, Drew– ISR, Northern California Intergroup www.norcalda.org (GloCom Liaison to Intergroup Caucus), *Seanna–xDiscontinued, has moved to other GloCom liaison role*, Katie P., Megan P.–ISR, DATIG, Ellen–GSR, Croton Solvency first, Judy–GSR, Solvent In Seattle, Diana–ISR, NWDA Intergroup, Domingo–GSR, DA HOW Ways & Means

Serenity prayer was read 5:08pm and meeting started

Established the 3rd Sunday of every month 2pm ET–Katie P. to provide Zoom link.

Treasurer: Diana

Issues & Concerns were read.

- Rotation of service (bleeding deacon): asked if anybody else issues
 - Drew had an issue, and Domingo had issues - had suggestions about a
 - It was decided we would respond through Traditions, DAMS, and Safety Guidelines that's moving
- 2nd Issue & Concern was read:
 - Recommend that GSRr and ISR read inclusivity and safety guidelines
 - Include Intergroup Caucus in the UUOC recommendation
- 3rd Issue & Concern was read: the difference between IR & ISR
 - Check new version of DAMS
- 4th Issue & Concern: Zoom impact on intergroups
 - New issue: virtual vs regional intergroup
- Domingo timekeeping
- New items for next year:
 - Follow up on the survey or redo the survey
 - Webpage for intergroup
 - Reconcile and unite virtual and f2f groups–communicate regularly
 - IG outreach subcaucus
 - Clarify IG information

Next Meeting 9-15-24

WSC International Committee Minutes

Committee: GSB–Piper, Angela, Claire, Stefanie, Steve, Howie, Julie, Seana, Ragma, Drew, Robin

Committee Positions: Chair: Claire, Vice Chair: Seana, Secretary: Angela, back up: Julie, Treasurer: Howie, Tech Support: Stefanie

Sub Committees:

- Literature: Julie introduced herself
- UUOC: Howie looked at the recommendation re: returning delegates with UUOC collaboration
- BDA: Robin set up connection for liaison with BDA
- Technology:
 - Stefanie: recommendation on the translation online options Conference Committee
 - Ragma introduced herself
- FCC: Claire addresses as she is on the Chairs meeting
- RDC: Steve
 - Contribution consciousness: think about how donations are being shared
 - Focus on workshops
 - New and emerging and pipeline: past, present and future
- Public Information: Angela
 - No donations / money to change hands
- SSEC: Julie, Stefanie and Angela: attended SSEC meeting

- Intergroup: Shana and Drew: two co-chairs and are meeting at 5pm
- Technology Committee: Stefanie
- Outreach and PI: Collaborate with all committees

Committee Chairs Meeting: FCC Chair: Claudette, Lit Com: Cher, Intergroup Caucus Co-Chairs: Judy and Ellen, Liaison: Chris, SSEC: Kristen, Technology Co-Chair: Mark, Conference Committee Chair: Sara, UUOC: Will, RDC Chair: Kate, Tech Co-Chair: Meghan, HIP Chair: Katherine, BDA Chair: Michelle, PI Chair: Marina

Technology Committee: 3 Sub Committees: Building on what we did last year. Using technology to provide assistance and knowledge to use technology to facilitate communication and outreach.

- Outreach and PI: Out to use technology and evaluate platforms. Want to collaborate with all committees.
 - Podcast
 - Instagram
 - Other social platforms
- Audio Recording Engineer
 - Design and approve workflows
- To help make it easier to use social platforms
- Website Committee
- Training and Support
 - Develop content for training
 - Zoom training
- Numbers One Approach been approved and doing a final pass of the excel spreadsheet before publishing

Conference Committee:

- Voting Procedures sub-committee
 - Whether abstention votes are given too much weight
- Amendment to charter about Virtual WSC – early motion

RDC

- Develop language for 7th tradition to increase donations on Zoom/virtual
- Workshops: propose 3 workshops
 - 7th Tradition
 - November
 - Resource Inventory

Lit Comm

- Working on Traditions and Concepts Study Guide to incorporate as many diverse ideas as possible
- Complete a few pieces
 - SSE Outline and tools
 - Visibility and Vulnerability
 - Spirituality
- Fellowship Communication Request for male retirement voices and trans gender non-binary
- Call for young people’s voices

Intergroup Caucus

- Meeting tonight in strategy room- 5pm today
- No sub-committees
- Intergroup remote and intergroup in-person

BDA

- Develop Podcast series focused on tools, spending plans, tracking plans
- Changing BDA tab for accessible links

UUOC

- 16 people
- 7 subcommittees
- Liaisons to every committee and caucus
- Fostering conversations that are difficult

SSEC Caucus

- Finish 2nd literature piece
- Fellowship-wide calls to raise awareness
- Consider becoming a committee
- Liaison with RDC

International

- Bringing 2 motions
- 1 recommendation
- Step workshops
- Folks speak more than one language to bring service such as PRG's sponsorship, workshops

Schedule Chair Committee: Meet Quarterly

- Saturdays 1:00pm EST last year
- November: Second week of the month November 9th 1pm EST
 - Need someone from International Committee to attend
- February 8th: 1pm EST
- 3rd Saturday – 8
- 2nd Saturday – 13
- 4th Saturday – 12
- 1st Saturday – 0
- February 8 – 1pm EST
- May 10 – 1pm EST
 - Meghan creating a google calendar invite with Zoom link and sending out to everyone

International Committee Monthly Schedules:

- 2nd Saturday 8.45am EST on zoom
- Apply for a Zoom account
- Use of Claire's Zoom account
- Claire to send out the notification of agenda
- Review of unfinished business from last year's International Committee

Claire read out the Committee etiquette guidelines: We all have a voice—everyone's voice is valuable and that we listen to one another

Recommendations to Incoming Committee:

Unfinished business:

1. D.A. 24-hour phone line: outcome for a variety of access points depending on the region and level of maturity of the intergroup, offer of ongoing support for the following intergroup, no response from their intergroups, not enough of a good D.A. foundation
 - Generated more information about what the emerging meetings need. Australia, Japan and Northwest Intergroup USA. The viewpoints are all from individuals—no consensus from the Intergroups.
 - **Action:** Wait for the Intergroups to come back to us—status is paused
2. Ongoing support of emerging fellowships and international intergroups for access points:
 - Messenger
 - Email

- **Action:** Follow up with emerging fellowships we are already in contact with
- 3. International contact list of bi / multi-lingual fellows and coordination of requests
 - Database for sponsors; prg's–call for people for fellowship wide announcement and posted in the chat at meetings–email to the international committee to form the database
 - Translations of steps, traditions, promises–speak the language and recovery
 - **Action:** To move forward to the list for the new conference year
- 4. Collaboration at the WSC with the Conference Committee on motions–Stefanie will meet with CC to see whether they are continuing with the motion.
 - Virtual World Service Conference–revised motion–support from International Committee
 - Those who could not attend the conference this year who are willing to continue to serve–whether visa or finance reasons
 - **Action:** Point a–early motion for April. Stefanie to discuss with the CC on point 2–not a motion– because we are asking for a change to the DAMS–does not have to be approved by the conference. We can make a recommendation to the GSB to make the change.
- 5. Collaboration with other committees on mutual initiatives where a global point of view will enrich the outcome
 - UUOC–strengthening the diversity of the board
 - Conference Committee on the John H Scholarship sub committee
 - **Action:** Dependent on liaisons with other committees
- 6. Discussion on the definition of 'Intergroup' in the DAMS that we are serving a global structure of the DA Fellowship sufficiently–have the DAMS changes been made–need to go through the DAMS to see that the changes have been made.
 - **Action:** to follow up reading the changes with the DAMS
- 7. The International Committee does not have any issues and concerns that have been directed for the committee to address.

New Business Recommendations from 2023 / 24:

- Conduct or support Step study workshops in emerging fellowships–adapt the International Step Study to underserved groups with translators to run the workshops
- International name change to global committee as a result the mission statement would need to change–global more inclusive–focus on being a global community
 - **Action:** Motion to be made to the Mission statement and the name of the Committee. Potentially an early motion for April.
- Start discussion with LitComm for gender neutral language in translations–different languages may not have a gender issue–eg Japan no gender issue; German is a gender inclusive language. How does this fit with all of the translations that are being developed? Litcomm has not yet thought about these issues.
 - **Action:** Building awareness in the fellowship of the cultural nuances related to gender neutrality

Motions and Recommendations:

- **Motion 1: Name Change** We move that the name of the WSC International Committee change to the WSC Global Committee.
Unanimous vote for the recommendation
- **Motion 2: Mission Statement Change** We move that the Mission of the statement of the WSC Global Committee reads as follows:
The WSC Global Committee's 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. 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.
Unanimous vote for the recommendation

Recommendations:

- **Recommendation 1:** The International Committee, along with the UUOC, recommends to the GSB to change Chapter Five, Section F. of the Debtors Anonymous Manual for Service (DAMS) Who may attend World Service Conference Committee Meetings as follows, effective immediately:

When a returning General Service Representative (GSR) or Intergroup Service Representative (ISR) is unable to attend the WSC in person due to reasonable grounds like visa constraints, health issues, disabilities, insufficient funds, the delegate may continue to participate outside the conference as a voting member of the WSC committee for which they actively served in the previous conference year. The continuation of this service shall be fulfilled each year and limited to the completion of a 3-year term of a GSR or ISR.

In order to continue service on the WSC committee without being at the WSC in person the following requirements shall be fulfilled:

- A record of active participation throughout the previous conference year
- A report of effort that has been taken to attend the WSC in person, e.g. spending plan, report of fundraising activities, application to John H. Fund, report of visa application process

The requirements shall be reviewed and approved by the outgoing WSC committee before the end of the conference year and a recommendation with contact information is made to the incoming committee. At the World Service Conference, a group conscience by the incoming WSC committee shall be made. Unanimous consent of the incoming WSC committee is required for the delegate to return to their service for that WSC committee. The delegate will begin their service at the first committee business meeting after the conference.

Unanimous vote for the recommendation

- **Recommendation 2:** To the WSC Tech Committee we recommend that they research best practice for language translation solutions for the website and present a proposal accordingly to the GSB. An example of best practice is oa.org

Unanimous vote for the recommendation

2024 Projects:

- International Contact List and Database
- Step Study
- Tools Challenge

Other:

- International vs Global - discussion in the committee - could become a motion and submit by April
- Intergroup purpose and DAMS
- 24 Hour Marathon

Vision:

- Cultivate individual mindset from local to global
- Support of Emerging fellowships from a local to a global mindset with multiple access points to DA so that we:
 - Attract the still suffering debtors
 - Provide the tools for a strong foundation of recovery
 - Building local, regional, meetings and groups
 - Provide the debtor who still suffers, giving them the tools to build a strong foundation of recovery for themselves, local groups, area, intergroup and the world across the fellowship—including DA and BDA.

Projects:

- Global Contact List: Global contact list of bi-/ multi-lingual fellows and coordination of requests. Will continue to build this database.
- Step Study workshops: We will develop guidelines and support the implementation of step study workshops in new and emerging fellowships. In so doing, establishing a foundation of recovery that can be replicated in different countries, regions to reach the still suffering debtor.
- Tools Challenge and Recovery Resources: Implementation of D.A. Conference-Approved Literature based Tools Challenge and/or a recovery resource that can be replicated globally. This project would establish healthy habits for new and emerging fellows and meetings whilst developing capacity for sponsoring and step studies.

Resource Allocation to Projects:

- Global Contact List
 - Seana, Stefanie, Ragma

- Step Study workshops
 - Stefanie, Ragna, Steve, Julie, Angela
- Tools Challenge and Recovery Resources
 - Drew, Angela, Howie, Robin

WSC Literature Committee Minutes

Day 2 Literature Committee Meeting Minutes

Fear of Success Pamphlet: Judith tried in 2005(?) to have it become conference-approved literature. She has it copyrighted and published so she would have to be willing to transfer ownership rights to DA.

Service Positions: Chair: Shira, Recording Secretary/WSC Committee Scribe: Manju, Vice Chair: Sahera, Treasurer: Scarlet, Tech Support: Araba, Timekeeper: Araba

Procedure and Etiquette Guidelines From 2023-2024 (Sahera read) Here Are Our Guidelines:

1. Be patient and be kind. It all happens in God's time.
2. Everyone agrees to read the minutes before the monthly meeting. Come to the monthly meeting prepared.
3. No interruptions during sharing.
4. Chair sends out a meeting agenda 48 hours before the monthly meeting. Everything on the agenda
5. Subcommittee Chairs Concise reports to every meeting.
 - a. Present 2 key accomplishments, 2 action items
 - b. Subcommittee chairs sends to Secretary via email by the end of the meeting
6. Hour and 15 mins for monthly meetings + extra 15 for tech support
 - a. Our first meeting, we have everyone look at the shared drive so you all know
7. We are in favor of brevity and conciseness
8. Mute when not speaking
9. State your name before speaking
10. Let the Chair lead the meeting
11. In motion and debates, don't repeat what's already been said
12. Video on whenever possible, especially when presenting
13. Meetings will be recorded for audio and chat log sent with minutes
14. Wait for others who have not shared before speaking again
15. Chair to offer if anyone who hasn't spoken to do so
16. Substantial voting means $\frac{2}{3}$ of Litcom members present are required to carry
17. Collaborative, open discussions to filter a possible motion
 - a. Once a motion is made, begin w/ 2 pro, and 2 against with any motion before the motion is called
 - b. Can continue the discussion after if so choose
18. Everyone to get familiar w/ digital literature ordering online, familiar with D.A. website.
 - a. Familiarize yourself w/ what literature is available, how to order it, etc and bring that back to your meeting
 - b. Hopefully there will be some updated ways to order
19. Everyone get familiar w/ Google Drive

Agenda Guidelines:

1. Start and end each meeting w/ the serenity prayer
2. Read aloud the Litcom mission statement each meeting (that's on the agenda)
3. Voted to read the step tradition concept according to the month
4. Let every subcommittee go first, then ask questions
5. A minute check in for every person at the beginning of the meeting.
6. Use bcc for group emails and google mail for group discussions via email.

Scarlet requests a 10-minute break every hour at the conference. Group agrees.
Pick up again with 1 minute check-ins at the beginning of our meetings
Adopting those rules and guidelines and will follow what we feel is appropriate.
Are there additional items to consider adding to the agenda?

Issues and Concerns: Read Committee Report from Previous year (in the Binder)

- **24-13 Discussion:**
Scarlet: It does seem sometimes there's a move away from the primary purpose.
Manju: Addressing it via the preamble and the promises. The preamble contains our foundation and promises are not a guarantee.
Sahera: There's the promises and there's the Traditions
Solvency pamphlet is in the works, folded into a basic text
- **24-29 Discussion:**
There isn't a good starting place for newcomers to get into the literature. Could we have an introductory document for here's a good starting point with the literature. This is already in the works – the Lit Pub Hub.
Let's look at creating sub-committees for taking action on these. Need responses by November
- **24-31:**
qw=Read through

Review of Last Year's Committee Report:

2023 World Service Motions and Recommendations – Reviewing Literature Committee end of year report from last year. [See D.A.

Focus - Fall 2024] document

- BDA Literature
- Black Voices*
- Gender Neutral Language
- If You've Lost Everything*
- Race and Debt pamphlet*
- Retirement Voices*
- Spirituality pamphlet
- Spiritually Sustainable Earning pamphlet*
- Traditions and Concepts Study Guide*
- Young People's Voices*
- Visibility and Vulnerability pamphlet*

Suggestions for additional topics:

- Scarlet: Having the Underearning, Fear of Success, and Vision Issues pamphlet to become conference-approved literature. It has been used in meetings for 19 years. Can that be done or can we work with the pamphlet creator to create something?
- What are we going to work on for the coming year? We will come back to that.

Returned at 7pm

Written On Board:

- Black Voices pamphlet (UUOC)
- If You've Lost Everything pamphlet
- Race & Debt
- Retirement Voices
- SSEC Tips on How to Sustainably Earn (SSEC)
- Traditions and Concepts Study Guide (IC)
- Young People's Voices pamphlet
- Visibility & Vulnerability pamphlet (IC & UUOC)
- New item: Fear of Success pamphlet
- BDA/DA Prudent Reserve pamphlet outline

- BDA One Year Business Plan Outline
- Prosperity and Abundance in BDA

Introductions: Shira, Alpha, Araba, Scarlet, Bliss, Katie, Delores, Greg, Sahera, Manju, Herb

BDA Literature subcommittee work will now be passed on to Lit Pub.

Spirituality pamphlet work will also now be passed on to Lit Pub.

Fear of Success Pamphlet Discussion:

- Scarlet: The Manhattan meeting has been reading the pamphlet for almost 20 years. Written by Judith C. in 2005 and is now a practicing psychologist. She wrote it as part of her PhD dissertation. It is now used by many, many meetings as non-conference approved literature. Judith was a GSR in 2006 and right after it was written asked about it being CAL. Her lawyer was concerned about the way D.A. wanted to assign the copyright. Scarlet spoke with Judith again today and said she is now using a different lawyer and is open to the idea of assigning a copyright. Also in her process of talking to Judith saw a piece of the pamphlet that is underdeveloped and Judith wondered about writing a new version of the pamphlet. Scarlet proposes 1. What does it mean to get it published via a copyright assignment and 2. Starting a new subcommittee of writing a new follow-up pamphlet to start through the traditional process with Judith as a Project Contributor.
- Bliss: That scenario goes straight to legal and usually doesn't go through because they request that the wording never be at all changed, or they're not willing to assign full ownership of the copyright to D.A., or the person requests ongoing payment which D.A. does not do. If it goes to Litcom it would probably get rewritten. All would need to become the property of D.A. Then it would be an outline concept that would be presented. Most outlines when they're submitted then become almost unrecognizable.
- Shira: Are we allowed to work with outside people who aren't part of the literature committee?
- Bliss: Yes, but the Lit Com would have to vote unanimously to do so.

Motion:

- Manju: Suggestion that we forward this to the Legal Committee and see what comes back before starting a subcommittee regarding this pamphlet or development of another on a similar topic.
- Herb: I need to see the breadth of work involved before forwarding it.
- Shira: We have a lot of work for us that is already in process, so would like to see this motion to come through.
- Gregg: It's a great title (Fear of Success) and would be great to have a pamphlet that calls that out.

In favor: 8 Oppositions to the motion: 1 **Motion passes**

Black Voices Discussion:

- Already have the voices collected and have an outline.
- The definition of "voices" literature 10-15 stories or voices of a group that have had the same experience or problem and how D.A. has been the solution. Whereas a pamphlet we create an outline and submit it.
- LitCom Transition Recommendations are different than what's in the D.A. Focus.
- Scarlet: Could we group some of the projects that are in similar stages? A Voices Subcommittee. If You've Lost Everything—with UUOC and International Committee in collaboration.
- Herb: It took a subcommittee a year to just focus on one of the voices. To do multiple would weigh them down.
- Bliss: Early Motion – Gender Identity and Debt: Voices of Gender Expansive Debtors

Pamphlets that are close to completion:

- Black Voices
- Retirement Voices
- BDA is close
- SSEC is close

Black Voices Subcommittee Chair: Araba

If You've Lost Everything Subcommittee Chair: Gregg

Vulnerability and Visibility Subcommittee Chair: Scarlet with Araba on subcommittee

Gender Identity Voices pamphlet Subcommittee Chair: Scarlet with Delores on subcommittee

Retirement Voices Subcommittee Chair: Herb

Young People's Voices Subcommittee Chair: Shira with Manju on subcommittee

BDA Prudent Reserve Outline

SSE Outline Subcommittee Chair: Manju chair (income generation outline)

Traditions and Concepts Discussion:

- Shira: We could approach it as a full group and read one per month and come with suggestions.
- Manju: Could we pass the BDA outlines back to the BDA committee to do more work on? Bliss confirmed that is an option.
- What we don't have assigned is: Race and Debt

Motion:

- Delores: To put forth the above committees as our focus for 2024-2025
- Seconded: Scarlet

Passes by acclimation

Bliss: suggests putting the FOS pamphlet into a recommendation to the conference

Other Recommendations:

- Tech Committee continue to do the work for the submissions page for voices and other literature submissions
- Create a literature in the works page on the website
- Encourage D.A. members listen to the call Gender Neutrality

Tomorrow's Agenda:

- Date and Time
- Issues and Concerns
- Official motions and recommendations

Day 3 Literature Committee Meeting Minutes

Agenda:

- Date and Time
- Issues and Concerns
- Official motions and recommendations

Attendees: Shira, Sahera, Scarlet, Gregg, Dolores, Gregg, Araba, Manju, Greg

Date and Time for Committee Meetings:

- Last year 3rd Sunday of every month from 2-3:30pm EST
- This year: 4th Sunday of every month from 2-3:30pm EST / 11am-12:30pm PST / 7-8:30pm GMT
- First meeting will be September 22nd

Issues and Concerns:

24-13 Discussion: https://drive.google.com/drive/folders/13G8iLce57_CiervNnNbspfUtj_orHi_t Issue was read by Gregg. We have to respond by November.

- Sahera: two things being raised here. 1. The primary focus on debiting. 2. The last sentence, that we stop identifying with the symptoms Reference to the Promises for this concern.
- Dolores: I feel like the Promises answer this concern.
- Manju: Important to address the symptoms as well as the core of the compulsion: the debiting.
- Scarlet: What is the most important thing we can do? The basic message of don't secure any new unsecured debt is getting lost. There isn't a clear focus on what is our number one priority. Feel like we are trying to accomplish too much with our

committee as a symptom of this. I'd rather see 1 thing get done well than 5 things get done limply. Is it not too late to step back and see what is really important to this committee for the year, and narrow the focus to one or two priorities, etc.

- Araba: It wasn't we were committing to a hard commitment. And in the next meeting we said what we would be picked up. Last year my commitment was a little uncomfortable because I had to let go of a certain amount of the previous work that had been done before me. We can trust the group conscience.
- Sahera: Last year I committed to one subcommittee and couldn't always make it. ...I had a chat with Deborah on the UUOC and they want to collaborate with LitCom on Race and Debt and the Spirituality pamphlet and on You've Lost Everything.
- Shira: What I'm hearing is that as a committee this year we need a primary focus, a primary purpose. ...Come up together with a primary purpose for our year.
- Dolores: I've always noticed that at the conferences, the Literature always seems to be the most ambitious of the committees. Always figured it was because we know what work it takes to make a change. These are really good points to bring up.
- Scarlet: In the Literature process, and in society, there's a desire for inclusion and completeness. I'd like to challenge who it's serving to have a pamphlet for every identification. I would argue that newcomers don't read these pamphlets. What is core literature that can make the widest impact?
- Manju: Lit that will impact the most people: Traditions and Concepts and SSEC and Young People's Voices and Retirement Voices.
- Araba: I feel this also. And I joined Race and Debt also. But the fact that everyone dropped out of that committee seemed like HP, that it wasn't a big enough concern for everyone to drop out of that.
- Scarlet: Is the pamphlet an outdated publishing strategy? Maybe it's a blog or Instagram. The literature table doesn't even exist at 95% of the meetings.
- Bliss: Give UUOC those projects. Ask FCC what their process is because they'd be better positioned for story collection. The initial story collection could likely go through them. I do want to show my appreciation for pamphlets that address specific issues. Pamphlet as policy statements.
- Scarlet: Pamphlet as policy is great. Pamphlet as representation is dicey.
- Shira: Do we pitch a Voices of D.A. book where we have a focus on different cultures, age groups, races, etc? A motion that we create an outline for a Voices book or blog or podcast?
- Araba: I hear what Bliss is saying because I am torn. There is an underlying piece here that we want to communicate that my experience as a Black woman, I get to talk about it as a woman. There were lots of attacks on Black meetings. If it's not a pamphlet, how do we say this issue matters and it's a relevant experience different than a white male?
- Gregg: As a white male...I came into D.A. with 34 years of sobriety. White, upper middle class Jewish kid from the UWS. It impacted me that I was hearing from people with completely different backgrounds...and identify with them. See a significant difference in the men's stag vs the women's stag meetings.
- Scarlet: This conversation is the one I want to have in Literature. I want everyone to be engaged with that. We're creating echo chambers for our own identities. A boog or a single hub where we focus on diversity of all perspectives. ...We've proven that "separate but equal" does not work.
- Bliss: In other programs...the way this came about. We'd approved a policy pamphlet on diversity in D.A.
- Dolores: I've been in D.A. since 1980? And a lot has changed since then. One day I had a sponsee who had political bumper stickers...
- Manju: I would love to have a book that's part policy and part representation. Starts with D.A.'s policy and then voices.
- Shira: Use our Traditions and Concepts Study Guide and we suggest additional reading.
- Scarlet: How the Traditions interact with our living expenses. If we've already been tasked with a study guide about Traditions and Concepts and with Voices and maybe we have a study guide with diverse perspectives and experience on Traditions plus a policy statement on it. People's lived experiences with the Traditions and bringing people's diverse experiences into it.
- Sahera: Incorporating what we're talking about, but through every single Tradition.
- Araba: After BLM, during Covid, there was a lot of contention in meetings. It was a lot of push back that if I talk about my Black experience it's my outside issue. There was an adoption, maybe in UA, that there's an inclusion statement.
- Gregg: Does Lit Com convert script, the language that is covered in meetings?
- Bliss: Lit Com covers all the statements that are read in meetings.
- Shira: We have the crosstalk statement. We have the Diversity Statement.

- Scarlet: This discussion of what are the different perspectives of outside issues and perspectives from different issues...I propose we take our primary focus on the Traditions and Concepts Study guide with a focus on a diversity of perspectives with the Traditions and Concepts. It is our opportunity to present the different perspectives and contextualize them.

Motion:

- Scarlet: Our primary focus for the year is on the Traditions and Concepts Study Guide with a focus on a diversity of perspectives with the Traditions and Concepts.
- Shira: Define our purpose and goal for the year. Maybe we have one main goal and a few others we push through under that initiative.

Motion:

- Scarlet: We have our primary focus on the Traditions and Concepts Study Guide with a plurality of perspectives from diverse communities into the discussion of the Traditions and Concepts.
- Manju seconds.
- Sahera: I want to understand it more.
- Scarlet: I see the Study Guide as an opportunity. If we take the Outline, at the start of each Tradition there's a short reframing of the Tradition and then DA's policy or perspective on that Tradition. And then we have the need not only for a short DA statement of how we see that now, but also the different perspectives of how that exists: historical literature, oldtimers, other communities, questions on how has this impacted you in the past. Creating a rich context to host complex perspectives rather than answer or solve them. This is an approach to doing something we've already had approved.

In favor: 5 Abstain: 1 **Motion Passes**

Manju: SSE, Retirement Voices, Young People's Voices, Spirituality Pamphlet

Scarlet: And Visibility and Vulnerability

Sahera: Collaborate with UUOC on things that are close to complete: Spirituality Pamphlet and Black Voices

Araba: Black Voices is already done

Lit Com 2024-2025 Purpose:

- Gregg: To effectively focus on a topic that can be realistically achieved
- Scarlet: To express a plurality of perspectives and identities within the context of the Steps, Traditions, and Concepts.
- Manju: Combining what Gregg and Scarlet said.
- Sahera: [more esoteric, didn't capture it] The higher purpose is we serve the fellowship as a whole. Create and support the publication of lit to serve the fellowship as a whole in recovering from debiting one day a time.
- Shira: We are here to support publishing literature that serves the fellowship as a whole in recovering from compulsive debting one day at a time. We do that by...
- Sahera: Read the Mission statement in the DAMS for Lit Com.
- Shira: We are here to support publishing literature that serves the fellowship as a whole in recovering from compulsive debting one day at a time. We do that by working on the Traditions and Concepts Study Guide with a focus on including a plurality of experiences and views and completing pamphlets close to completion:
 - The Spirituality Pamphlet
 - Spiritually Sustainable Earning Outline
 - Collaborating with FCC to collect remaining stories for: (we will write the prompt for this)
 - Black Voices pamphlet – continue the call for submissions
 - Retirement Voices – continue the call for submissions
 - Young People's Voices – initiate a call for submissions
- Araba: We can either keep these and work on it ourselves and promote it ourselves, or we can define what the voices are and pass on the collection of the stories to a different group.I propose we do the second.
- Shira: Do we even have subcommittees for these things?
- Gregg: I don't know that there's one definitive answer.
- Shira: We recommend that FCC host a call for Young People's Voices that Lit Com writes.

MOTION:

- Manju: We work on the Traditions and Concepts Study Guide as a whole committee as well as the outline for the flier for the Young People's pamphlet, and have subcommittees for the following: Spirituality Pamphlet, Spiritually Sustainable Earning outline, Visibility and Vulnerability outline
- Shira: Suggests our first agenda item for our September meeting—outline for flier for Young People's pamphlet call for submissions.
- The Traditions and Concepts Study Guide motion passed. We have a workbook that was published that has the Steps for D.A. and BDA, but there's nothing like that for Traditions and Concepts, which are also core to our program. The goal with this eventual study guide is that once you've worked the Steps and then you work the Traditions and then the Concepts.
- Gregg: Al-anon has a Traditions study guide.
- Shira:
 - Race and Debt goes to UUOC
 - BDA does more work on those three pamphlets
 - FCC publishes the flier requesting submissions from retired men.
- Herb: Subcommittees for the work done on Voices, I recommend it be reviewed by this Literature Team as a subcommittee.
- Scarlet: we can discuss that further

Motion:

- Manju: We work on the Traditions and Concepts Study Guide as a whole committee as well as the outline for the flier for the Young People's pamphlet, and have subcommittees for the following: Spirituality Pamphlet, Spiritually Sustainable Earning outline, Visibility and Vulnerability outline
- Araba seconds.

Motion passes, unanimously.

Agenda for Afternoon Meeting:

- Motions and Recommendations
- Creation of Voices Subcommittee
- Chairs for Subcommittees
- Issues and Concerns: Read all three Issues and Concerns and after we read them we will decide what we want to do with them.

Attendees: Shira, Sahera, Gregg, Araba, Manju, Herb, Dolores, Bliss, Scarlet

Motions and Recommendations:

- Shira: Bliss, what constitutes a motion? A recommendation?
- Bliss: Recommendation is anything you want the conference or a committee to do. A motion would be anything like proposing a new piece of literature. There's a group that wants the prayers to be free on the website [from the 12 step study guide] it could also be a bookmark.
- Shira: The topic was aggregating all of the different prayers.
- Bliss: A group requested permission to publish it on the website for free. Another wanted to make it a paid pamphlet. Another to put it on a bookmark.
- Scarlet: There doesn't need to be any motions from our focus for the year. I think that's a sign of deep humility, to just continue the work.
- Shira: Read the recommendations from last year. We recommend the Board publishes the flyer asking for more male retirement voices, as well as trans and non-binary voices of retirement.
- Bliss: It's in our purview to request that. We don't need to make a recommendation.
- Shira: We recommend the Fear of Success pamphlet be sent to legal for further investigation.
- Shira: The one motion we have is the early motion:
 - Pamphlet outline on gender identity and debt
 - Race and Debt goes back to UUOC
 - And BDA takes on those pamphlets

Discussion on proposing this motion:

- Shira: That was submitted from Deborah as an early motion to be put forth for this year. But if we don't want to make this motion...
- Bliss: We don't need to make a recommendation for other committees to pick up things. So you'll talk to UUOC about presenting the motion as well as taking on the project? It's an early motion and Shira will talk to UUOC about recommending it.
- Shira: [See Lit Com Recommendations doc emailed from former Lit Com Chair, Deborah]
 - Early Motion: UUOC to represent
 - We recommend tech committee continue the work for the lit sub hub page
 - We recommend that lit hub and lit serv create...lit sub hub
- Araba: I propose we recommend these two recommendations and one motion to the conference.
- Scarlet: Absurd that among the cis white community we must have representation for any category if we discuss any marginalized category.
- Gregg: Is it possible to amend a motion? For example for the gender pamphlet to address all gender?
- Sahera: Can we make an amendment on that motion?
- Gregg and Scarlet: Let's let it be...
- Scarlet: Let the motion happen.
- Gregg: The motion seems to be fine as is. One early motion, two recommendations.

Motion:

- Scarlet: Motion to accept these for proposal at this conference

ALL vote in favor. **Motion passes.**

Adding a Voices Subcommittee:

- Shira: During lunch two men came up to her about wanting to submit retirement voices for me. Given we know that work is coming in it seems it does make sense to have a subcommittee for voices overall. It makes a lot of sense for us as a team to first define what we see as young people and submit to Chris for the D.A. website. And then a committee for reading stories that come in for Black, young people, retirement and gender identity voices. We perhaps need chairs for each of those voice categories.
- Scarlet: If you assign one person to each, then you don't have a diversity of reviewers.
- Herb: Can it be a subcommittee of three people?

Motion:

- Scarlet: Motion to create a subcommittee for Voices, to review incoming stories for all the voices projects
- Second: Herb

In favor: 7 Opposed: 0 Abstention: 1

Subcommittee Chairs:

- Spirituality pamphlet (w/UUOC) – Sahera on subcommittee
- Spiritually Sustainable Earning outline (w/SSEC) – Manju and Sahera on subcommittee
- Visibility and Vulnerability pamphlet (UUOC) – Scarlet to chair, Dolores on subcommittee
- Voices - reviewing any stories that come in – Gregg to chair, Herb, Araba, and Shira on subcommittee

Spirituality Pamphlet Discussion: Spirituality pamphlet is not as close as we thought.

- Gregg: It seems that it shouldn't be left to one or two people.
- Shira: We should all read it once the changes are made. We can't have the UUOC come to all our meetings. How about we say that maybe we will if the UUOC wants to work on this, they just need some people from Lit Com to work with them, and bring it back to Lit Com and we will all review?
- Keep it as a subcommittee with Gregg and Scarlet.
 - Traditions and Concepts Study Guide: ALL of Lit Com to work on it
 - Spirituality Pamphlet Subcommittee: Greg Chair with Scarlet and UUOC
 - Spiritually Sustainable Earning Outline Subcommittee: Manju and Sahera
 - Visibility and Vulnerability Pamphlet Subcommittee: Scarlet Char with Dolores

- Voices Pamphlets (combined) Subcommittee: Greg Chair with Herb, Araba, and Shira

Late Afternoon Session Attendees: Shira, Dolores, Sahera, Bliss, Gregg, Araba, Manju, Herb

Issues and Concerns:

- **24-13:** Carol's (distinction between the promises and solvency)
- **24-29:** Allen (addressing that literature table is not common anymore)
- **24-31:** William (physical body)
- **24-31 Health and Debt:**
 - Dolores: In the program we do not discuss politics or offer opinions on outside issues. We have to gingerly address it, that there's no place for it in 12 Step recovery in terms of offering specific modalities.
 - Sahera: I'm not clear what this person is asking for regarding a pamphlet about health and money. I think he's saying the body is part of our recovery. Perhaps acknowledging that recovery is holistic – and self-care involves getting body work for me.
 - Gregg: Health and money is different than achieving recovery through body work.
 - Dolores: There was a person in my home meeting with strong recovery who had a caveat that people who have health issues would be okay to use a credit card.
 - Manju: For me, not taking care of my health is the first thing to go when I'm not in recovery. PRG is constantly working on me addressing self-care. But D.A. does not endorse one particular way of doing so.
 - Shira: There's one meeting I know of that focuses on people with health issues. One of the big ways we debt is through medical bills. It's an issue for many people. If there was a way to have suggestions of how to manage health without debting.
 - Herb: Some of that could be covered in the retirement stories, too, in terms of health issues.
 - Sahera: D.A. is not about the money. Creating a spending plan to really look after myself. Self-care didn't exist for years in my recovery. Acknowledge it and address that each person's journey is so unique, but it is essential and important to our recovery.
 - Araba: I hear two approaches 1. Preventative, and self-care 2. Getting into debt because of health issues (that were emergencies). There are a lot of issues people get into debt regarding health. I was happy to see this come through because in 12 Step we talk about prayer, meditation, and should also be *move*. Craft a response that defines these two.
 - Gregg: It is important we have Lit that addresses self-care and it is a form of debiting if I'm not taking care of my teeth, etc. But he's talking about things like body work or yoga as additional means to address your body.
 - Shira: Anyone who feels called to craft a response to this?
 - Bliss: History of health issues and debting pamphlet. It was developed because people were going into debt because of that in countries where healthcare is not covered. There was a board member who was amazing and had done everything he possibly could to avoid going into debt but still ended up having to and moved to Europe because of that. So that was converted to a Voices pamphlet. And that's in the works. Can invite him to write an article for Ways and Means and/or contribute to the Voices of Health Issues pamphlet that's in the works.
 - Shira: We could craft the response together or one person write it and bring it to the committee, perhaps to our first meeting.
 - Gregg offers to craft a response for the committee's review.
- **24-29 Literature:**
 - Manju: We can encourage Lit reps at meetings to be creative about how they present it at their meeting.
 - Sahera: We could direct them to the literature link.
 - Bliss: Lit is all over the place on the website and the Board couldn't conceive of how to collate it all.
 - Shira: We could have a recommendation that the GSB or Com Tech creates a tab on the website that says literature. Downloadable and links to buy... Maybe we have a lit hub we recommend to the GSB that has 4 dropdown menus: meeting resources, literature you can buy, free downloadable, submitting stories
 - Araba: One issue about communicating with the newcomer – how we get the main information out as if walking up to a newcomer table. Maybe a flier that has what a literature person would tell people. Maybe a digital flyer that has links to all of the newcomer's packet stuff.

- Sahera: I would like to make a recommendation that we update the Newcomer’s packet to include the 15 questions, the signs of compulsive debiting and possibly the 12 tools. (and the promises?)
- Araba: Is all of it already in a literature format or is it a list online?
- Shira: Yes [It’s already ready/printable,]
- Bliss: Reading the headings of the Debtors Anonymous pamphlet
- Shira: Instead of updating the newcomers packet, we want it to be a downloadable PDF for free and we want it under getting started.
- We recommend to make the newcomers packet downloadable and free...who feels called to respond?
 - Sahera volunteers
- Shira: 4 Sunday’s Bliss can’t attend. Can everyone make the 5th Sunday of September work? So the first meeting is 9/29. As we get closer we’ll figure out what to do for April, May and June.
- **24-13 Core focus of D.A.:**
 - Gregg: The literature doesn’t promise that. Nowhere in the literature is it specifically saying you’re guaranteed cash and prizes, etc. What is said is prosperity and serenity and that is up for individual interpretation.
 - Manju: Focus on the Tradition, the preamble, and the Promises.
 - Gregg: Offered to write a draft response
 - Need to add Health Issues pamphlet to the submissions page on the website.

Recommendations and Motions:

- Early motion: Outline on gender identity pamphlet
- Recommendation: Lit pub and lit serv create ‘lit in the works’ page on website
- Recommendation: Lit hub tab with drop downs to order lit, submit stories, newcomer packer and free lit
- Recommendation: GSB make newcomer packet electronic and free and has it for the time being under getting started and eventually on lit hub menu
 - Manju: motion to approve
 - Delores seconds

All motions and recommendations approved unanimously.

Lit Com Liaisons:

- Julie from International Committee
- Greg from BDA Committee
- Deborah from UUOC

WSC Public Information Committee Minutes

Positions: Chair: Loreen M., **Vice Chair** [], **Recording Secretary:** Tanya C., **Treasurer:** Kris W., **Tech:** Diana W.

Committee Members: Debbie M, Kris W., Tanya H., Diana W., Loreen M., **Liaison:** Matthew E.

Committee Guidelines: Robert’s Rules

Meeting each month: Meeting to take place 3rd Sunday of each month 3.15 pm EST / 8.15 pm GMT – 1

- 15 September 2024
- 20 October 2024
- 17 November 2024
- Next meeting – 19 January 2025

Projects 2024:

- National Conference of Bankruptcy Judges - Seattle September 2024: \$1000 in spending plan can apply for additional monies from WSC up to \$3500. All Bankruptcy Judges are Federal Judges/Court Workers/Trustees who handle Chapter 13/Other vendors are people who reorganize business.
- We recommend that they appoint PI Rep Brazil as a Special Member of the PI Committee for 2024-25. She is a valued member of the Committee who was unable to attend this Conference because she is fulfilling a service commitment for PI in Brazil..

- Ongoing work with UUOC to promote DA with 211/United Way and with the Veterans Association
- College/Universities /Community college – credit cards are offered to students. Tanya M considering outreach to colleges to set up table with information table to raise awareness of D.A. International students would be advised on credit in the West. Putting DA literature in libraries.
- Public Service Announcements – take to radio stations etc.
- UK - Approaching radio stations/newspapers to spread the word.
- Suicide hotline/Kids Helpful – crisis lines / Hotline. Putting D.A. literature in libraries in the Seattle area.
- Media training will be held twice in the coming year. Anyone interested in spreading the word of D.A. will give you the opportunity to know what to say in a public forum. What DA is and what DA is not. An announcement will be on e-news and the events page on the website. Everyone is welcome to attend.
- US debt – credit cards/ student loans – educate students on money management. Interface with other 12 step programmes. Go to central office.
- Look at informing people of dangers of Klarna – 3-month payments.
- Look at health fairs/events to display D.A. literature.

Special Member: PI Committee voted unanimously to invite our Brazilian rep to be a special member of the PI Committee and attend meetings.

Members read the PI Manual:

- Update on cover page – Updated July 20 2024
- Page 5 – Media training is now held by videoconferencing webinar
- Page 5 – Media training is held periodically by video conferencing (not conference call)
- Page 6 and throughout - Recommendation remove “conference call(s)” and just state Media Training
- Page 7 – Guides for organizing... Bullet point 4 at the end add “..if possible or available.”
- Page 9 – Guidelines for public information – update with new text approved by vote

WSC Resource Development Committee Minutes

WSC Spiritually Sustainable Earnings Caucus Minutes

SSEC Organizational Meeting Minutes August 7, 2024

Attendees: Piper M. (GSB liaison), Kerstin, Stefanie, Angela J., Mark M., Marianne, Greg K.

Piper called the meeting to order and then opened the meeting with the Serenity Prayer. Stefanie read the 12 Steps, and Marianne read the 12 Traditions.

Piper led the caucus through the GSB liaison section of the *World Service Conference 2024 Committee/Caucus Starter Kit*.

Each attendee introduced themselves and indicated their interest and availability for serving as a caucus member for the year. Mark indicated his work schedule had interfered with his ability to contribute to the caucus for the last half of the 2023-24 service year, and that he would like to continue in the caucus this year but was currently unsure if he would be able to.

Marianne presented a series of illustrations she created showing the SSEC tools. She is unable to serve on the caucus this year, but offered the illustrations to the SSEC for use in creating literature related to Spiritually Sustainable Earnings (SSE) meetings. There was general agreement that these were wonderful and useful illustrations, and the caucus expressed their gratitude for Marianne for her contribution. Marianne then left the meeting.

Piper then requested nominations or volunteers for the position of Committee Chair.

Angela made a motion to nominate Kerstin as Chair, and Stefanie seconded. There being no objections, and no additional nominations or volunteers, the motion passed by acclamation.

Piper then turned leadership of the meeting over to Kerstin, and Kerstin continued the nominations and elections for the remaining positions:

- Recording Secretary - Piper asked if Mark would serve in this position. Mark agreed to serve as Recording Secretary at least temporarily, and also to serve as World Service Conference (WSC) Scribe for the caucus during the Conference. A motion for the election of a Recording Secretary was tabled for consideration at tomorrow's caucus meeting. Kerstin commented that if Mark was able to join the caucus for this year, he would be a good choice for Tech Support Person as he is planning to serve on the WSC Technology Committee this year. Mark indicated he would be happy to serve in that role if he is able to serve on the caucus.
- Motions for elections for Vice Chair, Treasurer, and Tech Support Person positions were also tabled for consideration at tomorrow's caucus meeting.

Kerstin recommended that members of the caucus attend some of the current SSE meetings, and then opened discussion of possible agenda items for the caucus to work on throughout the upcoming year. The following list of possible agenda items was discussed:

- Whether the caucus wants to request the Conference Committee bring a motion on the caucus's behalf moving that the SSEC become a committee for the next conference year (2025-26). The caucus discussed the pros and cons of this and the timing options for bringing the motion. A general consensus was reached that if the caucus moved to proceed with this request, bringing the motion as an early motion for 2025's conference would be best, and that this would need to be done before the early motion deadline in April of 2025.
- Continuing to develop SSE literature, including the work on a *Spiritually Sustainable Earnings Pamphlet* to be published as Conference-approved literature.
- Consideration of whether we should add fiscal to the current list of aspects of spiritually sustainable earnings, which are physical, spiritual, and emotional.
- Determine and execute a strategy to grow awareness of and occurrences of SSE meetings worldwide, including development of a short "elevator speech" describing what SSE meetings are and why to have them. Mark mentioned his belief that SSE meetings are about answering the question - how do we "practice these principles in all our affairs?" Greg mentioned his attraction to SSEC centers around the question - how do we connect to the abundance all around us?
- Kerstin noted that we will need to cultivate a continuing relationship with the Conference Committee and to enlist their support in getting motions before the Conference for consideration. She suggested it would be helpful to ask Sarah (the current chair of the Conference Committee) for help with this.
- Continuing the Fellowship-wide calls on the topic of Spiritually Sustainable Earnings, which have previously been well-attended worldwide.

Agenda items for the next meeting:

- Prepare and submit the roster of caucus members.
- Determine the dates, times, and platforms for holding caucus meetings.
- Determine whether to continue any unfinished business from last year's committee work.
- Evaluate the list of possible agenda items.
- Create an action plan for work throughout the conference year.
- Discuss and vote on any motions or recommendations the caucus wishes to raise at the Convocation this year.
- Prepare a short report for Convocation on the caucus' work during the WSC it's action plan for the upcoming conference year.

Angela moved that the meeting be adjourned. Mark seconded, and the motion passed by acclamation. The meeting was adjourned with the serenity prayer at 9:36 p.m.

SSEC Organizational Meeting Minutes August 8, 2024

Attendees: Piper M. (GSB liaison), Kerstin H., Stefanie, Angela J., Mark M., Greg K., and 10 other people (15 total)

Kerstin called the meeting to order, and Angela led the caucus in the Serenity Prayer. Angela read the SSEC meeting format for the group, then Kerstin reviewed the agenda for the meeting.

Julie B. volunteered to be the Recording Secretary and that was agreed by acclamation.

The caucus decided to hold monthly meetings on the second Sunday of each month at 18:00 UTC (London) and 14:00 / 2:00 p.m. U.S. eastern time.

Ragna volunteered to be the Vice Chair and that was agreed by acclamation.

The caucus discussed how to organize and decided to use 3 subcommittees with a show of hands for how many people were interested in serving on each committee:

- Literature Subcommittee (5 people)
- Committee Subcommittee (0 people)
- Fellowship Call Subcommittee (4 people)

Angela suggested that caucus members start attending some of the SSE meetings that are currently being held.

The caucus discussed creating a shared file with the caucus member's contact information with phone number, since phone number is not included in the roster google form.

Use of a Zoom meeting was discussed. Kerstin said she has one already setup from last year that the caucus can also use for the current year.

Use of a messaging app for caucus communications was discussed and it was agreed to use Telegram for messaging within the caucus. Mark volunteered to create the group once the roster is complete.

Mark volunteered to be the tech support person, and that was approved by acclamation. Mark also volunteered to help members find and submit the roster form to join the caucus after the meeting adjourned.

Angela moved that the meeting be adjourned. Mark seconded, and the motion passed by acclamation. The meeting was adjourned with the serenity prayer at 3:15 p.m.

WSC Technology Committee Meeting Minutes

TechCom Meeting Minutes August 8, 2024

- Identified roles
- Registered with roles on site
- Determined our monthly meeting time (2nd Sunday of each month at 3 pm Eastern)
- Created this doc and collectively added to it
- Went through old business and created action items
- Reviewed concern for tech and will be referring it to Board person who connects with Website person
- Josie confirmed that Numbers 1 was approved

TechCom Meeting Minutes August 9, 2024

- Reviewed 2023 folder and made copies of folders in 2024
- Reviewed action items
- Created sub-committees and added ourselves to them
- Organized action items into sub-committees
- Identified key contact people for various actions/ideas
- Determined that at 11:30 all tech liaisons will meet to determine best way to get support
- **NEED:** New zoom link for our monthly meetings

- Megan connected with the various committees to let them know to send tech liaisons know to come to tech support at 11:30
- Created a tech liaison question list
- Motions & Recommendations
- Supported committee tech liaisons and added their questions [here](#)
- Created templates
- Scheduled sub-committee meetings

Pete:

- Podcast - suggest sub committee with PI?
- Zoom passwords - can this be removed from D.A. site if desired?
- Zoom bombing - create safety sub committee

Old business: LIST OF RECOMMENDATIONS:

- ~~Podcast research - awaiting plan from GSB, unless we decide we want to propose action.~~
- ~~Zoom Bombing security~~
- ~~Numbers: One Approach~~
- ~~Chat Bot (Megan)~~
- ~~Website - report with Vanessa powerpoint~~
- ~~International Call In Number page on website - check and clarify/fix errors~~
- ~~Email monitoring system~~

New business: system/strategy

Subcommittees:

- **Outreach & PI** *Megan & Katie & Pete*

GIST: how are we supporting these efforts?

- Podcast - discuss how to best support the Conference in moving forward with this with Chris R. GSB approved moving forward with this.
 - PI GSB: Matt
 - PI: ?? (Robin?)
 - CommTech: Rob
- Instagram chatbot
 - UUOC: Will
 - Fellowship: Claudette
- Whatsapp
- Website Chatbot
- 12 step calls / messaging
- Email newsletter / signup forms.

- **Website & Technical** *Phil & Pete & Kate & Mark*

GIST: Development and testing of website, tools, and technology.

- What about the online literature store? - ask Chris.
- DO we want a page for intergroups external webpages on our site? Chris?
- Get clarity on International call in number issue. Is there an issue this toll free? MEGAN
- Keep chatbot on website sub com agenda - eg chatbot.com
- Mark to fix bugs on N1A - ready to publish - approved by board!
- [Issue](#) - feature request for meeting finder to scroll up MARK fixed? (or Submit concern in Issues to Chris)
- Ask Chris about getting a different approval process for tech products - Motion? MARK
- Review Vanessa's deck on UI and interviews with newcomers visiting da website. Discuss with the board.

- **Training & Support** *Mark, Lisa, Phil, Megan*

GIST: Various strategies for educating members.

- Training Subjects:
 - Numbers One Approach

- Google Drive Training - GSRs
- Zoom bomber training
- General Zoom Training
- Determine support plan for the N1A electronic sheets.
- Training formats: Videos, Webinars, Fellowship Wide Zoom Calls
- Recommend the board have a pro tech support person for continuity? Could be remote.
- Determine how we want to support the WSC committees and how they can contact us. PHIL
- Can we add a fundraising element to webinars?

Action Items Ideas:

- ~~Podcast - discuss how to best support the Conference in moving forward with this with Chris R. GSB approved moving forward with this.~~
- ~~Create Safety and Security Sub-com~~
- ~~Keep chatbot on website sub-com agenda - eg chatbot.com~~
 - ~~Instagram chat / whatsapp / chatbot newcomer support. 12 step calls. Potential project.~~
- ~~Get clarity on International call in number issue. Is there an issue this toll free? MEGAN~~
- ~~Determine how we want to support the WSC committees and how they can contact us. PHIL~~
- ~~Ask Chris about getting a different approval process for tech products - Motion? MARK~~
- ~~Training Sub Committee? (Videos, Fellowship Wide Zoom Call, Webinars)~~
 - ~~How about a training video for N1A?~~
 - ~~Can we add a fundraising element to webinars?~~
- ~~Issue - feature request for meeting finder to scroll up MARK fixed? (or Submit concern in Issues to Chris)~~
- ~~Recommend the board have a pro tech support person for continuity? Could be remote.~~
- ~~DO we want a page for intergroups external webpages on our site? Chris?~~
- ~~Instagram chat / whatsapp / chatbot newcomer support. 12 step calls. Potential project.~~
- ~~What about the online literature store? - ask Chris.~~

WSC Underserved and Underrepresented Outreach Committee Meeting Minutes

UUOC Meeting Minutes August 9, 2024

Committee Jobs: Chair: Will M., Secretary: Ahava B. and Sandra C., Vice-Chair: Darryl, Treasurer: Suzanne 100.00 in treasury, Tech Person: Debra

List of Sub Committees:

- Uncomfortable Conversations
- Race and Debt
 - Virtual conference,
 - Fellowship calls
 - Crosstalk
 - Tradition 10 as a weapon
 - Board diversity
- Fellowship-wide call
- John H. Foundation (Allocation of funds)
- Unhoused Recovery
- Survey
- Virtual Conference

Meeting: 3rd Sunday of the Month. First Meeting: September 15th 10:00 am PT / 12:00 pm CT / 1:00 pm ET

Recommendations:

- The Underserved and Underrepresented Outreach Committee recommends that ISRs and GSRs review the existing “Safety Guidelines” with their meetings
This document is available on the Debtors Anonymous website under “Meeting Information” and then select “Resources for Meetings and Groups” drop down menu <https://debtorsanonymous.org/fellowship-services/resources-for-groups/>
- The Underserved and Underrepresented Outreach Committee recommends that ISRs and GSRs review the “Inclusivity Statement,” with their meetings for encouraged inclusion in their groups’ format.
This document is available on the Debtors Anonymous website under “Meeting Information” and then select “Resources for Meetings and Groups” drop down menu <https://debtorsanonymous.org/fellowship-services/resources-for-groups/>
- The Underserved and the Underrepresented Outreach Committee recommends that the Conference Committee bring forth an early motion for 2025 to change the charter to enable the possibility of a virtual world service conference, to provide for the participation of as many of the 567 groups and 27 countries as possible.

SECTION 7: ISSUES and CONCERNS

2023 World Service Conference Newark, New Jersey

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

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

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

General Service Board Committees

GSB: 23-09, 23-10, 23-13, 23-16
 GSB Audit & Legal Affairs:
 GSB Communications: 23-07
 GSB Conference Support:
 GSB Finance: 23-01, 23-07
 GSB Information Technology:
 GSB International:
 GSB Literature Publications: 23-03, 23-11, 23-12 GSB
 Literature Translations and Licensing: 23-02 GSB Long Range
 Planning:
 GSB Nominations: 23-04
 GSB Office: 23-06
 GSB Public Information:

World Service Conference Committees & Caucuses

WSC Business Debtors Anonymous: 23-13
 WSC Conference:
 WSC Fellowship Communications:
 WSC Hospitals, Institutions and Prisons:
 WSC Intergroup Caucus:
 WSC Internal Operations:
 WSC International Committee:
 WSC Literature: 23-03, 23-05, 23-11, 23-12
 WSC Public Information:
 WSC Resource Development: 23-01
 WSC Spiritually Sustainable Earning Caucus:
 WSC Technology:
 WSC Underserved and Under-Represented Outreach
 Committees: 23-08, 23-17, 23-18

ID	Assigned Committee	Issue & Concern	Responses
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<p>2 3 - 0 1</p> <p>Assigned to WSC Resource Development Committee</p>	<p>Issue & Concern</p> <p>I'd like DA GSO to add to their website a link for fundraising suggestions for GSRs and ISRs to use so that they can attend the WSC annual meetings.</p> <p>To the GSO suggestions, other groups/individuals could add comments on how they raised money to pay for GSR attendance at WSC. Following is the experience of my group in San Diego: perhaps it can be used as a beginning for GSO suggestions on successful fund raising. GSR representation is vital to the health of groups and DA as a whole. More meetings need to plan ahead and take action. Thank you, Janet G.</p> <p>My idea is this: Fund raising suggestions so that meetings can raise funds for GSRs and/or IRs to attend annual WSCs. So many meetings don't have GSRs or don't begin fund raising in time and so have to depend 100% on scholarship funds and/or on another meeting to meet their basic annual needs. I have pasted a document below telling how our meeting has been successful at raising funds and has sent the GSR twice to the WSC. We've been in existence only 3 years.</p> <p>OBDA MEETING & FUND RAISING</p> <p>The meeting was registered with DA in spring 2018. The meeting time was Sunday 9am at the Clubhouse in Ocean Beach, San Diego. There were about 8-10 regular attendees. The meeting topic was reading and discussing the Conference approved literature. We read through most of the DA brochures, and both the DA Steps, Traditions and Concepts as well as Currency of Hope.</p> <p>In February 2019, the group began to wonder if we could afford a GSR for our little meeting. Members discussed the possibility of sharing a GSR between our meeting and one other small meeting, in order to raise more funds. There was no interest from the other meeting so a GSR was elected and the members were quite pleased with ourselves. Our little meeting had a GSR! At the business meeting, a need was identified and unanimously agreed upon-- to raise funds for our GSR to attend WSC in 5-6 months.</p> <p>A member suggested the DAMS had suggestions for fund raising (A Guide to</p>	<p>Response:</p> <p>(GSB note) Thank you for this idea, it seems like a good one. Unfortunately no GSRs signed up to the the Resources Development Committee of the World Service Conference this year. It would normally be assigned to the committee to put something together as a suggestion. The GSB will pass it to the incoming Committee in Ottawa, 2024.</p>
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	<p>Special Events). DAMS was studied and educational workshops were chosen as a fund raising special event.</p> <p>We chose a topic, set a date and created a flier. The flier specified that workshops were held as a fundraiser for our GSR. Announcements were repeated at DA meetings and reminders were emailed closer to the workshop date.</p> <p>The solution of workshops was the answer to our's groups need to raise funds. It was a monthly workshop and continues to this day. We have refined it over time, of course. In the beginning we offered 20 minutes at the end of the workshop for attendees to learn and discuss the need for an Intergroup in San Diego. Eventually an IG was formed and continues to this day.</p> <p>Over the 27 or so months the workshop has been in existence, some workshops raised \$200 and some only \$20. But each month a workshop has been offered some amount was contributed and that is the important thing. Slowly and surely funds have increased and a GSR has been sent to 2 World Service Conferences, as of Sept 2021.</p> <p>It appears that only the DAMS has suggestions for fund raising. And how many of us look at the DAMS for guidance? Not enough. Thank you.</p> <p>Submitted April 15, 2022 by Janet G., San Diego, CA USA [Submitter #1]</p>	
<p>2 3 - 0 2</p>	<p>Assigned to GSB Literature Translations and Licensing Committee</p> <p>Issue & Concern</p> <p>Hello,</p> <p>I'm Marc P., Chapter President of group 1204 (Nouveau Départ), and am writing regarding the availability of Conference-Approved works translated in French. You may be aware that our group is the only one in North America that is French-speaking only and, as a result, finds itself with a regrettable lack of literature for its members. What we do have was obtained from DA France but they seem to be at an equal disadvantage.</p> <p>I would like to bring your attention to two excerpts from the Issues and Concerns submitted to the WSC (referenced above):</p> <p>11-35</p>	<p>Response:</p> <p>Bonjour Marc, merci pour votre soumission 23-02.</p> <p>The frustration of your group not having D.A. Conference Approved literature available in French is recognized. Members from other parts of the world also express similar sentiments. The translation of D.A. Conference Approved literature into languages other than English is a slow and laborious process. We rely on volunteers who are D.A. members to do the bulk of this service work so that the translation truly carries the message of one debtor helping another. This is a time consuming endeavor that ideally requires more than one volunteer to do the translation work.</p>

I would like to see more translation of DA literature into different languages; Chinese for example.

GSB Literature Publications Committee Response: The GSO has received numerous requests for permission to translate D.A. literature, and to approve translations that have already been completed, including Spanish, French, German, Italian, Icelandic, Portuguese, Japanese and more. The GSB Legal Affairs committee has produced the legal documents necessary to protect D.A.'s copyright in those materials and has been in contact with the parties making these requests.

12-41

Montreal Nouveau Depart Group # 1204 Need French Canadian Translation (not from France) of Conference Approved Literature i.e. A Currency of Hope. The group is presently using the book "Money Drunk" as its main literature in the meeting. This book is not conference approved.

RESPONSE:

Thank you for your concern. We appreciate your desire to use only DA conference-approved materials. We are in the process of preparing French translations, and will address other translation needs as we are able. We strongly encourage you to utilize the French translations of Alcoholics Anonymous and the 12 Steps and 12 Traditions, and replace the words "debt" for "alcohol," as many English-speaking groups have been doing. A second edition of A Currency of Hope will be published by 2013 and translations of that volume will follow. We respectfully ask for an update on this situation.

Submitted April 22, 2022 by Marc P., Nouveau Depart Group, Montreal, CAN [Submitter #2]

What often occurs is that people volunteer and begin the service, but withdraw at some point.

The past three years, however, have witnessed an abundance of translation efforts, including French, Spanish, Portuguese, Russian and Italian plus enquiries for ten other languages. The process for approving translated literature follows these steps:

1. Translation of the D.A. Glossary of Terms to determine what specific words will be used (i.e. solvency, Pressure Relief Groups/Meetings, etc.) in that language.
2. Translation of a piece of D.A. literature.
3. Review by the volunteers that they are in agreement with each other before submitting to the Literature Translation and Licensing Committee (LTL).
4. LTL then forwards the work to a professional translation verification service to check the accuracy of the translation.
5. Review of the comments from this service by the Translators and their making any necessary corrections or clarifications.
6. Resubmission for verification.
7. Approval in concept that the literature is ready.
8. Discussion on how the literature piece will be distributed, either through a "print on demand" service with an e-reader option managed by the General Service Office, or the issuance of a license for publishing via another printer in hard-copy format.
9. Registration of an ISBN and other national library service requirements (depending on the language and country of publication).
10. Copy edit and print design layout files.
11. Proofreading.
12. Final approval.

Since the D.A. Fellowship is small worldwide, economies of scale are an important consideration in addition to the availability of members volunteering to translate. D.A. has selected to employ the most universal version of those languages in our first attempts of publishing in other languages.

		<p>We are pleased to announce that the French edition <i>Les Douze Etapes, Douze Traditions Et Douze Concepts Des Débiteurs Anonymes. Trente-Six Principes De Rétablissement</i> and the Spanish Edition <i>Los Doce Pasos, Doce Tradiciones Y Doce Conceptos De Deudores Anónimos. Treinta Y Seis Principios De Recuperación</i> are to be published in 2024.</p> <p>We are grateful for the many D.A. members who have spent countless hours on the translations of these texts. These volunteers are now focusing on the <i>Debtors Anonymous Step Study Guide / B.D.A. Step Study Guide</i> in French and Spanish for their next projects. In addition the pamphlets previously translated by D.A. in France some years ago are undergoing updating and are currently with our verification service.</p>
<p>2 3 - 0 3</p>	<p>Assigned to WSC Literature Committee</p> <p>Issue & Concern</p> <p>This is my personal issue, not the group's. It looks like I may have missed the deadline, but I'll still list it.</p> <p>I would like the DA promises to remove the phrase "and with DA" when referring to sharing our resources. It's hard to put my finger on why this bothers me, but it just seems oddly inappropriate for us to appear to be soliciting contributions through this medium. I have shared my concerns with some other DA members, and most every one of them have felt the same way. Thanks for considering this.</p> <p>Submitted May 1, 2022 by Jack, Sunday Visions Group, New York, USA [Submitter #2]</p>	<p>Response:</p> <p>Thank you for submitting Issue and Concern 23-03 to the 2023-2024 World Service Conference. We, the WSC Literature Committee, tried our best to address your concern while seeking the wisdom of a loving Higher Power as expressed in our group conscience.</p> <p>As you might imagine, opinions among members of the WSC Literature Committee differed on this question. Most of us felt strongly that the phrase reminds us that sharing our resources does not only mean financially but also our time and skills with D.A. Being of service to the Fellowship is fundamental to our individual recovery. It demonstrates our principle of being self-supporting through our own contributions. The D.A. Promises Pamphlet expresses these ideas clearly.</p> <p>Others of us, while we agree with that sentiment, feel that the D.A. Promises may not be the appropriate place for it.</p> <p>As we couldn't reach consensus on the matter as a Committee, and the extended process required to change the text of the D.A. Promises would likely divert from other literature development efforts – e.g., a Debtors Anonymous Basic Text,</p>

			Black Voices, Solvency in Retirement, Solvency, and Spiritually Sustainable Earning – we decided not to recommend to the WSC the suggested change to the D.A. Promises at this time.
2 3 - 0 4	Assigned to GSB Nominations / Procedures Committee	<p>Issue & Concern</p> <p>I heard that the GSB bylaws were revised to allow former members of the board to return to serve on the board if they hadn't served their full 6-year term. If that is true, I am not in favor of this policy. I fear ego takes over when we begin to believe we are indispensable and that the work can't be done without us. Rotation of leadership is a spiritual principle. Service with an agenda is a sign that self-will is in charge. Along those lines, serving more than our 6-year term is not in alignment with the spiritual principle of rotation of leadership.</p> <p>Submitted May 10, 2022 by Carol [Submitter #4]</p>	<p>Response:</p> <p>Trustees are allowed to return to COMPLETE a six year total, not more than 2 terms (6 years) In 2020 the GSB removed the requirement to do the whole six years consecutively.</p> <p>However, in the case of the Chair and the Treasurer, “a majority of the General Service Board may, having given due consideration to the spiritual principle of rotation of service, extend the period of eligibility for a maximum of one (1) consecutive years if in the General Service Board’s judgment this is in the best interest of the Corporation.” (D.A. Bylaw #3.3)</p> <p>Please note that Trustees leave after their first three year terms for all kinds of reasons - health, both physical and mental, and family or business commitments.</p>
2 3 - 0 5	Assigned to WSC Literature Committee	<p>Issue & Concern</p> <p>We, three long-term members of D.A. have been meeting regularly to review the literature of D.A. and reflect on how we can continue to not debt one day at a time as we age and either choose to or can no longer work. By the grace of the program, we have paid off our debts, built cash reserves, and have prudent reserves/savings for retirement.</p> <p>Yet, we are seeking more guidance from D.A. on how to achieve lifelong solvency, especially given rising costs for health care and senior housing, as well as the ramifications of inflation and diminishing purchasing power. We request that a subcommittee of the Literature Committee be formed to prepare a pamphlet or a short booklet of recovery stories on life-long solvency.</p> <p>Thank you for your service.</p> <p>Submitted May 25, 2022 by Jean C., Mary Ann S., and Bob U. [Submitter #5]</p>	<p>Response:</p> <p>Thank you for submitting Issue and Concern 23-05 to the 2023-2024 World Service Conference. We, the WSC Literature Committee, tried our best to address your concern while seeking the wisdom of a loving Higher Power as expressed in our group conscience.</p> <p>The concept for a <i>Voices of Recovery: Solvency in Retirement</i> pamphlet was approved by the 2019 World Service Conference and is under active development by the WSC Literature Committee. We are currently soliciting stories of Solvency in Retirement from the Fellowship (https://debtorsanonymous.org/call-for-submissions-for-da-publications/).</p>

<p>2 3 - 0 7</p> <p>Assigned to GSB</p>	<p>Issue & Concern</p> <p>Greetings, A group that met in-person prior to covid has split into a zoom only, AND an in-person only. We are not hybrid. I believe we should then be considered 2 separate groups, with separate bz. mtgs, and separate service positions. Has DA an opinion on groups that have split post-covid into zoom only, and in-person only, becoming 2 separately listed groups? Thanks! And have a great conference!</p> <p>Submitted May 26, 2022 by Kathi, Tucson AZ, USA [Submitter #6]</p>	<p>Response:</p> <p>Thank you for your inquiry about pre-Covid meetings splitting into separate in-person and zoom meetings post covid. D.A. has no official opinion. Meetings are autonomous as per Tradition Four. There are some meetings making the split work as a single group with two simultaneous meetings. If each of these meetings have registered separately then they are considered to be two separate groups. If you choose to remain as one group, you can have more than one meeting each week. However, you would only have one group number and could only send one GSR to the World Service Conference.</p>
<p>Unassigned</p>	<p>Issue & Concern</p> <p>I am having a lot of and a great deal of problems with D.A. contributions or donations being placed online. As I am a debtor and have such limited amount of income navigating the internet is very important to me. My electronic skills are not very savvy or very heavy. Mostly I only have beginner navigational electronic skills acquired. However, to attend a meeting by zoom or call- in is of extreme concern and importance for me. I am concerned about communication with D.A. members to receive more comprehension on being sure that I can navigate online data for a meeting. Also, although I am debtor and senior citizen, I do not know all of D. A's programs because I am a beginner as a D.A. member!! . All meetings of D.A. are a problem for me. The D. A. order and membership plan is one. that I have no success with, communication prioritizes my concerns with this very important organization for me. Thank you!</p> <p>Submitted June 26, 2022 by Sharon, Philadelphia, PA USA [Submitter #7]</p>	<p>Response:</p> <p>This kind of issue may be better addressed by contacting the Office.</p>
<p>2 3 - 0 8</p> <p>Assigned to GSB Literature Commit tee</p>	<p>Issue & Concern</p> <p>Regarding the inclusivity statement just released, was this statement voted on by the DA fellowship ? I do not mean voted on by the fellowship in attendance at the recent World Service Conference in England, but voted on by individual DA groups and DA meetings</p>	<p>Response:</p> <p>Thank you for your submission, 23-08, regarding the Inclusivity Statement introduced in 2022. (Found on page 19 of the <i>Debtors Anonymous Manual For Service, 2023</i>).</p>

		<p>and then told to the group reps ? Nothing was mentioned about this inclusivity statement in the DA email group I'm a member of nor my DA home group meeting being held on Zoom nor any other DA meeting I have been attending the past 3 months via Zoom in Los Angeles, Canada, North Carolina, Florida and Texas. The inclusivity statement has created quite a stir among a few of the members of my email group. Please advise.</p> <p>Submitted August 13, 2022 by Rachael Q., ABQ Group, NM USA [Submitter #8]</p>	<p>This statement was not voted on by the Conference as it is Service Literature, a suggested statement that can be used by groups if they wish.. Each group is autonomous (Tradition 4) and can select what to include in their meeting format. The statement was developed by the Underserved and Underrepresented Outreach Committee of the WSC and presented to the WSC Literature Committee and the General Service Board. The group conscience of these committees approved it as Service Literature.</p>
2 2 - 0 9	Assigned to GSB	<p>Issue & Concern</p> <p>Can there be a list of women only DA meetings?</p> <p>I have multiple addictions and am going thru a very sensitive time where my codependency and 'S' issues are out of control.</p> <p>It precludes me from doing much service in a coed meeting. I can do "timer". I must avoid other positions like newcomer greeter, host, literature and treasurer because I feel pressure to welcome all suffering newcomers and share my experience, strength and hope.</p> <p>A list of women only meetings would provide a wider range of service opportunities and be supportive of my recovery.</p> <p>Thank you for your kind attention and time. In recovery, Nancy S.</p> <p>Submitted September 6, 2022 by Nancy S., Sacramento, CA USA [Submitter #9]</p>	<p>Response:</p> <p>Thank you for your inquiry on how to locate meetings with a specific focus to assist you in your recovery.</p> <p>The meeting list on the Debtors Anonymous website allows for searchable terms such as 'women's meetings', etc.</p>
2 3 - 1 0	Assigned to GSB/W SC Literature Committee	<p>Issue & Concern</p> <p>I think there is room for a new fellowship: Secured Debtors Anonymous. I have been in the secured debt loop for more than 25y, living off the equity, and perpetually refinancing. There is nothing about secured debt in the literature. It almost drove me to the brink of suicide not so long ago. Let's do something about it, please!</p> <p>Submitted September 6, 2022 by Kristiina [Submitter #10]</p>	<p>Response:</p> <p>GSB Lit Pub Response:</p> <p>Thank you for your concern and writing to us. You raise an important point about the use of secured debt and how it can lead to despair and compulsive activity. Your concern suggests that others may also be affected by refinancing options and this could be a topic for an article in <u>The Ways and Means</u> Newsletter. In the meantime, you may find experience, strength, and hope in the pamphlets: P-101 Debtors</p>

Anonymous, P-125 The Twelve Steps of D.A., P-126 Spirituality, P-127 Recovery from Compulsive Spending and P-133 The Twelve Promises of Debtors Anonymous.

WSC Lit Com Response

Thank you for reaching out with your concern about compulsively incurring secured debt. We hear you and have spent time discussing it and coming up with a response.

First and foremost, you are not alone. D.A. is here to support you and has in fact spent time sorting through these issues. The literature makes a clear distinction between secured and unsecured debt. Secured debt must be collateralized, which means the borrower must have a tangible asset like a house or car to secure the debt. And in most cases, the borrower must also demonstrate an ability to pay off the debt through proof of income and assets. This is usually a time-consuming process and as such, secured debt usually doesn't pose the same perils as unsecured debt where debtors are able to incur debt impulsively and compulsively – typically by using credit cards or payment plans, which have no collateral attached.

That said, compulsively incurring even secured debt, as with other compulsive debting behaviors, can be a problem. However, we feel it is best handled by the DA Steps and Tools already available; a spending plan which meets our needs, a prudent reserve to handle emergencies, savings to provide for anticipated expenditures, PRGs to provide support and perspective, along with faith in a higher power as the source of our abundance, and the awareness that compulsively incurring secured debt can also threaten solvency, independence, serenity, and abundance.

To help bring more awareness to this issue, we are hoping to address the hazards of compulsively incurring secured debt in the Solvency Pamphlet already in development, and the Awareness Pamphlet in redevelopment.

You might consider collaborating with like-minded members to develop meetings focused on compulsive secured debting, in the same way that members

			<p>developed meetings focused on underearning, compulsive spending, D.A. H.O.W. and Business Debtors Anonymous within DA.</p> <p>We hope this addresses your concern.</p>
2 3 - 1 1	<p>Assigned to GSB Literature Publications</p>	<p>Issue & Concern</p> <p>We would like a full pamphlet on the subject of Solvency. We need examples to clarify when unsecured debt is a danger. Are library fines unsecured debt? Let's get a DA opinion on that. If someone has the money, uses a credit card, then pays it off at the end of month, or even within a day or two, is that debting? I say yes, it is debting and they have lost their solvency. Others think no. What is the DA stance on that?</p> <p>What if someone has been told by a sponsor that the above is ok, has that person lost their solvency? Seriously, there are a lot of solvency questions. It's a fundamental concept of the program. I would like to see a full pamphlet discussion on it. I'm hoping this may be in the works in the Literature Committee?</p> <p>Thanks for your wonderful service!</p> <p>Submitted September 29, 2022 by Sandy [Submitter #11]</p>	<p>Response:</p> <p>Thank you for your suggestion. The development of new literature, including pamphlets, is an extensive process. This is time consuming and does take many years before the final version, if approved, is ready for publication. We do have a pamphlet outline on Solvency in the pipeline, however with our Basic Text (BT) in development, we have made a decision not to further it until the BT is complete.</p> <p>We are often reminded that great care is required to define personal solvency in a way that is not punitive or prevents people from obtaining recovery. Our 12x12x12 defines solvency as not incurring new unsecured debt one day at a time. Our programme is one of suggestions.</p>
2 3 - 1 2	<p>Assigned to GSB Literature Publications</p>	<p>Issue & Concern</p> <p>Due to confusion and misinformation, and the importance of this fundamental concept, I propose that we create a pamphlet which focuses on Solvency.</p> <p>Submitted September 30, 2022 by Aline [Submitter #12]</p>	<p>Response:</p> <p>See 23-11 above.</p>
2 3 - 1 3	<p>Assigned to WSC SSEC</p>	<p>Issue & Concern</p> <p>The demonization (or scapegoating) of any DA or BDA member — whether the demonization is done by the GSB, a GSB Committee, a WSC Committee, a WSC Caucus, an individual or collection of GSB members, or an individual or collection of WSC representatives — is NOT in alignment with any of our 36 principles. Please stop. I am begging you.</p> <p>Four days ago, I attended a fellowship-wide</p>	<p>Response:</p> <p>The SSEC's group conscience discussed the issues you raised. In accordance with Tradition Two, we trust that although these issues can be unpleasant at times to discuss and they may be expressed imperfectly, when we follow our commonly held program principles, we grow both as individuals and as a group. In our response we strive to honor all opinions and see our purpose as working</p>

call hosted by the Debtors Anonymous Spiritually Sustainable Earning Caucus (SSEC), which was phenomenal. While there, and during my two-minute share, I announced my BDA home group's offer of free conference-approved literature to anyone who asks, anywhere in the world. Over the next 24 hours, we received 12 literature requests from four countries for which we paid almost \$500 to Amazon to fulfill and ship. I considered this a successful 20-second announcement and a successful effort to carry the message to our fellow debtors.

Yet yesterday, just three days later, I heard that members of the BDA Committee had taken issue with my announcement, accusing me, personally, of promoting our workshops and providing the free literature information only to collect email addresses. There may have been more; these are the accusations I heard. Neither of those accusations are true; they are projections of other debtors' motives. Our BDA group simply LOVES to ensure that everyone who wants DA and BDA's conference-approved literature receives it. As much as anything, this is a legacy service in gratitude to Bill J, who asked our group conscience to perform this service as our group was originally formed and registered at the end of 2019. There are NO negative or secret motives at play; what you see, including our service plans and treasury reports is what you get.

This nonsense has been going on for years. Please stop. I am begging you. Please practice the principles — Steps, Traditions, and Concepts — that are at the heart of our fellowship and our recovery from compulsive debting.

Please stop pitting the personalities at World Service against me as a person, as a recovering debtor, and as a servant of my Higher Power's will for me and a trusted servant of my BDA home group. I am simply a solvent, recovering member of DA and BDA doing service and carrying the message, with more than eight consecutive years of solvency, one day at a time. I am living the principles of the DA and BDA program. My life is incredibly wonderful, and I am happy. Please join me in recovery.

And please allow me anonymity. Why am I personally discussed at and between World Service Conferences by name, including being listed by name in previous years' issues

to achieve substantial unanimity, remembering that recovery lives in the bonds among us.

Consistent with Tradition One, we focus here solely on the welfare of the group and of the Debtors Anonymous Fellowship. We do not offer nor do we intend our response to in any way be construed as feedback or judgment regarding the recovery or state of well-being of any individual or group related in any way to this issue, including ourselves. We are not judges, but trusted servants. We do not govern.

We hear your frustration that B.D.A. committee and other member's concerns were made in a forum in which you were not able to participate in a group conscience discussion and that you feel personally attacked. Without knowing the exact circumstances and the comments made, our group conscience is that we must acknowledge D.A. is “a varied lot” with differing viewpoints that can at times lead to heated discussions and hurt feelings. We hear and acknowledge the hurt and anger in your Issue and Concern submission, and we are grateful for your D.A. service of public information outreach. We also acknowledge that the other D.A. members you referred to may also have strong feelings regarding this matter. Our hope is that this response moves the Fellowship forward on a path to substantial unanimity in group conscience discussions where this or a similar issue might arise.

In response to your question as to why this topic keeps recurring and your request for these to stop, we will earnestly attempt to answer your questions here.

The Group Service Representatives (GSRs) and Intergroup Service Representatives (ISRs) are members of the WSC and represent their group's needs and opinions about crucial issues affecting the Fellowship. Naturally our opinions vary and sometimes conflict. Trusted servants do not govern, but world service trusted servants are themselves governed in very specific ways. The work of the WSC committees is a formal extension of the D.A. WSC. The rules and procedures contained in the Twelve Concepts, the Conference Charter, the

and concerns, annual reports, and committee meeting minutes? Why can't I attend a fellowship-wide call without becoming a topic of conversation by our WSC representatives? Why am I always a negative topic despite the service I freely and gratefully provide to debtors, both in and out of our fellowship? Why does this nonsense continue to go on year after year?

I have grave concerns about this situation. Please stop. I am begging you.

If you must discuss my participation in DA and BDA service, please discuss it with me. Discussing it with each other, including at the GSB level, is NOT working. This nonsense just continues, and nothing is resolved. Practice of the Steps and Traditions ourselves, and practice of the Traditions and Concepts together in service to debtors does NOT allow for these gossip and judgment-filled intolerant actions and discussion by the people who are supposedly our leaders. Please stop. I am begging you.

**Submitted December 8, 2022 by
Bob, Seattle WA USA [Submitter
#13]**

D.A. Manual for Service (DAMS), and any special rules that the Conference may adopt (such as the Literature Approval Process) govern the Conference and by extension, the committees. Topics of discussion must be considered and resolved or tabled for a specific reason and can arise from the ordinary course of committee work or other sources such as your announcement in the SSEC Fellowship wide call.

Our governing documents require that topics can be raised by any delegate-members of committees and caucuses according to those rules. Our experience with recurring topics is that they recur because substantial unanimity has not been achieved in local group consciences or a Conference or committee consensus has simply not been reached. Your group efforts are directed globally and have the potential to affect the Fellowship as a whole. The only exception to group autonomy is stated in Tradition Four and applies when group decisions have an impact on other D.A. groups or Debtors Anonymous as a whole. Therefore it is appropriate for the General Service Board, the World Service Conference and its committees to discuss this matter.

We expended considerable effort to research the issues for your request. We reviewed each page of the primary web site you referenced, including the group's service plans and the recent treasury reports you referred us to. We also reviewed all the pages of any secondary web sites linked one hop and some of the tertiary web sites (such as an event / conference registration page). In addition, we read and reread your correspondence several times and thoughtfully considered your concerns.

Our committees' consensus is that your group's promotional activities as they currently undertaken are in clear conflict with the D.A. Traditions and D.A.'s Public Information Manual. We trust in your group's good intentions and we share your earnest desire to be of service to the debtor that still suffers. So, we offer some very specific examples of where we see conflicts for you to consider in the hope that together we can build and maintain both stable and

healthy groups and a strong D.A. Fellowship.

The WSC SSE Caucus respectfully asks that your group consider the following observations in light of the Traditions at the next group conscience discussion.

(1) Web sites are a type of publication or literature. The D.A. website is treated as such by our Board and Conference.

Your workshop website states that it is a Debtors Anonymous group website, but it has a link on every page) to a web site that also

clearly and unambiguously states that it is not a D.A. or B.D.A. web site. Regardless of the good intentions and use of the funds raised in support of spreading D.A. literature around the world, promoting and linking from a D.A. web site to a non-D.A. web site is in clear conflict with our Traditions. This can create confusion and give a misimpression of how D.A. works.

The content and the events your outside web site promotes may have great value, but just as it is not appropriate for Conference-approved literature to refer to outside material, it is not appropriate to refer to a non-D.A. fundraising events web site from a web site that affiliates itself with D.A. As Tradition Six states and your experience confirms, this can give rise to divisive conflicts that could imperil our ability to share what we have gratefully received in D.A.

(2) We see that the non-D.A. web sites state that “No DA or BDA member has ever been paid to provide service by our group (see Traditions 7, 8, and 9).” We think that is consistent with Tradition Eight, that D.A. should remain forever nonprofessional but our service centers that may employ special workers. But the reference to DA or BDA members in your statement implies that this is a DA or BDA group where Traditions 7, 8, and 9 would apply in the first place. Why would this need to be stated at all if this was not a BDA event?

(3) Every non-D.A. web site the BDA Workshops group has published includes a fundraising element. Regardless of good intentions and whether or not

B.D.A. group members personally profit from this arrangement, why would a D.A. group of any kind need to own, have members participate in, or raise money using a non-D.A. asset when they can already receive Seventh Tradition donations, hold events using volunteers, and send literature to others?

(4) Despite saying in the web site that these are not D.A. or B.D.A. meetings, the BDA Solvency Immersion Conference uses the term “BDA” in its name, and the registration page states at the bottom that “We are a registered BDA group, providing service to our fellow recovering compulsive debtors.” These events may be represented as non-D.A. events at one place on the web site, but they are otherwise wrapped in messaging with the frequent use of the acronyms “DA” and “BDA” that convey an implied D.A. affiliation or endorsement. This is an example of lending the D.A. name to an outside enterprise.

(5) The D.A. web site you mention has many links to your non-D.A. fundraising events. At the bottom of the home page has a section with a heading stating “Visit Our Other Service Web sites” which link to non-D.A. web sites. This is another example of lending the D.A. name to an outside enterprise.

(6) Your intention may be to hold “recovery events, each with a fundraising element,” to provide D.A. literature free to individuals and groups throughout the world, and your intentions appear to be good to us (and we *applaud* your intentions). But despite the numerous statements that they are voluntary contributions not fees, payment is clearly and unambiguously required for attendance to your non-D.A. events, with the exception of one event per lifetime. You “offer one scholarship per debtor per lifetime.” Otherwise, payment is required to participate. You can call something voluntary but the rules actually require payment for participation; it is a fee required for service.

(7) Proceeds from the non-D.A. events are being claimed as income by the B.D.A. Workshop group on the group’s balance sheet. This conflicts with Tradition Seven as your B.D.A. group is

running a non-B.D.A. group that is creating outside contributions and claiming them as it's own. The "only requirement for membership is a desire to stop incurring unsecured debt." This single qualification of desire is necessary but is also entirely sufficient in and of itself for anyone to participate in D.A. and B.D.A. Nothing else is required, ever. If these events with a fundraising component are not D.A. or B.D.A. events as the BDA Workshops group web sites state (and with which we agree), then why is the B.D.A. group claiming the proceeds as income?

(8) In fact, in addition to the D.A. and B.D.A. related links, much of the remaining content and links on your B.D.A. affiliated website appear to be marketing content for your non-D.A. fundraising events websites. According to our traditions, lending our name to outside enterprises is incompatible with our Traditions even if the goods or services provided seem compatible with D.A. recovery. The references and links to D.A. or B.D.A. in your non-D.A. web sites can undoubtedly help people to find debtorsanonymous.org, D.A. meetings, and recovery, but they also strongly imply a "direct or indirect affiliation" referred to in Tradition Six of your non-D.A. web sites and events.

We sympathize with and share your earnest desire to help debtors that still suffer. But regardless of our shared desire for this, we simply cannot have this both ways. Whether it is by creating two organizations, one D.A. and one non-D.A. that support and reference each other, or one organization that functions as both a D.A. group and a non-D.A. event-based fundraising organization, it is not compatible with our Traditions. Practice of D.A.'s Traditions builds and maintains stable and healthy groups and a strong D.A. Fellowship. Our Fellowship's shared experience, gained over years at significant personal cost, shows us that our Fellowship's very existence depends upon maintaining the integrity of our primary purpose.

We share your desire to be of service to

			<p>the debtor that still suffers. We think there are ways for a group to accomplish your service goals without such complications as those listed above.</p> <p>GSB Note, following a number of complaints the group under discussion here has not been invited to re-register until we have investigated these complaints.</p>
2 3 - 1 4	Not assigned	<p>Issue & Concern</p> <p>We are willing to contribute ..from Tamil Nadu India.. guidance needed.. We can transfer by PayPal. Or send us a link</p> <p>Submitted December 23, 2022 by Nehru, Solvency DA, Chennai India [Submitter #14]</p>	<p>Response:</p> <p>Response sent direct in December, 2022 by GSB Treasurer.</p>
2 3 - 1 5	Not assigned	<p>Issue & Concern</p> <p>We would like to send a GSR to the World Service Convention in 2023. I am the Treasurer and I'm doing a Spending plan for the 2023 convention.</p> <p>Questions:</p> <ol style="list-style-type: none"> 1. Is the nearest airport Newark? 2. Where is it being held and what is the cost for a single occupancy room?/a double occupancy room? 3 What is the cost of registering to attend? 4. What is the cost of meals? <p>Thanks Andrea (Treasurer Mahi Aroha BDA , Auckland New Zealand)</p> <p>Submitted December 31, 2022 by Andrea, Mahi Aroha BDA Meeting, Auckland New Zealand [Submitter #15]</p>	<p>Response:</p> <p>Response sent in January, 2023 by GSB Vice Chair</p>
2 3 - 1 6	Assigned to GSB Literature Translation and Licensing Committee	<p>Issue & Concern</p> <p>On the Brazilian website (redacted) are listed several businesses in flagrant disrespect to our traditions and guidelines in Debtors Anonymous. This website is a link from the official website of DA in Brazil - https://www.devedoresanonimosonline.com.br</p> <p>I will very much appreciate someone looking into this. It might be misleading our fellows into something which is not at</p>	<p>Response:</p> <p>Thank you for your concern. Upon investigation it appears that the first URL mentioned(redacted) is a landing page of a free service that is hosting the D.A. Brazilian website. It is understandable your frustration of seeing commercial advertisements when attempting to uphold the Traditions of our fellowship. This is a challenge many intergroups face when trying to share the message that there is hope found in Debtors Anonymous. When</p>

	<p>all aligned with DA.</p> <p>Submitted February 10, 2023 by Vera, Rio de Janeiro [Submitter #16]</p>	<p>starting out, there is often a lack of funds to purchase professional services and instead free services are used, that sometimes come with advertising. Ideally, intergroups would be able to have the funds to pay for services, but in the meantime, free services with conditions are available to various organizations including D.A. intergroups as a starting place to grow the fellowship. Eventually, they may be in a position to purchase.</p>
<p>2 3 - 1 7</p>	<p>Assigned to GSB/WSC UUC</p> <p>Issue & Concern</p> <p>Racism and Gender Hate among members who hold Service positions;</p> <p>I am a veteran Debtors Anonymous member since the 90's. I attend several meetings in-person, Phone and Zoom. Back in the early 2000s, I was teaching music full-time and a storyteller, but cobbled an income together from several different client-schools. I saw upwards 300-500 students per week. Burning out and panicked, I complained to a fellow DA member who was also a music teacher and a storyteller—his name: [REDACTED] [REDACTED] and like me, he had had gone through prestigious schools and was unhappy but landed a prime position as a chair of music at private school. It was he who encouraged me, when I said being African American music teacher for wealthy non BIPOC kids and their teachers and parents triggered resentments and flashbacks of minstrel shows to appease—instead of rightfully earning. He encouraged me to find my original joy—the love of music, in teaching. He kept me housed and fed because I followed his suggestion. He delighted when my book came out and urged me to give him flyers to hand out. He was an unofficial action partner.</p> <p>Tragically [REDACTED] took his own life on January 1, 2008. The DA member—who has prompted this concern—has had several different handles, she's gone by the name of [REDACTED]</p> <p>Shortly after his memorial or funeral—She came up to me and bragged that she asked his sister “How did he do it?” meaning how did he kill himself. I couldn't speak for a minute. What did she—I asked. This DA member laughed. Oh, she-----screamed!</p> <p>I bring this up because that was 15 years ago and I remember it as clearly as yesterday. I</p>	<p>Response:</p> <p>UUC has declined to answer this issue and concern.</p> <p>The GSB is sad to hear of such behavior within a meeting. Perhaps in the future your meeting might consider discussing the D.A. Safety Guidelines found on the D.A. website here: https://debtorsanonymous.org/download/safety-guidelines</p>

know this particular member has since been banned from the LGBT center, for an unrelated action against the LGBT community.

But some time ago when my home meeting, The Zoom Writer's Prosperity Meeting was researching concerns from one of DA leadership- [REDACTED] about racism, antagonism she had received, we were putting the URL to contact us in the chat—which i what chat is for.

The DA member now going by the handle [REDACTED] private messaged me with disturbing and inappropriate texts that amounted to racist taunts. She said – What does that (THE url) stand for? Black Lives Matters?

She began chain-taunting me through the Zoom chat about Black Lives Matters. When I would not answer—I got more and more racist texts. This occurred during the Friday Night Self Employment Zoom meeting.

At the break—I spoke up and then, another African American woman also spoke up. She too, had received the texts. The Friday Night Meeting did NOTHING. How ever at the end of the meeting, a man spoke up to say how disgusted he was—and the offending member—just happened to be hosting the Zoom,

She immediately shut down the meeting

This member has since changed her handle to [REDACTED] This is not endorsing the tools—this is using DA language as weaponry and an open taunt of Black Lives Matters

This is in direct violation of The Traditions and The Concepts. Some meetings know of this and yet, the members have nominated her for positions, she's held Intergroup Rep, editor of the newsletter and etc.

How is this possible?

DA is for everyone—not just for non Bipoc members.

The only requirement is a desire to stop debiting and we are to HELP the SUFFERING DEBTOR not oppress and ridicule the suffering debtor through cultural and gender identity-badgering and profiling.

I do not think it's safe or fair for members

	<p>who openly express bigotry and prejudice to hold service positions.</p> <p>I think the person in question should be held accountable for her actions.</p> <p>Submitted April 1, 2023 by [Submitter #17]</p>	
<p>2 3 - 1 8</p>	<p>Assigned to GSB/WSC UUOC</p> <p>Issue & Concern</p> <p>I realize I have missed the April 1 deadline, but hopefully this will land where it needs to.</p> <p>I have a concern about the BIPOC (I believe that is the name of the group) group for black, indigenous and people of color group. I believe it is in violation of Traditions 3 and 4. The violation is that it is a closed meeting to anyone outside of what the group deems to be people of color. One representative of that group told me that women have their own meetings, men have their own meetings, gay people, LGBTQ, etc., have their own meetings. True. However In order to attend the meeting you have to get the phone number from someone. And one of its members told me it is closed to caucasians. Tradition 4 states on pages 78 of the DA 12 and 12 and 12: "If one group were to institute a policy that is widely divergent from DA's suggested guidelines, it could have profound negative effects on how DA is perceived and whether or not those who need recovery would seek us out and trust our experience. For example, a group might decide to adopt membership requirements. Suppose that one group were to declare that only compulsive debtors who used credit cards were welcome at their meetings. Members or newcomers attending the meeting might assume that DA is only for those with credit problems. If they did not fit that description, they might despair of finding help in DA. This would affect DA as a whole and would be in conflict with the Third Tradition.</p> <p>On page 75, under Third Tradition, it states: "As members of DA, we work together to ensure that our groups do not give anyone the impression that there are any other qualifications for membership."</p> <p>I have also been a member of AA for many years and have not ever experienced a women's, men's, or gay/LGBTQ group absolutely closed to all except the specific group. I've seen men in women's meetings very occasionally, I got my desire chip 40 years ago at a men's gay group and I'm a heterosexual woman, and there was a black</p>	<p>Response:</p> <p>UUOC writes:</p> <p>Closed 12 step meetings exist to protect the recovery process of the people who are trying to recover. They do not exist to exclude, only to help the person recovering to feel a sense of belonging. For example, there are closed meetings in Alcoholic anonymous (closed to those not identifying as an alcoholic or who might think they have a problem with drinking). In turn there are open meetings of A.A., where people who do not identify as alcoholic may come. In these open meetings People who are from Alanon, or student nurses are welcome to come and learn from an alcoholic's experience.</p> <p>In response to this statement in the issue and concern: "For example, a group might decide to adopt membership requirements. Suppose that one group were to declare that only compulsive debtors who used credit cards were welcome at their meetings. Members or newcomers attending the meeting might assume that DA is only for those with credit problems. If they did not fit that description, they might despair of finding help in DA. This would affect DA as a whole and would be in conflict with the Third Tradition. On page 75, under Third Tradition, it states: "As members of DA, Response: we work together to ensure that our groups do not give anyone the impression that there are any other qualifications for membership."</p> <p>The fact that there are Closed special interest meetings does not set a president or qualification to be a member of Debtors Anonymous. As stated in Tradition 3 "The only requirement for D.A. membership is a desire to</p>

group in my city and everyone was welcome there.
Perhaps phone meetings make this a bit more complex, however I feel it's important to raise this issue as the BiPOC meeting is announced weekly in my regular DA phone meeting and the question arises each time. It is the spirit of DA and the Third and Fourth Steps that are at risk I believe.
The inclusiveness of AA and DA has always inspired me and if it wasn't there I wouldn't be either. It is crucial to my recovery from these deadly addictions.

**Submitted April 7, 2023 by Terry H.
[Submitter #18]**

stop incurring unsecured debt.” One identifies themselves as a D.A. member when they state they have a “desire to stop incurring unsecured debt”, just as an alcoholic qualifies themselves as an alcoholic when they admit they have a problem with alcohol and have a desire to stop the addiction. Furthermore, as stated in Tradition 4, Each group should be autonomous except in matters affecting other groups or D.A. as a whole. The special interest groups are not affecting or interfering with other groups of D.A. and have a right (under tradition 4) to self-government.

the GSB writes:
Thank you for expressing your concern. During the past year we have been re-registering meetings and cleaning up the database that we hold at the GSO. We have 547 active groups in D.A. During this process we asked all meetings to provide a password in order to be open to all members. For us this was an attempt to abide by Tradition Three. However, we realized our mistake precisely because we then heard accounts of racist incidents that these BIPOC groups had had to deal with.

We have discussed this situation and other special focus groups at length and while we would still prefer that all groups abide by the suggestions in the DAMS (*Ch 2. SectionB/3 Register Your Meeting Annually*) to kindly redirect or admit a newcomer, it is a fact that people with hostile intent also try to get into the meeting that focuses on issues for our BIPOC members.

The GSB Ad Hoc Committee on Re-registration therefore came to the conclusion that we would privilege members' safety over openness to all in our group consciences concerning meetings who choose to segregate from the rest of D.A. Our understanding is that people are redirected to the GSO to find another meeting.

D.A. does not exist in a vacuum, a point that Bill W raised in 1943 about A.A. when it was common for meetings in the United States and elsewhere to

choose racial segregation. He wrote that he had tried to persuade a meeting, refusing people of color entrance, to desegregate and he was '*so much slapped down*' that he..." *realized that no amount of insistence would do any good. As I long since learned that no man can dictate to an A.A. group, I tell each fellowship to abide by the wishes of the majority of its members. And if a group refuses ... {People of Color} socially, it ought to make a superhuman effort to help every single colored case to a group of his own.*" Bill D. to Joe D. October 22nd 1943

Eighty years on we are still influenced by A.A.'s position on this question which is set out on page 5 of their current safety statement. As you mention, the world of video meetings is a challenge for openness. While the ideal of Tradition 3 is one of our guiding principles, there are practical issues with video meetings and hate crime. Our research suggests that US Federal Law protects safe havens for those who have suffered historically from racial abuse. Our Traditions do not place us above the law.

What is your local Intergroup's position on this? Has it come up for discussion? Could you take it there? The Board needs to hear a cross-section of opinion in the fellowship on this issue and Intergroups, with their cross-section of groups, could invite conversation around this topic.