

theDAfocus

FALL 2024

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My Journey to the GSB by Piper N.

My reluctant entrance into DA happened in 2003. At the time, I had already been in two other 12-Step programs for over ten years. I did not want to qualify for a third program. I was not happy to be here. My now ex-husband and I were seeing a marriage counselor, she and my mother had both suggested that I attend a Debtors Anonymous meeting. I was six months pregnant with my second child and a meeting titled *Clutter No More* was the only one that worked for my schedule. I didn't quite identify with the cluttering element of debting, but I was told to go and I wanted to be willing to look at my situation and get help. I was, of course, looking for reasons to not belong, but when the *Signposts of a Compulsive Debtor* were read, I was cringing with identification at every single one. I realized in a profound way that I belonged in D.A..

I decided to "come all the way in and sit all the way down". Every Thursday night I sat in that dreary meeting hall, with the cluttered bookshelves, the floors and walls, even the ceiling had stains, the scent of stale coffee was always in the air. I didn't *want* to be there, but I knew I *needed* to be.

I scheduled a PRG. I was amazed that two strangers were willing to listen to me as I cried through almost the entire ninety minutes. They offered kind and sound advice. When it was over, I was excited and grateful to have a solution and to be working toward recovery in the areas of money and spending. I went home and told my then husband how amazing the PRG was and that people were going to help us and they had even offered to have a couple's PRG for us. He looked me straight in the face and said, "I'm not having anybody tell *me* what to do with *my* money." Right there, the first epiphany happened for me.

Prior to D.A. I didn't think God had time to worry about, and especially take care of, my struggles with money. I have since come to believe, with every fiber of my being, that God wants it ALL. God wants every single bit of every single thing in my life.

Some time went by and I decided to start a literature study meeting at a church closer to my home. It was held in the preschool classroom. We all had to sit in tiny chairs and the room smelled of sour milk. For about a month, I was standing alone in the room, word had not gotten out yet. Then people started showing up and the meeting grew. Over fifteen years later, this meeting is still going strong and I have friends who have been there since the beginning. We now gather online with fellows joining us from many faraway places to attend the Thursday Night Literature Study Meeting.

Back in 2019 our meeting was in need of a General Service Representative. Wanting to give back to this program which had already given me so much, I agreed to take on the commitment. I got to attend my first World Service Conference in Los Angeles that year. It was literally a life-changing experience.

I was able to house-sit for friends for the length of the conference. It was perfect timing and fell into place so beautifully that it was hard not to believe it was divinely guided. I got to stay in their sweet bungalow in Hollywood and take care of their super-cool cat. Their place was just a short drive to the hotel where the conference was being held. On the first night,

when I returned to their place, opening the door, I thought to myself, “This is what it feels like to *want* to come home.” I realized that I hadn’t felt that way in a VERY long time. This was another epiphany, no question.

At the conference there were GSRs from all over the world! It was inspiring. I signed up to be on the Underserved and Underrepresented Outreach Caucus. During that term I had the amazing opportunity to write a letter to the Board of Alcoholics Anonymous requesting permission for D.A. to have a presence (for the first time ever) at the 2020 International A.A. Convention being held in Detroit. Permission was granted and we were very excited for the opportunity to bring “the best kept secret in 12-Step” to an event with such worldwide importance. Then COVID hit and the world went sideways. The 2020 International A.A. Convention was held online that year. I am hopeful that we will get the chance to represent D.A. in Vancouver at the 2025 International A.A. Convention.

My dear friend, Kathleen I., who is also one of my PRG people, refers to our World Service Conference as a spiritual congress. This is a beautiful and accurate way to describe the incredibly powerful energy that is created when a room is filled with people working so diligently for the greater good of our fellowship. It’s an amazing process and I am grateful to have the opportunity to participate in it.

While attending our 37th Annual World Service Conference in London, I really got the opportunity to see our Board in action. They were up at all hours: meeting with each other, discussing every topic and issue presented to them, typing up and making copies of revised and re-revised documents, reading, and responding to innumerable emails, all while missing out on a lot of the activities and fun that is part of every WSC. It was impressive as well as humbling to see their dedication and diligence on behalf of our fellowship and their efforts toward making D.A. better and stronger.

While in London, I had the lovely opportunity to share a meal with Teresa H. (D.A.’s Office Manager) and Karma K. (Class B Trustee). I felt so lucky to be able to spend time with two of the hardest working people in DA. It made me feel special as well as inspired. We got together because the committee that I was chairing that year, the IOC - Internal Operations Committee, needed to rewrite its mission statement. This was not a simple undertaking. Quite a bit of time and effort were invested by our committee as well as the Board to get to a final statement that was voted on and placed in the DAMS that year.

The Internal Operations Committee has since been dissolved after careful consideration by everyone involved. This came to a vote during convocation at the 2023 WSC in Newark. It was one opportunity of many, to witness “spiritual congress” in action. I was overwhelmed as well as honored to be part of this process.

While in Newark Karma approached me about being on the Board. I at first said no because I couldn’t even imagine myself stepping into this role. I was also very wrapped up in the motion that was being made to dissolve the committee I was currently chairing. After this motion was made and voted on by everyone present in convocation, I was able to catch my breath and calm down a bit.

I was then free to sit back and observe our Board in action. It’s a beautiful thing to see and feel Higher Power in the room, present, and guiding every issue, concern, and decision that gets made. I sat there, once again, inspired by the Board and overwhelmed with emotion to

see all that is undertaken by them in service to our fellowship. I changed my no to a yes when I truly realized what an honor it is to be asked to serve in this way and I intend to serve the Board to the best of my abilities.

I had another major epiphany in 2019. Many years had passed since that first PRG. I had gotten to a place where I was, once again, willing to really examine my financial life and get some support and hopefully relief. I sat across the table in a local restaurant on a Sunday morning after our 9:30 AM B.D.A. meeting. I said a prayer and read some other readings. They then gave me time to write my goals for the meeting, answering the following questions: what would I like to get out of this meeting, what did I want resolved, clarified, if I could have anything I wanted out of this meeting, what would it be? What did I want to change in my life: financially, emotionally and spiritually? Mark H. and Kathleen I., my Team, I call them my kind, money parents, talked quietly with each other as I wrote. When I finished, they sat there listening to me as I read my answers to the questions and cried. When I took a long pause to breathe and blow my nose, I looked up at their faces. They were both gobsmacked. Mark said, “You can’t live that way.” Kathleen said, “Oh, honey, you deserve so much better than that.” I had no idea how unbearable my situation was until I got a reality check just from seeing the expressions on their faces.

Thanks to D.A. and my amazing PRG Team, I am no longer in that controlling and fear-fueled relationship. I am now in my own home, self-supporting, enjoying life, living within my spending plan, using the Tools, being of service and doing my best to “practice these principles in all of my affairs”. My gratitude is immeasurable.

One of the wishes I have for D.A., and everyone involved with it, is to feel abundant in all areas: money, time, love, EVERYTHING! I will never be able to give back to DA what it has given me. My life has changed in ways that I didn’t even know were possible and my blessings are too many to count. Serving as a Trustee on the General Service Board feels like a perfect way to begin to give back what has been so generously offered to me by this beautiful fellowship. I hold the Debtors Anonymous Program and this opportunity to be of service in great reverence.

Thank you, D.A., for my beautiful life,
Piper N.
DA Trustee
Class A, GSB

General Service Board (GSB) End-Year 2023-2024 Reports

2023-2024 GSB Communications and Technology Committee End-Year Report

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 DA 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

2023-2024 GSB Conference Support Committee End-Year Report

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,

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.

2023-2024 GSB Finance Committee End-Year Report

A Short Report

The General Service Board Finance Committee consists of four members. Michalene R. as Treasurer, Matthew E. as Alternate Treasurer, Gill B. started the year as an Appointed Committee Member and is now (very gratefully) a full Board Member and our committee secretary and of course, our Chairperson and spiritual guide, Josie P as the Board Chair always serves on Finance. Note that this is a short report and the final long report will be provided at the conference to all Conference members.

We were grateful to begin this Conference Year in Newark with a long report including spreadsheets pre-conference and will be doing the same thing in August 2024 in Ottawa. This Wednesday afternoon event - usually 1pm - gives an extended opportunity for the GSRs/ISRs to ask questions and get further information on the state of the Fellowship's Finances.

The most dramatic change to the Annual Spending Plan (which was a two year process) is the change in how Income is now determined for the upcoming fiscal year. In the past, the Board has included projected income that could come from new literature or cost of living increases in donations. All income for the upcoming year is based on the actual income of the past 12 months income. In this way, all speculation is taken out of the spending plan. This was step two in a process where we changed all of our spending plan line items to a numbering system so that we can more carefully track exactly how much is spent in each category and subcategory. For example, there are many regular monthly expenses that are directly debited each month from the Main account at the bank. This includes payments for rent, electricity, the cost of hosting a website, various subscriptions to accounting and technical services, etc. These are now delineated so that the Fellowship and the Board can see exactly what is spent to support the Fellowship's needs. In addition, last year we started an accrual fund. These accruals are in an easy access account for items that need to be saved for over a series of years. An example of this was when we were considering moving the office. It would have been very difficult to just expense that cost in one year, so we transferred money over three years into a savings account. This year we are adding an accrual for Tech funding so that when the committee determines it is time to make a major change, say in the web site, there will be sufficient reserves to do more than talk about it. Our full Prudent reserve, on the other hand, is housed in a high yield account.

As your treasurer and as someone who has been on the Finance Committee the entire time I have been a trustee, I want to express my sincere gratitude to the members of the committee who came in over the last two years with new ideas, new information and GREAT debating skills so that your GSB Finance Committee can not only tell you that Debtors Anonymous is solvent, I feel confident that the Committee is also making the reporting process more transparent to the Fellowship and the Board.

2023-2024 GSB Legal Affairs End-Year 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.

2023-2024 GSB Literature Publications Committee with the Literature Translation and Licensing Committee End-Year 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. (Project Contributor).

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.

In service and recovery,
Roger H.

2023-2024 GSB Nominations, Procedures, and Long-Range Planning Committee End-Year Report

Committee Members: 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 gratefully welcomed three new Class A trustees in 2023 and one Class A in 2024. We anticipate at least five Class A and at least 2 Class B trustee vacancies at the conclusion of this Conference year. Beginning the 2024 Conference Year, the GSB will be 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.

2023-2024 GSB Office Audit Committee End-Year 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 she 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.

With Gratitude,
Office/Audit Committee

2023/4 GSB Public Information/International Committee End of Year Report

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

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.

WSC 2023-24 End-Year Committee Reports

2023-2024 WSC Business Debtors Anonymous Committee End-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 bdastories@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.

- o 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.
- o 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 WSC Conference Committee End-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 WSC Fellowship Communications Committee End-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 aka 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.

Claudette B FCC Chair

2023-2024 WSC HIP Committee End-Year Report

Members: Robin, Nina, Kathryn, Nanci, Matthew, Ellen (UUOC Liaison)
2nd Part of year -July

1. Finished flyer for HIP Awareness day on July 9. 2024 - Email blast will go out
2. All continued to work on our outreach
3. Ways & Means articles were all submitted

Year (2023-2024) Mid Year review and End of Year report for HIP (Hospitals, Institutions, & Prisons)

Members: Cheryl, Robin, Kathryn, Mary, Cecilia, Nina , Nanci, Matthew, Ellen UUOC Liason

1st Part of year August -

- a. We went through the HIP Starter kit to make sure we were all familiar with it.
- b. Subcommittees
 - Ways & Means - Kathryn
 - Assembling articles for Ways & Means
 - AA Outreach - Mary, Kathryn, Cecila
 - Cecilia and Kathryn provided updates
 - HIP Awareness Day - Robin working on flyer
 - Outreach - Nina, Nanci
 - Communication in process between Nina & Nanci
 - Nina working on outreach in faith communities and NC
 - Nanci connecting with therapists & career counselors
 - UUOC Committee Chair, Ellen, outreached to Cheryl to know if there was anything HIP could use help with
 - Discussion if they are overlapping in service work

Thank you,
Robin

2023-2024 WSC International Committee End-Year Report

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

The International Committee started off with 13 members at the WSC in Newark in August 2023. Over the months of the conference year, 6 members resigned from their roles as GSR and left the committee. The remaining 7 members are from Japan, Germany, South Africa and various parts of the U.S. from the West coast to the East Coast. Our GSB liaison over the first 8 months, Alex A., was from the UK. In June Matthew E. stepped in as temporary GSB liaison. As a result we covered 17 hours of time difference in our monthly business meetings.

Because of the early reduction of members the committee re-allocated resources and sized down from initially four subcommittees to two subcommittees, called "New emerging countries" and "Pipeline". In addition various ad-hoc subcommittees have been formed throughout the conference year to work on projects like the Fellowship-Wide Call.

The main focus of the International Committee for the conference year 23/24 was to highlight the global point of view in as many matters of the DA fellowship as possible and with it the cultural, regional, financial and other differences involved. The committee also aimed for an integration of existing initiatives rather than starting plenty of new projects. Therefore the committee and its individual members fostered active collaboration within the group of WSC committees and caucuses and the DA fellowship as a whole.

As a result liaison roles have been set up, as in earlier years, with many of the WSC committees and caucuses. Individual members were involved in subcommittees with the Conference Committee and FCC such as the John H. Scholarship subcommittee and the Instagram subcommittee. There has also been active regular collaboration with UUOC, PI, TechCom, LitCom the Intergroup caucus and SSEC.

Individual members or subcommittees of the International Committee worked on the following projects and initiatives:

- DA International 24h Phone Line - Research for suitable vendor + reach out to Intergroups and WSO to discuss interest and needs for an International 24h Phone Line
- Fellowship-wide call "Celebrating the wealth of DA - The DA Marathon: Around the world in 24 hours" - Speakers on the past and present of the DA Marathon. Participants to share ESH on a potential future of the event. Celebrating the Wealth of D.A. has potential to be an ongoing series - this concept was well received across world service committees.
- Support of international fellowships - Japan, India, Bahrain, South Africa, Germany by listening to their needs, providing information, supporting translation and fundraising activities

- Support of international intergroups: Japan, Brazil, EMEA, Spanish Speaking Virtual by listening to their needs, providing information on service and infrastructure
- Discussing and addressing to the GSB the wish for a revised definition of “Intergroup” in the DAMS, considering the changing global and virtual structure of the DA fellowship
- Active search for bi-lingual (Japanese/English, Tamil/English) speaking fellows to support the fellowships in Japan and India with sponsorship, translation and potential Step-Study Workshops
- Started international contact list of fellows with multilingual capacities to support sponsorship, PRGs, speaker meetings, events and translations for emerging fellowships
- Support of Conference Committee on motions for 1) Virtual WSC and 2) Continued work on WSC committee without attending WSC in person
- Collaboration with LitCom on revision of “Spirituality” pamphlet

Recommendations to the incoming WSC International Committee 24/25

To be continued:

- DA International 24h Phone Line - Other than expected, the research conducted amongst Intergroups as well as the discussion with the WSO did not show a wide interest nor need for running a 24h phone line. The outcome was more pointing toward a need for a variety of access points, depending on the region as well as the level of maturity of the Intergroup. We therefore recommend to offer support to those Intergroups who mentioned an interest (Australia, Japan, North-West) in starting a regional phone line or will do so in the future. We do not recommend investing more time into the idea of an international 24h phone line.
- Support of emerging fellowships and international intergroups
 - Amongst others, offer support in finding and integrating suitable access points for the still suffering debtor in those areas (eg. messenger, email)
- International contact list of bi-/multi-lingual fellows and coordination of requests
- Collaboration at WSC in Ottawa with Conference Committee on motions for 1) Virtual WSC, 2) Continued work on WSC committee without attending WSC in person
- Collaboration with other WSC Committees on mutual initiatives, where a global point of view will enrich the outcome
- Discussion if the current definition of “Intergroup” in the DAMS is reflecting and serving the actual global structure of the DA fellowship sufficiently

New business:

- Conduct and or support Step-Study Workshops in emerging fellowships

- Discussion if “International Committee” should be renamed to “Global Committee” and as a result if the Committees mission statement should be revised
- Start discussion with LitCom and the GSB Translation committee on the topic of gender-neutrality in translations
- Make guidelines for “Tools Challenge” (conducted by EMEA Intergroup) available to the DA fellowship

In service,

Stefanie
 Chair of WSC International Committee 23/24
 ISR German-speaking Intergroup

2023-2024 WSC Intergroup Caucus End-Year Report

Members: Robin, Deniese, Marie, Helen, Matthew

1. Worked on the List of intergroups to get cleaned up for them to re-register
2. Got an Active list of Intergroups together once they did re-register
3. Re-work the Survey after final revision due to additional questions

2023-2024 WSC Literature Committee End-Year Report

If you have any questions or input for Litcom please email:
wsc.litcom@debtorsanonymous.org. We want to hear from you.

For Results of the FW Ballot Vote - Go to:
<https://debtorsanonymous.org/fellowship-votes-2024/>

To Submit Stories go to the Lit Sub Hub: Literature Submissions Page under Fellowship Services.
<https://debtorsanonymous.org/call-for-submissions-for-da-publications/>

“Voices of” Series is 10-15 stories or voices of a group that have the same experience in common and how D.A. is a solution for their money and debt problems.

Litcom held 2 FW Calls this year - collaborating on the second with the FCC. (Thank you FCC!)

Recordings may be found here:

<https://debtorsanonymous.org/fellowship-services/fellowship-podcasts/>

- *Literature Committee - Gender-Neutrality in the D.A. Steps & Traditions 02 17 2024*

- *Literature Committee/Fellowship Communications Committee - The Voting Process for the Fellowship-Wide Ballot 03 24 2024*

Litcom participated in the recent issue of [Ways & Means - WAM - 2024](#)

11 Subcommittees were formed to continue ongoing work that began in previous years, as the literature process takes the time it takes and needs.

1. B.D.A. Literature

- Reviewed and revised the following 3 DA/BDA Outlines that resulted from 3 motions passed at the 2022 WSC and given to Litcom at the 2023WSC.
 - *D.A./B.D.A. Prudent Reserve pamphlet*
 - *B.D.A One Year Business Plan*
 - *Prosperity & Abundance in B.D.A.*
- These will be passed to LitServe next.

2. Black Voices

- Calling for and reviewing stories from D.A./B.D.A. Members.
- Stories may be written or shared audibly on a recording.
- Email: blackvoicespamphlet@debtorsanonymous.org
- Flyer: [Black Voices Call for Submission](#)
- Recommendation to continue next service year.

3. Gender Neutral language

- Submitted 2 early motions from the UUOC to Litcom for early submission.
- Re-Registration Campaign; helped to have all meetings updated in a new database.
- Organized 2 FW calls to further the discussion for the Fellowship-wide Ballot Questions.
 - *The WSC Literature Committee moves to create a ballot to send the registered meetings of the D.A. Fellowship to include the following: With permission from A.A., we propose to revise the D.A. Twelve steps and Twelve traditions by replacing the words he/him/his with the word God.*
 - *Moves to rephrase Tradition Two Tradition to read: For our group purpose there is but one ultimate authority, a loving God as God may be expressed in our group conscience. Our leaders are but trusted servants; they do not govern.*
 - *Ballot to also include an update for Tradition 11 to read: Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, TV, films, and all other public media.*

4. If You've Lost Everything - Finding Financial Serenity in Troubled Times

- The Literature Committee moves to create an outline for a pamphlet of stories called, "If You Have Lost Everything: Finding Financial Serenity in Troubled Times."*
- Outline in process. Further work needs to be done with PI and IC input.

- c. Recommendation to continue next service year.
5. **Race and Debt Pamphlet**
- a. *The Literature Committee moves to create an outline for a pamphlet on the topic of Race & Debt.*
 - b. Continuing the work on outline.
 - c. Collaboration with UUOC and IC.
 - d. Recommendation to continue next service year.
6. **Retirement Voices**
- a. Calling for and collecting stories from D.A./B.D.A. Members.
 - b. Furthering the work started on this project, with the existing outline
 - c. Retirement: Forever Young. Aging solvently without incurring unsecured debt. How do people use DA recovery in retirement? Awareness of how all cultures around the world discuss this time of life.
 - d. Received an incredible amount of stories of female members in D.A. Revised flyer to call for male and non-binary members to expand the diversity.
 - e. Email: retirementvoices@debtorsanonymous.org
 - f. Flyer: [Retirement Voices Call for Submissions](#)
 - g. Recommendation to continue next service year.
7. **Spirituality Pamphlet**
- a. *The WSC Literature Committee moves to update the Debtors Anonymous Spirituality Pamphlet to reflect a growing global fellowship and include quotes from the D.A. 12 & 12 & 12.*
 - b. Collaborated with members from the UUOC and the IC. Joint Effort.
 - c. Completed reading thru and notating suggested updates in the current pamphlet, published in 2014.
 - d. The document will be submitted to LitServe for consideration.
8. **Spiritually Sustainable Earning Pamphlet**
- a. *The WSC Literature Committee, together with the Spiritually Sustainable Earning Caucus, moves that the Conference approve the development of a pamphlet outline on the topic of Spiritually Sustainable Earning in D.A.*
 - b. Began with current materials and outlines from SSEC. Joint effort with members from Litcom and SSEC.
 - c. Incorporated the Earning Pamphlet outline approved by Litcom in 2021 as there is much overlap and many similarities.
 - d. Recommendation to continue next service year.
9. **Traditions & Concepts Study Guide**
- a. *The WSC Literature Committee moves that the Conference approve the development of a D.A. Traditions and Concepts workbook study guide.*
 - b. Gathering resources and examples from other programs and D.A./B.D.A.. Traditions and Concepts workshops.
 - c. This will need to be a long-term project to continue in the coming few service years.
 - d. Recommendation to continue next service year.

10. Young People's Voices

- a. *The Literature Committee moves to create an outline for a Voices pamphlet of Young People's Experience, Strength, and Hope.*
- b. Outline was completed for a PI Service piece.
- c. Recommendation to continue next service year, to begin officially calling for stories in D.A. and B.D.A.

11. Visibility & Vulnerability Pamphlet

- a. Concept was approved in 2020
- b. Reviewed the material submitted by the 2021 V&V Subcommittee.
- c. Took some key concepts from the 2021 document and continued to brainstorm about fears of being visible and vulnerable - to oneself, other people, and the world in general. Also, how we can practice and learn to be more visible and vulnerable in DA - by speaking at meetings, talking with sponsors, having PRGs, and working the Steps.
- d. Recommendation is that this work continues next year with more brainstorming and organizing material into an outline that could be submitted to the GSB in 2025.

For more information about Literature Committee go to:

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

- *Literature Committee: Celebrating the Wealth of D.A. Literature. May 20, 2023*
- *UUOC / Literature Committee: Safety in D.A. June 4, 2023*

WSC 2023-2024 Public Information Committee End-Year Report

Our committee was Kris W., Chair; Laura L., Vice Chair; Loreen M., Secretary; Diana W., Treasurer. Alex A. and Chris R. were our World Service Liaisons.

- In the Midlands in England, we have a member who has attended conventions and festivals and distributed D.A. literature. She has contacted 2 radio stations to speak on D.A.
- In Brazil our member has held D.A. public information workshops spreading the word of Debtors Anonymous to other 12 Step groups. She has helped update the Sao Paulo website with links to Instagram, Facebook, and a D.A. online link. She has shared D.A. with local A.A. and local Veterans. She has made contacts with the psychiatry wing of the Hospital das Clinicas in Sao Paulo.
- A member has contacted the Veterans Administration and is passing information to their financial hotlines and sending information to be shared with V.A. groups.
- We have supported and attended Media Training and have compiled a list of members willing to speak to the media. This list has been forwarded to the General Service Board.
- We attended the National Conference of Bankruptcy Judges in October of 2023. It the largest gathering of Insolvency professionals in the U.S. We handed out Literature and shared our experiences with D.A. recovery with many judges, court workers, attorneys, and others involved with restructuring after bankruptcies.

- We have submitted a Spending Plan to the WSC Board to attend the National Conference of Bankruptcy Judges Convention to be considered for the 2024-2025 spending plan.
- We distributed literature to some local Public Defender's and to a local Veterans Administration Hospital.

We worked with the UUOC to make a plan to get D.A. listed nationally with the 211/ United Way website. This is an ongoing project.

2023-2024 WSC Spiritually Sustainable Earning Caucus End-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 of June 2024. Four speakers shared their experience, strength, and hope for Spiritually Sustainable Earnings. We had seventy attendees on the call.

Income Generation

The Subcommittee worked intensively to develop the Draft pamphlet on one of the tools, Income Generation. To inspire members to earn in a spiritually sustainable manner. We used an approved proposal as a guideline to create this pamphlet.

This Subcommittee created the outline of a pamphlet concerning Income Generating Actions & Ideas. The pamphlet addresses the fear of financial insecurity, which is attributed to a lack of connection to our Higher Power, by offering a path to removing the blocks to earning, leading us to Spiritually Sustainable Earning in alignment with Higher Power's will for us.

The subcommittee has worked on this pamphlet since the 2022 DA WSC in London with changing members. We completed the pamphlet outline and submitted it to Lit Com on June 27, 2024, for review. The document can be found here:

- [20240627 OUTLINE PAMPHLET DA Income Generating Ideas.docx](#)

The income generation pamphlet could be a tri-fold pamphlet as the first SSE tool presented in detail.

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 an SSE meeting to understand what SSE is, and to see in action the recovery this Caucus is supporting (list of meetings on 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 Caucus and to continue this work, we are keen to become a committee.

Respectfully submitted

Geraldine H, Chair, Spiritually Sustainable Earning Caucus 2023-2024

2023-2024 WSC Technology Committee End-Year Report

Membership

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 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.

1) 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.

2) 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 list of recommendations (based on research) for a 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 12Jan2024 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 DA.
- 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.

Thank you,
—Megan P, TechCom Chair, 2023-24

2023-2024 Underserved and Under-Represented Outreach Committee End-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 DA.

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 DA literature to local organizations
- Ask the Literature Committee's Voices of Retirement subcommittee to share Retirement stories with 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.

[w 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 Integroups 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.