

theDAfocus

THE QUARTERLY WORLD SERVICE NEWSLETTER FOR THE FELLOWSHIP OF DEBTORS ANONYMOUS

1Q2022

Choosing Serenity for London

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The DA Focus is the service newsletter published quarterly by the General Service Board (GSB) of D.A. It is available as a download from the official D.A. website at: debtorsanonymous.org/share

The General Service Board seeks qualified trusted servants to fill a number of service positions. The positions are non-paying. Positions include Trustees and Appointed Committee Members. For details, email: office@debtorsanonymous.org

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READY FOR TRANSFORMATION

After years of worldwide growth and connection during the COVID-19 crisis, the GSB has made a decision not to include remote participation as part of our World Service Conference in London. At first, this appears to be at odds with recent trends. In recovery though, we learn that we cannot keep growing without periods of pause and reflection. As we write this, it is winter in the northern hemisphere and in that same way, nature is resting.

The Conference Charter gives the GSB the service authority to modify the implementation of remote participation. Concept Three asks us, when making a decision like this, to always be prepared to explain why. There were three broad areas we considered: the technology, the costs, and the chaos.

We looked at the specific expenses related to the Audio Visual (AV) functions required for remote participation at the WSC in London. There are three areas of expense: the technology itself, the labour to facilitate the process, and the insurance required by the venue hosting the in-person event.

The hotel has terrific audio visual capability and people to run it, but the costs are prohibitive. For example, while the insurance would be included in the hotel's cost, for each room to have AV would be approximately US\$1000 a day. The three conference days that include meetings for WSC committees and caucuses would require 11 WSC committee/caucus meeting rooms - approximately £34,000 (US\$46,000). This would cause a significant increase in the cost of the conference for all participants.

We then considered asking the Host Committee in the UK to find us members who might do service as tech support. The hotel requires insurance and training for each volunteer, and our contract does not allow the use of outside equipment for that purpose. In this case there would also be a cost associated



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CHOOSING SERENITY FOR LONDON

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with using internet connection in the committee rooms. Understand that a member in a room with a computer could not use the hotel's internet services without paying for them. Using the WiFi without appropriate payment to the hotel for those services, would constitute theft of services, certainly not in alignment with D.A. principles.

We searched for insurance quotes for a US-based non-profit to use AV equipment in a conference setting in the UK. We tried US and UK brokers, personal contacts, and professional associations. We were unable to get public liability insurance for volunteers or our own tech people. The hotel will not allow D.A. to complete the contract without insurance coverage.

A further consideration is that our contract with the hotel has a break-even point based on 60 participants to cover the projected cost minimums for food, beverages, and sleeping rooms. The contract stipulates that if we do not meet that minimum, D.A. will be responsible for paying the difference in the costs minus the revenue generated by the participants. The GSB determined that it was more financially prudent to encourage in-person participation for the 2022 WSC in London.

The base cost of the conference, meals, and lodging is now the same as the 2019 WSC in Los Angeles. The cost of travel will be more for some delegates, but costs have been minimal for the past two years and we hope this means it is a good year for many

“ One member noted that it was “like 30-50 people screaming all at once.” ”

groups to fund a delegate to attend the 2022 WSC in London. The John H. Scholarship funds will provide

partial support for some groups to attend.

Moving on from the costs, we considered the logistics and the spiritual aspects of the WSC. Even under the best of circumstances, hybrid

participation creates two classes of participants. It is not possible for the Chair, or the Parliamentarian, to give equal consideration to in-person and remote attendees.

During the 2020 and 2021 virtual conferences, sometimes the chats had up to 50 messages being delivered at once. Reading them all was impossible. One member noted that it was “like 30-50 people screaming all at once.”

In a live, face-to-face meeting, the delegates present in the room can appreciate the moment and, generally, act in a way that respects the energy and flow of the process. Each delegate can be visually recognized and called on in order, and the rules of procedure and decorum are easier to understand, maintain, and follow when we are all in one room together.

From our experience with remote conferences for the past two years, and based on feedback from other groups who have implemented hybrid meetings, we have concluded that a hybrid conference is not in the fellowship's best interest for this year. We have a vision of a smaller, more serene, and productive conference, and that is what we are working towards.

Only HP knows if we will indeed get there. The pandemic may dictate another fully remote World Service Conference in 2022. But that bit we hand over.

“ Even under the best of circumstances, hybrid participation creates two classes of participants. It is not possible for the Chair, or the Parliamentarian, to give equal consideration to in-person and remote attendees. ”



DA comes of age

REPRINTED FROM NOVEMBER 2010

“Deudores Anónimos es una comunidad de hombres y mujeres . . .” Trustee Allen A. opened the 2010 World Service Conference with the D.A. preamble from “Deudores Anónimos,” the Fellowship’s first foreign-language pamphlet. The moment signaled a turning point in the growth of Debtors Anonymous. The pamphlet, a project of the WSC Literature Committee, represents a material effort to reach the many North American Spanish-speaking debtors seeking recovery. The planned development of Spanish- and French-language pages linked to the D.A. website will draw on the expertise of the Trustee Information Technology Committee and the WSC Technology Caucus—the latter to become a committee at the start of the 2011 World Service Conference.

Groups worldwide have also been translating D.A. literature. In the last year alone, the General Service Board has communicated with groups and members concerning existing translations into French, German, Icelandic, Portuguese, and Spanish, and future translations

into Braille. There are associated intellectual property issues; because the literature belongs to Debtors Anonymous, the translations do, too. This means that D.A. is responsible for assuring that all translations render the original texts accurately.

As D.A. becomes better known, questions of copyright arise more often. For example, in the world outside the Twelve Step fellowships, “fair use” usually permits a writer to use a small, representative portion of a text. However, the Sixth Tradition suggests that if D.A. material is quoted it could imply an endorsement of the project in which the quote appears.

One recent example was the use of D.A.’s Twelve Steps by an online religious recovery network. This was settled amicably after the GSB sent letters informing the church that it was in violation of D.A. copyright. The frequency of such issues has spurred the Board to change the Subcommittee on Copyrights/Ad-hoc Committee for Legal Issues to a Trustee committee entitled the Legal Affairs

Committee, effective the start of the 2010 WSC.

The WSC committees continue to hone the focus of D.A. literature on the primary purpose of not incurring unsecured debt and reaching out to the still suffering debtor; raise the Fellowship’s awareness of existing resources, especially the website; streamline processes; and encourage groups and individuals to contribute more so that D.A. may be financially self-supporting.

Another sign of the Fellowship’s maturity was the prominence given the Twelve Concepts of Service at the 2010 WSC. These principles, unique to Twelve Step fellowships, explore the delicate, ever-shifting balance of responsibilities between the delegates and the Board, the notion of leadership that does not govern, and the placement of ultimate authority with the Debtors Anonymous groups.

GENERAL SERVICE BOARD COMMITTEE REPORTS

GSB Conference Support Committee (CSC)

The Conference Support Committee (CSC) works with the WSC Conference Committee and WSC Host Committee to plan the annual D.A. World Service Conference.

2021-2022 CSC members are Rob B. (Chair and 2022 Host Committee liaison), Roger H. (Secretary), Karma K. (WSC Conference Committee liaison & 2023 Host Committee liaison) and Sharon S. This year, we are grateful to be joined by Allen T. and Michalene R. as Project Contributors.

Due to the global pandemic, this year’s World Service Conference was again a virtual event on Zoom. A record number of 169 delegates, from 10 countries (US, Canada, UK, Ireland, Spain, Brazil, Kenya, South Africa, Russia and New Zealand) and 13 time zones attended the conference. We hired two Zoom hosts, a Virtual Event Planner and two Parliamentarians. The New York Host Committee seamlessly hosted hospitality rooms, the Fellowship Day with Keynote Speakers, and a talent show and dance—all virtually.

Online payments were made through the D.A. website
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GSB Audit and Legal Committee

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for WSC delegate registration and for Fellowship Day attendees. Many new delegates participated in the WSC Mentor/Mentee Program, receiving help navigating the Conference and understanding Robert's Rules from seasoned mentees.

The GSB Chair recently signed the contract with a London hotel to host the 2022 World Service Conference. The London Host Committee did a fantastic job in finding the perfect venue for the conference. They have already formed sub-committees to plan the Fellowship Day, the Gala Dinner with Talent Show, to reach out to all the D.A. meetings in the UK and Europe, and more.

Finally, a Project Contributor is still needed on CSC to revise the Host Committee Handbook. An outline

has been created, and the CSC has created a Project Contributor listing at www.debtorsanonymous.org/ service for a member with experience writing manuals to finish the draft.

— **Yours in Service, The GSB Conference Support Committee.**

2022 reminders:

- The deadline to submit an Issue and Concern for the 2022 WSC is April 1, 2022. (www.debtorsanonymous.org/inc)
- The deadline for Intergroups to submit a bid to host the 2024 World Service Conference in their city is July 1, 2022. (www.debtorsanonymous.org/wsc)

GSB Communications and Technology Committee Report (CommTech)

The GSB Communications and Technology committee consists of Bill D. (chair), Rob B. (secretary), Matthew E., and Roger H. Sherri H. and Jeffrey F. serve as Project Contributors. CommTech oversees all website functions and publishes both D.A. periodicals: the Ways & Means and the D.A. Focus as well as eNews notifications. During the months since the World Service Conference, the committee has been working toward building the online shopping cart for the D.A.

website. The members, with the guidance of Sherri, have been assembling a manual for all activities related to the committee's functions. In addition, it has sent out a number of eNews blasts including the one for the January 8 Around the World meeting.

— **The 2021-2022 GSB Communications and Technology Committee (CommTech)**

GSB Finance Committee Report

Tom R, Committee Chair (GSB Treasurer), Paul M. (GSB Assistant Treasurer) Sharon S, Secretary, David Lawrence, and Michalene R, Project Contributor-at-Large

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

As in any Twelve Step Fellowship, the income portion of the Spending Plan is made up of a combination of three items: Contributions from groups and individuals, profit on literature sales, and miscellaneous income including things like interest. As the Finance Committee prepares an Income and Spending Plan, we estimate what our funding will be in any given year.

In follow up to a recommendation from the WSC Resource Development Committee at the 2020 World Service Conference, the GSB Finance Committee

is providing this report to the Fellowship through the year on the Profit and Loss Statement. We are providing a quarterly summary of the Profit and Loss Statement, with a comparison to the same period in the previous year. We are also providing—for comparison—a summary of this year's Income and Spending Plan and the Ideal Spending Plan.

The Income and Spending Plan for FY 2021-2022 includes:

- Income based on the past fiscal year's group and individual contribution levels
- Income based on increased literature sales
- Committee and Caucus Expenses
- A winter F2F for the General Service Board
- Funds for professional website maintenance

Following are some highlights of this year's to date Income and Spending Plan.

- For the fiscal year through the end of September,

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GENERAL SERVICE BOARD COMMITTEE REPORTS

GSB Finance Committee Report

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literature sales (hard copy and electronic) accounted for \$22,000.29, or 99.45% over the same period in the previous fiscal year.

- For the fiscal year through the end of September, hard copy literature sales accounted for \$5,275.41, or 9.30% over the same period in the previous fiscal year.
- For the fiscal year through the end of September, electronic literature sales accounted for \$16,724.88, or 169.55% over the same period in the previous fiscal year.
- For the fiscal year through the end of September, group and individual contributions received were

\$44,278.07, or 5.59% under the same period in the previous fiscal year.

- Of these contributions, 52.26% of contributions were received from groups and 47.74% from individuals.
- For the fiscal year through the end of September, expenses for the Board, bookkeeping, operating the General Service Office, and WSC Committee and Caucuses were \$42,583.69, or 57.57% over the same period in the previous fiscal year.
- For the fiscal year through the end of September, the net income is \$35,724.52, or 26.33% over the same period in the previous fiscal year.

Profit And Loss: July - September, 2021

	Jul 2021		Aug 2021		Sep 2021		Total	
	Current	Jul 2020 (PY)	Current	Aug 2020 (PY)	Current	Sep 2020 (PY)	Current	Jul - Sep, 2020 (PY)
INCOME								
Literature Sales								
Total Literature Sales	\$ 3,842.20	\$ 4,649.12	\$ 3,573.40	\$ 4,499.49	\$ 3,614.86	\$ 8,826.77	\$ 11,030.46	\$ 17,975.38
Member Contributions								
Groups	8,771.10	5,770.51	7,424.16	8,192.03	6,946.36	6,713.63	23,141.62	20,676.17
Individuals	10,471.33	8,767.65	6,966.55	13,113.12	3,698.57	4,346.62	21,136.45	26,227.39
Total Member Contributions	\$ 19,242.43	\$ 14,538.16	\$ 14,390.71	\$ 21,305.15	\$ 10,644.93	\$ 11,060.25	\$ 44,278.07	\$ 46,903.56
Total Income	\$ 29,705.50	\$ 18,403.96	\$ 20,476.82	\$ 24,901.68	\$ 16,128.54	\$ 14,697.04	\$ 66,310.86	\$ 58,002.68
Cost of Goods Sold								
Total Cost of Goods Sold	\$ 1,005.68	\$ 734.45	\$ 1,233.66	\$ 4,063.79	\$ 445.27	\$ 11,351.48	\$ 2,684.61	\$ 8,022.14
Gross Profit	\$ 28,699.82	\$ 17,669.51	\$ 19,243.16	\$ 28,965.47	\$ 15,683.27	\$ 3,345.56	\$ 63,626.25	\$ 49,980.54
EXPENSES								
Total Board Related Expenses	\$ 1,947.54	\$ 1,179.63	\$ 2,910.49	\$ 0.00	\$ 0.00	\$ 0.00	\$ 4,858.03	\$ 1,179.63
Bookkeeping, Accounting & Legal								
Total Bookkeeping, Accounting & Legal	\$ 1,188.79	\$ 956.04	\$ 852.35	\$ 1,170.43	\$ 1,418.95	\$ 1,280.45	\$ 3,460.09	\$ 3,406.92
Total Payroll	\$ 6,391.72	\$ 3,544.57	\$ 4,971.48	\$ 4,083.64	\$ 4,418.89	\$ 4,100.28	\$ 15,782.09	\$ 11,728.49
Total Office Related Expenses	\$ 11,346.79	\$ 4,991.83	\$ 6,733.65	\$ 6,813.34	\$ 8,309.93	\$ 6,589.65	\$ 26,390.37	\$ 18,394.82
Total Expenses	\$ 15,428.95	\$ 11,702.26	\$ 16,242.50	\$ 6,658.28	\$ 10,912.24	\$ 8,663.23	\$ 42,583.69	\$ 27,023.77
Net Operating Income	\$ 13,270.87	\$ 5,967.25	\$ 3,000.66	\$ 22,307.19	\$ 4,771.03	\$ 5,317.67	\$ 21,042.56	\$ 22,956.77
Net Income	\$ 13,287.67	\$ 6,117.21	\$ 24,432.82	\$ 29,554.99	\$ 1,995.97	\$ 7,395.32	\$ 35,724.52	\$ 28,276.88

This represents a summary of the income and expenses through the first quarter of this fiscal year.

As reported previously, the Board has approved a motion to define and establish a prudent reserve of nine months operating expenses. We are pleased to report that the prudent reserve is currently at nine months operating expenses.

Please note that as the prudent reserve is defined as nine months operating expenses, then as the Income and Spending Plan may change for each fiscal year, the prudent reserve will be adjusted to meet the nine month goal. The nine month benchmark was determined after inquiring of other 12-Step fellowships how they balance the need to maintain an adequate reserve of self-supporting operating expenses with the idea of not becoming too wealthy and powerful.

The Income and Spending Plan is adjusted each year to reflect and include inflation, cost of salaries and services, as well as other factors, to meet the nine-month operating expenses.

In summary, I hope this report has provided you with an overview of the work the Finance Committee and the General Service Board are doing on a continuing basis, not only to remain solvent and self-supporting through our own contributions, but to provide the services the Fellowship asks for. Thank you.

Yours in Service,

— GSB Finance Committee

GSB Literature Publications (Lit Pub)

GSB Literature Publications meets monthly and is made up of three trustees. We currently do not have any ACMs or PCs and are open to applications from people who would like to work at Board committee level <https://debtorsanonymous.org/fellowship-services/service-opportunities/>. These positions are a way to help shepherd projects through the approval process and learn how the committee works.

GSB Literature Publications is responsible for liaising with the WSC BDA Committee, the WSC Literature Committee and the Spiritually Sustainable Earning Caucus. This year so far we have responded to requests from those committees about specific pieces of literature and guided GSRs in the Literature

Development Process (page 92 in DAMS <https://debtorsanonymous.org/download/da-manual-of-service/?wpdmdl=121040>)

We have reviewed the current list of pamphlets in outline form and looked at two specific outlines. We have recently commissioned the design and layout of the French language 12x12x12.

Josie P. Chair. Bill D. Sec, Sharon S.

— **The 2021-2022 GSB Literature Publications**

GSB Literature Translation and Licensing (LTL) and International Committee

The GSB Literature Translation and Licensing (LTL)/ International Committees (Int) are currently merged. The role of the LTL is to gather the translation and licensing activities of D.A. literature in a consolidated manner and to approve new requests. LTL works alongside the GSB Legal Committee and the GSB Literature Publications Committee. The International Committee is charged with the scope to include outreach to and communication with non-US groups. This committee liaises with the WSC International Committee. The members are Chris S. ACM, Josie P., Matthew E., Rody D. Project Contributor., and Roger H. (Chair).

This year the combined committees have continued to work with the translation activities of D.A. literature

in Spanish, French, German, and Portuguese. New requests for translation have been received from the Russian Speaking Intergroup of D.A. and from Iran and China. The work of translation is a lengthy endeavour as many edits are required to capture the spirit of the original texts and to translate D.A. nuances into meaningful recovery content to help the debtor who still suffers. We are grateful for the many international members who serve by translating D.A. literature. If you wish to have literature translated or have translation skills, we would be delighted to hear from you at translations@debtorsanonymous.org.

— **Roger H
Chair LTL/International**

GSB Nominations, Procedures, and Long-Range Planning Committee

Sharon S., Chair, Rob B., Secretary, Josie P.

In August 2021, the Nominations and Procedures Committee was merged for the 2021-2022 conference year with the GSB Long-Range Planning Committee, forming the GSB Nominations, Procedures, and Long-Range Planning Committee.

The Nominations, Procedures, and Long-Range Planning Committee is primarily responsible with 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).

Among the activities the Nominations, Procedures, and Long-Range Planning Committee are working on in 2021-2022:

- Potential Trustee candidates are contacted on an ongoing basis to determine interest in general service at the Board, ACM, or PC levels. A concerted effort has been made to identify and contact a diverse cross-section of our membership to encourage service at all levels within D.A.
- “Watch list” of members indicating interest in GSB, ACM, or PC service has been updated. Contact is established with all members who have expressed interest at some point, as well as potential Class B trustee applicants.

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GSB Nominations, Procedures, and Long-Range Planning Committee

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- Two members of this committee attended a virtual “Day of Sharing” in December 2021, hosted by Alcoholics Anonymous World Service Office. This was a wonderful opportunity to convene with members of eleven other 12 Step fellowships.
 - The GSB welcomed a new Class A trustee in October 2021.
 - We continue recording applicant interviews, so the full GSB has access to interviews.
 - We continue to use the GSB Class A trustee and ACM applicant credit card questionnaire.
 - Composition, Scope, and Procedure document has been updated to include long-range planning responsibilities, which includes planning and hosting four Ask-the-GSB fellowship-wide calls. Two calls have been hosted: WSC Recap (September), and World Service (November). Calls are scheduled for D.A. Literature and Translations Update (April) and D.A.’s Finances (July).
 - Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB currently has two Class A (debtor) and three Class B (non-debtor) trustee openings. We anticipate four class A and three Class B trustee vacancies at the conclusion of this Conference year. The GSB application process now includes a submit form. The URL for GSB applications is <https://debtorsanonymous.org/gsbapply>
 - Continues to develop the new service opportunity of “Project Contributor” and welcomed members in that role on several GSB Committees.
 - Nom/Pro/LRPC Committee members are preparing a Board Development Topic for GSB Face-to-Face Meeting in March 2022.
- **Respectfully submitted,**
2021-2022 GSB Nominations, Procedures, and Long-Range Planning Committee

GSB Office Committee

Paul M., Chair, Karma K., GSO Liaison, Tom R., Dave L., Recording Secretary. Sharon S – Attending as GSB Chair.

The first half of the 2021-2022 Program Year has been a period of stability and steady improvement for the D.A. General Service Office (GSO). Special thanks to GSB trustee and GSO liaison Karma K, GSO manager Teresa H., and Literature Supply Clerk Patty B. for their magnificent work!

Significant Accomplishments

1. Karma meets with General Service Office (GSO) Manager, Teresa H weekly to provide guidance on office operations, workload, and other GSO issues.
2. Completed a performance management review for Literature Fulfilment Clerk, Patty B and raised her compensation.
3. Continued to standardize the human resources (HR) paperwork and processes for the GSO staff including:
 - a. Wrote job descriptions for the Manager and Literature Fulfilment Clerk positions. These are now signed by the employees and in their HR files.
 - b. Established a performance management process for the Manager and the Literature Supply Clerk.
 - c. Established a procedure for recording time worked and time off (vacation time, sick time). A new procedure was written and approved to handle paid time off in the event of inclement weather. Time sheets are signed by the appropriate staff or GSB trustee and sent to our bookkeeper for payroll processing. Payroll period is every two weeks.
4. Performed an inventory of the Debtors Anonymous (D.A.) literature items stored at the GSO. This was completed in June 2021 and will be done again in June 2022.
5. Meeting registration updates and verification. We are working on a process to ensure all meetings complete their annual online registration and to remove meetings that are no longer active and properly registered.
6. WSC Internal Operations Committee (IOC) liaison activity. An ad hoc committee made up of members of the IOC and the GSB Office Committee was formed to review and rewrite the description of responsibilities for the IOC in the D.A. Manual of Service (DAMS) to eliminate overlap with the responsibilities of the GSB Office Committee and create clarity for the members of both committees. The revised description of responsibilities will be brought to the 2022 WSC for review and possible approval by the Conference.
7. Moved into additional space adjacent and connected to our current office space in Needham, MA. This space is approximately 250 square feet and will allow a more efficient workflow within the GSO.
8. Negotiated extensions of our three office leases (Suite 1, our new space, Suite 2, our existing office space, and the Storage Room down the hall) for up to 3 years beyond their current expiration date of October 31, 2022.

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GSB Office Committee

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The first-year extension will be at current rent rates and the following two years will include 5% per year rent escalation. This extension clause is agreed to by the parties, signed, and in the file.

— **Respectfully submitted,
2021-2022 GSB Office Committee**

GSB Public Information Committee (GSB-PI)

This year’s committee members were Matthew E., Chair; Tom R., Secretary, Bill D., and Siobhan K., Appointed Committee Member.

The GSB Public Information Committee works closely with the WSC Public Information Committee to carry the message of D.A. to the outside world. The GSB Public Information Committee works with the media through the Media Contact Person (MCP), a position created in 2006; creates tools; forwards requests; and ensures all communications follow the Traditions.

The committee meets monthly via conference call and at the two annual meetings. The committee provides quarterly reports for the D.A. Focus.

- Responded to numerous public information requests from the public and from the media.
- Worked to distribute the audio BDA Public Service Announcement, which was approved at the 2019 World Service Conference.
- Submitted revisions to the Debtors Anonymous Public Information Manual to the General Service Board and got them approved.

Thank you for allowing us to serve you.

Respectfully submitted,

— **Matthew E.,
Chair—GSB Public Information Committee**

The Committee:

- Worked closely with the WSC Public Information Committee and its board liaison.



WSC Business Debtors Anonymous Committee (BDA)

Committee Members: Darleana M. Chair, Nita D. Vice Chair, Tambi H. Secretary, Judy B. Treasurer, Bill D. Liaison, Amalia C., Annelise H. Carolina S. Charlotte L. Constance Ed, Darius G., David J. Diane M. Dion F., Ekaterina A. Gemini V. George M. Jacquie J. Jeanine C. Jerome S. Jon G. John K. Kelly S. Liz W. Marie H. Marlena S. Michael B. Monty B., Ryan S. Sabina A. Sam B., Sandy M., Scout J., Taylor D., Tiffany L.,

The BDA (Business Debtors Anonymous) Committee's purpose is to carry the message to the still suffering debtor and help them apply the Steps and Traditions in all their affairs and not debt one day at a time. The BDA Committee focuses on issues specific to the needs of D.A. members who own or operate businesses or have a desire to own and operate a business. The BDA Committee is open to all GSRs and ISRs not just those who represent BDA groups.

1. The Abundance and Prosperity, Ways & Means, and Fellowship-Wide Calls subcommittees will focus on fellowship wide calls on Abundance and Prosperity in Business. It is the most popular topic in BDA. Abundance in Business Debtors Anonymous is a Spiritual Matter.
2. The Literature subcommittee is currently working on a brochure for Prudent Reserves in Business. They are interested in working with the WSC Literature Committee on a brochure for Black Entrepreneurs.
3. The Underserved and Underrepresented Caucus of Debtors Anonymous will be working with the Frontiers Committee to put a survey on the website of seven areas to find people who will be willing to be Sponsors, Mentors, Translators, Interpreters, PRG team members, Languages Spoken, and Speakers for meetings.

— **Darleana M.**
BDA Committee Chair

WSC Conference Committee

The Conference Committee, which is concerned with the general nature of the World Service Conference (WSC), has been very active in the second half of 2021 following the WSC.

We have 11 members, and the monthly meetings have been well-attended. We had a planned change in leadership as our Chair Lolly A. resigned for family reasons, and Vice-Chair Tom F. has now moved into the position of Chair of the Committee.

We are addressing nine issues and concerns, a large project which has occupied most of our time so far this year. We are planning an extraordinary meeting on January 2 to finalize all of our responses.

The most important issue facing us this year is to discuss and provide a recommendation regarding how to hold the conference in the upcoming years. COVID-19 introduced us to the world of virtual conferences, which has expanded the number of groups sending delegates to the World Service

Conference. We face choices in the upcoming years about holding virtual, in-person and/or hybrid conferences. The Conference Committee plans to draft a motion on these items to submit to the 2022 WSC.

We plan to submit our motion early, taking advantage of the new "pilot program" for submitting motions well in advance of the WSC so that Group Service Representatives (GSRs) will have the opportunity to discuss motions with their groups if they wish to.

We want to assist both the 2022 London Host Committee and the 2023 New York Host Committee with any issues they bring to us.

We look forward to discussing a motion regarding bids to host the 2024 Conference.

Yours in Service,

— **Tom F., Chair** —
Conference Committee 2022

WSC Fellowship Communications Committee (FCC)

The Fellowship Communications Committee members are: Julia B. (Chair), Donnalee B. (Vice Chair), Zeborah T. (Secretary), Vicki L. (Treasurer), Anne M. (Tech Support), Elissa W., Joe F., Rivka R., and Ronna J.

Our GSB Liaison is Rob B.

FCC's theme for the 2021–22 Conference year is "Unity through Communication."

•

The committee is working on several projects:

- Sponsor-a-Group (SAG):
 - SAG is modeled after individual sponsorship to help connect strong and well-resourced groups with groups that are either just getting started or are in need of additional guidance and support.
 - FCC has continued the work of SAG by responding to email queries from D.A. members who are looking for support. Thanks to our GSB liaison and the

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WSC Fellowship Communications Committee (FCC)

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Technology Committee, we were able to get the auto-reply response working. Now, when anyone contacts SAG, they are automatically directed to specific information on how to find an individual sponsor, how to get a group sponsor, or how to become a group sponsor.

- FCC submitted a flyer for an e-news announcement to help spread the word about Sponsor-A-Group.
- In collaboration with the International Committee, SAG has submitted a Step Study Workshop Proposal for the Iran Group. (Last year SAG members attended a meeting with the GSB International Committee and the Iran group; this was following up on a request from D.A. members in Iran.)
- SAG is working on revisions of the proposals that were submitted to the Technology Committee last year for the D.A. website to include information on service sponsorship and continue the work of carrying the message to the suffering debtor.
- Promise 6 Day:
 - Promise 6 of D.A. is “Isolation will give way to fellowship; faith will replace fear.” Promise 6 Day is an annual celebration of fellowship activities at the local level (including phone or internet activities).
 - Save the date! Promise 6 Day 2022 will be on Saturday, April 23. Planning is in progress. A flyer will be distributed in January announcing details.

— Members of FCC are compiling a resource package, including a list of activities that groups have done for Promise 6 Day in the past, to inspire groups to plan fun activities to break out of isolation. The resource package will be available on the D.A. website.

- Diversity, Equity, and Inclusion training:
 - We are exploring ways that Diversity, Equity, and Inclusion training may be offered for the WSC, working within the Traditions to improve communication within the Fellowship.
 - We are gathering information about how such training has been used in A.A.

Other activities:

- The Chair of FCC chairs quarterly Zoom meetings for all WSC Committee and Caucus Chairs, to provide an opportunity for connection and collaboration across the Fellowship. This year the Chairs meeting voted to hold optional monthly meetings to provide extra time for the Chairs to collaborate and give and receive support.
- FCC members responded to six Issues & Concerns that were assigned to our committee.

WSC Hospitals, Institutions, & Prisons Committee (HIP)

Laura Le (Chair), Tamala, (Vice Chair), Mary (Secretary), Laura La, Beverly, Elizabeth, Cheryl

The HIP Committee has been busy carrying the message of D.A. around the country. Below are highlights of our accomplishments:

- Covering phone service for GSO.
- Preparing for a Zoom “Wednesday Wellness” presentation on HIP that includes speakers with a participant question and answer session. This event is one of a series that is sponsored by a church for members of the community.
- Outreach to two recovery homes that resulted in requests for D.A. books and pamphlets. Books and pamphlets sent.
- Obtained slightly damaged literature at no cost from the General Service Office that was sent to HIPs.
- Outreach with two large nationwide Employee Assistance programs (EAPS) that resulted in a request for additional information on D.A. The “Packet for Professionals” was sent. Sent letters of outreach and the “Packet for Professionals” to two additional nationwide EAPS.
- Made a list of Intergroups nationwide and is in the process of contacting each intergroup to verify that they are still active and to request to present HIP information at one of their meetings.
- Reaching out to AA meetings to determine if they are interested in information about D.A.
- Outreach to San Quentin prison and prisons in the Kansas City area to provide support to prisoners who have struggled with debting issues.
- Provided D.A. information to one of the largest Methodist Churches to utilize as part of their Family Support mission.
- Sent AA literature and a letter of introduction to the Manager of Reentry Programs at the Sacramento County Jail. Offered to bringing a Zoom D.A. meeting into the jail.
- Provided Sutter Hospital director of Chaplain services literature for the hospital library.

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WSC Hospitals, Institutions, & Prisons Committee (HIP)

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- In process of reviewing and updating the D.A. HIP starter kit.
- Planned Fellowship call for February 2021. Flyer submitted. Scheduled Fellowship call for this

summer.

- Respectfully submitted,
Laura Le, Chairperson of HIP Committee

WSC Literature Committee (LitCom)

Literature Committee subcommittees are forming and beginning to orient themselves to the new service year. The entire Literature Committee is working together to respond to the Issues and Concerns assigned to Litcom. Subcommittees that have formed: Black Voices & Black Voices in Business Debtors Anonymous; Daily Reader Submissions review; Basic Text Stories Submissions review. The Race and Debt subcommittee has developed a mission statement for this service year: Working with the UUOC to create a pamphlet exploring the intersection of race and debt. The gender neutral language review subcommittee, with the help of UUOC, is reviewing current D.A.

literature to identify terminology to be edited as gender neutral in future printings. There is an SSEC collaboration working on developing Signposts and a meeting format for use in Spiritually Sustainable Earning meetings.

- Yours in service,
Lisa B, 2020-21 WSC Literature Committee Chair



WSC Intergroup Caucus

Members of the caucus are: Ed K, Roxie K, Ronna J, Marie H, Audrey O, Beatriz A, Darius G, Paul W, Evgeniy N, Joe F, Jeanne S, Jerome S, John M, Judy B, Sarah F, Starr H, Gill W

We are very grateful to our Board liaison Tom R for his support.

Our Statement of Purpose says:

The Intergroup Caucus is composed primarily of ISRs but also includes GSRs and Trustees who have experience with their local Intergroups. The main function of this caucus is to create tools, resources, and a better understanding of the role of an Intergroup in the overall organisational structure of D.A. The Intergroup Caucus helps support both new and existing Intergroups. The Intergroup Caucus also contributes to the efforts to regionalise D.A.

This year we have 7 ISRs and 10 GSRs including members with a great deal of experience of intergroup and those without an intergroup in their area who wish to start one. We again have members from across the globe: Russia, Spain, UK & US

We looked at last year's caucus recommendations and added suggestions from this caucus to create a list of work for 2021/2022 and set up sub-committees. Our priorities include:

Issues & Concerns: Gill, Jeanne, Ed, Sarah, Ronna

D.A.'s 'Issues and Concerns' (I&Cs) reflect our fellowship's 'inverted triangle' structure, wherein every group and individual member can ask a question or raise a concern which will receive a response from the appropriate committee or caucus. A sub-committee read, discussed, researched, and prayed about our twelve I&Cs before drawing up responses by group conscience. The mechanism for submitting an Issue or Concern can be found on the D.A. website.

Sponsor An Intergroup + DAMS/Intergroup Service Manual: Ronna, Roxie, Joe, Evgeniy

Continuing the exciting work of the previous caucus,

there are now more than 5 intergroups worldwide being supported by the experience, strength and hope of stronger intergroups. Also, working on revising, updating and aligning the intergroup service manual and chapter 3 of the DAMS including 'how to start an intergroup'.

Data: Sarah, Marie, Ronna

The sub-committee is endeavouring to contact all intergroups listed on the D.A. website. Some details are incomplete or out of date. In phase one, we hope to present the data as complete as possible by the end of the year, phase two would be to analyse data, and phase three to form action items

Website: Ed, Jeanne

GSB Comm Tech unanimously accepted a recommendation for an Intergroup page on the website. This working group will develop content of value to intergroups for this and submit a proposal.

Intergroups For Virtual Meetings:

With global changes affecting the way we run our meetings and the sudden change to virtual meetings, we are discussing how intergroups might evolve to meet the needs of groups in this new 'territory'. We aim to share knowledge and skills for groups, particularly with regard to hybrid meetings as many previously face-to-face meetings have attracted international home group members while on Zoom.

Discussions about the role of intergroups in the structure of D.A. and regionalisation are ongoing.

We are also aware that previous work is sometimes lost in transition and we have adopted a 'Tech specialist' position to develop consistency and clarity within the Google Drive for conveying work in progress to future caucuses. We thank last year's members for conveying this information to us.

— In service
Gill, Chair

WSC International Caucus

The WSC International Committee's mission is to exchange information and develop initiatives to support the growth of D.A. internationally. We have eight countries represented at our committee with 16 active members from seven different countries: USA, UK, Brazil, Spain, Russia, Kenya and South Africa plus our Board Liaison from Canada.

We had several actions we voted to work on this year and are working with two sub-committees so we

can best achieve our goals—Outreach and Events Subcommittee and the Content and Information Subcommittee.

Outreach and Events Subcommittee have been working on the following:

1. New Year's Marathon, scheduled this year on 8 January, in consideration of worldwide religious and family events on 1st January. Planning is well underway. We will be including Russia, Iran, and hopefully Israel this year.

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WSC International Caucus

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2. International Step Study rescheduled to June to give more time to plan.
3. Regular listening calls with Spain, Australia, S. Africa, Brazil & Russia to be determined after 8 January 2022.
4. International BDA/D.A. workshop with dual language interpretation intended for June.
5. Continue to work on worldwide sponsorship to be addressed in Step Study
6. International Speakers Bureau to be worked on after 8 January

The priorities for the first half of this year for the Content and Information Sub-Committee have been to focus on ways to better serve the suffering debtor worldwide. We are currently collecting multi-cultural stories for the Feb 2022 edition of Ways & Means to include experience, strength, and hope from around the world.

Our hope is to include some of this content in a service pamphlet (to be approved by WSC) for distribution via the Debtors Anonymous International Website. The pamphlet would include information on the sorts of financial debting systems prevalent in Africa, Asia, South America, and other parts of the world. The purpose of this is to carry the message to as many suffering debtors around the world by bringing more clarity and awareness regarding avenues to incurring debt that might be quite different from those in North America or Europe. The service document would include common pitfalls debtors face regularly in nations where the banking and economic systems

present different challenges and, therefore, different signposts than in Western countries.

The Content and Information Subcommittee is also working on the following:

1. Creating an up-to-date directory of international intergroups with links to be made available and work with the Tech Committee to make it available for global users on the Debtors Anonymous Website.
2. Collaborating with other WSC committees to distribute an international, multilingual, and multicultural library of content for broad use by the fellowship via podcasts, YouTube channels, and other streaming platforms to include shares and translations which can also be developed for radio and non-digital platforms.
3. Researching cost effective ways to allow people in underserved countries to access literature, either printed or online—in particular, countries where they cannot pay by debit card, don't have access to Amazon/Kindle, and do not have smart phones.

We are looking forward to liaising with several other WSC committees on some of our projects in the second half of this year including LitCom, Tech Committee, BDA, UUOC, and Intergroup Caucus and are grateful for the opportunity to be of service.

— **Alex A,**
International Committee Chair

WSC Spiritually Sustainable Earning Caucus (SSEC)

Roger S. (Chair), Joan N. (Vice Chair), Grant F. (Secretary), Julia B. (Treasurer), Lisa B. (Tech Support), Alexandra A., Amina Z., Celeste P., Christine W., Geraldine H., Helena K., Jacquie J., Kelly L., Kim D., Marlena S., Michael S., Orion Cy S., Philip G., Ruby S., Sabina A., Sindai A., Tammy M., Taylor D., William M.

By group conscience, SSEC has created the following sub committees to manage projects for this 2021-22 WSC year:

Meeting Format Subcommittee

Continuing the work that was started in the previous year, this subcommittee is working on bringing literature to the fellowship through the WSC channels.

The subcommittee is looking to have the new meeting format included in the DAMS, publish the Signposts document, and continue to raise awareness of the SSE meeting format by supporting three virtual meetings each week.

LitSub

This subcommittee is following up with progress of the Earnings Pamphlet that was created in a prior conference year.

4th Step Inventory

The Program-wide Group 4th Step Inventory Subcommittee are in the process of reviewing

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WSC Spiritually Sustainable Earning Caucus (SSEC)

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the A.A.'s GSC Inventory held in 2013-2015. The subcommittee will be submitting a summary of best practices from AA's report to the larger SSEC in January 2022. Before the August 2022 conference, we hope to reach out to all committees and caucuses, to see if there is general interest to support this effort. If there is strong interest and a critical mass, we will solicit at least one liaison from each committee/caucus to help organize a suggested format to submit to the Board. The subcommittee is scheduled to meet next month to review and begin discussions.

Additional Tools for SSE

This subcommittee is working on tools for mentorship, Time Consciousness Earnings, BDA, and the five A's of recovery.

Fellowship-Wide Calls

Although there are no active members on this committee, the caucus is still committed to continuing the work of the previous year's subcommittee. At our monthly meetings, I continue to ask for interested people to head up this subcommittee.

— Roger S.
SSEC Chair 2020-2021

WSC Underserved and Underrepresented Outreach Caucus (UUOC)

Members: Kimberley S. (Co-Chair), Rivka R. (Co-Chair), Elissa W. (Secretary), Mary Ellen C. (Treasurer), Deborah O. (Tech Support), Roger H. (GSB Liaison), Alexander P., Carolina S., Jeremy H., John K., Katherine D., Linda M., Liz W., Patty S., Peter H., Sandy M., Scout J., & Wendy H.

It has been a really abundant year so far for the Underserved & Underrepresented Outreach Caucus (UUOC). We have 17 wonderful GSRs serving this year, which will be our last year as a caucus (next conference year UUOC will become a committee). The mission of the UUOC is to support the Fellowship in carrying the message of Debtors Anonymous to the debtor in underserved populations and locations. We coordinate with World Service Conference committees and caucuses by developing best practices for doing that work and sharing it with D.A. as a whole. In alignment with this mission, this year we have created five working subcommittees: Antiracism, Diversity Piece & Inclusivity Statement, Gender Neutral Language, Debtors with Disabilities & Health Issues, and Mapping Project.

One project of the UUOC is hosting a fellowship-wide call titled "Race and Debt: Experience, Strength, & Hope" on February 6th, 2022 at 10am-1pm PT / 1-4pm ET / 6-9pm GMT. The call will be broken up into 3 hour-long segments, each with 2 speakers followed by sharing. If you are reading this after that date, look for the recording under the 2021-2022 conference year here: <https://debtorsanonymous.org/podcasts>

Subcommittees Updates:

Antiracism:

This committee is focused on supporting BIPOC (Black, Indigenous, People of Color) D.A. meetings, such as Black in D.A., and assisting our whole fellowship in understanding, acknowledging, and acting from the inherent connections of race and debt/money. If you or someone you know is a D.A. member doing antiracist work in your meetings, please reach out to us at wsc.uuoc@debtorsanonymous.org. Additionally, if you are a BIPOC member of D.A. interested in BIPOC meetings please reach out as well.

Diversity Piece & Inclusivity Statement:

One project of this subcommittee is updating the UUOC wording in the DAMS (Debtors Anonymous Manual for Service). We received multiple Issues & Concerns about the current UUOC wording in the DAMS, including the phrase "undocumented aliens," which we will revise. This subcommittee is also drafting an updated inclusivity statement for D.A. stating what we can all do to build an inclusive fellowship. Additionally, we support the completion of the "Debtors with Health Issues" pamphlet whose concept was approved by the 2011 WSC.

Gender Neutral Language

This subcommittee is focused on reviewing all pre-2017 D.A. literature in order to revise with gender neutral language where applicable. Post-2017 and all new D.A. literature will include gender neutral language per the motion approved at the 2017 WSC.

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WSC Underserved and Underrepresented Outreach Caucus (UUOC)

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Debtors with Disabilities and Health Issues

This subcommittee is supporting awareness of different access needs. We help meetings and D.A. as a whole be more accessible to debtors with disabilities and health issues, which will likely be all of us at some point. One project area is making literature accessible to those who are visually impaired.

wsc.uuoc@debtorsanonymous.org

Furthermore, as LitCom requested, we have provided two liaisons from UUOC to help revise D.A.’s Safety Statement. That project is moving along, using AA’s newly revised Safety Statement as a guide.

Thank you,
— Rivka & Kimberley,
UUOC Co-Chairs

Mapping Project

This subcommittee is focused on reaching the debtor who still suffers in underserved geographic locations. If you or someone you know is a D.A. member from a location that lacks meetings, please reach out to us:



Have you signed up for **eNews**? Has your group?

Get connected to D.A. worldwide.

Receive newsletters, announcements, event info, and more.

To subscribe, visit:
debtorsanonymous.org/enews

Share your personal story in **Ways & Means**, our meeting in print!

Have you been of service to a meeting by giving a **lead share**?

Write it down, send it in!

You can also email us your original photo, drawing, or poem that represents your recovery and/or vision in Debtors Anonymous.

Email your story/artwork to:

communications@debtorsanonymous.org



ANNOUNCEMENT CORNER

Here are possible announcements for members—especially General and Intergroup Service Representatives (GSRs & ISRs)—to make during D.A. meetings:

1. Donate \$7 on the 7th of every month for the 7th Tradition to celebrate Lucky 7th! [\[Flyer\]](#)
2. Now Available: The Debtors Anonymous Twelve Steps Study Guide is for sale through the [General Service Office](#) and in many countries as a [print-on-demand book](#)! Kindle versions are also available. [\[Flyer\]](#)
3. Fellowship-wide calls with live speaker shares use the U.S. call-in phone number: 1-605-472-5540, access code: 617093#. International phone numbers (and online access) are available at debtorsanonymous.org/call-in-access. The Online Meeting ID is darecovery1. Let members know to mark their calendars for these upcoming events:
 - 2021-2022 Fellowship-wide Calls to be announced!
4. The 2022 World Service Conference will be in London. The London Host Committee encourages groups to start saving money for their GSR/ISR to attend [\[Flyer\]](#)[\[Video\]](#)
5. Seeking member recovery stories for the D.A. Basic Text. We also request that anyone who submitted their story before January 1, 2021 to please resubmit their story to basictextstories@debtorsanonymous.org [\[Flyer\]](#)
6. Seeking member written submissions for the D.A. Daily Reader Book [\[Flyer\]](#)
7. Seeking member stories for the “D.A. Voices from the Black Community” pamphlet [\[Flyer\]](#)
8. Consider serving at the World Level of D.A. as a General Service Board Trustee or recommend a member for service to one of the four (4) GSB positions currently open, as well as multiple Appointed Committee Member and Project Contributor positions. Visit www.debtorsanonymous.org/service
9. Make temporary updates to your meeting listing on the world D.A. website. Temporary updates—teleconference or video conference numbers, meeting closures, meeting contact info—will appear in red on your meeting listing and will revert back to the original listing upon request after your meeting starts up in person: www.debtorsanonymous.org/temp-meeting-update
10. D.A. pamphlets are available—individually and bundled together—on Kindle! Visit debtorsanonymous.org/ebooks
11. Please encourage D.A. members at meetings to subscribe to eNews to receive all D.A. announcements!
 - Members can subscribe at debtorsanonymous.org/enews
 - U.S. members can sign up by texting DARECOVERY to 22828 [\[Flyer\]](#)
12. Share your story in Ways & Means—the recovery magazine of D.A.—or share an article about service in The D.A. Focus newsletter. Members can learn more and read past issues at debtorsanonymous.org/share
13. If it fits in your spending plan, please increase your 7th Tradition contributions to support the Fellowship! Meetings and members can donate at debtorsanonymous.org/contribute. Meetings and members can contribute directly to the John H. Scholarship Fund at <https://debtorsanonymous.org/contribute-scholarship>.

**For more announcements,
visit www.debtorsanonymous.org/announcements.**