

theDAfocus

Spring 2024

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Nobody Reads the *Focus*.

This edition of our service newsletter looks a little different. The GSB Technology and Communications Committee has simplified things. This helps our workload. The *Focus* can still be downloaded from the usual place on the website and printed out for your meeting. Contemporary D.A. hearsay is that nobody reads the *Focus* so I may be speaking into the void but my name is Josie P. I am a debtor and have the privilege and wonder of serving as the Chair of the GSB until the next World Service Conference in Ottawa in August 2024.

If you do read the *Focus*, you have a treat in store. The amount of work the committees of the World Service Conference and the General Service Board have accomplished or developed a little further, in the six months since the Conference in Newark, is quite something.

Committees initiate work, as well as pick up and carry on the work of previous years. WSC Literature very often continues the work already in the pipeline but this year, because A.A. gave us permission to change the Twelve Steps and Twelve Traditions, that Committee was tasked with developing the gender neutral language that the GSB might ballot the fellowship with. Hopefully your group will be discussing this and voting before the ballot ends on May 9th 2024. We really value your contribution to this most important of potential changes.

The tireless WSC Literature Committee held a Fellowship Wide call two weeks ago on the topic. Three hours of sharing and discussion about what a Higher Power means to members was inspiring. This year we have a GSR from Japan who taught me that the Higher Power does not have a gender in Japan and never has. I truly felt the sense of a worldwide fellowship as they were speaking. There is a translation team beginning in Japan so there will be some D.A. literature that has a non gendered Higher Power, whatever the outcome of the vote for the English language edition.

The process of renewing our database of meetings in order to make sure we get an accurate ballot has been exacting and time consuming. We thank you for your patience with the process. The heavy lifting for the Ad Hoc committee of the Board and the GSO has now ended and the outside vendor who is managing the voting process has taken over. Reminders to vote will be coming to all group contacts in March and April from that company.

The meeting list is now live and as we come across glitches, GSB Technology and Communications and our webmaster are working on them. If something doesn't look right with your meeting then please do contact the Office.

We are really pleased to have an up-to-date list of live meetings. Our fellowship's meeting list hasn't been this clean for a long time and now that we have current group contacts, we can also test the pilot programme of early motions for the World Service Conference.

In June, two months before the date for Ottawa, we will publish the motions that have been made by WSC Committees and accepted by the Chair on behalf of the Conference. More details on these and how to give your opinion on the motions to your GSR or ISR will come nearer the time.

Last but not least, the GSB has seen an increase in the number of debtors coming forward and applying to be Class A trustees on the Board. This is heartwarming. We have welcomed two new members, and one returning member, who has come back to serve a second three year term. We recently held a 'Meet the GSB' event in Los Angeles to coincide with our winter face-to-face meeting, and we were thrilled to meet some of the Project Contributors in person who we have been working with remotely.

We still need Class B non-debtor members of the GSB. The Bees, as they are affectionately known, often bring a knowledge of the way A.A. does things, and, as that fellowship is so much larger and more experienced than us, we humbly welcome this input.

The A and B designations are, we discover, legal categories attached to fiduciary responsibilities; the Bees are full members of the GSB and very, very welcome.

I hope you enjoy this service newsletter.

Josie P.
Chair, GSB

General Service Board (GSB) Mid-Year 2023-24 Reports

GSB Communications and Technology Committee - 2023-24 Mid-Year Report

CommTech Members:

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

MISSION:

The Communications and Technology Committee 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 recordings of speaker shares from those events available as free podcasts, and manages the content of the D.A. website. CommTech designs and distributes eNews announcements to the D.A. mailing list (members may sign up at debtorsanonymous.org/eNews).

They are also charged with recommending, implementing, and overseeing the use of technology in conducting the administrative business of D.A., 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.

2023/4 ACTIVITIES:

This conference year we have been focussing 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 and Voting, especially with tracking which groups had not reregistered and attempting to communicate with them
- Our PC has been working on organizing our digital archives
- Supervising the production of Ways and Means, which is being produced by WSC FCC
- Producing the DA Focus, Mid-Year Reports edition

GSB Conference Support Committee - Mid-Year Report 2023-24

The Conference Support Committee (CSC) is busy working to provide the Fellowship with the most informative World Service Conference ever.

The committee is made up of Michalene R. (chair), Karma K. (liaison to WSC Conference Committee and the 2025 Host Committee) and Roger H. (Liaison to 2024 Host Committee and CSC secretary).

Background

With guidance from the WSC conference committee, CSC works on negotiations with the host sites, assists the host committees, and prepares all the documents for the conference from registration to the electronic binder. The committee works with two conference Host Committees each year (current and following year) to assist them with setting up their committees, answering questions and providing support where desired.

Current Events

This committee has been working with the Ottawa Host Committee as they prepare for hosting the 2024 World Service Conference. In addition, we provided support to the 2025 Host Committee who had to withdraw their bid due to unforeseen circumstances. Therefore, it falls on the CSC to request bids from the Fellowship for alternative sites and perform the activities that are usually performed by the WSC committee on a shortened timespan to ensure we have a site for 2025 to announce in August. We work with the WSC Conference committee on evaluating any bids we receive.

Additionally, we are working on updating the registration package, preparing to receive John H applications and coordinate with the Host Committee to select those who are awarded scholarships, work with the hotel to ensure that conference rooms are configured correctly, that meals are at appropriate times and that the conference schedule is finalized before the binder is made. We schedule GSR training and also coordinate the Mentor program. We also coordinate all the documents for the electronic binder. All in all, a full plate of activities to complete so the Conference goes on without a hitch (or at least without too many).

GSB Finance Committee - Mid-Year Report 2023-24

As always, Finance has had a busy first six months. The committee is made up of four trustees. Michalene R. is chair and treasurer, Matthew E. is assistant treasurer, Josie P. as Board Chair and Gill B., our former ACM, now Board member has been (gratefully) retained by the committee. The committee meets monthly remotely with additional conversations as needed.

Extensive training has been on-going between the treasurer and alternate treasurer to prepare for the next fiscal year.

In addition, the new presentation of the spending plan is proving to be beneficial in tracking income and expenses more accurately.

Legal Committee Separation

At the beginning of the year, Legal was meeting with the Finance committee. Due to the workload for the Legal committee, it was split off in November.

The numbers:

Income is at 89% of projected while expenditures are 81% of budgeted amount. The end of December Net Operating number is positive at \$12,464.89. Anticipated sales of two audiobooks in the second six months of the fiscal year are expected to bring the profits closer to the projected amount for the fiscal year.

Expenditures were lower in part due to lower than budgeted expenses for the Board due to rooming and other credits from the World Service Conference which were able to reduce funds

needed for Board room nights. In addition, the use of a temporary employee at the office until a permanent part time person could be hired resulted in savings.

The Finance committee will be working on the 2024/2025 spending plan during the next few months and preparing for the report to the conference as well as regular duties.

GSB Legal Mid-Year Report 2023-24

The GSB Legal Committee:

The members of the Committee are Josie P (Chair), Roger H. (Vice-Chair) Michalene R and Gill B. (secretary). With two trustees rotating in August 2024, during the second half of our year we plan to make sure the Board is well prepared, and continuity is maintained.

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 contract issues. Recently this has also included oversight of Data Protection issues.

Legal Affairs ensures that the governing documents of D.A. (Articles of Incorporation and GSB Bylaws) are in compliance with New York State Not-For-Profit Corporation Law and are internally consistent with each other.

In 2022/23 with a small number of Trustees, the Legal Committee was joined to Finance and anything urgent was dealt with there. With more trustees coming forward this year we have been able to give the Committee back its autonomy and have been working at establishing up to date files and records for all our legal responsibilities as well as looking at what legal documents need to be updated or modified.

During the process of re-registration, we helped the GSB's Ad Hoc Committee to employ a Data Protection specialist to look at our proposed work, and update us on what was needed. As a consequence, the Chair of Legal has been named as the data protection contact person should any issues arise. Their email is legal@debtorsanonymous.org

GSB Literature Publications Committee with the Literature Translation and Licensing Committee Mid-Year Report 2023-24

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., Rody D. (Project Contributor), Darrell G. (Project Contributor) and Rob B. (Secretary). There are four D.A. members serving on LitServ, with Rob. B. as the liaison. Bliss (Project Contributor) is the Chair of this subcommittee working with these other Project Contributors: Jill W, and Brendan O. LitServ has finished their review of the *Meditation* book (working title) 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.

The *Meditation* book is now in the copyediting stage and will proceed to layout design later this spring. A short list of possible titles is now under consideration.

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 will be available in the near future as 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 is being 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 six 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 *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 undergoing layout design. They have started on the *Debtors Anonymous Twelve Step Study Guide* 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 are 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 mid-year 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.

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

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

Indeed, protecting the intellectual property of D.A. literature, which is copyrighted by the Fellowship, is of utmost importance. LTL can offer valuable guidance on the translation process, including the necessary steps for publication such as obtaining an ISBN, considering print-on-demand options, and other relevant factors. We are grateful for the contributions of numerous members who assist in various aspects of the translation process, including proofreading, verification, layout, design, and ensuring adherence to the Traditions and

Concepts. Their dedication and efforts make it possible to create meaningful and accessible literature for our community.

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

GSB Nominations, Procedures, and Long-Range Planning Committee - Mid-Year Report 2023-24

Rob B., Chair, Roger H., Secretary, Josie P.

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 has been updated. Contact is established with all members who have expressed interest at some point, as well as potential Class B trustee applicants.

The GSB welcomed three new Class A trustees in 2023. We continue recording applicant interviews, so the full GSB has access to interviews, and continue to use the GSB Class A trustee and ACM applicant credit card questionnaire.

Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB currently has two Class A (debtor) and three Class B (non-debtor) trustee openings. We anticipate additional Class A and 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>

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/>

GSB International / Public Information Committee Mid-term Report 2023-24

The GSB International/PI Committee consists of Alex A (Chair), Matthew E (Secretary) and Chris B. We have a PC – Laura L.

The GSB International Committee works closely with the WSC International Committee, WSC Public Information Committee, HIP and the UUOC.

This year we have supported the PI Committee to attend the Judges Conference in Austin, Texas and our PC held a media training for the DA fellowship. We have also started work on a social media policy and will be supporting the WSC Committees above with a number of projects later this year.

GSB Office Audit Committee Mid-Year Report 2023-24

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

The following are what the Office/Audit Committee has been working on:

After it was announced at the 2023 WSC that AA had given DA permission to revise the 12 and 12 wording of he and him to God, and Tradition 2 wording, the project of making sure we had a group conscience of the fellowship through current registered meetings was commenced. Teresa, along with a subcommittee of GSB members worked tirelessly to create a registration form, get meetings to register or re-register their meetings, verify the registration information, and update the registration database.

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 had been working as a temp. for several months.

Office/Audit only had 1 Issue and Concern that it was tasked with responding to and all 3 committee members as well as the GSO Office Manager agreed with how to answer.

Procedure and personnel manuals continue to be updated, and this year we have movement on the task of vetting new CPA's for D.A.'s annual review.

We are hoping to be able to build out a coffee bar with a working sink so that the staff does not have to wash dishes in the bathroom sink and can readily have access to hot water for coffee or tea. Luckily, we had funds that we had not used from prior years that was slated for a possible move that the GSB voted to use for this.

Since the IOC is no longer a committee, the task of managing the phone volunteers is now in the hands of the Office Committee. We look forward to updating the current phone volunteer procedures in hopes that we can make the process more efficient.

The DA physical Archives live at the DA GSO and therefore it has been determined that the Archiving process falls under the Office Committee. After a trip to the AA main office, we are even more aware of what a daunting task the Archiving process is and will be creating a spending plan for the GSB to consider a paid worker for this task.

WSC 2023-24 Mid-Year Committee Reports

WSC BDA Committee Mid-Year Report 2023-24

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

The committee held elections to fill the following positions:

Chair: Marie H.

Vice Chair: Rick L.

Tech Support: Michelle L.

Treasurer: Els V.

Secretary: Toni T.

Time Keepers: Els V. and Rick L.

GSB Liaison: Michalene R.

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

- Reviewed the Issue and Concern and sent our response to the GSB via our liaison Michalene.
 - Continued to work on the backlog of pamphlet and literature outlines so they can be sent to the Literature Committee for review. We are currently working on the BDA Numbers outline similar to the DA Numbers One Approach
 - Planned and completed a Fellowship-wide call on January 14th with the following agenda:
 - Fellowship wide call Jan 14, 2024 on the Topic of BDA Committee – What’s Going On?
 - Introduction of WSC BDA Committee members for 2023-2024
 - Update on activities of the WSC BDA committee in 2022-2024
 - 4 pamphlet outlines for possible future literature for BDA sent last year to the Literature Com
 - 2 more outlines to be sent this year on the topics of BDA Numbers
 - How to share your BDA stories with the Fellowship through submission for a BDA book of stories.
 - To submit a story for the BDA book, please download and fill out the release form and email it with your story to office@debtorsanonymous.org
 - Time for asking general questions on how the WSC BDA committee can best serve the BDA Fellowship will follow the presentations.
 - The information we gathered from the Fellowship-wide call, will help us plan other calls or workshops for outreach as well as other forms of communication to the BDA community throughout the DA structure.
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WSC Conference Committee Mid-Year Report 2023-24

Committee Officers

- Chair: Sarah B
- Vice Chair: Ragna
- Secretary: McCreedy B
- Technology Lead: Deneise R

Committee Members

- Kerstin H
- Helen O
- Howie S
- Trudy F
- Karma (Board Liaison)

Active Committees

1. Conference Location Subcommittee (Chair: Deniese)
2. John H Review Subcommittee (Chair: Trudy + Kerstin, Karma)
3. Mentoring Subcommittee (Chair: Sarah + Trudy, Karma)
4. Outreach Subcommittee (Chair: McCreedy + Howie, Ragna, Kerstin)

Early Motions

None Currently

Draft Motions

**note these are in process and have not been passed by the Committee at this time*

1. **DRAFT MOTION:** The World Service Conference Committee proposes that the Chair, Vice Chair, Treasurer and Secretary of the host committee for a World Service Conference shall not serve as a GSR or ISR during the year leading up to and the year of the World Service Conference of which they are hosting.
2. **DRAFT MOTION:** The CC moves that the WSC make tech training available on the first day of the WSC at a time after the registration that is easy to attend. It is important for GSRs and ISRs to understand how to use the technology DA uses, in order to work effectively nationally and internationally and to be able to pass on the work to the following years service holders. Background: GSRs and ISRs often don't understand the value of the training and don't attend it. It is not until after GSRs and ISRs take up their service and communicate via the google platform, that they realize the need to understand how to use this tool efficiently.

Recommendations Being Worked On This Year

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

2. **Recommendation 2:** The Underserved, Under-represented Outreach Committee recommends that the WSC Conference Committee a) *Revise the allocation of John H Scholarship funds to enable representatives with the greatest need, specifically from underserved and underrepresented groups, to attend the WSC, and b) to liaise with the International Committee and UUOC when determining the new criteria.*
3. **Recommendation 3:** The International Committee recommends that the Conference Committee come forward with a motion to change Chapter Five, Section F. of the Debtors Anonymous Manual For Service (DAMS) – Who may attend World Service Conference Committee Meetings as follows: *When a returning General Service Representative (GSR) or Intergroup Service Representative (ISR) is unable to physically attend the WSC, the GSR or ISR may participate as a voting member of a WSC committee during the conference year that follows, provided that it is the same committee for which they served in the previous conference year.*

Upcoming Discussion/New Business

1. Update to Charter to Allow for other Conference Location options that are not in-person-Check in to get thoughts from committee members on whether they'd like to bring another motion to this year's conference. International Committee is willing to do much of the work in drafting this motion for our review, if we are willing to consider bringing it to the conference this year.
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WSC Fellowship Communications Committee – FCC Mid-Year Report 2023-24

The members of the FCC are:

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 is Rob B.

The projects being worked on are:

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

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

The FCC acquired this project in the year 2023-24 and a very enthusiastic team has taken on the significant task of curating and editing this online magazine. The objective is to have its first issue available in March 2024.

The WAM sub-committee meets monthly to discuss and formulate a plan to execute such a publication. WAM has been tasked with creating a newsletter from scratch. By Nov 2023, roles were devised for each committee member, content was being created, stories from members were being sought out and announcements were being made at homegroups to contribute to the new publication.

As the end of 2023 was coming close, it became clear that the release of a Jan 1 issue needed to be revisited. At present, the first newsletter is in its final review with the WAM subcommittee and will soon move up to the FCC chair and the GSB for last looks. It's the intention of the WAM sub-committee to have its first issue available for March 1, 2024.

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

Promise 6-day - Team Maitreya B & Ken H

"Isolation will give way to fellowship- faith will replace fear" This is an annual event, approved by the 2019 World Service Conference, that takes place on the 4th Saturday in April. This year it will take place on April 27th, 2024. On this day members are encouraged to participate in fellowship and to break out of isolation which can be a big part of the disease of debting.

Founders Day

As a possible new project- this would be integrated with the Promise 6 Subcommittee to create and evolve. It is our intention to have a motion presented at the next WSC to officially introduce Founder's day as a new event to be celebrated yearly.

Website Committee & Caucus Report Project- Team Graham O, Geraldine Mc

This project involves creating a section on the DA website where committees and caucuses would post their monthly updates. The purpose of this is to increase visibility and clarity of communication amongst committees and members, to foster collaboration, and to prevent duplication of effort. This would involve the use of a web-based tool that would enable reports to be uploaded to the website and then be immediately accessible from a main menu selection titled 'WSC Committee Reports and Projects'. Each committee would have a tab with a separate webpage. This project involves collaboration with the Tech Committee and GSB Comm Tech to determine an outline solution with associated costs.

A proposal was created and reviewed by the FCC and then presented to our GSB liaison in early December. It may well be sensible for this FCC subcommittee to join the next GSB CommTech meeting to discuss the best way forward:

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.

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.

Instagram: We are part of the 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 will be accomplished with the following:

- Help Ways & Means (WAM) reach a wider audience within the Fellowship making use of quotes already approved.
- It will 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.

Finally, I want to say, 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.

WSC HIP (Hospitals, Institutions, & Prisons) Mid-Year Report 2023-24

Subcommittees:

- Ways & Means - Kathryn
 - Assembling articles for Ways & Means
 - AA Outreach - Mary, Kathryn, Cecilia
 - Cecilia and Kathryn provided updates
 - HIP Awareness Day - Robin working on flyer
 - Outreach - Nina, Nancy
 - Communication in process between Nina & Nancy
 - Nina working on outreach in faith communities and NC
 - Nancy 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
-

WSC International Committee Mid-Year Report 2023-24

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 first three months of the conference year, five members resigned from their roles as GSR and left the committee. The current 8 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 Alex A. is from the UK. As a result we cover 17 hours of time difference in our monthly business meeting.

Because of the early reduction of members the committee re-allocated resources and sized down from initially four sub-committees to two sub-committees, called “New emerging countries” and “Pipeline”. In addition an ad-hoc committee has just been formed to work on a Fellowship-wide call.

The main focus of the International Committee for the conference year 23/24 is to highlight the international 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 aims for an integration of existing initiatives rather than starting plenty of new projects. Therefore the committee and its individual members foster 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 are involved in sub-committees with CC and FCC such as the John H. Scholarship sub-committee and the Instagram Subcommittee. There has also been active collaboration already with UUOC, TechCom, the Intergroup caucus and LitCom.

The following projects of the International Committee are currently work in progress:

- DA international phone line - In collaboration with TechCom a new vendor has been explored and a pilot with a few hours per week in a limited number of locations is in planning.
- Starting a Fellowship-wide call series “Celebrating the wealth of DA” - the committee agreed on hosting the first two calls, starting at the end of April with the topic “Celebrating International Outreach: The DA Marathon - Around the World in 24 Hours.” Speakers are lined up to share on the efforts, challenges, and successes that have come about as a result of the DA Marathon. The intention is to share the amazing reach the DA marathon had on the world-wide fellowship. Also, a dialogue should be started with the call regarding how D.A. can resume hosting the Marathon in a sustainable way. The long-term goal is to open this series to all WSC committees. As a concept these calls should be informative on the one hand but also open a forum for connecting DA members worldwide and offering opportunities to everyone who is willing to do service on a fellowship wide level.
- Early motion to change the definition of “Intergroup” - Some members of the committee currently work on filing an early motion in order to change the definition of the Intergroup structure to allow more flexible criteria for onsite and virtual groups to build an intergroup of their own choice. Collaboration with the Intergroup caucus is happening on this matter.
- Outreach to international fellowships in Japan, EMEA, India and Russia has happened in order to gather insights on their activities and needs. Reports to the International Committee will follow at the next business meetings.
- Collaboration with UUOC on a survey of underrepresented members and groups in DA has been started.

WSC INTGP Intergroup Caucus Mid-Year Report 2023-24

A motion was made to accept the revision of the IG Caucus’s survey Question #1 as put forward by the IG Question #1 subcommittee. Then send the revised survey to the GSB for approval.

Current wording of Q#1:

Should the definition of a Regional Intergroup include: Only regional (geographic) groups that have at least some face-to-face presence, OR should it include some phone and video only groups as well?

Proposed new wording of Q#1:

Should the definition of an Intergroup include regional (geographic) groups that have at least some face-to-face presence, and phone and virtual groups?

Discussion was had. The group voted on the motion and the motion passed.

Create Subcommittees IE: Survey, Intergroup DAMS Links, Web Content, Definition of Intergroup

Definition of an Intergroup - Domingo

WSC Literature Committee Mid-Year Report 2023-24

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

Mid-Year Report Lit Com 2023-2024 Deborah O. Chair of Litcom

For information for upcoming 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/>

Thank you to the efforts made by the GSB to implement a new meetings database.
Here are the subcommittees.

1. BDA Literature

- a. Preparing BDA Outlines to present to Litcom for discussion and approval to move forward to the GSB.

2. Black Voices

- a. Calling for and collecting stories from D.A./B.D.A. Members.
- b. Stories may be written or shared audibly on a recording.
- c. **Email:** blackvoicespamphlet@debtorsanonymous.org
- d. **Flyer:** [Black Voices Call for Submission](#)

3. Gender Neutral language

- a. Fellowship Ballot: Re-Registration Campaign; help to have all meetings updated in a new database
 - *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 and him 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..*
- b. Fellowship-wide call gender-neutral language in D.A. literature on **Feb. 17, 2024 at 1PM Eastern**
 - c. **Go to <https://debtorsanonymous.org/fellowship-votes-2024/>**
4. **If You've Lost Everything - Finding Financial Serenity in Troubled Times**
- a. *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."*
 - b. Continuing to collaborate with PI.
 - c. Getting outline ready to discuss at Litcom.
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.
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. Continue collecting stories: 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. Email: retirementvoices@debtorsanonymous.org
 - e. **Flyer:**[Retirement Voices Call for Submissions](#)
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 D.A. 12 & 12 & 12.*
 - b. *Collaborating with members from UUOC*

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. Begin with current materials and outlines from SSEC. Joint effort with members from Litcom and SSEC.

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. workshops.

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. Continue collaborating with PI.
- c. Getting outline ready to discuss at Litcom.

11. Visibility & Vulnerability Pamphlet

- a. Concept was approved in 2020
- b. It was approved, they got an outline done but it was sent to LitPub because we need a succinct outline for a writer
- c. NOT vulnerable communities: It's about people afraid of being visible
Possibly: Rename to "Healing from Hiding" or From "Hiding to Healing"
- d. Waiting to hear from LitPub what we need to do and what document to work with.

ALL: Literature Visibility: Continue to announce updates, progress, FW calls

- Ways & Means is periodical for WSC Committees to communicate with the Fellowship. Deb is giving an interview with Taylor from the Fellowship Communications Committee.
 - Work with Will M. for posts on the new D.A. Instagram account
 - Celebrating DA lit call recording.
 - Safety Guidelines FW call and to remind groups to read as format
 - Remind about Lit Sub Hub: Literature submissions webpage
-

WSC Public Information Mid-Year Report 2023-24

Mission: The Public Information Committee interfaces with the media, helping professionals and the general public in person, on the telephone and through written information.

Goals: Reach young people, help start new meetings, spread the word about DA to the media, other anonymous groups, etc.

Activities to date August 2023 - December 2023:

- Contacted SAMHSA (Substance Abuse and Mental Health Services Administration), a nationwide organization, during National Suicide Prevention month to offer D.A. information for their use as a resource. SAMHSA is only interested in Substance Abuse at this time.
 - In Brazil : Holding D.A. Public Information workshops, spreading word of Debtors Anonymous to other 12 Step Groups, working on using Instagram/Facebook, sharing about D.A. with the A.A. Veterans, sponsoring D.A. workshops on The Traditions (64 people at the first PI Workshop).
 - Attended the National Conference of Bankruptcy Judges held October 11-14 in Austin, Texas which is the largest gathering of insolvency professionals in the U.S. We handed out D.A. Literature and shared our experience with D.A. recovery with many judges, court workers, attorneys and parties involved with restructuring after bankruptcies. We had much positive feedback.
 - In England: Attended the APPG on 12 Step Recovery and Spirituality at the House of Commons Westminster, London. Debtors Anonymous literature has been distributed at Festivals in the Midlands in England.
 - Obtained contact information of TV and radio stations that provide free exposure for nonprofit organizations. Researched methods used by nonprofits and putting together a proposal to take to WSC for advice and guidance. Supported Fellowship Wide Webinar, Media Contact Training, to be held on February 10, 2024.
 - Interfaced with the Instagram subcommittee to discuss offering Ways and Means using Instagram. More research is needed.
 - Contacted jails to offer D.A. meetings and discussed background checks, type and length of meetings and possibility of availability of literature. Spoke at A.A. Day of Service and other workshops representing Debtors Anonymous. A member has a link to D.A. published on their church website under their Wellness Ministry. Liaised with the Literature Committee regarding Young People's Pamphlet.
 - Interfaced with the NY Intergroup to update them on PI Committee matters and will submit monthly reports.
-

WSC Spiritually Sustainable Earning Caucus Mid-Year Report 2023-24

Caucus Members:

Geraldine H (Chair), Kerstin H, (Vice Chair), Alex (GSB Liaison), Angela, Beni K, Mark M,(Tech) Michael S (Recording Secretary), Trudie F.

The SSEC has had an active and productive year. Our work is inspired by the 4 Spiritually Sustainable Earning meetings this Caucus helped create in 2020-2021 that are now thriving with enthusiastic attendance. There is now a 5th Spiritually Sustainable Earning meeting in South Africa providing greater participation of speakers from around the world.

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

Fellowship-Wide Calls

The subcommittee will hold a FWC on Spiritually Sustainable Earning later on this year.

Income Generation

This Subcommittee is continuing to develop the Draft pamphlet concerning Income Generating Actions and Ideas in order to inspire members to earn in a spiritually sustainable manner. We are hoping to develop this as a pamphlet in cooperation with LitCom.

We are using the approved V & V SubCom outline proposal as a guideline. We are also awaiting guidance from the Lit Com chair, Deborah O., who will be attending a future SSE Caucus meeting.

Signposts and Tools(Meeting Format)

This subcommittee intends to work on updating the meeting script to include the Signposts and Tools for GSB approval.

Lit Comm and SSE

This newly formed subcommittee is working on the Spiritually Sustainable Earnings Pamphlet which incorporates the Earning Pamphlet. This will include the Signposts and Tools. We are awaiting clarification from GSB liaison as to the status of the Earning Pamphlet.

WSC TechCom Mid-Year Report 2023-24

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 is an exciting year for the Technology Committee.

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 also provided tech assistance and knowledge to International Committee to help evaluate 24-hour phone line technical feasibility.

Subcommittee Updates:

Tools & Training:

The tech and tools group held a **support session** on Nov 19, 2023 for all committee/caucus tech liaisons. It was organized and attended by Peter, Megan and Mark, with about 15 attendees present. Format was a slide show (in Google Drive) with questions. One-on-one support was offered, and individual sessions were scheduled with Mark for Jan & Feb. Tech Com continues to encourage all WSC attendees to use the Google platform and Drive for archiving and committee/caucus accessibility, and are considering another training in the Spring.

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 has reviewed and concluded that the best place to start would be to look at the homepage and

navigation. Most people come to the site to find a meeting, and of course there will be newcomers looking for ways to get started. So the goal and what we are working towards is to make this journey as straightforward as possible.

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.

Joint Subcommittee Updates

Instagram:

One member (Megan) joined the FCC, International & PI Instagram subcommittee to provide tech support to the Instagram initiative. We are in preliminary phases but our committee is ready and willing to provide our own technical knowledge where needed.

GSB:

- Two members continued the final testing for online **Numbers: One Approach**. One has **finished** the Excel version, so it is now ready for release, barring approval by GSB. Google Sheets version has had a few snags that have required some testing and copying by Greg, so it continues to be worked on. We are also in talks with GSB of a BDA Adaptation of *The Numbers: One Approach*.
- Multiple members assisted GSB in contacting unregistered groups, and Pete and others were able to contact **52** groups who did not know (either without a GSR etc) to register in advance of the Dec 31 deadline.

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. It was reported that Toll Free numbers are only toll free in the country that issues the toll free number. Our current toll free provider (Grasshopper) for the United States and Canada does not provide toll free numbers for any other country. A search for a new provider was undertaken and one such provider was located that offered 120+ minutes per month for US/Canada (\$9/mo) and the United Kingdom (\$19/mo). A sample “start small and ramp up” method of kicking off and then growing each country was presented at the end of the report. So, Yes, the 24 hour hotline is feasible from a technological and commercial perspective. The report was very well received.
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WSC UUOC Mid-Year Report 2023-24

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 is 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 have established five subcommittees: Accommodations and Outreach to the Differently-abled including Seniors and Other Outreach, Board Diversity, Survey, Voices of Women 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 is hosting a fellowship-wide call titled “**Gender Identity and Debt: Experience, Strength, & Hope**” in late March of this year. If you are reading this after that date, look for the recording under the 2023–2024 conference year here: <https://debtorsanonymous.org/podcasts>*

Subcommittees Updates:

Accommodations and Outreach: Differently-abled including Seniors and Other Outreach

This subcommittee is focused on outreach to underserved and under-represented populations and locations. In some states 211 and United Way have D.A. info and the General Service Office registers annually. In coordination with Public Information, this subcommittee is looking into other states as well as suicide and crisis hotlines.

Board Diversity

This subcommittee has created a flyer to encourage BIPOC debtors to apply to be trustees. Subcommittee members have been making announcements at meetings communicating the need for trustees in general and the importance of diverse representation on the Board in particular.

Cross-talk, Uncomfortable Conversations and Unintended Consequences

This subcommittee is examining the importance of including cross-talk guidelines in meeting scripts in order to create safe environments for all debtors. We see this as especially important in light of minorities being censured in meetings using Tradition 10.

Gender Identity & Debt

This subcommittee created a motion for a pamphlet on Gender Identity and Debt which was approved by LitCom. LitCom will submit this as an early motion for the Conference this summer.

This subcommittee also held a Gender Identity Roundtable to gather input on the pamphlet from gender expansive debtors and is conducting a Fellowship-wide Call on Gender Identity & Debt to be held in March of this year.

Survey

Following its recommendation at the 2023 World Service Conference, the UUOC has presented a proposal to the Board to conduct a Fellowship-wide Survey in order to better understand the Fellowship and its members. The Board is expected to review the motion at their February face-to-face meeting.

Voices of Women

This subcommittee created and submitted an early-decision motion for the creation of a book: Voices of Women. The motion went to the Literature Committee, but it did not pass.

It was suggested that this subcommittee propose a pamphlet instead that will be part of the "Voices Series." The original motion will be revised to propose the creation of that pamphlet.

This subcommittee is also looking into the possibility of a fellowship-wide call for Voices of Women, which will provide more information on how to move forward with the motion.

Joint Subcommittee Updates:

These are highlights of the reports from our joint subcommittees as these subcommittee reports will likely be included in other Committee Mid-Year reports.

John H. Scholarship and Fundraising Education

The goal of this subcommittee is to revise/create new guidelines for the allocation of the John H. scholarship. The Group has been reviewing the existing guidelines line-by-line.

Traditionally, the first scholarship has gone to the applicant with the greatest need and the subcommittee is looking at exactly what “greatest need” means as well as how this might apply to underserved and under-represented populations and locations.

Funding for the scholarship is a key issue.

Spirituality Pamphlet

This subcommittee is working on updating and revising the Debtors Anonymous Spirituality Pamphlet. We delved into the literature and were amazed at the level of understanding and wonderful insights already contained in the existing pamphlet.

To further broaden our understanding and wording we are reaching out to members of our expanding D.A. Fellowship within Eastern countries (e.g. Japan and India). This is exciting work and we are grateful for all the support.
