

3rd Quarter 2019

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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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DEBTORS ANONYMOUS 2020 IDEAL SPENDING PLAN *A Vision of What Could be Done with Abundant Resources*

One of the recommendations from the Resource Development Committee from the 2018 World Service Conference was the development of an Ideal Spending Plan for the Fellowship. The General Service Board Finance Committee has taken on that challenge and is presenting this plan to the Fellowship as a whole to show you what could be done if abundant resources were available.

People Power

More important than anything else for carrying the message to the still-suffering debtor is the need for Fellowship participation. In checking the records of the Board, there has not been a full number of Board members on the Board ever, as far as the records have shown. The highest number of Trustees has been 13 and there have never been two years in a row with 13 Trustees. Currently the Board has 12 Trustees: seven Class A debtor Trustees and five Class B non-debtor Trustees. As the Board changes, these numbers could be higher or lower by the time that the 2019-2020 Conference is held. Appointed Committee members (or ACMs) are also always needed to support the work of the Board committees. The more members of a committee, the more work that can get done.

In 2018 the Board developed a new service position. That position is called Project Contributor. In our busy world of commitments and assignments, it is often difficult to dedicate the kind of time required to be a Trustee or ACM. The Project Contributor takes a project or part of a project and helps the GSB Committees bring them to fruition. For example, the Information Technology Committee currently has a Project Contributor who is making the website more functional. This is a passion for this person and a skill that is brought to us as a very short term assignment. It can be a one and done.

Information on providing service to the Fellowship as a whole through one of these positions can be found at <https://www.debtorsanonymous.org/fellowship-services/service-opportunities/>.

Financial Resources – The Concept of the Finance Committee

In creating the Ideal Spending plan, the Finance Committee took the following concepts into account:

- What does the Board see as the highest priority needs of the Fellowship over the next 3 to 5 years?
- Growth in Debtors Anonymous will increase more rapidly with more visibility of the program (Public Information outreach and cooperation with

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Debtors Anonymous Ideal Spending Plan

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professionals would increase). The number of meetings would increase, both face-to-face and electronic.

- The resources that the Fellowship has been asking for (i.e., translations, more literature, etc).
- In an ideal world we would have a full Board of 15 members to coordinate the work.
- In an ideal world we would have other volunteers as ACMs and Project Contributors who would be participating in the fulfilment of the needs of the Fellowship.
- With adequate resources the Board would become more of a strategic Board, coordinating the work of the Fellowship, and less of a working Board doing the actual physical work. Resources would be adequate to allow for hiring translators, web services, and other important needs of the Fellowship.

Finally, with the assistance of the Conference Support Committee, we determined what it would be like to have a Conference where every D.A. group around the world was represented. We could use donations to send a General Service Representative from every group and an Intergroup service representative from every Intergroup worldwide. Making decisions with a fully-informed conscience of the entire Fellowship insures that the message of Debtors Anonymous is clear throughout the world and that we are serving the still-suffering debtor to the best of our ability. So we put together a separate Ideal Spending Plan for a World Service Conference completely paid for by donations.

This separate Ideal Spending Plan was also inspired by another factor. The Host Committee received 28 applications for John H. scholarships from five different countries this year. The total need was in the range of \$33,000. However, we had a little over \$7,300 in donations to work with. This resulted in only 11 of the 28 applicants being funded. This is the lowest number of scholarships awarded in the last four years, but the need, with five foreign counties represented, was the highest. It is important for the Fellowship to know what would be the ideal if everyone could meet for a true World Service Conference.

The Ideal Spending Plan

Debtors Anonymous General Service Board, Inc.

Draft FY 20 Ideal Spending Plan

	Ideal FY 20 Income & Spending Plan (12 Months)	Comments	FY 20 Income & Spending Plan As Completed
Income			
Billable Expense Income			
Literature Sales			
Audio Visual			
Books	\$ 75,000.00		\$ 45,000.00
Electronic 12 x 12 x 12 book	\$ 10,000.00		\$ 6,000.00
Print on Demand Books	\$ 5,000.00		\$ 2,000.00
Pamphlets	\$ 50,000.00		\$ 46,000.00
Alternate Format Literature	\$ 5,000.00		
Licensing Fees	\$ 10,000.00		
PSA Sales (at cost)	\$ 100.00		\$ 100.00
Shipping	\$ 13,000.00		\$ 13,000.00
Total Literature Sales	\$ 168,100.00		\$ 112,100.00

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Debtors Anonymous Ideal Spending Plan

	Ideal FY 20 Income & Spending Plan (12 Months)	Comments	FY 20 Income & Spending Plan As Completed
Income (continued)			
Member Contributions			
Groups	\$ 143,000.00		\$ 55,000.00
Individuals	\$ 200,000.00		\$ 80,000.00
Total Member Contributions	\$ 343,000.00		\$ 135,000.00
Miscellaneous Income			
Interest	\$ 1,000.00		\$ 700.00
Total Income	\$ 512,100.00		\$ 247,800.00
Costs of Goods Sold			
Audio Visual Duplication / PSA Duplication	\$ 100.00	PAS's as needed	\$ 100.00
Book Production and Printing	\$ 10,000.00		\$ 10,000.00
Inventory Shrinkage	\$ 100.00		\$ 100.00
Pamphlet Production and Printing Production Costs	\$ 18,100.00		\$ 15,000.00
\$20,000 for professional writing/editing and first printing of three new pamphlets (Relapse & Recovery, Couples & D.A., Retirement & Aging Solvently) — including additional funding for professional writing, editing, proofreading, and printing of the Step Study Guide and D.A. Basic Text (Literature Publications Committee)	\$ 20,000.00		
Shipping & Postage	\$ 13,000.00		\$ 13,000.00
Shipping Supplies	\$ 2,000.00		\$ 500.00
Literature Formatting	\$ 25,000.00		
Translation Services	\$ 20,000.00		\$ 4,000.00
Total Cost of Goods Sold	\$ 108,200.00		\$ 42,700.00
Gross Profit	\$ 403,900.00		\$ 205,100.00
Expenses			
Archives Expense (Archivist to travel to work on Archives) \$1,500.00 per year x 5 years = \$7,500.00	\$ 1,500.00		\$ 200.00
Bank Charges	\$ 500.00		\$ 500.00
Board Related Expenses			
Lodging (Winter and Conf. Face to Face)	\$ 20,000.00		\$ 10,000.00
Per Diem & Meals	\$ 12,000.00		\$ 8,000.00
Car rental	\$ 1,000.00		\$ 500.00
Registration			

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Debtors Anonymous Ideal Spending Plan

	Ideal FY 20 Income & Spending Plan (12 Months)	Comments	FY 20 Income & Spending Plan As Completed
Board Related Expenses <i>(continued)</i>			
Translation equipment for f2f	\$ 2,000.00		
<i>Other Board Related Expenses</i>			
Discretionary / Outreach / Other	\$ 9,000.00		\$ 2,000.00
Liaison visit to GSO	\$ 3,000.00		\$ 3,000.00
International Trustee travel	\$ 4,000.00		
P.I. Support at GSB level (distribution of PSA's, Correspondence with Professional Organizations)	\$ 5,000.00		
GSB Bankruptcy judges	\$ 6,000.00		
GSB travel for Fellowship, Share-a-Days	\$ 20,000.00		\$ 6,000.00
Travel (other)	\$ 17,000.00		
International Support (travel expense) to attend International meetings — \$5000.00 per year x 5 years = \$25,000.00	\$ 5,000.00		
Prudent Reserve Replacement			\$ 10,000.00
Total Board Related Expenses	\$ 104,000.00		\$ 39,500.00
Bookkeeping, Accounting, & Legal			
Bookkeeping Services	\$ 6,000.00		\$ 14,000.00
CPA – Tax and Review Services	\$ 4,500.00		\$ 4,000.00
Web Related Services	\$ 13,000.00		\$ 1,800.00
Kindle Formatting	\$ 800.00		\$ 800.00
Legal Services	\$ 4,000.00		\$ 2,000.00
Total Bookkeeping, Accounting, & Legal	\$ 28,300.00		\$ 22,600.00
Depreciation & Amortization	\$ 500.00		\$ 500.00
Dues & subscriptions	\$ 300.00		\$ 100.00
Insurance	\$ 2,500.00		\$ 2,200.00
Internet	\$ 1,000.00		\$ 1,000.00
Licenses, Permits & Regulatory Fees	\$ 500.00		\$ 500.00
Office Expense			\$ 1,000.00
Special Worker – Sponsor-A-Group support	\$ 600.00		
Fellowship Mailing from the Board		As needed	
Office Equipment (\$1,000.00 x 5 years = \$5,000.00)	\$ 1,000.00		
Office Supplies GSO	\$ 5,000.00		\$ 4,500.00
Office / General Administrative Expenses			

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Debtors Anonymous Ideal Spending Plan

	Ideal FY 20 Income & Spending Plan (12 Months)	Comments	FY 20 Income & Spending Plan As Completed
Office Related Expenses <i>(continued)</i>			
Payroll			
Salary & Hourly Wages	\$ 170,000.00		\$ 76,000.00
Taxes – Soc Sec Medicare Futa Suta	\$ 17,000.00		\$ 6,350.00
Total Payroll	\$ 187,000.00		\$ 82,350.00
Payroll Service Fees	\$ 1,400.00		\$ 1,400.00
Rent & Real Estate Taxes	\$ 25,000.00		\$ 16,000.00
Utilities	\$ 1,300.00		\$ 1,300.00
Temporary Labor	\$ 1,500.00		\$ 1,000.00
Total Office Related Expenses	\$ 221,200.00		\$ 106,550.00
Office Move Reserve			
Moving Expense to new headquarters for 3 years (to be held in BoA Reserve Account) \$4,000.00 per year x 3 years = \$12,000.00	\$ 4,000.00	X 3 years	\$ 2,000.00
GSO relocation planning and expenses (including site selection visits, meetings with local intergroups, etc.)	\$ 4,000.00	X 2 years	\$ 3,000.00
Office Expense—both computers will probably have to be replaced when we move—but a number of things could be needed \$1,000 per year x 5 years = \$5,000.00	\$ 1,000.00	X 5 years	
Postage	\$ 1,000.00		\$ 1,000.00
Subscriptions (Adobe, Office 365)	\$ 3,000.00		
Printing and Copying	\$ 2,000.00		\$ 1,000.00
PI Outreach Expense	\$ 5,000.00		\$ 2,000.00
National PSA Placement \$5,000.00 for the placement for 2 years, TBD which years	\$ 5,000.00	X 2 years	
Additional \$1,000.00 for follow-up literature and unexpected contingencies (\$500.00 per year)	\$ 500.00		
Telecommunications	\$ 4,000.00		\$ 3,300.00
Trademark Registration and Renewal	\$ 4,500.00	D.A., BDA, and Debtors Anonymous	
WSC Committee and Caucus Expense			\$ 5,300.00
Caucus and Committee funds (\$200.00 per Committee and \$5,000.00 pool fund for 5 years)	\$ 8,000.00		
Total Expenses	\$ 403,900.00		\$ 191,250.00
Net Operating Income			\$ 13,850.00

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Debtors Anonymous Ideal Spending Plan

An Ideal Spending Plan for the World Service Conference

WSC Income		
World Service Conference Income (Donations*)	\$ 872,400.00	
Total WSC Income	\$ 0	
Total Other Income	\$ 872,400.00	
Conference Expenses		
WSC Expenses		
John H. Paid Expenses		Not Needed
Board World Service Conference Expenses		
WSC Board Lodging	\$ 8,000.00	
WSC Board Per Diem & Meals	\$ 400.00	
WSC Board Car Rental	\$ 1,000.00	
WSC Board Registration	N/A	
WSC Board Travel	\$ 13,000.00	
500 GSRs to WSC funded by donations from the Fellowship		
Registration	\$ 350,000.00	
Travel	\$ 175,000.00	
Lodging	\$ 325,000.00	
Total WSC Expenses	\$ 872,400.00	
Net Other	\$ 0	

* Donations would cover registration, meals, travel, and lodging for 500 GSR/IRSs
Additional Per Diem to be provided by the groups/Intergroups

Some Details of the Plan

In developing the plan, the Board looked at the General Service Office and determined what might be needed to truly be responsive to the Fellowship. A new location could include a meeting room that could be used by a local group or by the Board when it came to visit the office. There would be a room for the archives to be set up and historical information to be displayed for members to review. The office would house three full-time personnel. This would ensure that literature could be processed quickly and donations sent promptly to the bank. Professional staff could handle many of the functions currently taken on by Board members including coordinating translations with professional reviewers and working with members on Public Information and professional community projects. This would increase the efficiency of completing the strategic goals of the Fellowship because the mission of those employees would encompass the goals.

More emphasis was placed on funding projects of World Service Committees. Although there is plenty of room to increase that funding, a beginning was made with this plan. The funding of a two-year national Public Information campaign would target public service announcements around the country with information on Debtors Anonymous. Note however that the need for Public Information outreach outside of the United States is also needed and those needs would have to be addressed over time. Staffing at the office could also be used to determine how to carry the message best in different countries and languages. Staff would develop Public Information campaigns to be implemented by the Committees of the Board and the Conference.

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Debtors Anonymous Ideal Spending Plan

("Ideal Spending Plan" continued)

Another emphasis in this plan is the ability for the Fellowship to see Board members and discuss their issues one on one with the Board members. Intergroups and groups would be able to invite Board members to participate in conferences and Share-a-Days because funding would be available to get Trustees to the locations. International events would be included in this spending plan to ensure that all D.A. members can have their voice heard.

In addition, literature formats for all types of people would be completed. This would include audio and braille, as well as large print and other formats needed for individual members.

And finally, the concept of a fully attended World Service Conference was estimated to determine what kind of donations would be needed to fund such an event. Note that this would not completely free the groups from supporting their GSR or ISR. However, the concept is that donations would cover room, board, registration, and travel for up to 500 GSRs/ISRs and Board members. Board members would come from at least four or five different countries. A fully informed group conscience would be available for the Fellowship as a whole.

Conclusion

Bill W. in his writings on the 7th Tradition stated that passing the hat was where spirituality and money mixed. These days, we could add it's the click of an electronic transfer too. The services requested by the Fellowship are more abundant and the Fellowship prospers when every D.A. member expresses their gratitude to the program through the 7th Tradition. The Fellowship would grow because of the members who were willing to do service at all levels to carry the message to the still-suffering debtor and those who minister to them. In fact, the message of this exercise is that an Ideal Spending plan is not that far from where we are today. There will be an open session before the World Service Conference on August where the Ideal Spending Plan will be presented and discussed.

General Service Board Committee Reports

GSB Audit and Legal Committee

The Audit and Legal committee are made up of two trustees. Michalene R. serves as Chair and JoAnne Mc. serves as secretary. This is the first year for the combination of the Audit Committee and Legal Committee into one joint committee. Both members of the Committee agree that this merger has worked out very well and is a more efficient use of Board Member allocation, as both have a limited scope of work which can be handled together efficiently.

During the 2018-2019 Conference Year, the Audit and Legal Committee completed the following items:

- Finalized Safety Guidelines service piece for the Fellowship
- Finalized Board Policy on Trustee Personal Conduct
- Worked with Finance Committee on completing annual Financial Review

- Reviewed all current Board policies for accuracy
- Registered new D.A. pamphlet for copyright protection
- Determined new bookmark could use copyright mark from 12 Steps booklet where materials first originated.
- Prepared requests for Board approvals of the use of D.A. materials for use within the Fellowship. Provided written permission to D.A. groups who received permission to use copyright or trademark materials
- Started a spreadsheet to track all requests for use of copyright and trademark materials.
- Updated and combined Composition, Scope, and Procedure Guidelines
- Updated Legal Handbook
- Worked with Alcoholics Anonymous to define the use of their service materials and how Debtors Anonymous members

can utilize individual copies from their site without any permission needed. A single copy can be downloaded by any D.A. member or group for use within D.A. by just noting the change in Fellowship. However, we cannot use them in writing.

- Worked with Finance and Office to implement suggestions from the annual review by the outside CPA.

The Audit and Legal Committee is grateful for this year of service to the Fellowship and looks forward to continuing the work of Debtors Anonymous.

Recommendations to the next Committee:

- Continue to update all the GSB policy documents to be accurate and doable.

In Service,
Michalene and Jo

General Service Board Committee Reports

GSB Communications Committee (Com Com)

The Communications Committee (ComCom) of the GSB oversees the creation and online publication of the quarterly magazine *Ways & Means* and the quarterly newsletter *The DA Focus*. It also supervises and coordinates distribution of other information and announcements through D.A.'s eNews. In addition, the Committee is responsible for all content on the Debtors Anonymous website.

This past Conference year the Committee consisted of chair Bill D., secretary Tom B., Dayton L., Sarah V., and PC Sherri H.

Projects and Topics Addressed during the Conference Year:

- For the past eighteen months, ComCom has regularly published both *Ways & Means* and *DA Focus* quarterly. WSC Business Debtors Anonymous Committee, Spiritually Sustainable Earning Caucus, and the Intergroup Caucus have curated issues of *Ways & Means*, bringing a much wider understanding of the function of WSC to the Fellowship at large. ComCom also added an Announcement Corner to the publications, helping GSRs, ISRs, and Fellows at large to be able to keep abreast of events.
- At the request of the Fellowship, ComCom added a podcasts page to the website. The page has proved very popular to the Fellowship, bringing the voices of D.A. members to places where face-to-face meetings are challenging to find. ComCom is also looking for other social media sites to contain its ever-growing library.
- Sending out eNews communications as requested by GSB and WSC Committees and adding those events and flyers to the website.
- Printed paper copies of *Ways*

& *Means* for distribution to all 2018 WSC attendees and provided copies for the European Convention as well.

- Revamped and distributed Fellowship-wide call instructions and scripts
- Standardized the process for collecting Assignment of Rights for Fellowship-wide calls.
- Created a Task Manager position to facilitate the flow between eNews, website changes, and publication announcements
- Accepted the application of a Project Contributor to write a Committee Handbook

Recommendations to the incoming Committee:

1. Draft a Committee Handbook.
2. Maintain regular schedule for publishing the magazine and newsletter.

Respectfully submitted,
The members of the 2018-2019
Communications Committee

GSB Conference Support Committee (CSC)

Tom B. (Chair), Sarah V. (Secretary),
Michalene R., Bob D.
Craig L. (Project Contributor)

The Conference Support Committee acts in an advisory capacity to make recommendations to the GSB regarding the production of the D.A. World Service Conference (WSC), including site selection, lodging and meals, and local host committee relations.

As the GSB approved the new service position of Project Contributor, CSC asked Craig L. to apply for the position. Having served as Chair of back-to-back World Service Conferences in the Dallas area, Craig came on as a consultant for the 2019 WSC. He also provided input to revise the Host Committee Handbook, a project that the CSC took on this year.

Currently the Host Committee Handbook is 199 pages long.

Revisions to be implemented include the following:

1. To create a numbered outline throughout the handbook for easy reference.
2. To have less of a focus on updating the Handbook and more of a focus on helping volunteers new to service understand the basics of the World Service Conference, as well as helping the Host Committee produce a successful WSC.
3. To add an Action Checklist and Timeline at the end of each section.
4. To streamline the Master Timeline to include only activities that should be addressed by the Host Committee-at-large from their perspective, moving details about the work of specific subcommittees to the subcommittee section.
5. To add sections for the Executive Committee and each subcommittee with a comprehensive and detailed guide to the duties for which each is responsible.
6. To organize the subcommittees into four groups, combine subcommittees where possible, and have one subcommittee chair in each group volunteer to assume responsibility for subcommittees without a chair. Currently the conceived groupings are Customer Service group, Financial Planning group, Logistical Planning group, and Activity Planning group.
7. To add a FAQ section for all considerations outside the scope of actionable tasks.
8. To incorporate the recommendations from the past three Host Committees.

An outline has been created, and the Conference Support Committee is seeking a Project Contributor with experience writing manuals to finish the draft.

One of the most remarkable aspects about working with Los Angeles for the 2019 World Service Conference has been the abundance of service.

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General Service Board Committee Reports

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They have chairs or co-chairs for 17 subcommittees with more than 100 volunteers, plus more than 88 speaking slots during the Fellowship Day workshops. They've raised \$2,778.35 from their fundraisers—a comedy show, a talent show, and an Abun-Dance. These extra funds will go to feed their volunteers and provide parking. Rob B. has done an outstanding job as Host Committee Chair. Class B Trustee Bob D will serve as GSB liaison during the Conference and will manage any delegate concerns regarding meals, lodging, room temperature, etc. Thanks to the previous Conference Support Committee for negotiating reasonable rates with the hotel for rooms and meals keeping in line with previous years' costs despite the fact that the 2019 WSC will be within the Los Angeles city limits.

There was no site selected for 2020 at the 2018 WSC, so the Conference gave permission for the GSB and the Conference Committee to select a city. Only one bid was received. Luckily it was a great bid from the New York Intergroup with Maureen as Host Committee Chair. Their logo and theme "Trusting our Traditions" has already been approved, and they are in the process of selecting venues for the GSB to review and approve. Sarah V. is their GSB liaison, and since she's nearby in Philly she's been able to attend their face-to-face meetings. We are looking forward to the 2020 World Service Conference in the New York region.

As of this writing, we are planning to go forward with a Remote Trial Participation. This has been in the works for several years, but this is the first year there has been interest from GSRs outside the U.S. in attending the World Service Conference virtually via group conferencing technology as a Remote Trial Participant. They will have full delegate voting privileges and will be able to join a Committee and

possibly Caucus roster of their choice to participate throughout the 2019-20 term.

Our main recommendation to next year's CSC is to finish implementing the proposed revisions to the Host Committee Handbook.

Thank you for reading our report, and we look forward to seeing some of you at the 2019 WSC!

GSB Finance Committee

This year's Committee members were: Tom R., Chair; Josie OP, Secretary, Michalene R., and Jackie D., Appointed Committee Member.

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, and making recommendations on revenue, expenses, pricing, and cost of goods sold. The Committee meets monthly via conference call and in person at the two annual face-to-face meetings. It provides quarterly reports for *DA Focus*.

The Committee:

- Forwarded a motion to the Board to define and establish a prudent reserve of nine months operating expenses. The motion was approved. The current balance in the prudent reserve is over six months' operating expenses. The Finance Committee periodically assesses the balance in the main checking account and will make recommendations on transferring funds into the prudent reserve until the nine-month goal is reached.
- Prepared the Income and Spending Plan for FY 2019-2020.
- Prepared an Ideal Spending Plan. An eNews announcement was sent out to the Fellowship asking for input and suggestions for items to be included in an Ideal Spending Plan. Many suggestions

were received and compiled by the Finance Committee. The Ideal Spending Plan will be presented and discussed during the 2019 World Service Conference.

- Budgeted a line item in the Income and Spending Plan, which was approved by the GSB to "Kindleize" our literature to sell on Amazon.
- Reviewed and forwarded to the GSB the Year End Contribution Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Continues to monitor income and spending, online contributions, and the prudent reserve monthly.
- Developed action items for the committee to work on throughout the year, including improving our processes regarding our literature inventory, and educating the Fellowship on our finances, the deficit, and the importance of contributions.

Recommendations for next year's committee:

1. That the GSB Finance Committee continue to assess the balance in the main checking account and make recommendations to the Board about transferring funds into the prudent reserve until the nine-month goal is reached.
2. That the GSB Finance Committee review and change the Treasurer's Manual in the D.A. Manual for Service to accommodate international transactions.
3. That the GSB Finance Committee continue to monitor actual income and expenses against the approved Income and Spending Plan.
4. That the GSB Finance Committee through its board liaison continue working closely with the WSC Resource Development Committee.
5. That the GSB Finance Committee continue developing and tracking

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General Service Board Committee Reports

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action items throughout the year.

Thank you for allowing us to serve you. Respectfully submitted, Tom R., Chair-GSB Finance Committee

GSB Information Technology (Info Tech)

The GSB Information Technology Committee, also known as InfoTech, is charged with recommending, implementing, and overseeing the use of technology in support of the D.A. Fellowship and in conducting the administrative business of D.A.

InfoTech oversees the creation, maintenance, and enhancement of the D.A. website; monitors and administers the database of D.A. meetings; supports other GSB committees in their consideration and deployment of electronic tools and media; and plans for future technology needs of the Fellowship and the GSO.

This past conference year, the Committee consisted of chair Bill D., secretary Jo Mc., and Tom B. Additionally, Bill D. served as the GSB Liaison to the WSC Technology Committee.

Projects and Topics Addressed During the Conference Year

Online Contributions on the D.A. Website. The Information Technology Committee served as the lead GSB committee for this important initiative. For this project, the committee:

- After in-depth testing, launched the Debit-Card Only (DCO) function during the WSC in Minneapolis.
- Ensured that messages received from DCO protect the anonymity of the contributor.
- Added links to the DCO page on other pages of the website.
- Reported the monthly online contributions total to GSB Finance Committee and WSC Resource Development Committee.

The page only accepts contributions made with debit cards from U.S.-

based financial institutions, as the system does not accommodate non-U.S. cards. However, InfoTech and GSB Finance have also introduced a third-party vendor solution that allows international members using English pounds, European Union Euros, and Australian dollars to make direct contributions.

Continued build-out and adoption of the board's online shared file repository.

- Created visual trainings for both the GSB's "online shared file repository" and the "virtual storage platform."

Numerous updates to the D.A. website, including:

- Ongoing updating of the Events page
- Periodic updating of the WSC page
- Posting of the thirty-second versions of the D.A. Whiteboard Video in English and Spanish
- Enhancements to various other pages, as requested by other GSB committees
- General updating of the site to increase compliance to the D.A. style guide
- Finding a Project Contributor who is currently revising the website to make the home page more editable and the website itself more user-friendly.
- Addition of the Sponsor-A-Group webpage.
- Reformatting of the Resources for Meetings and Groups webpage.
- Created the Podcast page and made it possible to upload larger file podcasts.
- Created the "Announcements for Meetings" webpage and consistently updated the information.

Electronic Publishing

- Assisted GSB Literature Publications in publishing *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous* and *A Currency of Hope*

Hope in downloadable electronic versions.

- Published *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous* and *A Currency of Hope* in Print-on-Demand (POD) form.
- Published ten essential D.A. pamphlets in Spanish for electronic download

Encrypted list of usernames and passwords

- Maintains an encrypted list of usernames and passwords for all website accounts maintained by individual GSB trustees and the GSO.

WSC Committee/Caucus virtual storage platform

- Created a virtual filing system for archiving and storage of all WSC reports and supporting documents.

Created a submissions page on the website for the Daily Meditation Reader

Key Future Initiatives and Projects

- Investigate audio versions of *A Currency of Hope* and *The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous*
- Provide support to WSC Lit Com and GSB Lit Pub in their efforts to publish a Daily Meditation Reader
- Initiate development of DCO online store for literature purchasing on the D.A. website
- Support the publication of international literature
- Organize content on podcast page and review the suggestions given to us by WSC Committees.

Respectfully submitted,

The 2018-2019 GSB Information Technology Committee

GSB International Committee

I am Dayton L., Class A Trustee and Chair of the General Service Board (GSB) International Committee. Also

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General Service Board Committee Reports

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serving on the Committee are Josie P, a Class A Trustee from the European Region, and Christine S, an Appointed Committee Member, from New York.

Last year the Board formed a new GSB committee called Literature, Translations, and Licensing (LTL). The LTL now handles all submitted translations previously processed by the International Committee.

So, what does our International committee do now? We have spent some of this year regrouping. We rewrote our Composition, Scope and Procedures while continuing to respond to non-US D.A. members, groups, and Intergroups who requested support.

By reaching out to known contacts, we were able to find out what support was available to isolated, individual D.A. members. We found D.A. groups or Intergroups which could give them support closer to home that they might not have been aware of.

The International Committee also initiated a discussion with the GSB on the use of debit and credit cards in non-US countries. It had come to our attention that some members were using credit cards because that was the only form of payment that was accepted. We asked was that debting or not?

We followed through on that discussion and created a survey about debit and credit card usage worldwide. We especially wanted to hear from non-US D.A. members, from those who regularly travel between countries, and any members who engage in transactions world-wide. We thank those who responded.

The survey was sent to all 6,578 D.A. members who subscribe to eNews on June 2, 2019. By June 15 we had 84 responses from members in 15 countries including Turkey, Australia, France, Italy, New Zealand, the UK, Ireland, Germany, Mexico, Belgium, Canada, Sweden, Spain,

Japan, and the US.

We will run the survey until July 17. Early responses show that some members are able to use debit cards freely for all kinds of services worldwide. Some note that online companies do not accept debit cards and will accept only credit cards. Some reported that their banks treat debit cards like credit cards and charge fees accordingly. And in some countries, cash is not accepted as payment and cards must be used.

We have also begun to look at the structure of D.A. outside the USA and how D.A. Groups might financially support their Regional as well as Country Intergroups. The work is ongoing.

We had a hard-working, dedicated International Committee this past Conference year. I am proud to say that it could not have been staffed by more business-minded and supportive persons.

Looking to the future, we will continue to help the still-suffering debtor in non-US countries.

Thank you.

GSB Literature Publications (Lit Pub)

The GSB Literature Publications Committee (Lit Pub) is responsible for the creation, publication, revision, and reprinting of D.A. literature, including books, pamphlets and other items such as bookmarks and newcomer packets.

This has been a very exciting time for literature development in D.A., as several projects are coming to fruition. The GSB Literature Publications Committee has also been actively working on the development and production of several new literature projects.

The "The Twelve Promises of Debtors Anonymous" is a new pamphlet approved in 2018 and will be

available for purchase as our newest piece of literature.

The Literature Services Committee develops each piece of literature by selecting writers and editing various drafts. The six members of the committee selected writers for the Basic Text of D.A. as well as the Step Study Guides for D.A. and BDA. The committee will also look for writers for other WSC Conference-approved writing projects once the WSC Literature Committee approves the outlines. Two pamphlets approved for publication are "Couples and D.A." and "Relapse and Recovery."

The Literature Services Committee recently completed review of the first draft of the Step Study Guides for D.A. and BDA. This draft, along with comments and editorial suggestions, was forwarded to WSC Literature Committee and the WSC BDA. Committee for their review and feedback. It will then go back to the writer, who will submit a second draft. Literature Services Committee continues to review chapters submitted by the writer of the Basic Text and is also collecting and reviewing submissions to be considered for inclusion in the "Member Stories" section of the Basic Text. Literature Services is also responsible for the development, writing, and editing of service literature.

A member of GSB Literature Publications also serves as the GSB liaison to the WSC Literature Committee and helps facilitate the development of a concept for a piece of literature through the literature approval process. The WSC Literature Committee is currently working on several projects including the Daily Meditation Book, the two new pamphlets described above, and development of an outline for a service piece of literature on underserved and underrepresented members. This service piece will replace the
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“Diversity Pamphlet,” which was approved by the Convocation in Dallas in 2017. The WSC voted to approve changing this pamphlet to service literature in 2018. Several members of the 2018-2019 WSC Literature Committee will remain in service as Project Contributors for the Meditation Book project in order to keep the momentum for publication of this book going forward.

Additionally, a member of the GSB Literature Publications Committee serves as the GSB liaison to the WSC Business Debtors Anonymous Committee. The BDA Committee continues to address the needs of D.A. members who have business concerns and are in the process of assessing the need to continue with production of several pieces of literature specific to BDA. The BDA Committee has also hosted several Fellowship-wide calls over the 2018-2019 WSC year, and they curated an issue of *Ways & Means* in 2019.

The Literature Publications Committee continues to explore and implement options for electronic literature such as eBooks. D.A.’s *Twelve Steps, Twelve Traditions, and Twelve Concepts* and *Currency of Hope*, 2ed. are now both available for purchase as downloads. There is also an opportunity for members in several countries to purchase both books in a “print-on-demand” option, which we hope will provide quicker access to the literature and lower shipping costs for those members.

Additionally, with the help of the GSB Information Technology (Info Tech) Committee, the GSB International Committee, and the GSB Literature Translations and Licensing Committees (LTL), translations in Spanish and other languages are becoming available. Spanish translations of ten essential pamphlets are now available for purchase as an electronic download.

Lit Pub continues to work with the GSB, LTL, and GSB and WSC International Committees to address the needs of members requesting literature translations and access to our literature. Our goal is to provide access in formats for all members, including plans for audio books and Braille versions in the future.

GSB Literature Translation and Licensing Committee

The LTL Committee comes to the end of its first full year with a sense that, building on the work of other committees of the Board, we have begun to make the distribution of translated Conference Approved Literature more of a reality. We still have a way to go, but our achievements this year give us a sense of hope.

Last week the GSB approved a license for D.A. service bodies outside the USA to print and distribute literature. We are taking it now to DA’s intellectual property attorneys to check over. We feel confident that we will have a working license ready to go when a registered service body asks us for one.

Although there are long-standing Intergroups around the world, one of the questions we have is what happens to a license and literature files if an Intergroup goes dormant for lack of service? It happens.

We recommend to the next LTL committee that they work towards executing that license with the right service body outside the USA and that they continue to ensure a consistent translation process for D.A. Intergroups around the world.

This past year we have had direct contact with D.A. members in many countries in Europe and South America and learned a lot about how literature is purchased and/or translated for the D.A. community. With the help of the GSB Communications Committee, we have been able to get pamphlets published in Spanish on Kindle.

In the upcoming year, we hope to launch a new translations page on the D.A. website that will more simply describe our process for getting literature from the volunteer translators, through verification, and then available to the Debtors Anonymous community. LTL is also working with Communications on expanding the D.A. website to include information in other languages beside English and Spanish.

We are hoping that members will feel called to serve on the LTL committee as an ACM perhaps, or Project Contributor. There are plenty of interesting projects to be worked on and information to be gathered so that we can get as much literature translated as possible. Anyone interested in serving with us in this way would be of great value, but being bi-lingual, or having expertise in translation would be a bonus.

GSB Long Range Planning Committee (LRPC)

The Long-Range Planning Committee facilitates the GSB’s long-term efforts to carry the message of recovery to suffering compulsive debtors around the world. It develops strategies and action plans to help D.A. remain a prosperous, effective Fellowship so that D.A. can fulfill its primary purpose. It works though the GSB to help all levels of D.A.—the GSB, the GSO, the World Service Conference, and the Fellowship—plan and work to establish a strong foundation for the future of D.A.

Members of LRPC serve as GSB liaisons to the Intergroup Caucus (IGC) and Spiritually Sustainable Earning Caucus (SSEC). LRPC reviewed and approved the Intergroup Handbook this Conference year.

LRPC has been in the process of creating a new prospective 5-year plan for D.A. We have looked at the previous 5-year plan created in 2009,

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have gleaned some “lessons learned,” and are excited to have a fresh “look” forward. Creation of this new 5-year plan was one of the main projects of LRPC over this past conference year.

To this end, LRPC’s ACM, Bob R., developed a research tool to assess the needs of the Fellowship. Interviews were conducted by members of LRPC and the results are being evaluated. LRPC will present a report of the findings and members of the committee are in the process of preparing the prospective 5-Year Plan.

LRPC also plans and conducts four “Ask-the-GSB” phone forums during each conference year. In October 2018, we conducted a call to recap the 2018 WSC in Minneapolis. We followed with calls on December 16, 2019, on “Literature and Literature Translations Update;” March 24, 2019, on the topic of “Service;” and on June 9, 2019, on “D.A.’s Finances.”

The Long-Range Planning Committee and the GSB also hosted a series of four calls on the Twelve Traditions of Debtors Anonymous. There were three speakers on each call who shared on their experience, strength, and hope regarding using the Traditions in working with others in their recovery.

The speaker portion of each call, is recorded and there is also time reserved for those attending to ask questions or make comments. These calls provide an opportunity to hear the experience, strength, and hope of other members and to deepen our D.A. experience.

The LRPC is also responsible for choosing the location of the GSB winter face-to-face meeting and for arranging the “Meet Your GSB” event. Because of the desire to contain expenses, the GSB Winter face-to-face meetings have not occurred for the past two years. LRPC is also responsible for updating and making arrangements to publish the Debtors Anonymous

Manual for Service (DAMS) before the WSC each year.

Recommendations for 2019-2020 LRPC:

- Review the Long-Range Planning Handbook and Composition, Scope and Procedures (CSP) yearly, and update as needed.
- Complete the prospective 5-year plan for D.A. and generate a list of actions to address concerns identified from this year’s research.
- Assess ways to encourage service within the Fellowship.
- Assess ways to provide support for sponsors and sponsorship in DA; consider sponsorship as a long-range issue.
- Continue to host Ask-the-GSB calls and add additional calls on other D.A. recovery topics, based on the needs and requests from the Fellowship.

GSB Nomination Committee (Nom Com)

The Nominations Committee is concerned primarily with identifying, developing, and nominating potential trustee candidates to the D.A. GSB. The committee maintains a “watch list” of candidates who may be interested in GSB or ACM service.

Among the activities worked on by the Nominations Committee:

- Potential candidates for Trustee were notified to determine interest in general service at the Board or ACM level
- Watch list indicating interest was updated following those contacts
- Composition, Scope and Practice was updated
- Committee interviewed candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB added two Class A and one Class B Trustees over the past year.
- Implemented new service opportunity of “Project Contributor”

and welcomed several members in that role in various capacities

- Addressed an issue in the Bylaws concerning rotation of service of outgoing and incoming Board members and modified a section at 3.1 regarding Trustee representation from a “class or region.”
- Addressed an issue in the Bylaws regarding designating one Class A trustee slot to be a “Trustee-at-Large,” which would not be subject to regional limits. This motion was passed by the GSB and there is now one Class A Trustee-at-Large slot.
- Discussed and presented proposals to modify some aspects of ACM service; got accurate dates of service for all current ACMs
- Worked on Board Development Topics for WSC in August 2019.

Recommendations for 2019-2020 Nominations Committee:

- Update the Trustee Manual and refine the watch list, after contacting people on the list and/or communicating with them at the Conference.
- Continue to look for ways and opportunities to encourage members to consider service as part of their recovery.
- Continue to develop and implement concept of “Project Contributor”
- Coordinate with Nom Com and the Secretary, so that the most recent Bylaws, the Trustee Manual, and the rosters of former Trustees and ACMs are easily available.

Respectfully submitted,

2018-2019 Nominations Committee

GSB Office Committee

The General Service Board Office Committee is made up of three trustees. Michalene R. serves as chair and liaison to the General Service Office and the Internal Operations Committee. Susan A. serves as

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secretary, and Bob D. also serves the committee. All three members have been very active with what is happening at the office, and all three have been to the office sometime during this conference year. In addition, the full committee has met with the IOC on their calls several times and have worked together to accomplish several goals.

One of the main accomplishments was the hiring of a 20 hour per week part time employee. Marcy has helped Allan keep the mail answered, the literature sent out quickly, and donation receipts going out as quickly as possible. In addition, the following projects have been completed or are in progress:

- Completion of IOC initiative to update the office by painting;
- Purchase and construction of shelving units and moving literature off the floor and onto shelving;
- Purchase of a new copier/printer/scanner/fax to improve efficiency for the office;
- Addition of an extra hard drive on the manager's computer along with a Google drive developed to ensure that in the event of the office computer going down, the work of the office will be protected by the placement of the material on Google Drive;
- De-cluttering of the office and either filing, archiving or disposing of materials according to the Board-approved retention schedule;
- Asking the Finance Committee to begin a prudent reserve for a possible office move in 2022. Working with IOC on possible locations and estimating appropriate space needs in the event of a move;
- Responding to inquiries from the Office Manager, members of the Fellowship and others on matters affecting D.A.; and
- Worked on updating of office procedure manuals.

The Office Committee would like to formally thank the IOC for their dedication with only two members and their ability to keep the GSB Office Committee committed to tasks we could complete to improve office efficiency for the Fellowship.

Recommendations: the current committee recommends the following for the incoming GSB Office Committee:

- Continue to propose prudent reserves toward an office move on an annual basis
- Work with IOC to develop potential sites for the office and to develop a set of criteria for office space needs.
- Make a spending plan for an office move that includes:
 - Determining what materials and furniture will need to move (to determine moving costs)
 - Determining what materials and furniture will need to be replaced
 - Determine costs for potential personnel transfer
- Bring recommendations to the Board on potential sites.
- Work with office manager to continue efficiency measures for the office.
- Continue working on manuals for office procedures and policies

In Service,

Michalene, Susan and Bob

GSB Public Information Committee (GSB-PI)

This year's committee members were Tom R., Chair; Josie OP, Secretary; Jo Mc.; 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 follows the Traditions.

The Committee meets monthly via conference call and in person at the two annual face-to-face meetings. It provides quarterly reports for *The DA Focus*.

The Committee:

- Worked directly with the company which produced the original D.A. whiteboard video to edit the video to a thirty second version in English and a thirty second version in Spanish, which can be distributed to television stations to air as a Public Service Announcement. The full seventy-five second version is still available on the D.A. website (as the Welcome Video) as well as the thirty second versions. The new thirty second videos were forwarded to the GSB Communications Committee to post on the D.A. website and the D.A. YouTube channel.
- Arranged to have all the D.A. Public Service Announcements copied to USB drives for distribution to all attendees at the 2019 World Service Conference, with an invitation to distribute the videos to local TV and radio stations.
- Media Contact Training was held on October 13, 2018, by a Fellowship-wide call conducted by our Appointed Committee Member. The training was well attended, particularly by members of the WSC Public Information Committee.
- In partnership with the WSC Public Information Committee completed edits to grammar and punctuation to the 12 Sign Posts posters. The complete edited document was posted on the D.A. website for free download to the Fellowship.
- In partnership with the WSC Public Information Committee and the WSC International Committee has reviewed the draft pamphlet,

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“Problems with Money and Debt? D.A. Can Help.” The draft pamphlet has been referred to the GSB Literature Publications Committee for the formal approval process.

- Reviewed and made revisions to the Public Information Manual.
- Reviewed and made revisions to the DAMS.

Recommendations for next year’s

committee:

1. That the GSB Public Information Committee continue to schedule Fellowship-wide calls on Media Contact Training at least once a year.
2. That the GSB Public Information Committee through its Board Liaison continue working closely with the WSC Public Information Committee.

3. That the GSB Public Information Committee brainstorm innovative ways to carry the message of Debtors Anonymous and reach as many people as possible.

Thank you for allowing us to serve you. Respectfully submitted,

Tom R., Chair—GSB Public Information Committee

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WSC Business Debtors Anonymous Committee (BDA)

The 2018-2019 BDA Committee served from August 2018-July 2019. We were a strong and focused committee, building on the great work of previous BDA committees over the past years.

The BDA Committee had four objectives this past year:

1. Collect BDA stories to create BDA-specific literature
2. Create fellowship-wide conference calls to carry the BDA message
3. Address an Issue and Concern requesting a Numbers pamphlet for BDA members
4. Produce a public service announcement targeting business owners

This year the Committee members included Ed K., vice chair; Bob D., board liaison; Juhli, treasurer; and Michelle, secretary; as well as Diana G., Amina Z., Susan, Carol M., and Roslyn R., who led subcommittees and substantially contributed to the Committee’s accomplishments,

1. BDA STORIES

Throughout the year, the BDA story subcommittee collected BDA stories from members to create a collection of stories for publication. The BDA story subcommittee created a 16-question interview template to make it easy for members to draft

their story. From the template, the subcommittee also offered to write members’ stories from the answers to the questions. A flyer was created and sent out into the DA community to encourage members to submit their stories. (The subcommittee also created an email address for these submissions.) The subcommittee gathered seven stories, along with pictures related to the author’s vision to pair with the stories. These stories were used in the first edition of the *Ways and Means* magazine for 2019, which was entirely BDA-focused.

2. FELLOWSHIP-WIDE CONFERENCE CALLS

The 2018-19 BDA Committee planned and hosted three strong and well-attended Fellowship-wide calls that were made available on the D.A. website. With the help of the PI Committee, all three calls are available on the Debtors Anonymous podcast page. The calls featured three speakers (including some international members) during the recorded portion of the call, with additional time after the recording for members on the call to share. The calls were as follows:

- **Call #1:** “A Spiritual Approach to Growing Your Business: BDA Tools 7, 8 and 9”
- **Call #2:** “A Spiritual Approach to Growing Your Business: BDA Tools 10, 11 and 12”
- **Call #3:** “A Spiritual Approach

to Growing Your Business: 3 Members Share Their Journey in BDA”

3. NUMBERS PAMPHLET

The Committee addressed Issue and Concern 18-18, a request from Group #1395 to create a pamphlet similar to the Numbers pamphlet, but one that shows examples of how business owners can keep separate records. The Committee found an outline from previous years’ work on what a pamphlet would include—for example, possible business categories—and began discussing what such a pamphlet should look like. The answer to the Issue and Concern stated that the Committee would draft the requested pamphlet.

4. BDA PSA

The BDA PSA subcommittee created a survey listing several reasons someone might come to Business Debtors Anonymous. The survey was sent out to BDA committee members to gather their feedback. The BDA PSA subcommittee used this information and is currently putting together two PSAs—one that is a minute long and one that is 30-seconds.

Suggestions for the upcoming 2019/2020 BDA Committee:

The BDA Committee has the following suggestion for the incoming BDA Committee:

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- **Continue collecting stories from BDA members.** These stories will give voice to the business debtor's journey, and it is our hope within the next year or two to collect enough stories to create a book with BDA stories of experience, strength, and hope.
- **Produce more BDA-specific Fellowship-wide calls.** The calls have been a resource of hope and experience to business owners, and as they are uploaded to the main DA website, they will create an invaluable trove of podcasts that can be listened to anytime and anywhere.
- **Draft a pamphlet similar to the Numbers pamphlet but geared toward business owners.** The committee received a request to create such a pamphlet, and while we began discussing what a pamphlet should look like, we did not yet begin a draft.
- **Coordinate with the appropriate committee to record the BDA PSA and make it available for distribution.** We have created and submitted a script for the public service announcement, but need the script to be recorded and uploaded onto the D.A. website.

This report is submitted on behalf of all ten members of the BDA Committee for WSC 2018-19. We are grateful to have had this opportunity to serve the members of the D.A. Fellowship. We thank the WSC and D.A. for this opportunity to expand our recovery.

In service,

Mary Jane W, BDA Committee Chair, WSC 2018-2019

WSC Conference Committee

The 2018-19 WSC Conference Committee consisted of the following members: Lolly A.; KellyAnn S.; M. Tracey O.; Jean-Camille B., Treasurer; Karen S., Secretary; Chris F., Vice Chair; Mike L., Chair; Rob B., LA

Host Committee Chair; Mary Clare L., Board Liaison; Michalene R., Board Liaison

During the Conference Year, the Committee took the following actions and makes the following recommendations:

1. Host site for the 2020 World Service Conference

The Committee reviewed the received bids and, in accordance with the instructions received from the Conference at the 2018 World Service Conference, recommended Greater New York City as the host site for the 2020 World Service Conference and recommended acceptance of the bid from New York City to host the 2020 WSC, doing so without prejudice to the possibility NYC might also be the host site for the 2021 WSC.

2. WSC Charter Review

The Committee reviewed the Charter of the World Service Conference and unanimously recommended three amendments to the Charter. The proposed amendments were mailed to the membership in accordance with the Charter. Further, in accordance with the Charter, members of the Committee who are delegates to the 2019 World Service Conference will move approval of the amendments.

The proposed amendments and accompanying motion are as follows:

(Note, in digital form, the color red will be visible. In black and white printing, the color red will not be visible, but the strikes and underlines denoting the amendments will be visible.)

The members of the WSC Conference Committee, each of whom is "a voting member of the Conference" for purpose of the Application of paragraph 9 of The Conference Charter of Debtors Anonymous, move to amend The Conference Charter of Debtors Anonymous in the following three particulars:

A. Paragraph 2 of the Charter currently reads as follows:

2. Composition of Conference:

The body of voting delegates is composed of the following who desire to participate: the Trustees of the General Service Board, the selected General Service Representatives of all Debtors Anonymous, and a representative of each Intergroup registered with the General Service Office. A collection of groups may choose to select a single General Service Representative to represent the collection, provided the General Service Representative is approved by all groups in the collection. Such General Service Representative will still only receive one vote at the Conference.

The members move an amendment to Paragraph 2 to read as follows (additions are in red and underlined; deletions are in red and stricken through):

2. Composition of Conference:

The body of voting delegates is composed of the following who desire to participate and register to attend the World Service Conference: (1) the Trustees of the General Service Board, (2) the selected General Service Representatives of all Debtors Anonymous groups registered with the General Service Office, (3) and a representative of each Intergroup registered with the General Service Office, and (4) a representative of the General Service Office, provided that the representative is a member of Debtors Anonymous. A collection of groups may choose to select a single General Service Representative to represent the collection, provided the General Service Representative is approved by all groups in the collection. Such General Service Representative will still only receive one vote at the Conference.

B. Paragraph 7 of the Charter currently includes the following phrase and, later, the following sentence:

Except for decisions upon matters of policy, finance, or Debtors Anonymous

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Traditions liable to seriously affect Debtors Anonymous as a whole, . . .

Except in great emergency, neither the General Service Board nor any of its related services ought to take any action liable to greatly affect Debtors Anonymous as a whole without first consulting the Conference.

The members move an amendment to those portions of Paragraph 7 to read as follows (additions are in red and underlined; deletions are in red and stricken through):

Except for decisions upon matters of policy, finance, or Debtors Anonymous Traditions ~~liable to that may~~ seriously affect Debtors Anonymous as a whole, . . .

Except in great emergency, neither the General Service Board nor any of its related services ought to take any action ~~liable to that may~~ greatly affect Debtors Anonymous as a whole without first consulting the Conference.

C. In part, Paragraph 9 of the Charter reads:

Amendment of the Conference Charter will require that the text of such amendment be sent to the General Service Representatives of all registered groups and to all registered Intergroups, postmarked one hundred and eighty (180) days prior to the first day of the annual meeting of the Conference. Only a voting member of the Conference can move to make such an amendment.

The members move an amendment to that portion of Paragraph 9 to read as follows (additions are in red and underlined; deletions are in red and stricken through):

Amendment of the Conference Charter will require that the text of such amendment be sent to the General Service Representatives of all registered groups and to all registered Intergroups, postmarked one hundred and eighty (180) days prior to the first day of the annual meeting of the

Conference. Such delivery of the text may be made by email or other electronic means. Only a voting member of the Conference can move to make such an amendment.

3. Rules of Procedure governing the World Service Conference.

The Committee considered recommending revisions to the Rules of Procedure governing the conduct of the World Service Conference Convocation but ultimately made no recommendations.

4. Remote Participation

The Committee provided assistance to the delegates, Board, and Host Committee for the Remote Participation trial at the 2019 WSC.

The Committee recommends to the incoming Conference Committee that the incoming Committee bring a motion at Convocation to authorize the Remote Participation trial at the 2020 WSC.

5. Recommendation regarding an International Committee

The Committee considered the request of the International Caucus to be re-formed as a committee of the World Service Conference and passed the following motion:

It is moved that the current Conference Committee recommend to the incoming Conference Committee that it move at the 2019 World Service Conference that the International Caucus become the International Committee.

6. Recommendation regarding an Intergroup Committee

The Committee considered the request of the Intergroup Caucus to be reformed as an committee of the World Service Conference and passed the following motion:

It is moved that the current Conference Committee recommend to the incoming Conference Committee that it move at the 2019 World Service Conference that the Intergroup Caucus

become the Intergroup Committee.

The member of the Conference Committee thank the delegates for this opportunity to be of service to Debtor's Anonymous!

Respectfully submitted,

Mike L., 2018-19 Chair, WSC Conference Committee

WSC Fellowship Communications Committee (FCC)

Chair: Alexia I

Vice Chair: Lynn S

Secretary: Jeff H.

Treasurer: Cynthia B.

Board Liaison: Tom B.

Rody D., Melissa D., Elita R.

The 2018-2019 Fellowship Communications Committee was committed and dedicated in carrying out its primary objective to **carry the message to the debtor who still suffers** with a theme of **Building Support with Communication**.

We kicked off with seven members, and by the end of the term five remained. Of the original seven members, three served on the committee during the previous year bringing continuity and context to complete significant recommendations and works-in-progress. Our Board Liaison, Tom B., provided us with unwavering support and insightful guidance in addition to his positive energy.

Here's what our productive team accomplished this past year:

Sponsor-A-Group

- FCC proposed a name change from Group Sponsorship to Sponsor-A-Group. The new name was approved by the GSB.
- FCC recommended a new email address to reflect the aforementioned new name. It was approved and changed to: sponsoragroup@debtorsanonymous.org

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- FCC revised the description of the Fellowship Communications Committee in the DAMS to include Sponsor-A-Group.
- FCC created and submitted copy about Sponsor-A-Group to DAMS. This was approved to be included in the 2019 edition.
- FCC revised previous verbiage for an updated email auto-response to best reflect the Sponsor-A-Group service. This was approved by ComCom and accepted.
- FCC submitted revised verbiage for the Debtors Anonymous website about Sponsor-A-Group and requested a landing page on the website specifically for the service. This was reviewed by ComCom and approved.
- FCC created a registration checklist for meetings interested in Sponsor-A-Group. This was approved and accepted by ComCom. The checklist can be found on FCC's google docs. Checklists completed and submitted are also included there for the incoming committee to use and reference.
- FCC wrote and submitted a Starter Kit for Sponsor-A-Group. As of this writing, approval is pending.
- Melissa and Alexia regularly monitored incoming emails sent to: Gsponsorship@gmail.com and the newly appointed email address sponsoragroup@debtorsanonymous.org responding to all inquiries.
- Two meetings in Los Angeles have registered for Sponsor-A-Group and are available to sponsor groups.

Quarterly Committee and Caucus Calls

The FCC organized four calls for the committee and caucus chairs on September 30, 2018, December 30, 2018, March 31, 2019, and the final "Chairs Call" took place on June 30, 2019.

Fellowship Wide Calls

FCC hosted four Fellowship-wide conference calls around the theme of "Building Support with Communication."

- October 28, 2018: "Building Support: The Magic of PRGs." Alexia moderated the call. Niko, Shauna, and Paul were the speakers.
- February 3, 2019: "Taking Actions in Good Company: Action Buddies." Rody moderated the call. Rayna, Mike, and Blake were the speakers.
- May 19, 2019: "How To Start A Meeting." Jeff moderated the call. Teresa and Kathleen were the speakers.
- June 23, 2019: "Sponsor-A-Group? What on earth is that?" Lynn moderated the call. Jill, Sam, and Jeff were the speakers.

Issues and Concerns

FCC responded thoughtfully to six issues and concerns.

RECOMMENDATIONS:

- FCC recommends to the Literature Committee to create a pamphlet about Sponsor-A-Group.
- If the Sponsor-A-Group Starter Kit does not get approved before the 2019 WSC, continue with the approval process and add to the D.A. website.
- Consider adding Sponsor-A-Group as a drop-down item on the D.A. website.
- Add Sponsor-A-Group Starter Kit to the website
- FCC recommends to hire an individual to monitor Sponsor-A-Group emails and assist in the matching of groups. At minimum wage in Boston (where GSO is currently located) we are estimating this would cost \$432/year (\$12 x 3 hours/month).
- FCC recommends that a Fellowship Wide Call in Spanish take place in 2019-2020 term.
- Translate all Sponsor-A-Group documents into Spanish.
- Think about recording additional podcasts in addition to Fellowship

Wide Calls.

- Create awareness around DAMS to all fellows.
- Create awareness around Sponsor-A-Group: *Ways and Means, DA Focus, eNews, etc.*

To serve Debtors Anonymous in this capacity has been one of the greatest gifts I have ever received in my recovery journey. I learned something valuable from each and every member on this dynamic team. Service is truly the secret, and from the bottom of my heart I thank you for this opportunity.

In gratitude and service,

Alexia I., FCC Chair 2018-2019

WSC Hospitals, Institutions, & Prisons Committee (HIP)

The Committee was composed of Seana, Chair, Brooklyn, NY; Kathleen, Treasurer, Toluca Lake, CA; Marcy, Spring, TX; Mike, Brooklyn, NY; Roger, Vice Chair, Los Angeles, CA; Sarah, Philadelphia, PA; Yanick, Secretary, Los Angeles, CA; and Board Liaison Jo Mc, Montello, WI, meeting by phone every second Sunday of each month.

The HIP Committee's primary focuses for the past year were:

1. to have the second Saturday in July designated permanently as International HIP Awareness Day
2. to design a flyer that could be sent out in early May, June, and July, announcing HIP Awareness Day and suggesting things to do and asking for feedback on what groups did
3. to design a flyer for local groups and intergroups to recruit a HIP representative
4. to complete the HIP Starter Kit and have it included on the debtorsanonymous.org website
5. to set up two dates for HIP Training Day—one on September 9 for committee members to rehearse and role play; and one on November 4 for the entire Fellowship; and flyer to go out to worldwide Fellowship

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6. to have the Diversity Outreach recommendation (page 61 D.A.M.S) include suggested communities as listed in the HIP and PI Starter Kits.
7. to suggest HIP members and local home groups take the PI media.
8. to present panels in hospitals, institutions or prisons
9. to get information from Board Liaison Class B Trustee Jo Mc on how to approach correctional facility personnel to start or restart a D.A. meeting

Projects and Topics Addressed During the Conference Year

The committee took its responsibilities very seriously and all of the above were accomplished.

In addition, individual HIP Committee members:

- Wrote articles for *Ways & Means* and solicited another D.A. member who had been incarcerated to tell his story for *Ways & Means*
- Contacted the Edendale Branch Library in Los Angeles to set up a panel and distribute literature
- Handed HIP recruitment flyers to GSRs as they were leaving the Conference
- Spoke with GSRs in Canada.
- Spoke with a parole officer and passed D.A. literature on to him
- Gave residents of a sober house some D.A. literature
- Requested and received funds from GSB to buy flood-damaged and new literature from GSO so members had material to distribute to benefits offices, bankruptcy judges, homeless shelters, etc.
- Requested and received funds for UUOC Caucus for its mapping project.
- A HIP member recruited four people in Los Angeles who want to be HIP reps; one went to a locked down facility to provide D.A. information
- Got interest from someone in home group who had worked in

prison settings in the past; set her up with HIP Starter Kit

- The HIP training call has been added to the D.A. website's podcast
- Carried the HIP message in Australia and New Zealand, attending two meetings there, and still need to follow up with Brooklyn bankruptcy mediation judge and Brooklyn Borough President (who intends to run for Mayor of NYC)
- Had a table from D.A. Intergroup Houston at Women Rock benefit. HIP member made the banner, performed, and distributed literature.
- Brought literature to the professionals at the Somerset County Mental Health Council Board meeting
- Worked with Taft prison outside of Los Angeles which is a prison full of people who committed financial crime; someone from home meeting just surrendered his friend there and is interested in trying to get in and take a panel.
- Spoke at a church in Pennsylvania and delivered some materials there, including *Currency of Hope*
- Had a contact with a person from another fellowship visiting the area and gave him a copy of *A Currency of Hope*.
- Recruited three members of the HIP Committee, all of whom are in D.A. in Los Angeles, to be on a panel on Fellowship Day at the WSC
- Wrote to AARP Bulletin to thank them for recognizing D.A. as one way for seniors to find financial solution to their money problems
- Took literature to the Assistance Center that helped member out in the past with her bills; offered to do a panel

Responses to online requests:

- A member in Phoenix, AZ, got permission from the Programs Warden at the AZ State Prison to launch D.A.; HIP will advise her

Received a request to participate on a "Let's Grow D.A." call. Talked with Michalene about the status of the group. She said GSB had sent an email to the chair of that committee to stop using literature not approved by D.A. from its website and they quickly complied and removed them. GSB encourages any group to do service as long as it concerns recovery.

- Responded to a woman who wanted to volunteer in a prison and wanted to know where she could find one. I asked her where she was from and told her we had information about starting a meeting in a prison and what kind of commitment that would involve. The woman replied she wanted to volunteer to help with a D.A. meeting at Rikers Island Prison; unfortunately, there are no meetings there and Rikers might be closing.
- Spoke with a psychotherapist in Seattle who wanted information to share with his professional associations; sent him some literature and referred him to the free literature on the D.A. website, especially the HIP Starter Kit and the Information for Helping Professionals, and mentioned that the DSM 6 has identified gambling as an addiction and that the NYC PI GSR hopes to present a panel on D.A. to her professional organization
- A group wanted to donate a D.A. book to the HIP Committee. I wrote back that HIP did not need literature, but that his group might want to identify where they could donate the book around HIP International Awareness Day.
- A member wanted to know if D.A. had literature for hearing and visually impaired members. HIP investigated audio literature and will be in touch with two WSC representatives who are hearing

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- and visually impaired for their input as well.
- A member who was facing incarceration for embezzlement wanted help; he was referred to another member who had served time for embezzlement and is now free. The latter reached out via phone and email to provide support.
- Someone from Louisiana who classified themselves as an isolated D.A. member asked for contact of other D.A. people in the area; it was sent on to intergroup and somebody was able to make contact with her and gave her info on how she can come to Houston, or form a meeting

Continuing projects:

- Follow up on Brooklyn bankruptcy mediation judge; Brooklyn Borough President Program Director for Women's Ministry Month and Brooklyn Financial Educational Empowerment Month; and Brooklyn Armory Homeless Men's Shelter
- Follow up with the liaisons from the NY Police Departments for the 76th and 77th Precincts to get advice on which courts, shelters, aid offices and halfway houses in these neighborhoods would be most amenable to have HIP rep deliver D.A. literature or present a panel
- Follow-up on email to the Brooklyn Red Hook Community Justice Center—Center for Court Innovation neighborhood center justice committee in Brooklyn requesting a meeting to explain what Debtor Anonymous is
- Follow-up with Eleanor from Roxborough Vision meeting. She experienced homelessness herself, and works with this population through the Episcopal Diocese of Philadelphia who will approach coordinator of the Center
- Reach out to local student loan

offices as well as services for Spanish speakers

- Get information from the public outreach place in October where member will be setting up a table at a conference for the Center for Healing Racism
- Distribute materials at the school food bank

WSC Internal Office Committee (IOC)

Chair & Secretary: Paul M
Vice Chair & Treasurer: Pat T
Member: Susan A (elevated to GSB
Trustee part way through year)
Board Liaison: Michalene R

The IOC worked closely with the GSB Office Committee on the following projects during this program year:

1. Physical Improvements to the General Service Office (GSO) in Needham, MA.
 - a. Interior painting—we gathered bids from local painting subcontractors and had the walls and trim painted. The bids included moving furniture required to complete the painting. This item was completed during the program year.
 - b. Shelving—with the dedicated assistance of GSB Office Committee member Bob D, we competed the purchase and installation of steel shelving units in the office and storage room. This new shelving accommodates all literature storage and mail room functions.
 - c. Purchase and installation of a new window air conditioning unit and refrigerator.
 - d. Removal of old window air conditioner and refrigerator.
 - e. Purchase and installation of new multi-function (copy/print/scan/fax) printer. This included the installation of two new electrical receptacles for reliable power to the new equipment.
 - f. Installed extra hard drive memory on the Office Manager's computer and cleaned up the existing hard drive for increased speed and

functionality.

g. We are in the process of gathering bids from local subcontractors to replace the suspended T-bar ceiling grid and ceiling panels in the GSO.

2. Long-Term Planning for Possible Relocation of the GSO.

a. Wrote and sent out a Request for Expression of Interest (RFEI) to the DA Intergroups to gauge their interest level on relocating the GSB to their region.

b. Wrote a space program to outline and calculate the space needs for a possible relocation of the GSO. Current lease runs until October 2022.

c. Suggested that the Office Committee recommend to the GSB that funds be set aside each year for a possible office move in 2022.

3. Office Policy Procedures Manual

a. Worked with the Office Committee on a Policy and Procedures Manual for the GSO. This work is on-going and is being led by Office Committee member Susan A.

WSC Literature Committee (LitCom)

Committee Officers

Chair: Amy O.
Vice Chair: Marysia H. (stepped down in May)
Secretary: Kelly L.
Treasurer: Curt P.

Committee Members

Amos P., Amy O., Curt P., Cynthia S., Elizabeth P., Gidalia R., Harmony J. (stepped down in Feb), John C., Kellie L., Kelly L., Mary Jane B., Marysia H. (stepped down in May), Suzanne M. (stepped down in April), Vivian B.

GSB Liaison

Sharon S.

Subcommittees

- "Couples and D.A." pamphlet subcommittee: Cynthia (Chair), Amos, Amy, Mary Jane, Kellie, Vivian

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World Service Conference Committee Reports

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- **“D.A. Daily Meditations Book”** subcommittee: John (Chair), Amy, Marysia
- **“D.A. Slogans”** bookmark & ‘D.A. 3rd & 7th Step Prayers’ bookmark subcommittees: Harmony, Marysia & Mary Jane (rotated as Chairs), Amy, John
- **“Recovery and Relapse”** pamphlet subcommittee: Vivian (Chair), Amos, Curt, Cynthia, Kelly
- **“Underserved and Under-Represented Outreach”** service literature subcommittee: Suzanne and Kelly (rotated as Chairs), Beth

The 2018-2019 WSC Literature Committee developed and approved the following drafts of literature:

- **“D.A. Slogans”** bookmark — the subcommittee researched/gathered and the WSC Literature Committee approved a proposed list of D.A. slogans for a bookmark. The approved list was sent to the GSB and Lit Services for review. This literature concept was approved at the 2018 World Service Conference.
- **“D.A. 3rd & 7th Step Prayers”** bookmark — the subcommittee provided a suggested layout for this bookmark and the WSC Literature Committee approved it. The project is now with Lit Publications. This literature concept was approved at the 2018 World Service Conference.
- **“D.A. Daily Meditations Book”** subcommittee — This subcommittee continued to refine and develop a process for collecting original writings from D.A. Members for the D.A. Daily Meditations Book. The process for submitting a meditation was added to the D.A. website (thanks to the GSB Info Tech Committee) under “Fellowship Services” and a call for submissions will be sent to the Fellowship soon via eNews in partnership with the GSB

Communications Committee.

The remaining three subcommittees have made the following progress:

2018-2019 subcommittee work:

- **“Couples and D.A.”** pamphlet — This subcommittee is in the final stages of developing a pamphlet outline and hope to bring an approved copy to the July Literature Committee Meeting for review & approval. The “Couples and D.A.” literature concept was approved at the 2018 World Service Conference.
- **“Recovery and Relapse”** pamphlet — This subcommittee has been working on an outline for a pamphlet. The “Recovery and Relapse” pamphlet concept was approved at the 2018 World Service Conference.
- **“Underserved and Under-Represented”** service literature — This subcommittee reviewed the 2017-2018 draft outline for a pamphlet titled “Diversity in D.A.” and is working with the UUOC to create a piece of service literature. The “Diversity in D.A.” pamphlet literature concept was approved at the 2017 World Service Conference, and the GSB suggested that instead of a pamphlet we rework the outline and write a piece of service literature that can be downloaded on the website and used by all groups.

In addition to the subcommittee work above, the Literature Committee also reviewed and provided feedback on a literature concept from the Spiritually Sustainable Earning Caucus and are currently reviewing the first draft of the Step Study Guide for D.A. and BDA.

Recommendations to the Incoming Literature Committee:

1. Continue to work on all of the literature projects currently in flight.
2. In all decisions involving D.A. conference approved literature, continue to engage in healthy discussions while listening for

your Higher Power’s guidance as reflected in the group conscience.

3. The literature process can move slowly at times and that is okay. The work is important and deserves your time, discernment and attention. Enjoy the process and have patience with it and one another. Don’t forget to laugh and enjoy the gifts of service.

This year’s monthly Lit Com teleconference calls were well attended; however, three members dropped out mid-year due to personal reasons. Drop-In meetings were held on an as-needed basis, at the subcommittee level, for projects that needed focused attention.

We have tremendous gratitude for all of the help and guidance we received from our board liaison, Sharon S. We couldn’t possibly do this work without her. Thanks Sharon!

It was an honor and a privilege to once again serve on this committee with a group of incredibly talented D.A. members.

In service and gratitude,

Amy O., WSC Literature Committee Chair

WSC Public Information Committee (PI)

The hardworking members of the 2018-2019 WSC PI Committee: Chris B, Deborah K, Ellen S, Gerry L, Gordon M, Jeanne G, Kathleen McG, Maia W, Susan G, and our Liaison Tom R. We met 11 times and formed four subcommittees (Media, Helping Professionals, General Public, and Fellowship at Large). Together, we accomplished the following:

Requested and implemented the addition of a second D.A. e-mail address to clarify our Committee’s focus. The new e-mail address is PublicInfo@debtorsanonymous.org E-mails that are sent to the original address PI@debtorsanonymous.org

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World Service Conference Committee Reports

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will continue to be active with e-mails sent to it being merged in with those sent to PublicInfo@debtorsanonymous.org. The recipients of the e-mails sent to either address will be 1) the Needham MA Office Manager, 2) the current GSB PI Committee Liaison, and 3) the current WSC PI Committee Chairperson(s).

Hosted three (3) Fellowship Wide Calls:

- June 30, 2019 — “I Am the Face of D.A.”
- April 14, 2019 — “How Attractive! Chairperson of the Board, Michalene’s ESH on PI”
- January 27, 2019 — “The Nuts and Bolts of Public Information”

Leveraged three Public Outreach opportunities where we presented D.A. to organizations:

1. In October, provided the “12 Questions/12 Signposts” fliers in each of 900 participant packets at the Employee Assistance Professionals Association (EAPA) annual meeting held in Minneapolis.
2. In January, hosted a three-day booth at the Winter Symposium of Addictions in Colorado Springs, CO. Literature was made available. Discussions and answers to questions were provided as well.
3. In April, one of our Committee members from NYC presented D.A. to a group of decision-makers that could determine that debting is a disease and therefore develop a DSM medical diagnostic code. [FYI Gamblers Anonymous has recently been granted this determination]

Avenues for inroads into social media were explored and instituted:

1. An Instagram account was set up and discussions are taking place as to how to best utilize it.
2. The D.A. Welcome Video (aka “The Signs of D.A. Come To Life”) was revised into two additional versions, both 30 seconds long

—one English, one Spanish—in order to be broadcast on TV.

3. A YouTube Channel was developed where the Welcome Video (in long, short, and Spanish versions) and our Public Service Announcements (PSAs) now reside
4. Discussions with talk radio took place with additional advances expected in the future.

Two pieces of literature (one named “Problems with Money and Debt? D.A. Can Help” and the other with the proposed name of “What Does It Mean To Be a Compulsive Debtor?”) were developed and are in the queue for approval. In addition, literature corrections were provided and continue to be reviewed for the following: PI Manual, PI Starter Kit, Issue & Concern #s 17-37 and 18-36.

Respectfully submitted,

Barb S, Chair

WSC Resource Development Committee (RDC)

The 2018-2019 Resource Development Committee of Debtors Anonymous consisted of five enthusiastic and talented GSR’s from around the United States: Ceilia M. from Northern California, Chris S. from St. Paul, MN, Joanne N. from Los Angeles, Barbara H. from Boston (Secretary), Linda Y. from Pennsylvania (Vice Chair) and Diana B. from NY (Chair.) Everyone brought their A-game to our monthly conference calls, and we successfully met the goals we set for ourselves at the last WSC Conference in Minneapolis.

First, thank you all again for last year Fellowship’s vote to increase the maximum annual contribution level from \$5000 to \$12,000. The RDC is happy to report that the Fellowship saw strong growth in individual contributions this year that we see as a direct result of raising this bar. I will be more specific regarding last year to this year’s contribution growth at the Conference once we have our full

fiscal year numbers; however RDC is optimistic that we will meet our goal of a 20% contribution increase over last year.

Second, the RDC planned and executed three Worldwide Conference Calls this year:

- **Promise 7: Prosperity and the Power of Generosity** — December 15th, 2018, 1-2:30pm
- **Power of Pressure Relief Groups (PRGs)** — March 16th, 2019, 1-2:30pm
- **Treasury Made Simple: Spiritual and Practical Tools** — June 15th, 2019, 1-2:30pm

Despite a few technical snafus along the way, the calls were well attended, the Q&A periods were lively and informative, and the speaker shares can be found on the debtorsanonymous.org podcast page.

Lastly, the RDC members collectively agreed that the DAMS (D.A. Manual for Service) needed to be refreshed when it came to content regarding the Treasury. With the goal of clarity and simplification, the RDC submitted its editorial suggestions to the Board for its review and we look forward to seeing the RDC and other committees’ suggested modifications to the DAMS here at the Conference.

In Service,

Diana B, RDC Chair

WSC Technology Committee

Hi I’m Dave and I’m a compulsive debtor. I’m the committee Chair and Treasurer for Techcom. Diane is our Recording Secretary, Rosemary is our Vice Chair, and our additional member is Tim. Bill is our GSB Liaison.

Paraphrasing from page 80 in the DAMS, our mission is to harness technology to serve the debtor who still suffers.

We submitted no motions or recommendations this year.

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World Service Conference Caucus Reports

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Our direction for the 2018 to 2019 Year:

Recruit an Appointed Committee Member or ACM to our committee who is qualified and experienced in website development specifically and technology in general. The Information Technology Committee recruited the talent needed.

Identify additional Human Resources who are available, willing, and qualified to help us achieve our vision. The process of identification and recruitment continues.

Conduct an audit of our current website, including names and contact info for vendors, product features, data storage, admin capabilities, visitor counts. The Information Technology Committee recruited the talent needed.

Implement the ability for our fellowship to make donations to the World Service organization via texting.

Dave submitted a proposal to the Information Technology Committee for consideration in January 2019.

- Questions on the use of credit cards to make donations via cell phone are being researched.
- Revise and refresh the www.DebtorsAnonymous.Org website. The Information Technology Committee recruited the talent needed.
- Conduct an electronic survey of our Fellowship's demographics in collaboration with the Underserved and Underrepresented Outreach Caucus. Rosemary prepared the survey for approval by the General Service Board, and the survey results are being compiled.
- Research an automated literature delivery. Tim is taking point on this. As an alternative, the current Internal Operations Committee offers several literature items on public websites for purchase by debtors.
- And lastly, here's TechComm's vision for D.A.: in 2025 D.A. will

have 65,000 active members with a fully-integrated / best-in-class Tech solution generating \$1,000,000 in contributions + 1 million dollars in literature sales annually.

WSC Intergroup Caucus

Caucus members:

Chair – Chris S.

Secretary - Deborah K.

Gerry L- Treasurer

Linda Y.

Marcy J.

Melissa D.

Board Liaison- Dayton

“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 better understanding of the role of an Intergroup in the overall organizational structure of D.A. The Intergroup Caucus helps support both new and existing Intergroups. The Intergroup Caucus also contributes to the efforts to regionalize D.A.” (DAMS pg.79)

The Intergroup Caucus met monthly beginning in September 2018.

The following are the things we have been doing during this year:

- Previous Caucus worked on the Intergroup Service Handbook, and we reviewed corrections made. It is service literature and is now available online.
- The Intergroup Caucus is continuing work on the Mapping Project, and in 2018 there were 32 Intergroups (US + International) and 438 groups worldwide.
- Members of the Intergroup Caucus are reaching out to contacts of Intergroups to see if their Intergroup is viable and encouraging Intergroups to update their current registration forms. We are trying to widen the scope of the data collected and have asked for help from other caucuses and

committees.

- The Intergroup Caucus hosted a Fellowship-wide call titled “United We Stand” on March 3, 2019. The focus of the call was on the advantages of having working Intergroups and how the Intergroups can effectively communicate with other Intergroups.
- The Caucus re-addressed the idea of an Intergroup website, which would make it easier for members to get information and see what other intergroups are doing.
- The Caucus collected stories focused on service for the 3rd quarter *Ways and Means* magazine. An eNews was sent out March 12th asking for members to write about how service has helped their program. We received 15 articles, and all were used in the 3rd quarter *Ways and Means*.
- Sent in a request to the Conference Committee to recommend the Intergroup Caucus become a committee.
- Intergroup Caucus is working on a “Toolkit” for others wanting guidance in starting an Intergroup.

Here are our recommendations for the coming year:

- Host one or more fellowship-wide phone workshops to provide support for intergroups throughout our fellowship.
- Members of the Intergroup Caucus to consider taking on the responsibility to follow up with Intergroup re-registration each year which may include attending the registered Intergroup/Meeting if it is by phone. This would lift that burden from the Office Manager and be a committed team serving D.A. GSO.

Marysia H. stepped down on May 15, 2019 as Chair. Thank you Marysia for your service.

Submitted by Chris S., Chair

World Service Conference Caucus Reports

WSC International Caucus

The International Caucus met monthly to “exchange information and develop initiatives to support the growth of D.A. internationally,” as it states in our mission when founded by action of the 2011 WSC. In the ensuing eight years, the Caucus has gathered stories, histories, translations, and contacts from global members as well as suggesting and encouraging technology and literature efforts that help reach and resonate with suffering debtors around the world.

In 2018-19, we consisted of a small but dedicated group of Caucus members and an amazingly supportive GSB liaison who variously lived outside the U.S., had traveled extensively overseas, and/or had regular contact with non-U.S. debtors through D.A. phone meetings.

Caucus members: Tracey O. (chair), Susan L. (vice chair), Sarah V. (secretary), Chris B., Kelly L., and Juhli C. U.K.-based GSB liaison: Josie P.

Projects and Topics Addressed During the Conference Year

- Expanding the website’s “History of D.A.” section to elaborate on D.A. around the world
- Reorganize and update international archives and contacts for Caucus use
- Help confirm and offer 12-Step contacts for travelers and those calling for support globally through an informal list available at GSO; a Caucus contact email to assist with 12-Step connections; assist Intergroup Caucus with updating worldwide Intergroup/General Service contacts, supporting group registration for those outside other service areas
- Look at ways for getting website pages translated into other languages
- Help GSB in locating translators and translation reviewers of literature
- Collaborate with the Underserved

and Underrepresented Outreach Caucus (JUOC) to get audio stories recorded and made available in languages other than English

- Collaborate with the Committees/Caucuses with overlapping missions to reach underserved and underrepresented populations
- Encourage a specific shout out to non-U.S. members in communications regarding requests for sharing literature projects
- Support GSB survey on international payment methods
- Co-host with GSB International a Fellowship-wide call with non-U.S. speakers
- Offer support to the Remote Participation efforts of the Conference Committee

However, we struggled with the breadth of the mission and the time constraints of members who all serve on a Committee and possibly subcommittees in addition to the Caucus. Therefore, after much discussion, we asked the Conference Committee to suggest a motion to the 2019 WSC that the International Caucus become a Committee in 2020. We also talked about changing the name of the Caucus (future Committee?) to better reflect our mission and be more inclusive of members outside the U.S. who don’t feel “international” as they feel “local.”

Recommendations to the Incoming Caucus

- Consider name change to “Global Growth,” “Global Initiative,” “Global Service,” or “Global Support.”
- Continue creation of international contact list and update of global 12-Step contacts
- Support and encourage GSB in locating translators and translation reviewers
- Host more Fellowshipwide calls with non-U.S. speakers
- Collect and record D.A. stories and histories from around the world

- Review website for ease of finding information helpful to international and remote D.A. members

In love and service,

Tracey O., Chair 2018-19
International Caucus

WSC Spiritually Sustainable Earning Caucus (SSEC)

Mission Statement:

“The Spiritually Sustainable Earning Caucus (SSEC) serves to support the D.A. Fellowship in gaining clarity around issues of earning in the D.A. program. Our vision is to broaden the Fellowship-wide understanding of how spiritually sustainable earning fits into D.A. recovery, encouraging a comprehensive and spiritual approach by working the 12 Steps and using the Tools of Debtors Anonymous.”

The SSEC has met by phone 11 times and formed two subcommittees: the “Fellowship-wide Call Subcommittee,” and the “Meeting Formats and Literature Subcommittee.”

The Fellowship-wide Call Subcommittee organized two successful Fellowship-wide calls on the topic of “What is Spiritually Sustainable Earning?,” which are available for playback on the D.A. website under Fellowship Podcasts.

The Meeting Formats and Literature Subcommittee continued work on a draft of a proposed D.A. meeting format with a Spiritually Sustainable Earning focus and submitted a concept proposal for “Spiritually Sustainable Earning Signposts—Warning Signs and Recovery Signs.”

SSEC members also wrote essays and curated an edition of the D.A. *Ways & Means* with the help of Tom B. on the topic of Spiritually Sustainable Earning, and what it means to us as debtors working the D.A. program.

The 2018-2019 SSEC members include Alexia, Amina, Jeanne, Paul, Roger, and SSEC officers Lolly (Chair),
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World Service Conference Committee Reports

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Ed (Vice Chair), Carol (Secretary), Barb (Treasurer), and Sharon (GSB Liaison).

Suggestions for next year's SSEC:

- Confirm Fellowship Day speakers for our 3:30 p.m., Track 3 slot on Sat 8/10/19.
- Continue hosting Fellowship-wide calls and discussions on SSE.
- Follow up with "Signposts" proposal.
- Further revise and develop SSE focus D.A. Meeting Format.
- Submit stories for "D.A. Big Book," *Ways & Means*, and any other literature in process.
- Read over and consider any existing literature, including Underearning Pamphlet or others, in light of SSEC.
- Discussions on how best to assist D.A.s with underearning issues in the D.A. program.
- Consider what we would like other committees to consider in light of the SSEC.

Respectfully submitted,

Lolly, Chair SSEC 2018-2019

WSC Underserved and Underrepresented Outreach Caucus (UUOC)

Committee Officers:

Chair: Mike M.

Vice-Chair: Rody D.

Secretary: Faith M.,

Treasurer: Kathleen I.,

Members: Barbara H., Yanick L., Diana G., Elita

Board Liaison: Jo Mc.

The Underserved and Underrepresented Caucus is a very special group of people who have driven the front forward in the task of "widening the tent" and increasing representation and inclusiveness for debtors of all walks of life. Significant headway was made in a number of areas, not the least of which included sharpening and clarifying our mission with the help of other committees and caucuses. We

were able to work with the Literature, Intergroup, International, HIP, PI, and FCC groups on special projects to practice Tradition 5 in different ways.

The Caucus was able to accomplish quite a bit this year.

- Previously, there were no D.A. meetings in Alabama or Kentucky. Caucus member worked with people who lived there to start a hybrid phone and in-person meeting in Kentucky (speakers could call in with qualifications until in-person D.A. fellowship strengthened). Alabama and Utah looking to replicate the model.
- Stories of the experience, strength, and hope of Underserved and Underrepresented D.A.s collected by Caucus members as 15 minute podcasts, including a trans person and a Spanish speaking member.
- Three-line "elevator pitch" developed by caucus members to clarify the reason these stories are being solicited.
- Hosted two "Tradition 5" mega committee/caucus calls that included UUOC, PI, HIP, International, Intergroup, and FCC. The result of these meetings were improved levels of understanding of the similar types of work being done to reach still sick/suffering debtors. Relatedly, shared folders were created for committees/caucuses to share their agendas and minutes in a repository accessible by the rest of the WSC.
- All caucus members committed to reading HIP and PI starter kits in order to draw on the good experience and practices for outreach defined by those committees.
- D.A. literature passed out at homeless shelters in Los Angeles.
- Caucus member connected with the only Deudores Anónimos meeting in NYC.
- D.A. mapping project being enhanced with caucus funds. Maps help to offer enhanced clarity

on where debtors likely reside vs where D.A. meetings are available in-person.

- U.S. map turning into a worldwide Fellowship map
- Demographic information layers being fixed to offer more heatmaps
- Index being created to begin modeling outreach opportunities and D.A. meeting saturation (proximity to nearest meeting vs poverty/wealth index)
- Worked with LitCom to develop an outline for the "Diversity in D.A." service pamphlet. Work not complete, but subcommittee appointed and a new chair has taken over in recent months.

Discussed the possibility of becoming a committee, but decided to remain a caucus for the time being (for one thing) to reflect the highly collaborative nature of our mission.

Recommendations for the next UUOC:

- Continue to provide content and examples to finish Diversity in D.A. pamphlet.
- Use mapping project to identify key opportunities for D.A. service and empower members, Sponsor-a-Group, and other relevant committees/caucuses to support new D.A. meetings.
- Build on repository of ESH podcasts from Underserved and Underrepresented D.A.s.

I am very thankful to this caucus for their steady voices and outsized contributions given many other commitments and busy lives. Even though I can sometimes be frustrated at the time it takes to achieve big visions, I am blessed to be able to reflect back on this year's activity and accomplishments. They truly reveal significant progress made in pursuit of greater service to more recovering debtors of all walks of life, ideas, experiences and perspectives.

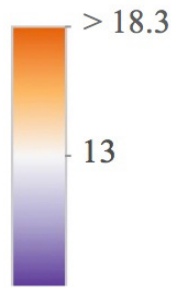
Yours in service,
Mike M.

World Service Conference Caucus Reports

UOOC Visual Mapping of Financial-Related Data in the U.S.

Population Without Health Insurance by State and County, 2011-2015 - uninsured county

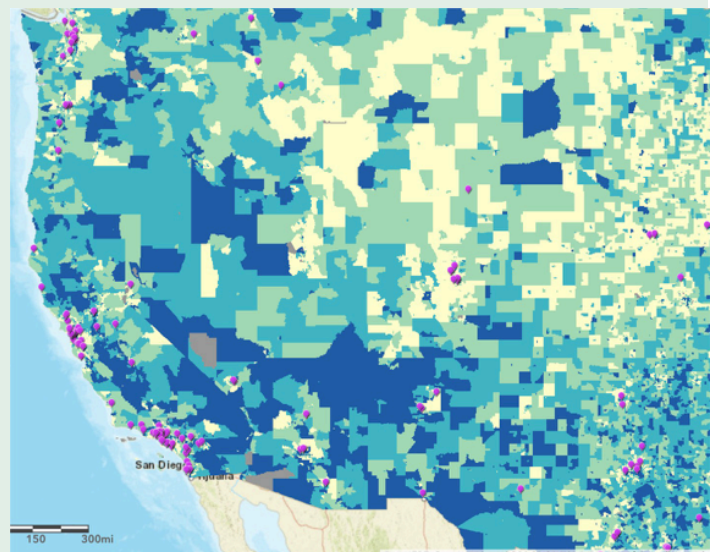
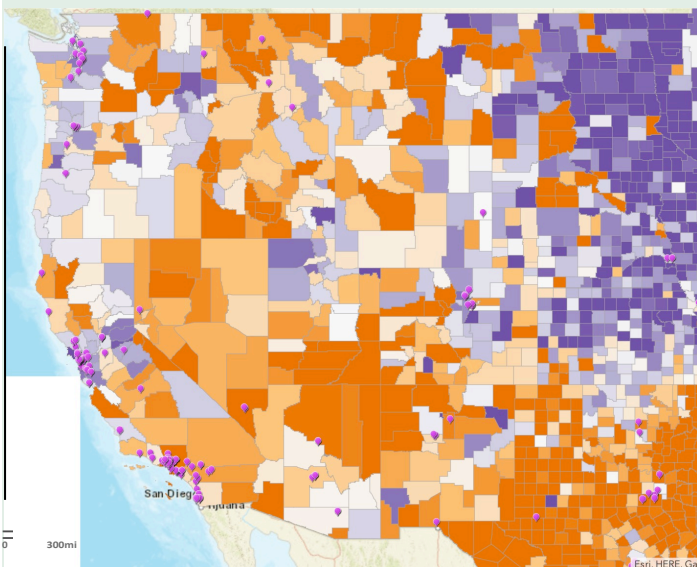
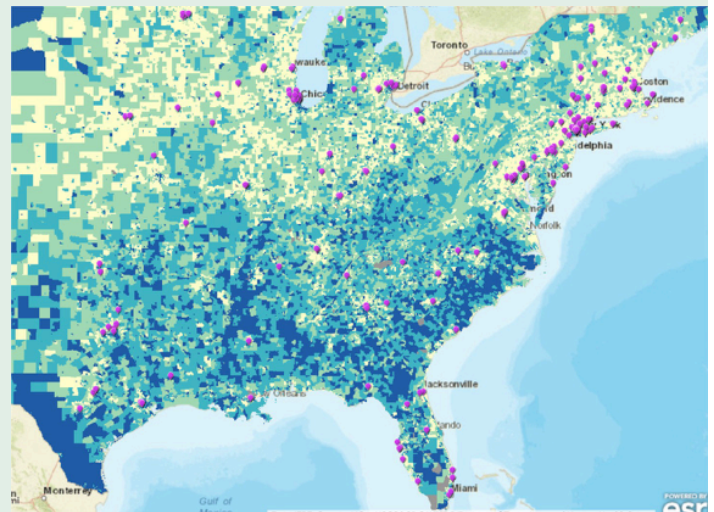
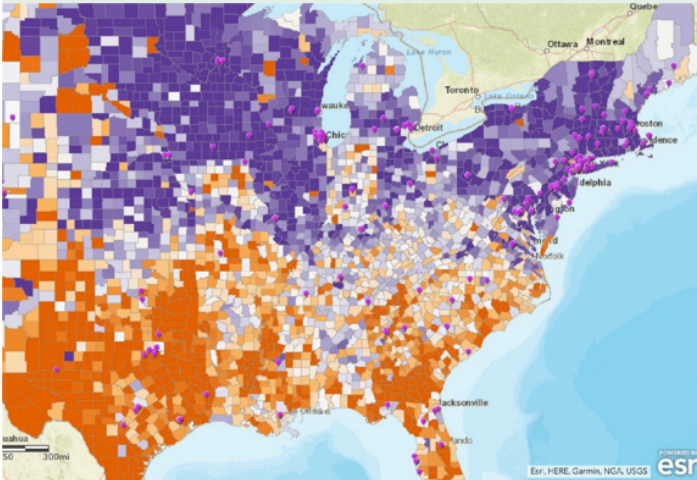
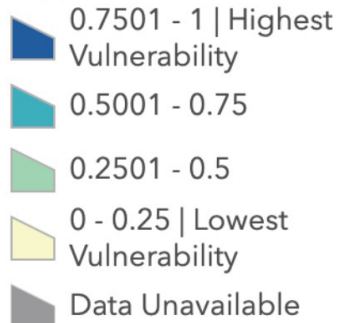
Percent Uninsured



Social Vulnerability Index by Census Tract



RPL_THEMES



**D.A. Fellowship Day at the 2019 World Service Conference
Saturday, August 10, 2019 • Los Angeles Airport Hilton Hotel
“Together We Recover”**

**Fellowship Day morning sessions: \$15* at the door
Fellowship Day afternoon sessions: \$20* at the door**

***No one is turned away for lack of funds.**

For more information visit:

<http://socalda.org/2019-da-world-conference>

For any questions email: DAWSC2019LA@gmail.com

Buffet Lunch

Featuring keynote speaker and local entertainment!

Gala Dinner

An incredible Hollywood evening! Dynamic keynote speaker, fabulous show starring DA fellows, rockin' dance floor, exciting games, and more! Stroll down Oscar lane while creating the true celebration of recovery! The Sanity Fair Party! Best selfies ever! Join us in taking fun, self-care, and fellowship to the next level! Wear sparkles with your dancing shoes. See you on the red carpet!

Panels and workshops are open to all D.A. members, to anyone who is curious about whether D.A. is for them, and to professionals who are interested in learning about D.A. for future referrals.

In addition to the schedule below, this year the Host Committee is also hosting a Vision Board Room as well as one room hosted by Debt-Anon—a 12-step program for those affected by a problem of compulsive debting in a relative or friend. Attendees are free to brown bag their own lunch as there are spaces outside to eat and socialize. All-day parking is \$20.00 with validation from the D.A. registration desk. You will pay as you leave the parking garage. For more information, please email Stephanie H. at DAWSC2019LA@gmail.com

Workshops have limited space and are first-come, first-served.

Tracks #1 & #4 will be broadcast live to the Fellowship at large.
For details, visit www.debtorsanonymous.org/announcements

Morning Sessions	Track 1: The 12 Steps	Track 2: Helping Debtors Recover	Track 3: Helping Professionals Refer to DA	Track 4: Intro to DA in 7 languages	Track 5: Interactive DA Workshops
9:00-9:45 am	Steps 1 - 3	Practicing the Twelve Traditions in Program and Personal Business	When to Refer: How to Spot Someone Who Could Benefit from DA	Intro to DA in Russian	Experiential Workshop
10:00-10:45 am	Steps 4 - 9	The Sponsor / Sponsee Relationship with an eye to healing trauma	What Makes a Debtor? Understanding the Disease of Debting	Intro to DA in Hebrew	DA Recovery through Memoir Writing
11:00-11:45 am	Steps 10-12	How to Deliver a PRG Guided by a Higher Power	DA and BDA: How the DA Program is Structured to Help Debtors Find Recovery	Intro to DA in Spanish	
Afternoon Sessions			Track 3: World Service Panels		
1:30-2:15 pm	Steps 1 - 3	Working the Twelve Tools of DA	Tradition Five: Reaching the Still-Suffering Debtor Through Public Information Service (shares by WSC PI)	Intro to DA in German	Exploring Recovery through Drawing and Collage
2:30-3:15 pm	Steps 4 - 7	Recovering in Business through Business Debtors Anonymous (BDA)	Balancing Entitlement, Envy, and Socioeconomic Diversity in DA Recovery (shares by WSC UUOC)	Intro to DA in French	Fun in Recovery through Improv Games
3:30-4:15 pm	Steps 8-10	Numbers: Recordkeeping as a Spiritual Tool	How to Balance Spiritual Earning in a Materialistic Society (shares by WSC SSEC)	Intro to DA in Farsi	Conscious Contact through Guided Visualizations
4:30-5:15 pm	Steps 11-12	How Being of Service in DA Helps Recovery	Tradition Five: Reaching the Still-Suffering Debtor Through Service in Hospitals, Institutions and Prisons (shares by WSC HIP)	Intro to DA in Spanish	Using your Voice to a Bigger, More Abundant DA Life

For the Good and Wellbeing of the Fellowship

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. Let members know to mark their calendars for this upcoming live Fellowship-wide call:
 - Saturday, August 10, 2019, from 12:00 – 8:00 p.m. Eastern Time live from the World Service Conference in Los Angeles, titled **“Fellowship Day: The Twelve Steps,”** presented by the 2019 Host Committee. U.S. call-in phone number: 1-605-472-5540, access code: 617093#. International phone numbers (and online access) are available at www.debtorsanonymous.org/call-in-access
 - Saturday, August 10, 2019, from 12:00 – 8:00 p.m. Eastern Time live from the World Service Conference in Los Angeles, titled **“Intro to D.A. in Six Languages,”** presented by the 2019 Host Committee. U.S. call-in phone number: 1-605-313-5577, access code: 504362#. International phone numbers (and online access) are available at www.debtorsanonymous.org/2725-2
2. The D.A. Conference Technology Committee invites all D.A. members to participate in a survey to keep members informed about current membership characteristics. Visit www.debtorsanonymous.org/survey
3. D.A.’s **A Currency of Hope** and **12 & 12 & 12** are now available via Print-on-Demand which will make it easier for members and meetings outside the U.S. to buy literature. Pamphlets and books are also available in digital formats. Visit www.debtorsanonymous.org/ebooks
4. If it fits in your spending plan, please increase your 7th Tradition contributions!
5. Let your meetings know that members may sign up to receive eNews at www.debtorsanonymous.org/enews
6. Share your story in *Ways & Means*—the recovery magazine of D.A.—or share an article about service in *The DA Focus* newsletter. Go to www.debtorsanonymous.org/share

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

LOS ANGELES IS READY TO WELCOME YOU TO
THE 2019 D.A. WORLD SERVICE CONFERENCE

AUGUST 7-11, 2019
LAX HILTON HOTEL

SAVE THE DATE!
SAVE YOUR \$ERENITY!

**WORLD
SERVICE
CONFERENCE**

2019

LOS ANGELES

“Spotlight on Service”