

theDAfocus

THE QUARTERLY WORLD SERVICE NEWSLETTER FOR THE FELLOWSHIP OF DEBTORS ANONYMOUS

3Q2020

The D.A. General Service Office

READY FOR TRANSFORMATION

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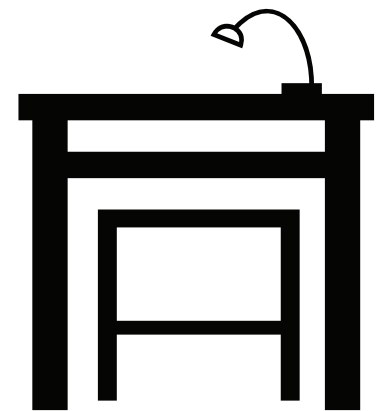
The DA Focus is the service newsletter published quarterly by the General Service Board (GSB) of D.A. It is available as a download from the official D.A. website at: debtorsanonymous.org/share

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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We saw a heartening moral in the way Chinese put the word “crisis” together: one character representing danger, the other opportunity.

E. Solomon – Found in an ad in a magazine in 1978.

On July 4, 2020, the D.A. General Service Board (GSB) announced a search for a new office manager at the Needham, Massachusetts office. This call for new leadership in our General Service Office (GSO) is representative of the many changes currently going on at the GSO. At present, we are reimagining our physical space by clearing out equipment that no longer serves and upgrading essential equipment, such as new computers and a new phone system. With the help of two part time employees and generous support from volunteers, we are reinventing the way we do things ranging from how we cover the office phones to record keeping of important documents, filing systems, and literature order fulfillment. The revised Office Manager position is consistent with good business practice as well as grounded in the spiritual principles of D.A.

Last August during the 2019 World Service Conference (WSC), the Internal Operations Committee (IOC) listed its goals for the coming conference year. As the list emerged, it became apparent the activities for the coming year had two directions. One direction was to continue to research the potential relocation of the General Service Office targeted for October of 2022. The other direction emphasized the need for supporting and expanding the functions of the current office in Needham, Massachusetts. Many of us working with the IOC and the GSB Office Committee felt good about the fellowship’s ability to move forward with the plans. However, back in the early Autumn of 2019, none of us could have predicted the impact of a global

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pandemic.

The COVID-19 pandemic has precipitated changes for everyone, not the least of which was an opportunity to reflect on the way we operate. But even before the pandemic, thoughts of innovation were beginning to stir. In some ways, time honored ways of doing things were already being called into question. This is true not only for D.A. but other 12-steps fellowships as well. During the last conference year, the GSB has had several opportunities to see how other 12-step fellowships are adapting to the world around them. This is especially true in the use of online technology and social media. Many fellowships including D.A. are asking the question of how modern technology can aid efforts to carry the message of recovery to those who are suffering as well as support recovering members. This includes the ability to support their fellowships in the following ways:

- Expedite the translation, licensure and distribution of fellowship literature across the globe.
- Invent more efficient and less costly forms of literature order fulfillment
- Create more user-friendly access to meetings, be they face to face, on-line, or telephone.
- Experiment with measures for more inclusive but less expensive ways of holding conferences.
- Facilitate sustainable 7th Tradition giving.

D.A. is no exception to the upheaval inherent in our current reality. Nevertheless, while things are shifting around us, the primary purpose of the D.A. Fellowship—to carry the message to the still suffering debtor—has not changed. Indeed, our primary purpose and what our fellowship has to offer may be needed now more than ever.

That said, it stands to reason that our General Service Office will change, not so much its purpose, to support the fellowship, but in the ways in which it performs service. Our General Service Office as it is today may be unrecognizable in the coming years. Now we need to prepare the GSO to seize the opportunity to make a courageous leap into the future.

As one of those who participated in crafting the Office Manager job description, I found myself tempted, given the endurance and creativity required to carry out the needed transformation of our General Service Office, to list “Essential Qualities” that would be commensurate with super hero status, like able to “leap tall buildings in a single bound.” Or archetypal character attributes like an alchemist who is capable of “turning lead into gold.” Fortunately, my colleagues convinced me that the top listed essential quality needed to be “experience with the principles of the 12-Steps and 12-Traditions.”

— Respectfully submitted,
Susan A.

Does D.A. Need a New General Service Office?

ONE MEMBER'S PERSPECTIVE.

Recently, I got a chance to see what very few D.A. Members will ever see—the D.A. General Service Office. It occupies a smallish basement-level suite of rooms in a diminutive multi-tenant office building in Needham, a quiet suburb of metro Boston. The air hangs thick in the carpeted low-ceilinged labyrinth of smaller rooms, each containing a hodgepodge of office paraphernalia: small office desks with big faux leather swivel chairs, a printer here, a paper shredder there, a handful of shoulder-height file cabinets, a mini-fridge, a cork bulletin board papered with documents, an air conditioner stuffed into one of the few small ceiling-level basement windows with its power cord stretched diagonally down the wall

to the nearest power outlet. Space and shelving evidently being in short supply, stacks of books are piled on the floor near the literature fulfillment room: a small, narrow space crammed with shelves and cubbies. Cardboard cartons of books or pamphlets squat here and there on the floor; an aluminum hand truck is parked against a wall underneath a glossy plastic-coated world map—a glaring reminder that the GSO serves the Fellowship worldwide.

One of the biggest jobs of the GSO is literature sales and order fulfillment. A separate storage room down the hall is needed to house the inventory of books and pamphlets. There is a boiler-room, back-office feel about the scattershot series of rooms; an

unpretentious, if not unconscious, willingness to let it all hang out. The improvised if not haphazard arrangement of furniture and equipment, make-shift storage work-arounds, and good-enough-for-now work stations is illustrative of a place of business that is a work-in-progress. Nevertheless, in spite of the office's disheveled appearance, the business of D.A. is, one way or another, getting done.

The occasional walk-in customer off the street, unfortunately, would not get an impression of an orderly and businesslike establishment upon opening the door to the D.A. offices. No amount of tranquil music or gracious hospitality could erase a first impression of fly-by-nightism. But, because the office interacts with the public and the

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DOES DA NEED A NEW GENERAL SERVICE OFFICE?

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Fellowship-at-large almost entirely via telephone plus the Internet and, because walk-ins are exceedingly rare, the question arises: does the D.A. GSO really need an attractive well-organized physical front-office presence? Arguably not, narrowly speaking—given D.A.’s current *modus operandi*. Why waste good money, one might ask, on the office’s appearance when the Fellowship’s limited resources could better be devoted to its online presence and to a better online literature shopping experience? Isn’t the Internet virtually the front door to Debtors Anonymous and isn’t its Web site the portal through which most people will have their first encounter with D.A.?

I began to consider these questions seriously when I recently became a delegate and a member of the IOC (Internal Operations Committee), the D.A. service committee which is charged with maintaining and overseeing the functions of the GSO (General Service Office). Our long-term lease expires in 2022. The opportunity to move to a better place is close at hand, and the General Service Board, the IOC, and a host of ancillary committees are engaged in a deep reevaluation of the GSO: how it could better function administratively, and how

it might serve as a resource both for existing groups and for the newcomer—the debtor who still suffers. The opportunity to relocate has been cause to look at office fundamentals and to reimagine a new office both functionally and physically—perhaps one that works better in its administrative role within the Fellowship and one that has a bigger public function—as a D.A. Headquarters with a library, an archive/museum, and a conference room for both local D.A. meetings, regional conferences, and annual GSB board meetings.

Many questions are being considered. How good a job does the office do with literature order fulfillment? Would it make sense to outsource this function? What role should the GSO play in completing projects such as maintaining a rotation of volunteers to answer a D.A. hotline; updating accurate published meeting information across the globe; handling international literature development and sales; fielding international calls; integrating D.A. Web site functions with GSO functions; and leveraging digital technology to move more meetings to the Internet, etc.? Since we are a growing international fellowship, we’ll need to clear any bottlenecks

involved in serving the European, Asian, African, and Australian Fellowships.

And, what about the sense of pride and professionalism that contribute greatly to the *esprit de corps* necessary to do the difficult work of servicing a growing fellowship? How is this enhanced by an office environment that falls short functionally and aesthetically and that does not inspire confidence or a sense of solvency and prosperity? And, why shouldn’t every D.A. member know about the Fellowship’s General Service Office, take pride in it, and want to visit it, attend an event, or say hello to the folks who work there? I would argue that a Fellowship moonshot is what is needed: a new vision for a GSO that is no longer merely a back office for the fellowship, but one that proudly fulfills its role as the flagship headquarters of the international Debtors Anonymous fellowship.

— Kim G.

GENERAL SERVICE BOARD COMMITTEE REPORTS

GSB Audit and Legal Committee

The Audit Committee and Legal Affairs Committee combined in 2018 to become the Audit and Legal Affairs Committee. In addition, during 2019-2020 the committee met in conjunction with the GSB Long Range Planning Committee because of low membership on the General Service Board.

The audit portion of the committee engages an independent accounting firm to conduct a review of the General Service Board’s annual financial statements and meets with that firm to receive and discuss their report. The committee will confirm

and assure the independence of the independent accounting firm. It will discuss any weaknesses in internal controls, whether there were any adjustments not recorded on the books, whether the Corporation is following the most appropriate and best accounting principles, and whether or not management conducts itself with the highest level of integrity.

The Legal part of the committees work is involved in the registration, maintenance, and defense of D.A.’s intellectual property, copyrights, and trademarks. This includes all D.A. logos, literature, and service material,

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GSB Audit and Legal Committee

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whether in print or other media. The committee works in cooperation with the Literature Publications Committee of the GSB to address copyrights and infringement, preparation of “work for hire agreements,” and many other contract issues for the GSB. The committee also reviews all contracts prior to signature by the Board Chair.

During the 2019-2020 fiscal year, the committee applied for and received copyrights and updates. The committee worked with an Intellectual Property attorney to review comments and look at final review of a license for literature and trademarks. Once step study guides are completed, copyright documentation will be submitted.

In addition, the Audit portion of the committee

completed the annual review of the financial health of the Fellowship, and everything was considered favorable by the CPA. Annual reviews were done of written policies. Board members had a review of the Board policies at the Face to Face meeting in February. It was determined going forward that Board members will sign an annual release form for all written and recorded materials done within each fiscal year.

Recommendations to next committee: Submit copyright documentation for new literature as approved. Continue working with the Intellectual Property attorney on Trademark issues. Complete annual review of the financial accounting and get all board members to sign appropriate policy documentation.

GSB Conference Support Committee (CSC)

Tom B. (Chair), Matthew E. (Secretary), Michalene R.

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).

The Conference year started out as any other. We were making plans with the New York City area Host Committee for the 2020 World Service Conference, which was to be held in the New York City area. We all reviewed numerous hotels and settled on the Marriott in Newark, New Jersey—a 20-minute train ride to the heart of Manhattan. It was the only affordable option in the area, and we negotiated a contract for the next two years locking in the rates. We released the Registration Packet in early March, which was clearly wishful thinking in retrospect.

Then COVID-19 changed everyone’s plans. It took us until early May to reach an agreement with the hotel. We had an impossibility or *force majeure* clause, but the hotel wasn’t willing to invoke it for an August event on their end. It was financially important us to work out an agreement before committing to a virtual Conference. At one point the contract they presented stipulated if we didn’t meet our guarantee in 2021, we’d have to pay all guarantee fees for 2020 as well, possibly amounting to \$150k. That was not agreeable, but it did seem an honest lapse of communication between departments on their end—like many businesses, they were operating with a reduced staff. We finally reached a deal to pay a \$5000 fee, which will be used toward costs for the 2021 hotel fees. 2021 is a bridge we have yet to cross.

The Board unanimously approved a virtual World Service Conference (vWSC), and we got to work making that happen with the combined efforts of the Host Committee and the WSC Conference Committee. The vWSC will take place on Zoom over the course of two weekends in the first two weeks of August. Registration fees have been set at \$200, and we were able to award scholarships to fund all 15 applications received, including ten for delegates from groups outside the United States: Argentina, Brazil (2), Ireland, Kenya, New Zealand (2), Spain, and the United Kingdom (2). Fellowship Day, with speaker panels, keynotes, a talent show and dance party open to all D.A. members, will take place on Zoom on August 15. Debt-Anon plans to participate by hosting their own speaker panels.

After reviewing dozens of applications and interviewing nine candidates, we have hired two Videoconferencing Specialists who will help set up and run the vWSC as well as train volunteers. We are currently in the process of designing a tech script with the specialists as well as Zoom protocols to impart to attendees. Due to the streamlined schedule, reports will be confined to the electronic binder this year except for the Chair’s and Treasurer’s reports. Due to the virtual format, GSRs and ISRs will need to select a Committee upon registration and, to this end, CSC hosted a pre-Conference Orientation Fellowship-wide call where all WSC committees and caucuses gave a report of their activities. The work of GSRs and ISRs throughout this year has been impressive. Another Fellowship-wide call is scheduled for July 25 to give delegates an overview of the virtual World Service Conference.

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GSB Conference Support Committee (CSC)

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In other news, we added the audio recordings of 2019 Fellowship Day to the D.A. website for the first time in the past, CDs of the recordings had been offered for upwards of \$100. We attempted to contract with the outside vendor who made all of our Fellowship Day recordings pre-2018, but they have gone out of business and have not responded to our inquiries. Minnesota Intergroup voted to donate the 2018 Fellowship Day recordings, and we are in the process of securing our Assignment of Rights release forms from the speakers.

We have received one bid to host the 2022 World Service Conference. UK Intergroup submitted a bid to host in the London area. The Conference will be voting on this bid at the upcoming 2020 vWSC.

One carry over recommendation to next year's CSC is to seek a Project Contributor to finish revising the Host Committee Handbook.

Thank you for reading our report, and we look forward to seeing some of you at the 2020 vWSC.

GSB Finance Committee Report

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 the D.A. Focus.

The Committee:

- Defined the Prudent Reserve as nine months of operating expenses for the General Service Board.
- Moved \$17,000 into the Prudent Reserve.
- Moved an additional \$3,000 into the Prudent Reserve for development for the Debtors Anonymous Basic Text.
- Continually reviewed the balance in the main checking account and made recommendations to the board on transferring funds into the prudent reserve until the nine-month goal is reached.
- Developed Action Items for the committee to work on throughout the year, including improving our processes regarding our literature inventory, educating the Fellowship on our finances, and the importance of contributions.
- Continues to monitor income and spending, online contributions, and the prudent reserve on a monthly basis.
- 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.

- Reviewed and forwarded to the GSB the John H. Scholarship Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the Annual Anniversary Appeal from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Prepared a draft proposed service piece "Your Seventh Tradition Contributions: Carrying the D.A. Message Beyond the Home Group" and forwarded to the GSB Literature Publications Committee for editing and formatting.
- Reviewed the tax return and financial statements for FY 2019-2020 as prepared by our accounting firm.
- Prepared the Income and Spending Plan for FY 2020-2021.

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 on transferring funds into the prudent reserve until the nine-month goal is reached.
2. That the GSB Finance Committee continue to monitor actual income and expenses against the approved Income and Spending Plan.
3. That the GSB Finance Committee through its board liaison continue working closely with the WSC Resource Development Committee.
4. That the GSB Finance Committee continue developing and tracking action items throughout the year.

Thank you for allowing us to serve you.

— **Respectfully submitted,**
Tom R., Chair-GSB Finance Committee

GSB Communications and Technology Committee Report (CommTech)

Introduction

The Communications and Technology Committee (CommTech) of the GSB is a combination of the former Communications Committee and Information Technology Committee. CommTech oversees the creation and online publication of the quarterly magazine Ways & Means and the quarterly newsletter The D.A. Focus. It also supervises and coordinates distribution of other information and announcements through D.A.'s eNews. In addition, the Committee is responsible for the creation, maintenance, enhancement, and content of the D.A. website; monitors and administers the database of 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. It is also 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.

Bill D. and Tom B. were the co-chairs, and Matthew E was secretary. Bill D. served as the GSB liaison to the WSC Info Tech Committee and Tom B. as the liaison to the WSC Fellowship Communications Committee.

Projects and Topics Addressed during the Conference Year

Website:

- Redesigned the D.A. website: P.C. Jeffrey F., in tandem with WSC Tech Com, recommended a new template which the GSB approved. Jeffrey worked several months on completing the redesign, which addressed numerous requests from the Fellowship over the past few years including drop-down menus, an editable home page, and easier usability
- Added pages for FCC's Sponsor-a-Group program and LTL translation procedure
- Added Fellowship speaker audio recordings to the website for the first time

General Service Office Equipment Update:

- Working with WSC Techcom, CommTech recommended to the GSB that it purchase new office computer systems including keyboards and monitors, which were installed in April

Online Contributions and WSC Registration:

- Based on recommendations from WSC Tech Com and the GSB CommTech PC, the GSB investigated and approved the transfer of vendors to one that much more easily accepts international contributions and registration payments at a

reduced cost to the Fellowship

- Reported the monthly online contributions total to GSB Finance Committee and WSC Resource Development Committee

Electronic Literature:

- TechComm did the footwork necessary to enable English pamphlets to be available for electronic access via computer, tablet, and smartphone
- The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous and A Currency of Hope continue to be available both in Print on Demand and electronic formats
- Ten essential pamphlets in Spanish continue to be available in electronic format

Google Drive:

- Successfully migrated all GSB and WSC files as well as official emails to the G-Suite drive. Gained approval for Google nonprofits account

Ways & Means and D.A. Focus

- For the past two years, CommTech has regularly published both Ways & Means and The D.A. Focus quarterly. The WSC Fellowship Communications and Business Debtors Anonymous Committees and the Intergroup and Spiritually Sustainable Earning Caucuses have curated issues of Ways & Means, bringing a much wider understanding of the function of WSC to the Fellowship at large. Ways & Means has also recently received a fresh redesign
- Printed paper copies of Ways & Means for distribution to all 2019 WSC attendees and provided copies for the European Convention as well

In addition, CommTech

- Added 2019 Fellowship Day shares in languages other than English to our Youtube channel to make them more available for groups and intergroups
- Sends out eNews communications as requested by GSB and WSC Committees and adds those events and flyers to the website
- Created a Task Manager position to facilitate the flow between eNews, website changes, and publication announcements
- Worked with Project Contributor Sherri H. to create a Committee Handbook
- Maintains an encrypted list of usernames and passwords for all website accounts maintained by individual GSB trustees and the GSO
- Initiated a naming convention system for GSB and

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GSB Communications and Technology Committee Report (CommTech)

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- WSC minutes to make them more easily searchable
 - Standardized the system for making Fellowship-wide calls so that numbers and passwords do not “belong” to an individual and become lost.
- Recommendations for Incoming Committee:**
1. Complete the Committee Handbook
 2. Maintain regular schedule for publishing the magazine and newsletter
 3. Investigate audio versions of A Currency of Hope and The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous
 4. Provide support to WSC Lit Com and GSB Lit Pub in their efforts to publish a Daily Meditation Reader
 5. Complete development of online store for literature purchasing on the D.A. website
 6. Support other GSB and WSC committees and caucuses with their technology and communication needs.
 7. Work with WSC Tech Com to create a D.A. app
 8. Continue to explore alternative platforms for hosting Fellowship recordings
- The 2019-2020 GSB Communications and Technology Committee (CommTech)

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 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 has developed the outlines. Two outlines for pamphlets approved for publication are “Couples and D.A.” and “Relapse and Recovery.”

Six new pamphlet concepts were approved at the 2019 WSC in Los Angeles and the 2019-2020 WSC Literature Committee has been working on outlines for each of them. The concept for a book of “BDA Stories” was also approved.

The Literature Services Committee’s primary project this year has been to review and edit the final drafts of the Step Study Guides for D.A. and BDA. These drafts, along with comments and editorial suggestions, were forwarded to WSC Literature and the WSC BDA Committees for their review and feedback.

Literature Services Committee also interviewed and contracted with a new writer of the Basic Text after the original writer resigned. This was accomplished, and

the Basic Text project has resumed. The Committee has also been collecting submissions to be considered for inclusion in the “Member Stories” section of the Basic Text.

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 Reader (“Meditation Book”), and the six new pamphlets mentioned above.

The Literature Publications Committee has been contemplating the development of an outline for a service piece of literature on underserved and underrepresented members. Several Pamphlets (or service pieces) will replace the “Diversity Pamphlet,” a pamphlet which was approved by the Convocation in Dallas in 2017. The WSC voted to approve changing this pamphlet to service literature in 2018.

After the approval by the 2019 WSC of the “Voices from the Black Community,” pamphlet concept, Lit Pub discussed whether this may also be a good approach to capture the “voices” of the experiences of diverse D.A. members. With the UUOC Caucus, we will identify how to approach this in a number of pamphlets or service pieces, rather than attempting to group all diverse experiences in one pamphlet.

Additionally, a member of the GSB Literature Publications Committee serves as the GSB liaison to the WSC Business Debtors Anonymous Committee. The BDA Committee addresses 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

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GSB Literature Publications (Lit Pub)

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BDA. The BDA Committee has also hosted several Fellowship-wide calls over the 2019-2020 WSC year. They have been also working on the development of the “BDA Stories” book.

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 both available for purchase as downloads. There is also an opportunity for members in several countries to buy 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.

This spring, the GSB Communications and Technology Committee (CommTech) arranged for the D.A. pamphlets to be formatted for electronic versions which are now available for purchase. Lit Pub assisted with this process.

Lit Pub continues to work with the GSB, Literature Translations and Licensing (LTL), and the 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.

Finally, GSB Lit Pub continues to evaluate the best ways to make our literature available and accessible to meet the needs of all D.A. members. With the GSB, we are looking at many possibilities, including literature fulfillment centers, print-on-demand, self-publishing, and other options.

GSB Literature Translation and Licensing (LTL) and International Committee

This year LTL/I has been Bill D, Chris S., ACM, Josie P. Chair, Paul M. secretary, and Rody D, PC. Michalene is our liaison with legal and Chair of International.

All our members have donated their time and energy generously to furthering communication and development of non-US D.A. They have been supporting the fellowship structure and the translation of Conference Approved Literature.

We have been helped in the work by the International Caucus and the wider fellowship this year and have gained further understanding of the needs of translators and licensors of our Conference Approved Literature. We are grateful for the collaborative energy of the non-English speaking fellowship around the world. Connection has been key to this.

We have translated some of the necessary legal documents into French and Spanish. More languages will be added as our spending plan allows.

D.A. literature needs to carry our trademarked logo around the world, but local cover design can be proposed—like translation—by the fellowship and verified/agreed by the GSB on behalf of D.A. as a whole.

We have made the translation process

more prominent on the Website. See <https://debtorsanonymous.org/fellowship-services/translation-process/> although our attempts to make this more readable and accessible are taking longer than we had hoped. It’s about how to ‘systematise’ a verification process that is human and HP driven. Writing a simplification without jargon has proved challenging. On the GSB, we work towards the clarity the fellowship needs. We are continually making reference to what other fellowships do. We are so grateful for their support.

D.A. as a whole retains copyright in both English and translated CAL and we hope to be able to complete a licensor/licensee negotiation by the time this report goes to print.

— Josie O P
Chair LTL/International

GSB Long Range Planning Committee (LRPC)

As stated in the Composition, Scope, and Procedure document for the GSB Long Range Planning Committee, “the Long Range Planning Committee facilitates the GSB’s long-term efforts to carry the message of recovery to the suffering compulsive debtors around the world and to support compulsive debtors in recovery.

It develops strategies and action plans to help D. A. remain an effective Fellowship so that D.A. as a whole, can fulfill its primary purpose. It works through 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.”

This document as a four-part report is an attempt to describe the journey that the LRPC has taken in the last conference year. First, What LRPC has done this year. Second, the opportunity to research what other 12-step fellowships are doing. Third, the impact of the coronavirus has had on the global fellowship. Fourth, the need for a long-range strategic plan.

What LRPC has done this year.

1. “Ask the General Service Board” phone forums – The LRPC organized four phone forums during the 2019-2020 Conference year. The first was on September 15, titled “WSC 2019 Recap.” The second was held on November 17, 2019, and presented the topic “Three S’s – Sponsorship/Solvency/Service”. The third forum was held on Sunday, March 22, 2020 and presented the “D.A. Literature, Literature Translations and Licensing”. The final forum for the year is scheduled for July 19, 2020, and will feature a presentation and discussion on “D.A. Finances.”
2. Distilling the Operating Vision as expressed by the WSC—Building on the work done by last year’s LRPC towards strategic planning and using the wisdom of recommendations and motions presented by the 2019 WSC, a one-page summary of the Fellowship’s Operating Vision was developed. The three over-arching categories encompassed in the vision are Creating Cohesive Presence, Carrying Recovery Message, and Implementing Effective Operations. As an effort to move towards realizing the vision, the committee examined both underlying challenges to the vision as well as potential practical solutions to address the challenges.
3. Renewal of the February Face-to-Face for General Service Board—LRPC provided practical support towards the renewal of an actual mid conference year face to face meeting of the GSB. This event occurred in New York City, February 6-9.
4. Meet the GSB in NYC—In conjunction with the February face to face meeting of the GSB, the committee organized, with the help of the WSC host committee, a “Meet Your GSB” event in NYC on Saturday, February 8th.
5. Liaison with WSC Caucuses—One member liaised with the Intergroup Caucus, and another member liaised with the Spiritually Sustainable Earning Caucus.
6. Taking another look at D.A. Archives—The committee began work with the Communication Committee and the Technology Committee to create a means by which D. A. archived materials can be featured and accessed electronically by the fellowship.

The Opportunity to research what other fellowships are doing

On December 3, 2019, Debtors Anonymous along with other 12-step fellowships were invited to attend a Day of Sharing at the Alcoholics Anonymous General Service Office in NYC. The gathering was held in the conference room of the A.A. GSO at 475 Riverside Drive, NYC, NY. Fellowships represented, aside from A.A. and D.A. were Al-Anon Family Groups, Cocaine Anonymous, Heroin Anonymous, Narcotics Anonymous, Overeaters Anonymous, and Sexaholics Anonymous. The primary topics for the Day of Sharing included Literature Licensing and Translation and Use of Technology with Literature. It was a pleasure to represent D.A. at this event. The day was full and informative. The staff at the A.A. GSO were incredibly welcoming. In addition to the morning and afternoon sessions that focused on the main topics for the day, participants were invited to tour the A.A. GSO facility at the conclusion of the day.

Though this was not officially an LRPC activity, it happens that the two representatives of D.A. that did attend were on the long-range planning committee. Some observations from this event that have relevance to our need for a long-range plan include the following:

1. Some of the challenges we face with literature licensing and translation are part and parcel of the world we live in today. While the spread of the D.A. message and fellowship to different parts of the globe is not new, and the effort to translate conference-approved literature is not new, the giant leaps in communication technology over the last decade seems to have raised everyone’s expectations about how fast literature translation and licensing process should be.
2. The profound importance of our General Service Office and the need for all the services it does and can supply to the fellowship. Out of all the fellowships represented that day, D.A. is not the youngest but it is the smallest GSO with only 1 one full time employee and 1 half time employee.

The Impact of the CV-19 Pandemic on the Fellowship

The COVID-19 global pandemic has changed things for everyone: not just D.A. and not just people in 12-Step programs. But in addition to the upheaval the

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GSB Long Range Planning Committee (LRPC)

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pandemic has caused, it has also shone a light on some opportunities that may not have been apparent before the pandemic.

1. Making the shift from a face-to-face event to a virtual event for the World Service Conference.
2. On the local level, meetings are changing from face to face to telephone, online and hybrid events.
3. Closing the D.A. General Service Office temporarily allowed for a thorough review of our current situation as well as clarified what might be some priorities for when, if, and where we can relocate the General Service Office in the future.
4. The economic crisis world-wide, as a result of the pandemic, has triggered an interest in what the D.A. fellowship can offer to individuals who may have never considered such an option before.

More than ever the need for a Long-Range Strategic Plan

Our first tradition tells us that our personal recovery

depends on D.A. unity. Though as the fellowship grows and many of our time-honored ways of doing things may be called into question, it can feel like our unity is also called into question. Clearly the world is changing. Our primary purpose though, to carry the message to the still suffering debtor is not changing. Nevertheless, our primary purpose seems to be needed now more than ever. A long-range plan that helps us, as our scope of service for LRPC indicates, develop strategies and action plans to help D.A. remain an effective Fellowship is also needed now more than ever. The challenge for the next year for LRPC is to facilitate a practical long range plan that honors the past history of the fellowship, recognizes the implications of the current situations, provides enough stability for the fellowship to focus on its primary purpose, and carries the fellowship into the future.

— Susan A.

GSB Nomination Committee (Nom Com)

The Nominations Committee is concerned primarily with identifying, developing, and nominating potential trustee candidates to the D.A. General Service Board (GSB). The committee maintains a “watch list” of candidates who may be interested in becoming involved in service as a GSB Trustee, an Appointed Committee Member (ACM), or a Project Contributor (PC).

Among the activities worked on by the Nominations Committee:

- Potential candidates for Trustee were notified to determine interest in general service at the Board, ACM, or PC levels.
- “Watch list” indicating interest in GSB, ACM, or PC service was updated. Contact was established with all members who had expressed interest at some point, as well as potential Class B trustee applicants. This resulted in several trustee and ACM applications. Several potential Class A trustee applicants wanted to be contacted again in several years.
- We also started recording applicant interviews.
- We created and implemented the GSB Class A trustee and ACM applicant credit card questionnaire.
- We recommended a GSB discussion to look at

forming a Policy/Procedures Committee tasked with tracking approved motions from the GSB and Convocation related to policy.

- 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. Two additional Class A applicants are being interviewed at the time of this writing.
- Continues to develop the new service opportunity of “Project Contributor” and welcomed members in that role on several GSB Committees.
- Addressed an issue in the Bylaws concerning rotation of service of outgoing and incoming Board members and modified a section at 3.3 regarding Terms of Class A and Class B Trustees. Nom Com brought a discussion topic to the GSB regarding the possibility of modifying: “Class A Trustees resigning before six (6) years are not eligible to reapply to the Board. [rev. 2/12].” This discussion is ongoing.
- Addressed an issue in the Bylaws, Section 3.5 Regions, which addresses regional limits of Class A trustees. After discussing the fact that nine of the fourteen regions made GSB service available to members in North America, it was determined that D.A. would be best served by having no regional

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GSB Nomination Committee (Nom Com)

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limits.

- Discussed and presented proposals to modify some aspects of ACM service; got accurate dates of service for all current ACMs
- Nom Com members prepared and presented a Board Development Topic for F2F in February 2020.

Recommendations for 2020-2021 Nominations Committee:

- Continue to update the Trustee Manual, incorporating suggestions from the GSB F2F in February 2020.
- Update the “watch list” of members who may be interested in service as Trustees, ACMs, or PCs.

- Continue to contact 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,
2019-2020 Nominations Committee

GSB Office Committee

The Impact of the CV-19 Pandemic on the Fellowship

The COVID-19 global pandemic has changed things for everyone, not just D. A. and not just people in 12-Step programs. But in addition to the upheaval the pandemic has caused, it has also shined a light on some opportunities that may not have been apparent before the pandemic.

1. Making the shift from a face to face event to a virtual event for the World Service Conference.
2. On the local level, meetings are changing from face-to-face to telephone, online, and hybrid events.
3. Closing the D. A. General Service Office temporarily allowed for a thorough review of our current situation as well as clarified what might be some priorities for when, if, and where we can re-locate the General Service Office in the future.
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More than ever the need for a Long-Range Strategic Plan

Our first tradition tells us that our personal recovery depends on D. A. unity. Though as the fellowship grows and many of our time-honored ways of doing things may be called into question, it can feel like our unity is also called into question. Clearly the world is changing. Our primary purpose though, to carry the message to the still suffering debtor is not changing. Nevertheless, our primary purpose seems to be needed now more than ever. A long-range plan that helps us, as our scope of service for LRPC indicates, develop strategies and action plans to help D. A. remain an effective Fellowship is also needed now more than ever. The challenge for the next year for LRPC is to facilitate a practical long range plan that honors the past history of the fellowship, recognizes the implications of the current situations, provides enough stability for the fellowship to focus on its primary purpose, and carry the fellowship into the future.

— Susan A.

GSB Public Information Committee (GSB-PI)

This year’s committee members were Tom R., Chair; Sharon S., Secretary, Bob D., and Siobhan K., Appointed Committee Member.

The GSB Public Information Committee works closely with the WSC Public Information Committee to carry the message of D.A. to the outside world. The GSB Public Information Committee works with the media

through the Media Contact Person (MCP), a position created in 2006; creates tools; forwards requests; and ensures all communications follows the Traditions.

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

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GSB Public Information Committee (GSB-PI)

The Committee:

- Worked closely with the WSC Public Information Committee and its board liaison.
- Responded to numerous public information requests from the public and from the media.
- Reviewed and forwarded the WSC Public Information Committee service piece “Problems with Money and Debt? D.A. Can Help” to the board for approval. The approved service piece was distributed to the WSC Public Information Committee and GSB Comm Tech Committee for posting on the D.A. website.
- Media Contact Training was held on May 2, 2020 by a Fellowship-wide call conducted by our Appointed Committee Member, Siobhan K.
- Worked with a vendor to complete production of the audio BDA Public Service Announcement, which was approved at the 2019 World Service Conference.
- In partnership with the WSC Public Information Committee, reviewed and made revisions to the Debtors Anonymous Public Information Manual.

Recommendations for next year’s committee:

1. That the GSB Public Information Committee complete review and revisions to the Debtors Anonymous Public Information Manual.
2. That the GSB Public Information Committee complete production of the audio BDA Public Service Announcement.
3. That the GSB Public Information Committee continue responding to public information requests from the public and from the media.
4. That the GSB Public Information Committee continue to schedule Fellowship-wide Calls on Media Contact Training at least once a year.
5. That the GSB Public Information Committee through its board liaison continue working closely with the WSC Public Information Committee.
6. 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

WSC Business Debtors Anonymous Committee (BDA)

This year's BDA committee had a phenomenal year with members who worked ceaselessly to put on and create BDA content. Every member was generous with their time, dedication, and skills, contributing significant efforts to drive several BDA-related initiatives.

Big thank you to all of our committee members throughout the year: Mary Jane W. (vice chair), Kate E. (treasurer), Jenny N. (secretary), Kelly L., Helena K., Jerome S., Ed K., Linda P., Sadie H., and Josie P., board liaison.

Our committee focused on several areas of business. In addition to drafting responses to six Issues and Concerns relating to BDA, the committee:

- Put on four fellowship-wide calls regarding BDA topics with experience, strength, and hope from BDA members. Titles of the calls included the following: "A Spiritual Approach to Growing Your Business" (July 2019); "Living the Promises" (January 2020); "Overcoming Fears in Business" (April 2020); and most recently, "Developing and Expanding Your Abundant Vision" (June 2020). The sub-committee has uploaded to Google Drive a flyer template to advertise the calls as well as a script for leading the calls to support the incoming BDA committee.
- Collected 10+ stories from BDA members as content for the first quarter Ways and Means, the DA Basic Text that is currently being written, and for a book similar to A Currency of Hope that will only have stories of BDA experience, strength, and hope (the concept for such a book was approved last year at the 2019 conference).
- Created several resources needed to run a BDA retreat. Tremendous work was put into creating a retreat with BDA workshops and within only eight months, a retreat was planned. It was to be held in a space in New Orleans, a chef was going to cater it, an ecstatic dance teacher was going to lead a dance session, and several participants registered. COVID hit, unfortunately, and the retreat had to be canceled, but the committee created resources so that future members can easily recreate the flow, including a flyer to advertise the retreat, a spreadsheet to track registered participants, and a detailed registration form.

It is our hope that next year's incoming committee takes full advantage of all the work this committee has generated and produced.

Finally, coming up on July 12 the committee will have reviewed and voted on the BDA step study guide that is currently in process.

WSC Conference Committee

What a year! As in previous times, the Conference Committee met monthly to discuss issues related to the Debtors Anonymous World Service Conference (WSC) including our Charter, format, host committee, location, and other logistics. We put emphasis this year on engaging small or underrepresented groups and encouraging more participation from around the world.

However, due to the exigencies of the COVID-19 pandemic, our Committee shifted focus in March to wrestle with the possibility, and now reality, that our 2020 WSC would be held in a virtual space instead of in person at the Newark Airport Marriott Hotel. Ironically, this online WSC has opened up accessibility to exactly those small, underrepresented, and international groups our Committee had been seeking to attract. Thankfully, our incredibly dedicated GSB Liaison, Class B Chair of the Board Michalene R., and the GSB Conference Support Committee, negotiated hard to arrive at an elegant solution with the hotel. This allows us to offer participation in the 2020 WSC at a mere whisper of the usual spending plan.

In addition, we have an exceptionally well-organized and flexible 2020 Host Committee chair, Maureen C. Once it became apparent that the Conference

would be virtual, she urged her disappointed, yet game, leadership team to get creative. It has been an absolute joy to work with Maureen this year, and I know her team has special treats in store for us to boost the "fun" part of Conference in lieu of how that naturally occurs when we are meeting in person.

Many thanks to all of our devoted and hard-working Conference Committee members: M. Tracey O. (chair), Mike M. (vice chair), Karen S. (secretary), Susan L. (treasurer), June D., Lolly A., Maureen C. (2020 WSC Host Committee chair), and Michalene R. (GSB liaison).

Projects and Topics Addressed During the Conference Year

- Replied to Issues & Concerns regarding high cost of Conference attendance, participation from small groups, distribution of John H. funds, and inclusion of Spanish-speaking groups.
- Subcommittee on Small Group Representation (chaired by Mike M.) looked at the geographic representation of previous WSC registrants and ways to engage small groups that might not be able to swing the cost of attendance on their own.

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WSC Conference Committee

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- Successfully requested an addition to the current WSC Registration Packet that allows GSRs to acknowledge other meetings/groups that they may be representing. This relatively simple addition to the Registration Form lets us get a truer picture of which groups are supporting and communicating with DA as a whole, and lets those groups participate financially and spiritually in DA's collective group conscience.
- Translation of Registration Packet and website information on Conference registration into other languages starting with Spanish as a means of reaching international groups, and using Conference Committee funding request to do it.
- Briefly looked at current allocation rules for John H. Scholarship Fund and reached out to Resource Development Committee to shore up donations to the Fund and discuss service piece on raising funds to send a GSR to WSC.
- Use and cost of audiovisual and internet services during the Conference.
- Discussion of Conference implications for a potential bid from London for 2022.
- Ways to continue, expand, and enhance remote participation for non-host country registrants – looking at tech expertise needed, costs, possible need for translation, and other logistics.
- Potential to generate interest in world service with a Ways & Means issue dedicated to the magic of Conference attendance and the family of DA fellows we join doing service at this level.
- Worked through logistics and energy level requirements of a virtual WSC and supported a GSB suggestion to split it into two weekends with a week in between for extra committee/caucus meetings if needed.

Recommendations to the Incoming Committee

- Consider a motion to make remote participation a permanent part of the WSC for non-host country registrants.
- Consider a motion to accept a bid from the U.K. Intergroup to host the 2022 WSC Conference in the Greater London area.
- Consider creating and translating into multiple languages a special email to serve as a cover letter to the WSC Registration Packet and on the website. Because the Conference itself is conducted in English, keep the Packet in English, but reach out via email in multiple languages to generate interest from non-English speaking locations.
- Consider adding language to the Registration Packet that clearly states the spending plan for the Registration Fee for the WSC. Participants would like to explain to their groups exactly what their Registration Fee is paying for.
- Consider curating a Ways & Means issue on joys of Conference attendance and world service.
- Use the experience of the Virtual Conference to encourage remote participation.
- Look at joint projects with Fellowship Communications, Resource Development, and International committees to generate interest and participation at WSC.

The members of the Conference Committee thank the 2020 delegates for this opportunity to be of service to Debtors Anonymous.

In love and service,

— **M. Tracey O., Chair**
2019-2020 WSC Conference Committee

WSC Fellowship Communications Committee (FCC)

The Fellowship Communications Committee facilitates communication and promotes collaboration among the debtor who still suffers, the Debtors Anonymous membership, the World Service Conference committees and caucuses, the General Service Office, and the General Service Board, and oversees Sponsor-A-Group. (rev. 2019)

Chair: Rody D., Vice Chair: Bert C., Secretary: Anne M., Treasurer: Alexia I., Board Liaison: Tom B.

Members: Amina Z., Nicole R., Vivian B.

The 2019-2020 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 Together We Get Better.

We kicked-off with seven members and by the end of the term six remained. Of the original seven members, two served on the committee during the previous year

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WSC Fellowship Communications Committee (FCC)

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bringing continuity and context to complete significant recommendations and works-in-progress. Tom B., our board liaison, provided us with unwavering support and insightful guidance.

These were our sub-committees and what our team accomplished this past year:

Promise Six Day

Chair: Alexia I. with Anne P., Nicole R., and Rody D.

- With our theme Together We Get Better in mind, the idea of D.A.'s International Promise Six Day was born. We presented this as a motion at convocation and it was approved to take place annually on the 4th Saturday in April. This event counted with the participation of most of our committee members.
- Promise 6: Isolation will give way to fellowship; faith will replace fear. The concept behind Promise Six Day was to break out of isolation—a big part of our debiting disease and it started with the intention to be as simple as asking a Fellow to meet for coffee on April 25, 2020. We focused on getting the word out about Promise Six Day by keeping all of the committees and caucuses informed so GSRs would bring the info back to their Regional Area Groups, meetings and members.
- Home sheltering offered us the opportunity for fellowship on a global scale. Gatherings via Zoom were held in Argentina, Brazil, Los Angeles, Montreal, NYC, Santa Monica, Spain, and the UK. A large gathering was also held over the phone.
- The creativity behind these Promise Six Day gatherings was overwhelming. From a cooking class to a scavenger hunt to show and tell to a talent show to a dress up party, we were blown away by the effort and energy put into these events.
- We proposed to the Board that Promise Six Day be included under FCC's responsibilities in DAMS moving forward. Additionally, we submitted a

Promise Six Day who, what, why, where, and when for consideration in DAMS.

- It was a huge success! We look forward to Promise Six Day continuing to grow in scope and reach.

Sponsor-A-Group

Chair: Nicole R. with Alexia and Rody

- As a priority in our agenda, we decided to “land” the Sponsor-A-Group (S.A.G.) program. Last year FCC drafted the now Board approved S.A.G. Starter Kit and all the information available on our website. With a solid structure, our priority was to find meetings that were willing to sponsor groups. Meetings in NYC and LA signed up.
- However, it was not so easy to find groups looking for sponsorship. Covid-19 slowed everything down as home-sheltering created a new source, Zoom meetings, offering options for the debtor searching for meetings. This took us back to analyzing how we could serve our Fellowship.
- While Zoom meetings grew and diversified nationally and internationally, the International Caucus was also reaching out into the International Community. What has surged is two clear needs:
 - Meeting sponsorship for new meetings opening internationally: Kenya, New Zealand, Australia, UK, Portugal, Russia, to name a few.
 - Individual sponsorship from fellows who still do not have access to local meetings.
- S.A.G. regularly monitored incoming emails sent to sponsoragroup@debtorsanonymous.org responding to all inquiries.
- S.A.G found it productive to work closely with the I.C. and the Underserved and Under-represented Outreach Caucus U.U.O.C., an initiative of I.C. that has proven effective. This effort is working on a proposal to submit to the Board for approval before the 2020 WSC.

WSC Hospitals, Institutions, & Prisons Committee (HIP)

On my way home yesterday, I saw crowds gathered and a couple of news vans parked across the Hollywood and Vine station, I was informed that a man had jumped on the train tracked ending his life.

“I am really sorry that he thought that was the solution,” I shared with one of the onlookers. I said a quick prayer and went home.

This is one of the many reasons why I joined Debtors

Anonymous. I do not want to end up like this fellow. I am tired of hearing about people feeling so overwhelmed that death is their only solution. I have been in many situations where I felt hopeless but because of God and Him guiding me through life and in this program I was able to trudge on.

My struggle is not over, but being in D.A. has given me hope to keep on keeping on. Right now with all the

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WSC Hospitals, Institutions, & Prisons Committee (HIP)

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uncertainties in the world, more than ever people need to know that there is hope and they can find it through this wonderful program.

Like I have mentioned, I have many ways to go. I have been homeless and still am homeless and have faced so many hardships and setbacks and never wanted to throw in the towel. I pray by next year to see more blacks and minorities in D.A. More than ever D.A. must reach out to the black communities and other minorities that are struggling and facing homelessness because of the pandemic. Because I have been through hell and back and am still rising, it did not overcome me. I overcame it by the Grace of God. I am one of the faces people need to see and hear to know that they too can become an overcomer.

I took some time off last year and this year to take care of some personal things. Below is the Vice Chair's report on what we were able to accomplish so far.

Grateful to be of service, Yanick T.

Chair, HIP Committee

HIP REPORT: 2019-2020

This has been a mind-blowing year for HIP—both ground breaking and then ground falling as we re-examined our role as the HIP Committee during the pandemic of COVID-19 and shelter-in-place orders around the country. In spite of a rough year for HIP we were able to accomplish the following:

HIP has now had several D.A. panels taking place in several facilities across the country!

After a year and a half of research, applications, background checks, and orientation we were able to find the right contacts and get two D.A. panels into Men's Central Jail (MCJ) in downtown Los Angeles.

(Before the pandemic we had started on a SoCal D.A. regional recruitment program with the goal being to build a data base of fellows that were willing to be of service in this manner and meet the stricter approval process. In addition to the minimal D.A. requirements, prisons and jails have lengthy applications and background vetting that they need to do. We were getting ready to distribute our recruitment flyer through the SoCAL D.A. Intergroup when the Pandemic hit. No longer (at least for now) were we needing this type of recruitment. No longer (for now) are we allowed to enter any outside facilities.

As a committee we also re-examined the nature of HIP and began reaching out to educational and religious

institutions as well. We looked again at hospitals and bankruptcy courts as a valuable location for our services.

As a committee we reread and "noted" small errors in the HIP Starter Kit.

We revisited the idea of every intergroup having a HIP rep and started a recruitment process for developing that by working with the intergroup Committee. We are currently working on a flyer that we will share with WSC Intergroup Committee.

We re-initiated the idea of passing the HIP can.

HIP raises funds from individual meetings and from GSB to purchase literature. With the help of the GSB, we purchased and distributed over \$700 worth of literature this year. That literature went to places in need all over the country. We continue to pass around the HIP can in several meetings as an additional means of raising money for flyers and more literature on a local level.

Currently, HIP members in Los Angeles have initiated the first D.A. Zoom panel inside a women's prison.

With the pandemic in full throttle and prisons being some of the hardest hit, no one is allowed inside the prisons or jails. Our members have requested and distributed literature to a woman's facility outside of L.A. and due to those efforts were able to organize the first ever D.A. Zoom panel in a women's prison!

And currently we are in the process of re-establishing our mission and what HIP means in a time when no one has access to face-to-face meetings and no one can find us unless they stumble across it. Does Zoom open more possibilities for newcomers? Can D.A. be of service during this time of crisis?

We are interfacing more frequently with members of other committees. For example, a flyer for a HIP rep was distributed at all intergroups, there was a renewed Public Information outreach in So CAL, and possibly some crossover with UUOC.

Thanks for letting be of service,

— Roger D
Vice Chair, HIP Committee

WSC Internal Office Committee (IOC)

Chair: Patricia T., Vice Chair: Chris S., Secretary: Kim G., Treasurer: Pat E., Member: Bob E., Gordon M., Howie S., Paul M. (to GSB mid-year), GSB Liaison: Susan A.

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

1. Pat T. the current chair and Chris S. current vice chair have finished their terms of service.
2. Physical Improvements to the General Service Office (GSO) in Needham, MA.
 - a. We gathered bids from local subcontractors to replace the suspended T-bar ceiling grid and ceiling panels in the GSO. We later decided not to invest any more money into the office until it is determined what we will do about relocation of the GSO.
 - b. Susan was assigned the task of procuring an air conditioner for the office. Windows in the basement space are not suitable for standard window-mounted air conditioners. A stand-alone type of AC unit is what's needed according to Pat E., and she says that lack of air conditioning makes for unacceptable working conditions. Pat E. recommends getting a stand-alone unit of some kind, reminding the committee that the equipment can be used in a future office space or sold later if not needed.
 - c. New computers are in place and have been hooked up.
 - d. Phone system: Susan says progress has been made on setting up a system for help-line calls. Research was completed in 2018 into an international 800-number resulted in an estimated \$33/mo cost to maintain a separate service number. The GSB stated there might be other options.
 - e. It is not known if the office manager had purchased a new fire extinguisher as promised. Susan will check on this.
3. Long Term Planning for Relocation of the GSO.
 - a. Relocation of the GSO has been under consideration by the GSB and IOC since 2005, and the lease has been renewed repeatedly because of lack of planning for this undertaking, not from lack of interest.
 - b. IOC, GSB, GSB Office Committee, and the GSB Ad-hoc Committee have reviewed information received from Request for Expression of Interest (RFEI) to the D.A. Intergroups to gauge their interest level on relocating the GSB to their region. There is widespread interest for taking on the GSO in many areas
 - c. The IOC has been working with the GSB, GSB Office Committee, and the GSB Ad-hoc Committee. The IOC wrote recommendations to outline the needs for the relocation of the GSO. Current lease runs until October 2022.
 - d. Suggested that the Office Committee recommend to the GSB that funds be set aside each year for a possible office move in 2021 or early 2022.
- e. The GSB Office Committee is looking forward to receiving a report from the IOC Office Relocation Subcommittee on their findings to date.
- f. IOC committee members received a draft of a report on findings and progress of the IOC Office Relocation Subcommittee. The intention of the report is to update the Fellowship and to respond to those Intergroups and/or committees who have formally expressed interest in hosting an office relocation. He suggests that the report could be published as an article in the Ways & Means or some other D.A. publication.
4. Fundraising for Relocation:
 - a. Pat T. suggests that fundraising agenda be put in the hands of the new 2020 IOC. IOC assumes no need for immediate action without any action on the relocation.
5. Archives:
 - a. The ability to find a student to help archive information and artifacts was researched, but we are unable to support an intern because their work would need to be supervised by a degreed archivist.
 - b. Howie and Bob had completed a cursory inventory and will provide an assessment of work on the archives process and provide a recommendation to the new (2020) IOC committee as to what work remains to be done.
 - c. Pat E. says she will be part of next year's IOC committee and that she would like to work on cataloguing the records and might make a trip to Needham to do the work.
 - d. Pat E. says she'd like to have a conference call with Howie and Gordon to wrap up this year's work on archive's projects.
6. Office Policy Procedures Manual
 - a. Worked with the Office Committee on a Policy and Procedures Manual for the GSO. This work is ongoing and is being led by Office Committee member, Susan A.
 - b. Susan's draft of the Office Manager job description will be used as the basis for an Office Manager
 - c. Position search and the job definition can be incorporated into the new office manual.
 - d. The Office Committee is working to stabilize office functions in the absence of a full time office manager.
7. Telephone Network for Calls from the Debtor Who Still Suffers
 - a. Thanks to COVID-19, volunteers are manning the phones from various locations
 - b. A training protocol for D.A. members who would volunteer for this service work and scripts for answering the calls was written by this committee in

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WSC Internal Office Committee (IOC)

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2018.

8. Quantity of number of GSO employees :

- a. Susan says from the perspective of the Conference and the Fellowship that it is absolutely appropriate to say what are the priorities that we need to look at in order to staff the GSO. Susan says that in her imagined version of a fully functioning GSO in the coming year that the office would require at least one full time Office Manager and two substantial part time staff along with at least one Appointed Committee Member. Bob says, based on his observations during his extended visit to the GSO that we need a manager, somebody who does shipping, somebody who does accounting or bookkeeping, and somebody on the phone. Those can be part time positions. Susan says that she and Michalene while managing the office remotely spent an inordinate amount of time on problem solving basic practical office function problems like a broken phone, etc. Also, there is plenty of work in simply processing literature orders. Susan says that given current and projected office functions the current staffing model is unsustainable. There is simply too much to do! She says that it would be unwise for the Fellowship to shrink from costs of staffing a properly functioning office. All strongly agree that it is crucial to complete the revision to the Office Manual. Pat E. asked "What if we staffed the office with two 30 hr/wk managers with overlapping schedules?" Susan said she had made that proposal at one time and that it's a great idea.

9. Website accuracy:

- j. a. Website meeting and other listing updates are being pursued by the Tech Committee. The IOC is highly interested in this, as the GSO is constantly using these websites to disseminate information to callers. Susan says a project contributor, Jeff, has been assigned to work on updating and maintaining an accurate meeting list. There's a lot going on—many calls from people looking for phone meetings or hybrid meetings. Chris asks, Isn't the Intergroup Caucus working on meeting list updates? Answer: yes. Susan says the re-registration of group meetings is going on and that groups are scrambling to get meetings registered along with changes in format and

new meeting details. Many face-to-face meetings are being converted to phone, hybrid, or Zoom meetings. Susan says that the departure from pure face-to-face format to hybrid, phone or Internet mediated formats is a complex question and that someone who has any experience or expertise would be an invaluable resource to bring to the Conference. Bob says that his experience with A.A. meetings trying to create hybrid meetings with Zoom hasn't worked very well. Bob says that because his groups have switched to hybrid meetings, 7th Tradition contributions have gone way down. People just don't seem to make the effort to make contributions. Susan says that individual contributions to the Fellowship sent directly to the GSB have gone up. Doesn't have the details but that the fall in revenue has not been as bad as anticipated. Kim says that as treasurer of his now Zoom formatted D.A. meeting, he has encouraged members to make 7th Tradition contributions via bank transfers and/or mailing checks to the group treasurer.

10. Online literature :

- a. The Board has made the decision that people can make lit orders online. It has not been implemented yet, but Susan hopes that it would be—hopefully before the conference.

Ending notes:

Susan A, GSB liaison, says that, in terms of accomplishment of the IOC, we actually have had IOC members of the committee travel to Needham—a fact important to mention in the Committee's report. And, that, though the information provided may seem minimal, that it actually wasn't minimal. Pat T. mentions that the inventory that Bob E. did of the Office while assessing the situation in Needham was amazing. The committee thanks Bob for his exemplary work while visiting Needham. Pat. E. suggests that the committee laid a lot of groundwork for future action. Susan agrees and says that just because you can't necessarily see the finished product it doesn't mean that there hasn't been important groundwork that has been put in place for focused action in the coming year.

WSC Literature Committee (LitCom)

Committee Officers

Chair: Curt P., Vice Chair: Jeanne M., Secretary: Amy O., Treasurer: Mary Jane B.

Committee Members: Anna Holmes H., Charlotte R., Cynthia S. (partial year), Fati L., Gill W-B., Stuart F., Julie T., Jorge M., Kellie L. (partial year), Leslie G., Peter S., Ruby S-G., Tammy M., Taylor D.

GSB Liaison: Sharon S.

LitCom Statement of Purpose

DA Conference-approved literature begins with the Literature Committee. Members participate in all levels of the literature creative process, including generating ideas for new DA literature, working closely with members of Literature Services, reviewing drafts of

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WSC Literature Committee (LitCom)

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literature in process (given to them at the Conference by Literature Services), approving final drafts of DA literature, and bringing motions to approve draft of literature to Convocation to become Conference-Approved Literature.

Committee Report

LitCom 2019-2020 presented seven new pamphlet concepts to the Convocation. The concepts originated from topic suggestions submitted via Issues & Concerns contributed by members worldwide, as well as suggestions made by GSRs and ISRs in attendance at the 2019 World Service Conference in Los Angeles. Each of the new concepts that were presented to the Convocation were approved by a substantial majority. The members of LitCom then formed seven new subcommittees which met at least monthly throughout the program year to craft outlines and draft content as a guide for each concept's further development by GSB Literature Publications (LitPub) and Literature Services (LitServe) Committees.

LitCom also continued to review and develop works-in-progress from previous years, forming a subcommittee for the "D.A. Daily Reader" book (formerly titled "D.A. Daily Meditations"). This subcommittee continued to solicit, review, and edit submissions that are made by the fellowship at large.

In our June meeting, LitCom reviewed and approved the writer's draft for the "D.A. Step Study Guide" and "BDA Step Study Guide." These two projects have been in development for years, and the BDA Committee is also reviewing the BDA version. Additional edits were suggested by LitCom for LitPub's consideration in creating final drafts of both. Those versions will then be passed along to 2020-21 LitCom to continue the process of seeking approval by the Convocation for publishing.

Here is a brief synopsis of the considerable work accomplished by each of the subcommittees:

"Action Plan" D.A. pamphlet

(Subcommittee Chair: Mary Jane B., Members: Cynthia S., Peter S., Taylor D.)

Created an outline for the "Action Plan" pamphlet which was submitted for review in May and for approval by the Literature Committee as a whole in our upcoming July meeting.

"Earning" D.A. pamphlet

(Chair: Gill W-B., Member: Jorge M.)

This subcommittee worked closely with members of

the Spiritually Sustainable Earning Caucus (SSEC) to develop an outline and draft content based on input gained from several fellowship-wide calls about the topic of earning held by the SSEC during the program year.

"D.A. Voices from the Black Community" D.A. pamphlet

(Chair: Ruby S-G., Members: Fati L., Jeanne M., Julie T., Leslie G., Stuart F.)

Content for this concept is being gathered through an innovative crowdsourcing process that requests either written or recorded responses from black debtors. These contributions have been solicited through notices distributed via e-newsletters, e-mail blasts, intergroups, and personal outreach efforts by individual members. The notices were translated into French, and the subcommittee is exploring additional languages. Early in the year, they reached out to the Underserved and Underrepresented Caucus for input. Thus far, responses have been submitted from the US and Kenya, and the subcommittee is in the process of reviewing and curating the submitted content for inclusion in the pamphlet.

"Dealing with Prosperity" D.A. pamphlet

(Chair: Fati L., Members: Curt P., Peter S., Tammy M.)

The approach the subcommittee has chosen for this concept is to treat the topic from several perspectives, i.e. blocks to prosperity that can be addressed through working the D.A. program, as well as dealing with shame or guilt when prosperity is achieved. An outline and draft content have been submitted for a vote in the July meeting to continue development.

"Relapse and Recovery" D.A. pamphlet

(Chair: Anna Holmes H., Members: Charlotte R., Curt P., Gill W-B.)

This concept has been developed using the Steps and Tools of D.A. to address prevention of relapse and returning to recovery after a relapse has occurred. A narrative outline with draft content has been submitted in July for a vote to proceed to the next step in development.

"Retirement" D.A. pamphlet

(Chair: Charlotte R. , Members: Curt P., Ruby S-G.)

This subcommittee has developed a narrative outline and draft content that addresses the issues of preparing for retirement, living in retirement, and recovery in retirement using the principles of the D.A.

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WSC Literature Committee (LitCom)

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program. In the June LitCom meeting, this approach was approved for further development.

“What is Solvency?” D.A. pamphlet

(Chair: Stuart F., Members: Anna Holmes H., Cynthia S., Fati L., Jeanne M., Gill, Kellie L., Leslie G., Tammy M.)

By tackling this important topic, the subcommittee hopes to bring additional depth and clarity to a subject that is at the very core of the D.A. fellowship, and that is no small task. “Daunting” would be an appropriate adjective. Nevertheless, they have completed substantial work, and we believe that the sheer momentum of their considerable efforts and thoughtful treatment will carry this concept forward toward further development and approval.

“D.A. Daily Meditations” book

(Chair: Amy O. Members: Anna Holmes H., Jeanne M., Julie T., Leslie G., Peter S., Ruby S-G., Tammy M., along with several project contributors and our GSB liaison Sharon S.)

As mentioned above, this book-in-progress was carried over from previous years. A number of calls for submissions have been made via e-newsletters, the D.A. website, and e-mail blasts. The subcommittee has been working tirelessly to review, edit, and curate over 100 submissions for potential inclusion. To date, 50 of the 365 daily readings required for the book have been finalized and compiled.

Recommendations to the Incoming Literature Committee:

1. We ask that you honor the work done by the long line of LitComs who have preceded you by continuing to work on the projects currently in the queue and as assigned by the GSB. The concepts are just that: concepts. They will only bring much-needed guidance and clarity to still-suffering debtors worldwide if you are resolute in helping them along the way. This important work depends entirely on the willingness to keep each concept moving ever closer toward completion.
2. We challenge you to collaborate, innovate, and find new ways to solicit ideas and input from our wonderfully diverse fellowship. Reach out to include the voices of those who are underserved and unrepresented, not just the loudest voices in the room.
3. When things get complicated, mired in minutiae, and downright prickly, please pause, take a deep breath, and listen carefully to what your Higher Power and the other person are saying. Openness of heart, mind, and spirit will help you overcome any obstacles every time.
4. Finally, we'd like to pass along the wisdom of Amy O., our Secretary, my mentor and the LitCom Chair who preceded me, who said, “Don't forget to laugh and enjoy the gifts of service!”

Many, many thanks to our GSB Liaison, Sharon S. She has been tireless in her service, patient beyond all reason, and wise beyond words. I have been personally privileged to serve on this year's LitCom with a group of people whom I genuinely respect and love. They've been my colleagues, collaborators, co-conspirators, and teachers, and I will be forever grateful to have been in their midst.

— Yours in service,
Curt P., 2019-20 WSC Literature Committee Chair

WSC Public Information Committee (PI)

The purpose of the PI Committee

The Public Information Committee works to carry the message of D.A. to the still suffering debtor by interacting with the media, helping professionals, the general public, and the D.A. Fellowship at large, in person, on the telephone, and through written information. The Public Information Committee utilizes the Debtors Anonymous Public Information Handbook and other D.A. Service Literature available to the entire D.A. Fellowship as a tool for outreach efforts, and supports and trains Regional PI Committees (PICs) and PI Representatives (PIRs) as guided by the Twelve Traditions of Debtors Anonymous (DA Manual for Service, page 63)

Revision of PI Manual

The Debtors Anonymous Public Information Manual with 2020 revisions as submitted by the WSC Public Information Committee was distributed to the GSB Public Information Committee on April 6 for review. The GSB PI Committee is currently reviewing the proposed revisions against the 2013 version of the Public Information Manual to provide any comments by the next GSB PI Committee meeting. The committee proposes to forward the document to the GSB for consideration of approval.

Sub Committee for PI rep training

Committee Members: Susan, Lisa, Roslyn, Chris, Gerry

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WSC Public Information Committee (PI)

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PI Training and Media Contact training were held via Fellowship Wide Calls as described below.

Many outreach actions were carried out by members during the quarter, including organising special focus groups, speaking about D.A. at organised events, and outreach to radio and TV stations. Members brought their outreach into their local areas and reported back to the committee, inspiring other members with ideas for PI outreach work. Tables and booths were set up at conferences and much interest was shown. Our attitude is that we are the face of D.A. and it is up to us to see opportunities for reaching out to the debtor who still suffers. Leaving cards at pet stores or grocery stores is not just up to the PI reps, but also the responsibility of each individual member to carry the message.

Some examples of outreach opportunities taken by our members:

- One of our members, Gerry, saw a 10 second post on a news station on TV which said A.A. was hosting Zoom meetings. She sent an email to that television station as a “news tip” saying “if they are familiar with A.A. are you aware there is a D.A.?”
- Another member, Susan, reached out to an organiser of the Bankruptcy Trustee Committee to spread the word about D.A. The possibility of having a D.A. presence at one of the Bankruptcy Trustee Committee conferences in the future is being explored.
- Our member in Ireland, Sean, reached out to several community radio stations, which he had reached out to last year, with up to date information on zoom meetings available and to check in with them to see if they are still announcing D.A. details on their community announcement slots. He was invited to do an interview with two radio stations. He also reached out to the suicide prevention services again and approached the regulatory organisation for psychotherapists in Ireland who said they would be happy to tell their members about D.A. He also reached out to a psychotherapist who specialises in behavioral addictions.
- Roger in Canada reached out to the 211 emergency website and also to a website in Ontario that feeds into other helping professionals such as counselors and therapists spreading the word about D.A. He also noted a huge increase in attendance at the Canada meetings now that they are being held on Zoom. He has spread the word about this and made this great resource available to many members worldwide. This has also brought in members to the fellowship from areas where D.A. does not exist.

Fellowship Wide Calls Sub Committee

Committee Members: Jeanne; Gerry; Roger; Maia

During this Quarter, the PI committee presented the following Fellowship Wide Calls:

Public Information Representative Training

(Sunday June 7, 2020)- New Projects Gathering Insights on Reaching out to the Debtors that Still Suffer

(Speakers: Rosyln R., Gerry L., Matthew K., Susan G.; Moderator: Maia W.)

Individuals shared their public outreach experiences in using creative ways to carry the message to people about D.A.

This call was open to all D.A. members who wished to carry out PI work in their local areas or beyond. The call is available to listen to again on the website, and listening to the call retrospectively counts as having done this PI training.

Moderated by Maia. Susan spoke about her focus groups that were held in Seattle with the LGBTX community and with people of color; Matt K. reported on a project called “From Calamity to Serenity” which used a Zoom meeting’s breakout rooms; and Gerry and Ros spoke about their experience, strength, and hope, and about their experience of some of the resources they have used in Public Information. There was a half an hour after the speakers portion of the meeting for questions from callers.

GSB-PI Media Contact Training (Saturday 2 May 2020)

(Speakers: Maureen C., Sharon S.; Moderator: Siobhan K.)

The purpose of this call was to train D.A. members who may wish to respond to inquiries from the media about D.A. Training was open to all D.A. members, both those who wish to learn how to respond to requests by the media for information about D.A., and members who would like to learn more about how to discuss D.A. with people outside of the Fellowship.

Outreach During COVID-19: D.A. Local Action & Global Impact (April 19, 2020)

(Speakers: Maia W., Gerry L., Roger H., Shalina G.; Moderator: Sean T.)

Individuals shared their public outreach experiences in these challenging times and what that can look like now. Four speakers from around the world (Roger—Canada, Shalini—South Africa, Maia and Gerry—USA) shared their experience, strength and hope

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WSC Public Information Committee (PI)

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and afterwards callers were given the opportunity to ask questions or share further. The focus was on how Covid-19 has affected people’s financial life, the movement of many meetings to Zoom and other stresses being faced by compulsive debtors. Mention was also made of the special focus groups in the Northwest for the LGBTX and black communities. The call was a great source of comfort and support to many

debtors who are experiencing tough challenges during these difficult times. There was great participation at the meeting in terms of contributions from callers and readings.

One of the organising members described the call as “going back to our roots” as we reminded ourselves that the principles of DA are what we need to help us grow and recover.

WSC Resource Development Committee (RDC)

The D.A. RDC is four fellows strong, each with their own talents and drive to serve the Fellowship: Barbara H., Ceilia M., Michael L., and Diana B. Lynn S. resigned since our last Fellowship Committee Chair meeting.

Service

Michael L. spearheaded the committee’s focus on increasing sponsorship activity Fellowship wide, and will present his draft of a temporary sponsorship guide at this month’s RDC meeting.

RDC scheduled four Worldwide Fellowship calls this fiscal year, one more than last year. Three calls were themed around sponsorship, one on finding a sponsor, and two on being a sponsor. The last WW Fellowship Call, scheduled for July 18 at 3pm, is being developed now but will focus on the Role of the Meeting Treasurer.

Revenue

With respect to revenue, the RDC’s goal for 2019-2020 is an aggressive 20% contribution increase on the shoulders of the same growth the last two fiscal years 2017-18 and 2018-19.

Our ability to meet this aggressive goal has been realistically tempered in the face of the global Covid19 pandemic. We are happy to report that, as a result of the committee’s past efforts in defining and expanding the Fellowship’s gift policy and the implementation of an online contribution method for US bank debit card holders, after a sobering contribution dip in March, individual contributions have increase substantially.

May 31, Fellowship aggregate YTD contributions are less than % or \$972 below the last fiscal.

More specifically.

As of 5/31//2020: (Note D.A. Fiscal Year July 1, 2019 to June 30, 2020)

May Contributions 2020:

	#	LY:	Change
Groups:	4,039.52	2,768.06	+ 46%
Individuals:	7,141.76	6103.09	+17%
Aggregate:	11,181.28	8871.15	+26%

Fiscal YTD Contributions, July 2019 to May 31, 2020

	#	LY:	Change
Groups:	41,085.01	48,480.27	-15.25%
Individuals:	73,116.46	66,693.02	+9.6%
Aggregate:	114,201.47	115,173.47	-0.8%

Great news- only \$972 or under 1% below the 2018-2019 Fiscal Year.

This year we considered programs that might inspire fellows to organize their contributions to give monthly and consistently. With the contribution of Lynn S., RDC submitted a Lucky 7 flier (for fellows to contribute \$7 a month x 12 or \$84/year) to D.A. directly. This flier is currently before the GSB for approval.

Communication

RDC is responsible for editing Fellowship communications pertaining to John H. scholarships and the Annual April Anniversary Appeal. This year we added a Tax Benefit Announcement re: Giving Tuesday, the Fellowship’s status as a 501c3 not-for-profit corporation, and the potential for fellows who are US taxpayers of certain individual federal tax benefits for contributions made by 12/31. This Announcement was distributed in late November and again in December.

End Note

Lastly, the RDC is reviewing the DAMS content and intends to submit its recommendations for edits and content pertaining, in part, to the role of the GSR and regional GSR groups and adding a comment regarding Promise 7 and sharing abundance/Thrive with 5 to the suggested meeting Treasurer’s announcement.

WSC Technology Committee

Chair: Juhli, Vice-chair: Dave L, Secretary: Peter A., Treasurer: Rosemary, Board Liaison: Bill D., Members: Faith, Diane W., Stephanie, Cris, Tim

For the 2019 - 2020 term, leveraging the technology of the fellowship was more crucial than ever before. With the fellowship's necessity to be 100% virtual starting in March, I am ever grateful to our wonderfully committed members, and the wisdom and guidance of Info Tech (GSB's Information Technology Committee) and project contributor (ACM). The committee did not have any motions at the 2019 WSC and had 7 recommendations which we worked on throughout the year.

Recommendations

1. Revise the website beginning with incremental improvements and planning for a long term strategic redesign including an interim update with multilingual functionality. The website was launched on a new platform improving its functionality this spring, and we are currently working on the multilingual functionality. The plug-in is on the site, but the translations need to be vetted and approved by multilingual members
2. Improve accessibility and purchase of literature online. There are now 17 pamphlets available through Amazon as well as both editions of The Currency of Hope, and the DA 12 x 12 x 12
3. Improve online donation capabilities including text donations and non-US currencies. There has been a successful international (Canada—US) literature purchase, but we have not tried online international contributions through the website yet.
4. General Service Board (GSB) purchase two new computers for the D.A. office. The new computers were purchased and installed this spring. The computers had not been updated in several years, and this was a necessary upgrade to improve speed of computers and reliability of the machines.
5. Investigate new platforms for Podcasts. We did some investigation into this recommendation. The incoming Tech Committee may want to continue this work in the '20 - '21 term.
6. Invest in and/or investigate methods to improve and move to automating meeting registration. Ensure that all D.A. worldwide meetings are accurately represented

and captured on the D.A. website. We have worked on this and there is now a way to register from the website, although the information still needs to be manually input.

7. Investigate D.A. website's ability to synchronize with other Intergroup databases. There is still more work to do for this recommendation.
8. Translating the website. We have found a means, and now we need to vet the translations

Issue and Concern:

There was one issue and concern submitted to Tech Comm regarding website management for groups and intergroups. As each group is autonomous, there is no website template. This was passed on to the Intergroup Caucus, and they conducted a survey of intergroups and their systems.

Suggestions for next year's committee:

1. Redesign and audit of the website. Much of our focus was moving the existing website to the new platform and it updated the look, but not the content of the website - other than adding a map function to the "find a meeting" tab with thanks to efforts from the UUOC.
2. Find a new platform to house the audio recordings of fellowship wide calls (podcasts) to improve searchability.
3. Consider the feasibility of a virtual office.
4. Survey how much literature is bought physically & how much is bought digitally

Throughout this year I have been inspired by this committee for their commitment and service. Thank you for trusting me as your chair and demonstrating the strength of teamwork. The power of combined efforts to leverage our individual talents to support the still suffering debtor is very meaningful work, especially during a time of such global crisis. I have learned valuable lessons from you all. All the best to the incoming committee.

— Yours in service,
Juhli

WSC Intergroup Caucus

Participating Members: Cris F., Roger H., Jerome S., Lisa B. GSB Liaison: Sharon S.

As there were no carryover caucus members from WSC 2018-19, this caucus chose to withdraw the WSC 2019-20 motion request to the Conference Committee to become a committee. After a year of work on intergroup issues, the Intergroup Caucus recommends continuing as a caucus.

Recommendations for this caucus to consider from the WSC-19

1. Ensure that Intergroup websites display the same meeting information as the GSO website. Refer to the Tech Committee. Recommendation #2 below could serve to alleviate this issue.
2. Provide an automated link on the meeting (re)registration page that sends the updated information to both the GSO and affected Intergroup. Refer to the Tech Committee.
3. Assign every meeting to an intergroup with the option of choosing a particular intergroup. Tradition Four allows each group the autonomy to NOT join an intergroup, or which intergroup to join.

In the fall of 2019, a survey was sent out to 35 Intergroups using the point of contact information from the GSO. There were responses from ten intergroups. Seven intergroups returned the completed survey (20%). The actual survey and consolidated response will be sent out via eNews. Most intergroups provided similar services and hosted similar events. Many intergroups share struggles with website maintenance, member participation, and volunteers. Specific requests for assistance include:

1. Can you correct our call in number on the main D.A. website?
2. Can you clarify: if meetings are in person but people can call in, do we need to list them on those two meeting lists on the main D.A. website?
3. Help in filling vacant positions

4. Help us get organized. Could D.A. establish a domain that all groups and intergroups could use to share data and resources?
5. Get the Fellowship in general to understand that any service work will enhance recovery and that Intergroup participation is very rewarding.
6. Our biggest challenge is getting members to volunteer for positions
7. Bear with us until we get going again.

Issues and Concerns for this caucus to consider from the WSC-19

The Tech Committee referred one item to the Intergroup Caucus, concerning website platforms and standardization. The survey results did not shed any light on this concern. Refer back to Tech Committee

Notes to hand off to the incoming WSC-2020 caucus. Topics presented at the end of our term of service.

- HIP committee suggested the Intergroup Caucus ask each intergroup to appoint a HIP representative.
- BDA is negotiating potentially creating a BDA Intergroup. Discussions with GSB are currently in process.
- Topic of discussion for next year's caucus: Regionalization efforts wording be removed from Intergroup Caucus description in the DAMS or clarification be provided from GSB.
- Recommendation for next year's Intergroup Service Representatives (ISR) delegates be required/ strongly suggested that part of their service requirement be to join the Intergroup Caucus.
- Refer to the wsc.intergroup.caucus@debtorsanonymous.org email address (which gets forwarded directly to the Caucus Chair and the Board Liaison) in eNews messages and announcements.

WSC International Caucus

Introduction

The International Caucus met monthly to "exchange information and develop initiatives to support the growth of DA internationally," as it states in our mission when founded by the action of the 2011 WSC. In the ensuing nine 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. After August's conference, the caucus will formally move to

be a committee.

In 2019-20, 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 DA phone meetings.

Caucus members: Amina Z O. (chair), Tracy O. (vice-chair), Stuart F (secretary), Rody D., Peter A., Jeanne F., Kristin HL., Bert C, and U.K.-based GSB liaison: Josie P.

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WSC International Caucus

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Projects and Topics Addressed During the Conference Year

- Our mission statement:
 - What we stood for and what we were trying to accomplish this year
 - A discussion of why we joined this caucus.
- We asked the group the following questions and got very specific about what they wanted from the caucus for the conference year. The questions were:
 - What will make a successful caucus this year? For you personally and for the group?
 - How can we best assess and respond to the needs of the non-US D.A. members during our time together?
 - What are the top three activities you'd like to participate in for the Caucus?
- After 2-3 meetings, we established the desire to hear more from non-US debtors. We created an international telephone meeting we referred to as a listening session
- Translation of the DebtorsAnonymous.org website
 - Worked with Tech Comm to investigate options and requirements for translation
 - Tested a website plug-in that supports volunteer translation of pages
- Outreached to the European Fellowship to create a bridge between North America and Europe, particularly working with European Intergroup
- Had one worldwide fellowship phone meeting in the Spanish language

We believe the sessions we had helped bridge a gap

between the USA and debtors in other nations and we are energized to continue the momentum.

Recommendations to the Incoming Caucus

- Continue the international phone calls we have come to know as listening sessions
- Focused working with FCC and UUOC on Sponsor a Group and Sponsorship generally for International Groups
- Continue working with Tech committee to enable translations of DebtorsAnonymous.org website
- Work with LTLC (Literature Translation and Licensing Committee) to encourage and promote the translation of D.A. literature
- Continue the development of both an international contact list and an update of global D.A. contacts
- Support and encourage GSB in locating translators and translation reviewers
- Host more Fellowship-wide calls in many languages with debtors speaking from outside the USA.
- Collect and record D.A. stories and histories from around the world
- Review the website for ease of finding the information helpful to international and remote D.A. members
- Continue offering international calls in many languages

In love and service,

— **Amina Z.,**
Chair 2019-20 International Caucus

WSC Spiritually Sustainable Earning Caucus (SSEC)

SSEC members have been dedicated and creative, working hard to uphold our mission:

“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.”

Members 2019–2020: 8 plus our GSB liaison.

Chair: Lolly A., Vice-Chair: Roger D., Treasurer: Jeanine C., Members: Alexia I, Ed K, Jeanne, Peter S, Susan L.

(Secretary rotating), Liaison: Bill D.

This service year the Spiritually Sustainable Earning Caucus hosted three fellowship-wide calls:

- “Bringing Balance to Our Spiritually Sustainable Earning” on 10-13-19
- “Roundtable Discussion: What Does Spiritually Sustainable Earning Mean to YOU?” on 2-16-20
- “Earning During Changing Times – Rock, Roll ‘n Earn” on 6-14-20

Members of the SSEC have been participating on the Earning Pamphlet Subcommittee with members of Lit Com, chaired by Gill W-B. Together we created an

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WSC Spiritually Sustainable Earning Caucus (SSEC)

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outline.

In the three years since its inception, SSEC members have explored the question, “What is Spiritually Sustainable Earning?” The answer continues to evolve, and may encompass a combination of several elements. Here are some possible definitions:

- For some, spiritually sustainable earning is producing an income in alignment with their Higher Power’s will, while being of service to others.
- A combination of elements including the commitment to being of service in earning, taking actions toward our vision, multiple streams of income, a saving plan, work / life balance, earning abundantly doing what we love, “Progress not Perfection”, “God is my employer”.
- The willingness and commitment to earn according to our Higher Power’s will for us, while continuing to take actions toward our vision.
- “I receive an abundant income doing what I love while being my true self, in alignment with HP’s will”
- Earning that helps to sustain your spirit, mind, emotions and body, bringing a greater sense of work/life balance.
- It is the type of earning we were called to, to have a happy, joyful and free life for ourselves, doing HP’s will in our lives, and for helping others to do their HP’s will in their lives.
- We came to believe that our Higher Power is our

Employer. With the idea of a new Employer, there is now a pathway to an abundant life filled with integrity, prosperity and joy. The feeling of “lack” is diminishing. Starting to have the sense of “enough” money, time, love and joy. With an understanding that we’re imperfect people, we work the D.A. program to the best of our abilities. We have a belief of being spiritually connected to our source. Spiritually Sustainable Earning is a new tool for recovery on a sustainable level with our earning.

Recommendations for next year’s SSEC:

- Continue to host fellowship-wide calls on the topic of SSE.
- Liaise with LitCom; form a subcommittee to further the Earning pamphlet, as needed.
- Write and submit stories for Ways & Means, D.A. big book, or other literature in process.
- Discussions on how best to assist D.A. members with earning issues in the D.A. program.
- What would we like other committees & caucuses to consider in light of the SSEC?

It has been a distinct honor to serve on this wonderful caucus for three years. Thank you for allowing me to be of service!

In gratitude and service,

— Lolly
SSEC Chair 2017-2020

WSC Underserved and Underrepresented Outreach Caucus (UUOC)

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

Carrying the message to underserved populations

The UUOC has created a survey for debtors from diverse groups. We compiled 20 questions which will be sent in an E-news blast. The answers to these questions will help the UUOC know what recommendations to put forward to the World Service Board and the convocation at conference to best support the needs of all our fellows.

The UUOC is compiling a survey for debtors with disabilities which will be sent in an E-news blast. The answers to these questions will help the UUOC know what recommendations to put forward to the World Service Board and the convocation at conference to best support the needs of our fellows with disabilities.

The UUOC is hosting a Fellowship Wide Call on July 12, 2020. This call will be an opportunity for the fellowship to hear wonderful speakers from our first podcast recordings and a Q and A with the speakers afterwards. The three speakers include a debtor who is gay, a debtor who is an immigrant from Mexico, and a debtor who is transgender and made her transition in recovery. These are the first of what we hope will be many more podcast recordings from the incredible diverse groups within our fellowship.

The UUOC has curated stories for the August issue of the Ways and Means. The entire issue will be

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WSC Underserved and Underrepresented Outreach Caucus (UUOC)

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dedicated to giving a voice to debtors in our fellowship who come from different areas, ethnic groups, sexual orientations, genders, ages, and some who face challenges with physical disabilities. We look forward to sharing their beautiful stories of experience, strength, and hope with our fellowship.

One of our members has done extensive work in carrying the message of D.A. to the LGBTQ community in Ireland.

Several of our members have done extensive work in carrying the message of D.A. to underserved populations in Los Angeles.

Members of the UUOC have supported the World Service Office in answering the phone line during these trying times to make sure we are there when the still suffering debtor reaches out.

Literature Grant

The UUOC applied for and received a literature grant from the World Service Board. That literature is being used by members of our caucus to support new meetings starting up in locations where there are few meetings and literature is more difficult to come by. Some literature will be sent to Kenya and New Zealand, for example. It is also being used to distribute to debtors in under-represented areas.

Carrying the message to underserved locations

A member of our caucus is continuing work on a

mapping project. This project will show locations of D.A. meetings all over the world.

The UUOC has members carrying the message to their home countries of Ireland and Canada where there are fewer meetings.

Our caucus has a member who has helped support and increase the amount of meetings in her hometown of New Orleans.

A member of our caucus is helping to support a new meeting being started by a debtor who is a Nigerian immigrant and is starting a meeting in the United Kingdom for People of Color.

Members of the UUOC carried the information of D.A. meetings everywhere in the world, being able to attend the World Service Conference virtually this year. We also shared on meetings that we attended all over the world, about the scholarship that was available for any meeting to apply for. The John H. scholarship was awarded to 15 meetings.

The UUOC is working with the FCC, the International Caucus, and the IOC on sponsorship for debtors in areas with few meetings.

It has been an honor for all of the members of our caucus to carry the message to debtors in underserved and under-represented areas and to make a difference for them in whatever ways we could.

WSC Host Committee

Much has happened since I wrote the January report earlier this year. Some is the same: our theme is the same—Trusting our Traditions—and I have studied them more deeply, and most of the same 20 Host Committee members continue to meet monthly and now weekly. Some have changed. The major change is that the conference is now virtual. Some committees have gone away due to that, some have stepped up considerably, and some are still working out what their role is. Pieces are still falling into place and I wish I could write a final report in two months but at this point with the conference about five weeks away, Zoom experts have been hired and will begin training the Host Committee and Zoom Hosts and Chairs for Fellowship Day on August 15th and the Committee and Caucus meetings on August 8th and 9th. Michael M. has been working hard as the Talent Show Chair, and Maureen P. has been working hard as the Hospitality Chair. Her team has developed a NYC welcome video which is still in the approval process.

Chris S. has been working hard as the Fellowship Day chair developing the schedule and getting speakers and now chairs and Zoom hosts. I have asked two excellent long term members, Carolyn from VT and Carol B. from Portland, ME to be the keynote speakers. The food people Sarah and Kris are now working on hospitality as there is no real food. Charlie, Audrey, and Dana have been there since the beginning, and I am grateful for their commitment, wisdom, and skills. Siobhan as John H. Scholarship chair just distributed the funds to 15 applicants of whom 10 were international. It will be interesting to see what the turnout is for delegates and Fellowship Day.

The bottom line is that the conference carries the message to the debtor who still suffers, and I think that will happen. It has been a fantastic experience to work with everyone on the Host Committee, the Board's Conference Support Committee of Tom B., Michalene and Matthew, and Board member Sharon, the Conference Committee led by Tracey O, the NY

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WSC Host Committee

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GSR Committee and NYC Intergroup.

At last night’s Host Committee meeting, at the beginning of the meeting, we read the last paragraphs of Concept 9 and it rang so true: “In our groups we come to know each other remarkably well. After all, we have gone through a life-changing experience

together in joining D.A. and working its program. The still, quiet voice often becomes apparent as the voice of wisdom if we listen and continue to love each other. As we grow, experience leads to strength and hope.” Thank you for the opportunity to do service.

— **Maureen C.**



**FELLOWSHIP DAY
SATURDAY AUGUST 15, 2020**

Join us for a full day of fun, fellowship, workshops, and speakers from around the world. Events are open to everyone in D.A.

All times below are listed in Eastern Daylight Time.

To convert: Central Time (-1), Mountain Time (-2), Pacific Time (-3), Hawaii Time (-6), Australian Eastern Standard Time (+15), Japan Time (+14), Iran Time (+9:30), Moscow Time (+8), Eastern African Time (+8), Central European Summer Time (+7), British Summer Time (+6), UTC (+5)

KEYNOTES, TALENT SHOW AND DANCE

2:30pm-3:00pm	Keynote #1	Carolyn B., VT
7:00pm-7:45pm	Keynote #2	Carol B. Portland, OR
8:00pm-10:00pm	Talent Show/Dance	

Zoom link @ www.debtorsanonymous.org/wsc2020fellowship
Password @ www.debtorsanonymous.org/wsc2020access

WORKSHOPS

	Room 1: STEPS	Room 2: TRADITIONS	Room 3: RECOVERY	Room 4: DEBT-ANON
3:00pm-3:45pm	D.A. Steps 1-3 Giving Up	D.A. Traditions 1-3 Unity, Trust, Identity	D.A. Recovery 1 Finding a Higher Power	Introduction to Debt-Anon / Newcomer Welcome
4:00pm-4:45pm	D.A. Steps 4-6 Cleaning Up	D.A. Traditions 4-6 Autonomy, Purpose, Solidarity	D.A. Recovery 2 We Cannot Do This Alone	Introduction to Debt-Anon / Newcomer Welcome
5:00pm-5:45pm	D.A. Steps 7-9 Making Up	D.A. Traditions 7-9 Responsibility, Fellowship, Structure	D.A. Recovery 3 Don't Give Up Before The Miracle Happens	Debt-Anon Panel – Personal Stories
6:00pm-6:45pm	D.A. Steps 10-12 Suiting Up	D.A. Traditions 10-12 Neutrality, Autonomy, Spirituality	A Journey Into The Fourth Dimension, Our Transformation	Carrying the Message of Debt-Anon
	Track 1 @ www.debtorsanonymous.org/wsc2020track1 Password @ www.debtorsanonymous.org/wsc2020access	Track 2 @ www.debtorsanonymous.org/wsc2020track2 Password @ www.debtorsanonymous.org/wsc2020access	Track 3 @ www.debtorsanonymous.org/wsc2020track3 Password @ www.debtorsanonymous.org/wsc2020access	Track 4 @ www.debtorsanonymous.org/wsc2020track4 Password @ www.debtorsanonymous.org/wsc2020access

for full information, access to the events & passwords got to: <https://debtorsanonymous.org/2020fellowship>

ANNOUNCEMENT CORNER

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

1. Sunday, August 15, 2020 is Fellowship Day with speaker panels, workshops, keynote addresses, a talent show, and a dance party from 2 – 10 p.m. Eastern Time. All members are welcome! Suggested donation/registration is \$15. More information is available at debtorsanonymous.org/2020fellowship
2. There's still time to register for the 2020 Virtual World Service Conference on the weekends of August 8-9, 15-16! Each meeting and Intergroup may send one delegate. More information is available in the WSC Registration Packet at debtorsanonymous.org/wsc2020
3. Job Listing: Part-time Office Manager for the General Service Office (GSO) in Needham, Massachusetts. Submit a resume and cover letter at <https://www.indeed.com/job/office-manager-584ea77ced0a0521>
4. Seeking member recovery stories for the D.A. Basic Text. For more information, email basictextstories@debtorsanonymous.org
5. Seeking member written submissions for the D.A. Daily Reader Book. Visit debtorsanonymous.org/meditations
6. Seeking member stories for the "D.A. Voices from the Black Community" pamphlet. For more information, email wsc.litcom@debtorsanonymous.org
7. D.A. pamphlets are now available — individually and bundled together — on Kindle! Visit debtorsanonymous.org/ebooks
8. Consider serving at the World Level of D.A. as a General Service Board Trustee or recommend a member for service to one of the three (3) positions currently open. Visit debtorsanonymous.org/service
9. Please encourage D.A. members at meetings to Subscribe to eNews to receive all D.A. announcements!
 - Members can subscribe at debtorsanonymous.org/enews
 - U.S. members can sign up by texting DARECOVERY to 22828
10. Share your story in Ways & Means—the recovery magazine of D.A.—or share an article about service in The DA Focus newsletter. Members can learn more and read past issues at debtorsanonymous.org/share
11. If it fits in your spending plan, please increase your 7th Tradition contributions to support the Fellowship! Members can donate at debtorsanonymous.org/contribute

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

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

Get connected to D.A. worldwide.

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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

